

List the major power moves people made (or might make) along with their (potential) impact.

Who Actions Impacts? Whose power shifted, and how?

How successful was the outcome? How did it feel? What moves could we have tried to have shifted the power dynamics and/or outcome?

Power Lens

Revealing Invisible Hierarchies

There is no single correct way to view power — who has it, where it comes from, or how to shift it. Each of us have our own lenses for power shaped by our individual beliefs and our lived experiences. The better we understand our own and other people’s lenses, the better we can navigate different kinds of group dynamics and ultimately create impactful, vibrant, inclusive groups.

Power Lens is a tool to help us build that understanding. The basic exercise is deceptively simple: Take any group, and rank the individuals in each category based on whom you think has the most power. Sometimes, power is obvious and explicit — somebody’s position in an org chart, for example. Other times, it’s implicit and even unconscious — expertise, physical appearance, the neighborhoods in which you grew up or currently live, personality, age, race, gender, whom you know, etc.

Using **Power Lens** forces you to make the implicit explicit. In doing so, it helps us build our muscles around seeing and navigating power, which in turn helps us navigate groups of all types and sizes.

Instructions

1. Circle the amount of trust you think is in the group you are analyzing.
2. In each column, write the names of the group members in order of those you think have the most power to those you think have the least based on the column category. No ties! Add notes explaining why you ranked folks where you did. Think about how the rankings in the different categories contribute to your overall ranking.
3. On the back page, list the different power moves you noticed (or might make) and their impacts.

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Group + Scenario:

Group Trust Level:

Very Low

Low

Medium

High

Very High

**OVERALL
POWER
RANKING**

**Structural Power
Ranking**

*e.g. Org chart, physical access,
etc.*

**Cultural Power
Ranking**

*e.g. Race, gender, sexuality,
age, religion, etc.*

**Relationships
Power Ranking**

*i.e. Whom you know and the
nature of those relationships*

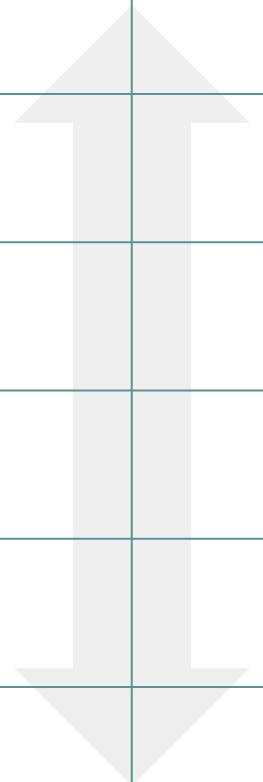
**Individual Power
Ranking**

*e.g. Charisma, physical
characteristics, etc.*

**Domain Knowledge
Power Ranking**

*i.e. Knowledge relevant to
what you're doing*

MOST POWER



LEAST POWER