

The Energy of Personal Power

*Accessing Your Inherent Power to Have
More Energy, Expand Your Influence and
Empower Others*

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Holistic Nurses Association
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Learning Objectives:

In this workshop you will...

1. *Assess your personal energy as a baseline for the workshop and personal growth*
2. *Discuss the concept of empowerment and how personal power can be used to increase your energy, expand your influence and empower others*
3. *Increase your personal power in a guided exercise*
4. *Construct an empowered solution to a challenging workplace situation in a personally relevant case study*
5. *Create a personal empowerment action plan*

**Conflict of Interest: The presenter has no conflicts
of interest related to this activity**

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The Energy of Personal Power

Accessing Your Inherent Power

to Have More Energy, Expand Your Influence and Empower Others

Cara Lee, MS AHNA Conference June 15, 2012 1

Purpose Statement

The purpose of this workshop is to provide skills for nurses and supervisors to **own your personal power energy** in order to

- Have more energy
- Expand your influence
- Empower others

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Purpose Statement

By leading from a place of wholeness, vitality and connection with your inherent power, you can take conscious action to...

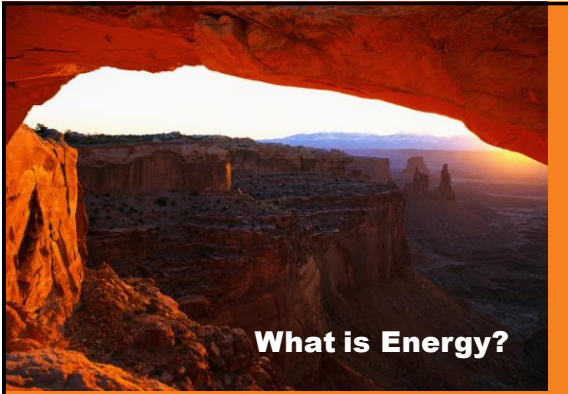
inspire social change!

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Overview

1. Baseline Energy Exercise
2. The Energy of Personal Power
3. Experiential Exercise – Power Retrieval
4. Application – Case Studies
5. Personal Action Plan

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What is Energy?

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Energy Guidelines

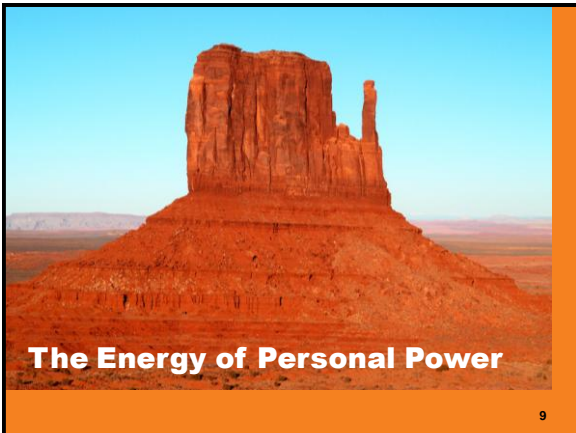
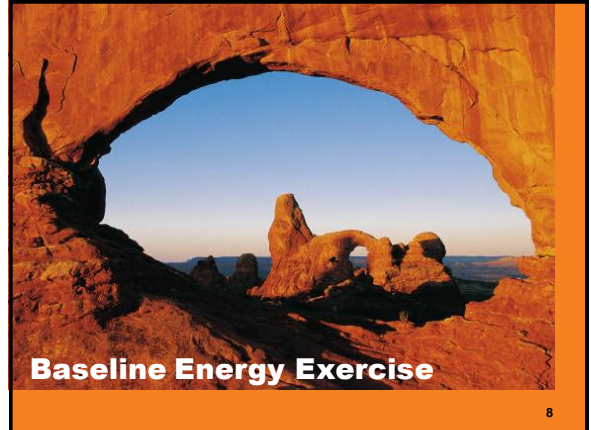
1. No right or wrong way to work with energy
2. You are in charge of your experience, find what works best for you
3. Everyone can have a different experience

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Energy Guidelines

4. If you get back in your left brain, just gently re-focus on visualizing or feeling
5. Work within your belief system to make it meaningful for you
6. There are no absolute rules, your way is the best way

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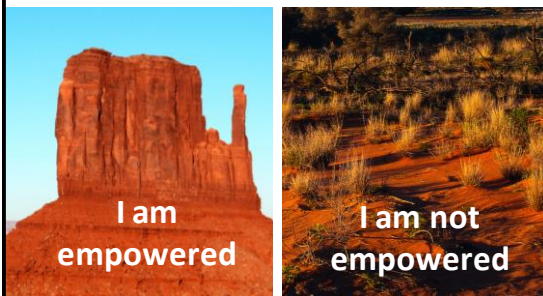


“Power is the energy from which action arises.”

