

WAYS OF RELATING RETHINKING POWER

Reflective Questions Tool



Make Power Visible

- Who holds power in this situation and who doesn't?
- How is power being used, shared, or withheld?

Representation Matters

- Do people see themselves reflected in leadership and decision-making roles?
- What can I do to make leadership more inclusive and representative?

Give Power to Communities

- How am I supporting communities to lead and grow their own power?
- What conditions am I creating for community-led change?

Power Influences Connectivity

- Where is power being held tightly and where is it being avoided?
- How do power dynamics affect collaboration and connection?

Power Isn't Always Where You Think

- Are those seen as powerful actually able to make change?
- What hidden constraints might be limiting their influence?

To Use Power, We Need to See It

- Do I recognise the power I have and how I can use it for good?
- How can I help others see and use their own power?

Power Comes in Many Forms

- What kinds of power are present here control, funding, space, ideas, networks?
- How can I value and share these different forms of power?

Understand Power's History

- How has history shaped who holds power today?
- What historical patterns do I need to challenge or change?

Shift the Balance

- How can I share power more fairly in this work?
- What would it look like to let power flow more freely?

Change the Dynamic

- Are my relationships with others equal or do they feel hierarchical?
- How can I move from a "parent-child" dynamic to one of mutual respect?

Share Power and Resources Generously

- Am I being open with time, knowledge, connections, and support?
- What can I share today to help others lead?

Let Go and Lead Differently

- Am I leading with humility or holding on to control?
- How can I lead in ways that help power move through others?