

# Tackling the Power Conundrum

Activating Our Strengths through Our Power

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NASAA People of Color Affinity Group Workshop  
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# Workshop Objectives



To address, more fully, the conundrum of walking in our power



To explore blockers to activating our power both individually and collectively



To keep practicing what we preach



To understand how our power shows up (or doesn't show up) in all that we do...and why

We have power.

What typically gets  
in your way of using  
our power?

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Conundrum | noun

co • nun • drum

Definition of *conundrum*

- 1 a :an intricate and difficult problem
- b :a question or problem only having a conjectural (guesswork) answer



People who sat within 25 feet of a high-performer at work **improved** their own performance by 15%. But sitting within 25 feet of a low performer **hurt** their performance by 30%.

-2017 study at Northwestern University

# Conundrum #4

**We don't fully understand our power** because we're busy focusing on everyone else's.

Today...let's focus on us.

# The Five Bases of Social Power

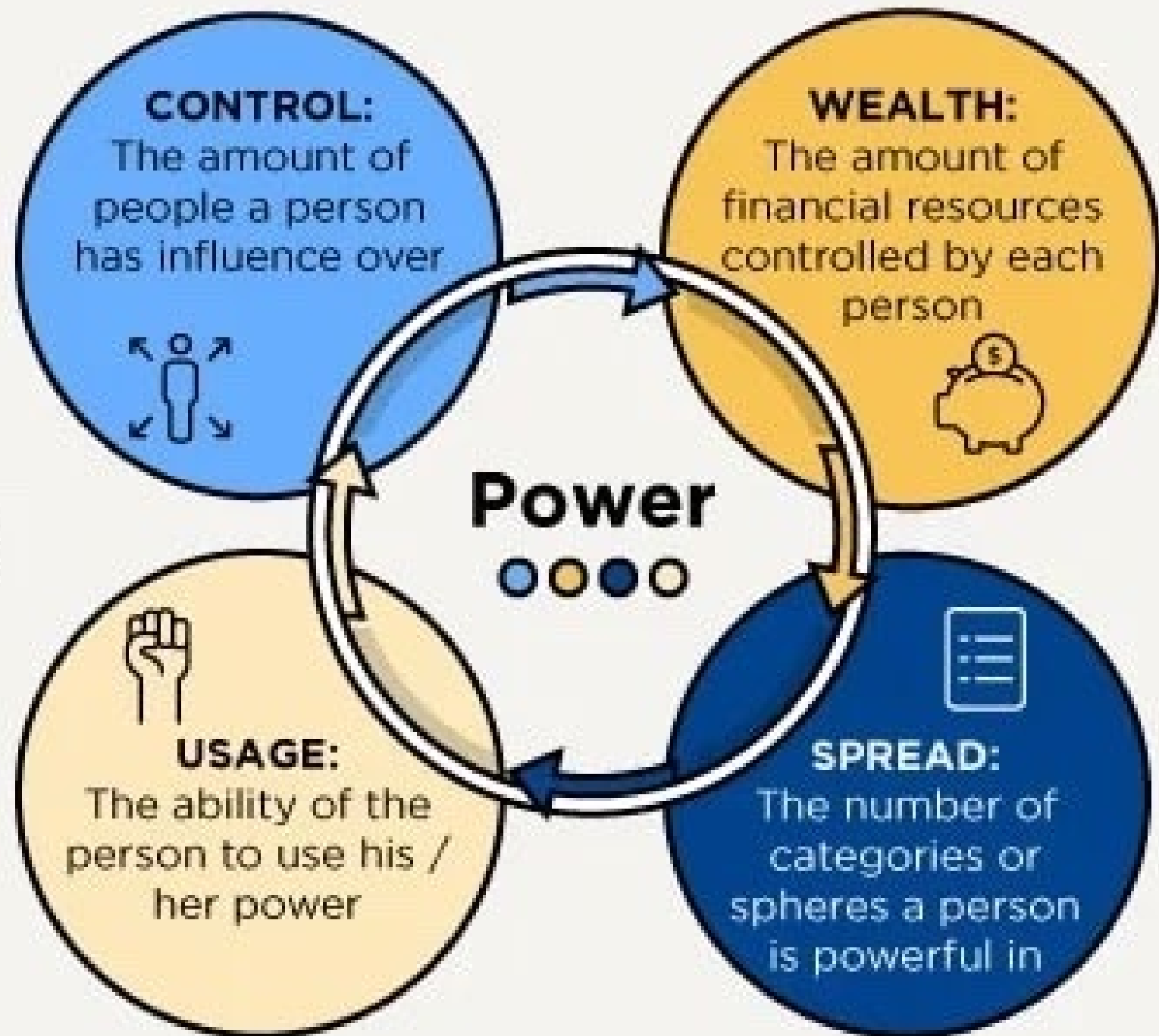
( French & Raven )

