

# TYPES OF POWER

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## Personal Power

**Personal Power is our birthright. It is each individual's ability to have an effect or influence.**

- Accompanied by the inherent human right to be treated with dignity, respect, and fairness
- Always present, but we can be more or less aware of it and have more or less access to it
- Can be limited by ourselves and others/culture, but in most situations we can retain some Personal Power through self-regulation, self-respect and frame of mind
- Comes in many forms, including awareness, communication, presence and creativity

## Role Power

**Role Power, (a.k.a. Positional Power) is earned, awarded, elected or assigned.**

- Automatically accompanies any position of authority
- It is separate from and an addition to Personal Power
- Role Power is mutable and will come and go with the positions we hold
- Some assigned roles carry greater increased power than others and thus will have a greater negative or positive impact on others.
- Examples of positions with Role Power - supervisor, doctor, judge, teacher

## Status Power

**Status Power is additional power that is culturally conferred.**

- It often goes unrecognized by those who hold it
- Since we each have multiple social locations, our status power combinations are unique
- Depends on cultural values & may change from culture to culture.
- Examples of Status Power - race, age, ability, gender, socioeconomic

## Collective Power

**Collective Power is power that comes from gathering personal, role and status power from multiple sources to effect change toward a common interest**

- Can manifest in many ways such as Power With or Power Over
- Is subject to both collective wisdom and collective folly
- Necessitates collaboration and is centered on shared values
- Examples of Collective Power - unions, support groups, hate groups

## Systemic Power

**Systemic Power is the widespread expression of collective power on an institutional, national or global level generated over time by people with up-role and up-status power**

- Manifests in structural and subliminal ways
- Derived from and perpetuates existing role and status power positions
- Legitmitates itself through history
- Examples of Systemic Power: cultural norms, laws, policies, media, professional expectations