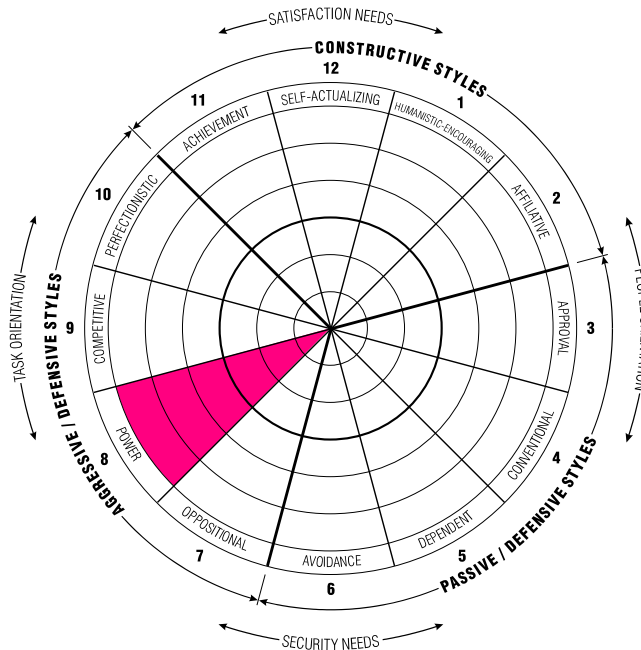


The Power Mindset

Attitudes, Values and Beliefs for Working Effectively with People

Cascading Action Plans



Power

Eight o'clock position

Style Description: controlling, abrupt, on the offensive, fearful of being vulnerable

Measures our tendency to associate our self-worth with the degree to which we can control and dominate others. Individuals who seek power are motivated by a need to gain prestige, status and influence: they achieve false, temporary feelings of self-worth by striving to be “in-charge” at all times. Power-seekers typically lack confidence in others, and believe that force, intimidation and coercion are necessary to get results. Power-orientated motives prevent the formation of healthy relationships: in fact, those who consistently seek power tend to experience an increasing sense of alienation from others. The true sense of “power” that comes from knowing how to do the job, from being respected by others, and from getting results is not what is measured on this scale.

Power-based Thinking Cascading Action Plans

Key Focus Areas for Development

Start Here...

(If your scores on Power are high percentiles)

- ___ examine the quality of your relationships. Try to establish at least one close, trusting relationship. You may find that you appreciate the support a satisfying relationship can offer.
- ___ be much more inclusive by asking others their point of view, listen deeply and seek to understand.
- ___ ask for feedback on how others see you. Try seeking feedback on your behaviour from a neutral source.
- ___ work to be more open thus reducing any form of narrow or rigid thinking.
- ___ strive to guide the actions of others, reduce being doctorial or using a telling style of communication.

Then Advance to Here...

(If you are starting from the high to middle percentiles)

- ___ explore your relationship with being or feeling vulnerable in the presence of others. What would help you stay open to being vulnerable – real?
- ___ try a more tactful, friendly approach to others and watch their reactions. When you feel positive about something, let people know it; they will be much more responsive and cooperative. With perseverance, this positive approach can replace “scare” tactics.
- ___ increase your confidence in others by sharing responsibility or delegating tasks / assignments. Take an objective look at the results in terms of comparable quality and the time you save yourself by sharing tasks with others and / or asking for help.
- ___ stop using the power of your authority or position inappropriately. A way to monitor this is to notice how much your decisions frustrate or irritate others.

Then Strive to Lead at This Lower Level...

(If you are looking to advance your percentiles to the lowest levels)

- ___ take more ownership for creating tension or power struggle in your relationships.
- ___ spend more time listening and asking others their opinions. Study the sections of being more people-centric (Affiliative) and (Humanistic) styles to learn effective ways of communicating and relating with others.
- ___ recognize your need for power could be based on fear. You may be using aggressiveness to mask insecurity.
- ___ examine your need for power. Question why it is so important to you and what might allow you to “share” more by giving more power to the skill rather than the person.