1	2	3	4	5
LEGITIMATE POWER	EXPERT POWER	REFERENT POWER	REWARD POWER	COERCIVE POWER
Power based on title, position or rank	Power based on skills, abilities, lived experience and knowledge	Power based on reciprocity or mutual respect	Power based on the ability to give and take away rewards	Power based on the ability to punish

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INFORMATIONAL POWER: Power based on you being the keeper of all the information

# The 4 Components of Power



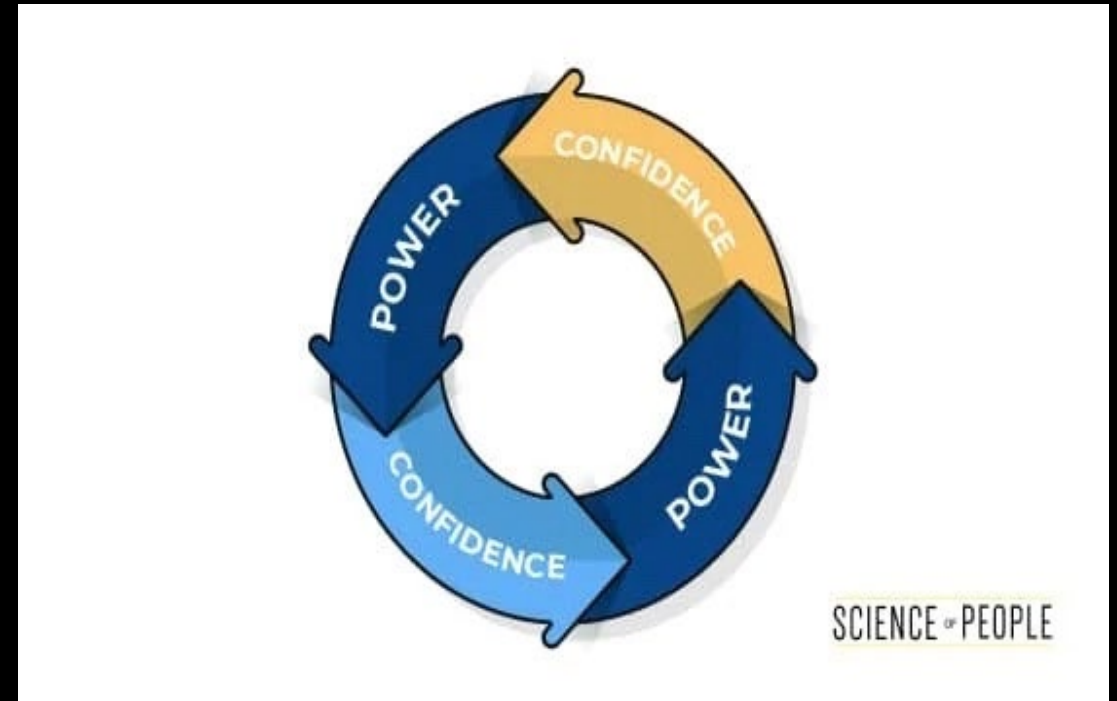




What I've  
learned along  
the way about  
Power

# The Power-Confidence Loop

- The loop goes like this... the more confident someone is, the more deserving of power they feel. The more deserving of power they feel, the more power they command and the more confident they become! In this way, confidence and power feed each other in a loop.
- Read more at:  
<https://www.scienceofpeople.com/how-to-get-power/>



# Upstander Strategy: *Do you have one?*

Interrupt	Question	Educate	Echo
"Excuse me, can I just clarify what I think I heard?"	"Have you considered the implications of your actions/words?"	"Let me share my personal experiences"	When someone else speaks up, echo and reinforce. This encourages others to speak up and amplifies the upstander. It also lets others know you are not complicit.
"Hold on, can we go back to what you called the virus."	"What made you say that?"	"Here's what I know about the historical impact"	"Thank you for saying something"





Words can be used to both **DESCRIBE** your emotions and **DIRECT** your emotions. This can be an incredibly easy way to step into your power.

