



<p>Dimension One: Guided Use of Power</p>	<h2>BE INFORMED AND PRESENT</h2>
<ul style="list-style-type: none"><li>• <i>Own your role power and track your influence.</i></li><li>• <i>Use your ethical guidelines and moral compass.</i></li><li>• <i>Work with the dynamics created by the power differential.</i></li></ul> <p>Focus on INFORMATION</p>	<p>This dimension is about <b>guidance</b> of many kinds:</p> <ul style="list-style-type: none"><li>• Owning and having a felt sense of the impact of the power differential role (its potential, its responsibilities, its distortions, and its vulnerability for those in down-power roles) as the basis for all ethical guidelines;</li><li>• Understanding and being guided by information contained in ethical codes as they are wisdom culled from the lived history of our professions;</li><li>• Tracking your impact, and gathering and effectively using information from clients and students;</li><li>• Paying attention to inner guidance and humanistic and spiritual values;</li><li>• Making informed ethical decisions in complex or challenging circumstances and in everyday attitudes and interactions.</li></ul>
<p>Dimension Two: Conscious Use of Power</p>	<h2>BE COMPASSIONATE AND AWARE</h2>
<ul style="list-style-type: none"><li>• <i>Engage your curiosity and use your history well.</i></li><li>• <i>Stay present and receptive.</i></li><li>• <i>Infuse your power with heart.</i></li></ul> <p>Focus on SELF-AWARENESS</p>	<p>This dimension is about <b>Self-awareness</b>:</p> <ul style="list-style-type: none"><li>• Understanding and learning from your attitudes, beliefs, wounds, and habits in relation to issues of power and authority;</li><li>• Engaging curiosity about yourself and your clients as a deepening and safety-enhancing skill and attitude;</li><li>• Showing up and staying attentive;</li><li>• Standing in your strength while staying in your heart;</li><li>• Exploring your empowered and disempowered selves and how your use of power and influence affects others;</li><li>• Working with shame as a power issue because it isolates and de-resources;</li><li>• Practicing compassion as a resonating concern for all.</li></ul>



Dimension Three:  
**Responsible Use  
of Power**

## BE CONNECTED AND ACCOUNTABLE

- *Use the 150% principle.*
- *Track your impact and stay connected.*
- *Resolve and repair.*

Focus on  
**RELATIONSHIP**

In this dimension the focus is on **relationship**:

- Increasing skillfulness in tracking for difficulties and staying current in care-giving relationships;
- Recognizing that your impact is often different from your intention;
- Being guided by the 150% principle of greater responsibility held by the person in the up-power role;
- Recognizing that we all make mistakes; understanding how relationship difficulties, when either ignored or dismissed, can escalate to grievance processes;
- Practicing staying connected even in conflict and using conflict to clarify and resolve difficulties;
- Attending to relationship repair and using apology effectively.

Dimension Four:  
**Wise Use  
of Power**

## BE SKILLFUL AND PROACTIVE

- *Be proactive with yourself and with others.*
- *Ask for and use feedback well.*
- *Self-reflect, self-correct and let go.*

Focus on  
**SKILL**

This dimension is about the development of **wisdom**:

- Understanding that doing the right thing is more effective when it's done wisely;
- Deepening skill in identifying tendencies, beliefs, and barriers that may make you vulnerable to specific misuses of power;
- Understanding good self-care as vital for wise use of power;
- Reflecting on examples of misuses of professional power and learning about the shadow aspects of increased power;
- Practicing sensitive and skillful down-power influence;
- Practicing and refining the skills of asking for, receiving, giving, and using feedback;
- Becoming more skillful at knowing when and how to persist and when and how to let go;
- Being nourished by wise and skillful uses of power as a social force for good.