Session 8 Handout

THE PERSONAL POWER SCAN

Purpose

Tithin a group, there exists a wide span of social power. Social Power is the ability to influence the behavior of another. In a workshop setting, the Power Scan is used to allow the members of any group to practice recognizing the various aspects of social power and to begin the discussion of how it is exhibited and what effect each has on the task at hand.

PROCESS

The participants break up into groups. The group is given a challenge to address collectively. For example, the group may be asked to identify potential strategies to overcome problems in implementing a specific reform in a given country.

- Once the discussion has subsided, the members are asked to consider the seven aspects of social power and to rate themselves and the other members of the group on each power category.
- The names of the members are written at the top of each column.
- First, designate who in the group had the most (7) power and who the least (1) power in each category
- Next, assign the interim scores (2–6) to the other members. Each person then totals the Power Scan sheet horizontally and vertically.
- The group is given at least 15 minutes for debriefing within their own groups. All groups are then given 10 minutes to share their learning in a plenary debriefing.

The intended outcomes of the discussion are:

- 1. To expand the members' concept of power within groups;
- 2. To demonstrate that power is not a zero-sum resource (A zero-sum resource means that if one individual has a lot of power, this reduces the power of other members of the group);
- 3. To illustrate that for members in a group to be motivated to engage they must perceive that they have some power role and can make a meaningful contribution;
- 4. To recognize that the individual has a tendency to depreciate their own power within a group;
- 5. To identify aspects of social power that may be given undue importance or may be missing, within the group.

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The Personal Power Scan

PERSONAL POWER SCAN

INSTRUCTIONS:

1.	Write down your role in the space provided.	Your Role:	
	, 1 1		

- 2. Rate yourself and assign a power rating for each social power category. Rating scale: 1=least power 7 = most power
- 3. Rate the other members in the group on each power category. First, designate the member with the most (7) power and the least (1) power in each category. Then, assign the interim scores (2–6) to the other members.
- 4. Add the total score for each row corresponding to each power category and also add the raw scores under each column corresponding to each member in the group, including yourself in the group.

Power Scale Least Power = 1 2 3 4 5 6 7 = Most Power

					Groun	Group Members				
					To To					
		1			4	5	6 Represent-		8	
		Leader, MSWA	2 Snokesperson	3 Minister	Minister of Water	Leader, Citizens	ative,	7 Renresentative	Country	
Down	NO A	Labor	MSWA Mid-	of Urban	Resources	Action	Coalition	Residents	Global Frind	TATOT
negor y	nor	OIIIOII	ule Mallagels	nev T	Dev	roi uiii	IOI CIIAIIBE	watel Assii	runa	IOIAL
1. REWARD Can provide										
resources										
2. COERCIVE										
Can take away										
resources										
3. LEGITIMATE										
Has formal power										
bestowed by the										
organization/cul-										
ture (also known as										
formal authority)										
4. REFERENT										
Has access to people										
with power										
5. INFORMATION										
Has knowledge/										
information about										
and/or has access/										
knows where to get it										
6. EXPERT										
Has relevant experi-										
ence and capability										
7. CHARISMATIC										
Has ability to influ-										
ence others based										
on personality and-										
persuasive skills										
TOTAL										

Least Power in this Group = 1 2 3 4 5 6 7 = Most Power in this Group Instructions: Assign each member a power number (1-7) for each category of power Definition: Power is the ability to influence someone else's behaviorPersonal Power Scan, Dr. Tom Fiutak

		Name other Members	
Power Categories N	Me		TOTAL
1. REWARD Give away resources			
2. COERCIVE			
3. LEGITIMATE			
Organization/			
Culture sustains this role			
4. REFERENT			
Access to people			
5. INFORMATION			
I know about and/or			
know where to			
get it			
6. EXPERT			
Have relevant			
experience			
and capability			
7. CHARISMATIC			
Influencing others			
based on			
personality and			
persuasion			
TOTAL BY COLUMNS			