**Positive words create Powerful people**





**Get Anchored!**



# Build Your Personal Board of Directors

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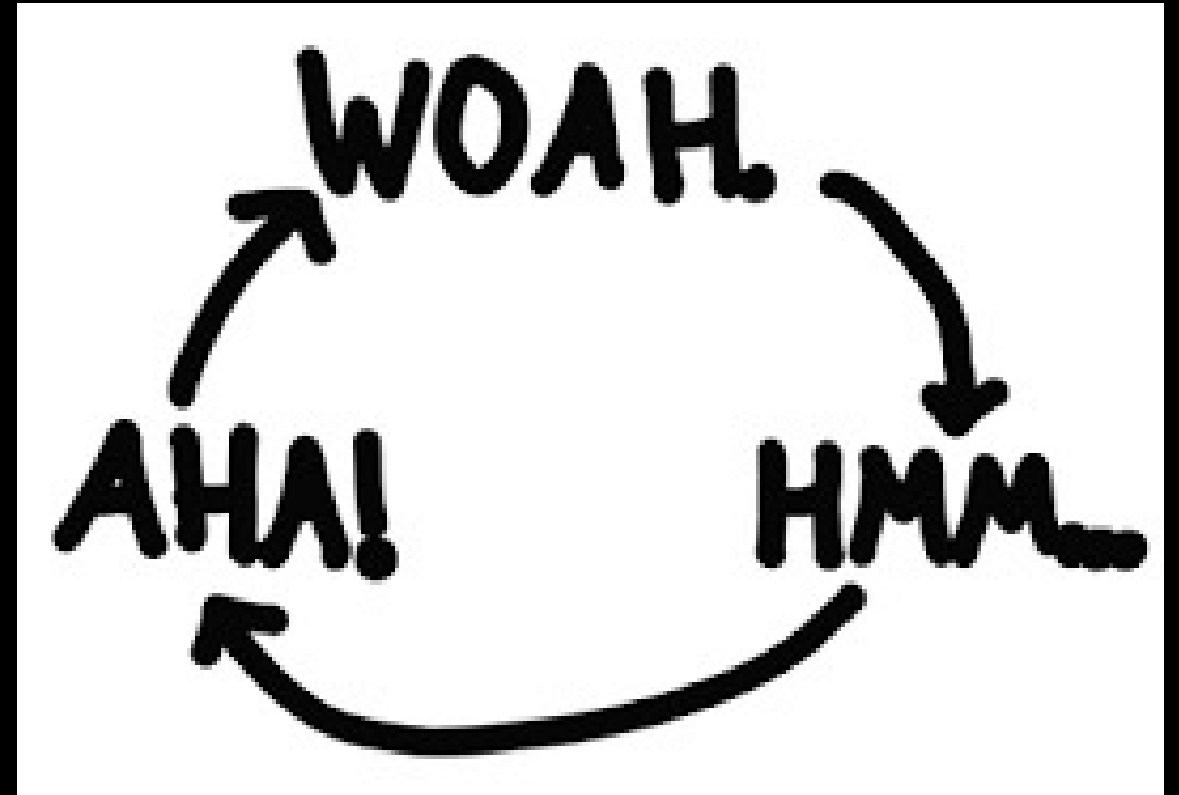
- It's time to think about building a powerful network around yourself. Not just your immediate team, but beyond. I call this a **personal board of directors**.
- When you're building a network, do it with sincerity. Don't go into this trying to use people or seeing people as commodities. This is not transactional.
- Helpful people will be the exact opposite of those who stand around complaining about how boring their job is and how tired they are.
- I like to have at least one influencer, one mentor, one connector, and one supporter in my Personal Board of Directors. **Do you have these in your life?**

**YOU ARE THE AVERAGE OF THE FIVE PEOPLE YOU  
SPEND THE MOST TIME WITH**

# Control Yourself!

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- Powerful people say no. Saying “no” is an important part of staying focused on getting where you want to be in life.
- The trick to power often comes from knowing when to say yes and when to say no. And it’s all about trusting your intuition. Say yes to: “I want power!” And no to: “I want to waste time!”





When you need to decide whether to say no, ask yourself these questions:

Does saying no feel like relief? Sometimes it is hard to tap into your intuition. I find the easiest way is with a little thought experiment. If you are thinking of saying no, pretend you have already said no. Do you feel relief? Then you should say no. Do you feel regret? Then you should say yes.

Does saying no help or hinder your long-term goals? How does saying yes (or no) help or hinder you, long term? Would dinner with your friend significantly cheer you up after a bad week? Would this deadline be a case of “make or break” in your industry?

When looking back on this moment later in your life, which would you determine as being the most important? Sometimes, the events that feel really big and important now, won't have as much importance when you reflect on them later.



# Ways to illuminate your Power

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**The Sponsor** – talk about expertise of others when they are not in the room

**The Champion** - Advocate for more women, people of color, and members of other underrepresented groups

**The Amplifier**- When someone proposes a good idea, repeat it and give them credit.

**The Advocate** - Ask someone from an underrepresented group to be a co-author or collaborator on something.

**The Scholar** - Investigate and continuously read publications, podcasts, or social media by and about underrepresented groups.

**The Upstander** - Always speak up if you witness behavior or speech that is degrading or offensive.

**The Confidant** - Believe others' experiences. Don't assume something couldn't happen just because you haven't personally experienced it.

**The Contributor** – Offers their time, talent or treasures to support a cause.

# Additional ways to let your power shine



It's important to find a healthy balance between obsessively nitpicking at your flaws and reviewing yourself regularly to make sure you're on track for a successful future. Answer these questions...

My biggest strengths are:

My biggest weaknesses are:

I need to learn how to \_\_\_\_\_.



Power includes authenticity. Authenticity means aligning your words, actions, and beliefs.



One of the best ways to be more powerful? Lean into what makes you you.



Being aware of your flaws—and either accepting them or working to change them—can be an important step on the way to power.

Because when you learn to accept your flaws, you no longer feel unacceptable. You no longer have pressure that you're out-of-place. And you no longer try to impress.





# Thank you!

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