

LEADERSHIP REFLECTIONS SERIES

POWER AND PRIVILEGE



kinkajou
VIBRANT PEOPLE



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WHY

Diversity benefits all. Systems are structures, corporate norms, people, and processes that shape the employee's experience. We all have some power and privilege, biases and blind spots. Systems have biases that work against employees. Individuals may experience bias due to multiple aspects of their identity, such as gender, race, sexual orientation, disability, and expectations around majority cultural norms.

WHAT

This is a **self-reflection exercise** to help you understand the role of power and privilege as it relates to you and the workplace.

WHO

Anyone can use this to grow self-awareness regardless of identity, role, or seniority.

HOW

Take 5 mins, grab a pen and paper (virtual or real), and reflect on the prompts. This exercise can be **triggering** so self care is important.

DEFINITIONS

POWER is the potential to influence, whether formal or informal and is not just about seniority or job title. Scholars define six power categories summarized in the book DEI Deconstructed by Lily Zheng (pp. 115-116);

1. **Formal** power: the right to request behaviour from another.
2. **Reward** power: ability to promise (monetary or nonmonetary) compensation to influence behaviour.
3. **Coercive** power: the ability to threaten punishment to influence behaviour
4. **Expert** power: the ability to influence behaviour by possessing greater expertise or ability
5. **Informational** power: the ability to influence behaviour by possessing greater information
6. **Referent** power: the ability to build rapport and influence behaviour through charisma

PRIVILEGE is defined by LeanIn.org as the unearned advantage we get from being part of a dominant group whose needs have traditionally been prioritized.

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POWER

1. What input do you have regarding decisions about workplace policies?
2. Who is involved in the hiring process?
3. Who has access to mentors or coaches?
4. Who makes decisions on advancement opportunities?
5. What type of power do you have in the workplace?

PRIVILEGE

Answer **yes** or **no**.

1. I'm usually not the only person of my race in a room.
2. I'm usually not mocked about my accent.
3. I have never been asked, "Where are you really from?"
4. I'm usually not the only person of my gender in a room.
5. I don't avoid places because I am worried about my safety or being sexually harassed.
6. My parents helped pay for my education.
7. My religion's holidays are marked on work or school calendars.
8. My parents or guardians were homeowners.
9. I assume people think I am incompetent because of the way I look.

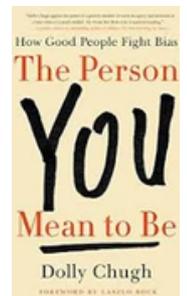
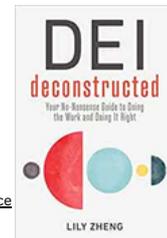
OVERALL REFLECTIONS

1. What stood out for you doing these exercises?
2. What power and/or privilege do you possess that can be used to drive positive change?
3. How do you increase self-awareness of your biases?
4. What action can you take to drive diversity, equity and inclusion in your context?

RESOURCES



<https://leanin.org/women-in-the-workplace>



KINKAJOU SERVICES

Contact us for a no-obligation chat about

1. Leadership Group Coaching
2. One-on-one coaching
3. Team Coaching
4. LeanIn.Org Allyship at Work workshops

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