

Consciously, and compassionately, observe yourself. Reflect, and add your own power-over behaviors to the list along with how you would use power-to, power-with, and power-within. Remember, the more aware we are, the more intentional we can be at incorporating the behaviors that take our leadership to the next level.

POWER-OVER	POWER-TO/POWER-WITH	POWER-WITHIN
Use coercion to drive performance	You share power by trusting and empowering	Feel comfortable sharing power
Perfectionism (what and how you ensure your perfectionism needs are met by the team)	You foster an environment of trust and accountability	Pursuit of Excellence - you know when things are good enough
You are a knower: Owner of the truth – “I am right you are wrong. Period.”	You give positive and constructive feedback	Accepts mistakes and corrects them
Blaming others	Let’s find the solution mindset	Voices questions and concerns
Using shame and fear to manage performance	You foster a climate of respect, trust and openness	Asks for positive and constructive feedback
Criticizing publicly	People feel safe and free to voice questions and concerns	Being a learner and a work in progress
Uses KPIs’ to compare and punish	Uses KPI to improve performance	You are accountable to your commitments
Tone and volume can be laced with anger and frustration	Clarifies and validates alignment	Source of calm in stormy weather
Fighting every fight	Stay grounded and listens effectively to opposing views	Confident in capabilities
Punishes others for mistakes or failures	Recognizes and praises good performance	Asks for help

POWER-OVER

POWER-TO/POWER-WITH

POWER-WITHIN