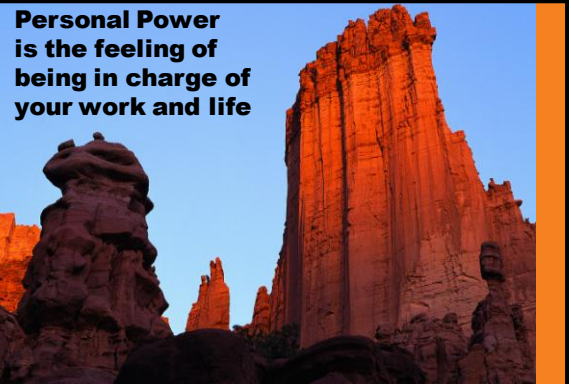
~Peggy L. Chinn, *Peace and Power*

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Two different people in the same situation



Personal Power is the feeling of being in charge of your work and life



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Types of Empowerment

Structural Empowerment

- Workplace factors that empower you (External)

Psychological Empowerment

- Personal factors that empower you (Internal)

(Wagner et al., 2010)

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Structural Empowerment Leads to Psychological Empowerment

Positive outcomes

- Increased job satisfaction for RN staff and RN management
 - Increased perceptions of respect and commitment for RN staff
 - Increased organizational commitment of the individual RN
 - Increased RN innovation
 - Reduced burnout for RN staff
- (Wagner et al., 2010)

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**What about the things
we cannot control?**

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**Your own
response**

Control and Power

There is one thing
you can always control

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of choice
comes from the awareness
The feeling of power

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3 Reasons to Own Your Power

1. Have More Energy
2. Expand Your Influence
3. Empower Others



And One Reason Not to...

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Have More Energy

- Power is a source of energy
- When you place your power externally, you give away energy
- You may give your power away to...
 - Co-workers, MDs, patients, supervisors or those we manage
 - Systems, rules or procedures

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The Language of Choice

Remove disempowering phrases

- She made me, it makes me, I have to, I can't...

Use the language of choice

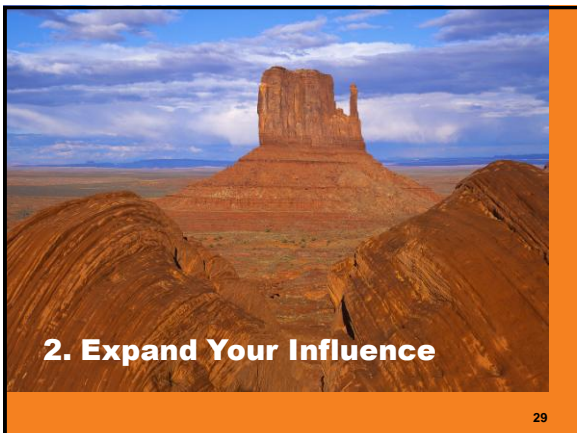
- I am choosing to..., I have decided to...

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The Role of Anger

- Anger shows what you care about
- Blocking anger blocks energy
- Empowered anger vs. disempowered anger
- Healthy expression of anger
- Anger is a catalyst for change

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Expand Your Influence

Five Types of Power

- Coercive
- Reward
- Legitimate
- Referent
- Expert

(French and Raven, 1960)

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Expand Your Influence

Five Types of Power

- Coercive
- Reward
- Legitimate
- Referent
- Expert

Authentic Power

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How to Expand Your Influence

- When you are “in your power” you feel powerful and others see you as powerful
- Releasing control allows for greater influence

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How to Expand Your Influence

- Empowered Anger + Healthy Expression = Conscious Action to Inspire Social Change
- Find and take appropriate actions to improve relationships and systems
 - What can I do to help? Instead of who is to blame?

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Empower Others

- You can only empower others to the degree that you are empowered
- Be in referent or expert power to empower others

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How to Empower Others

- Use the language of choice
 - Remind others that they have a choice
 - Model your own choices
- Be on their side – game show host
- Share power and decision making – give meaningful choices
- Let others be responsible for their feelings and actions – release control

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One Reason NOT to Own Your Power

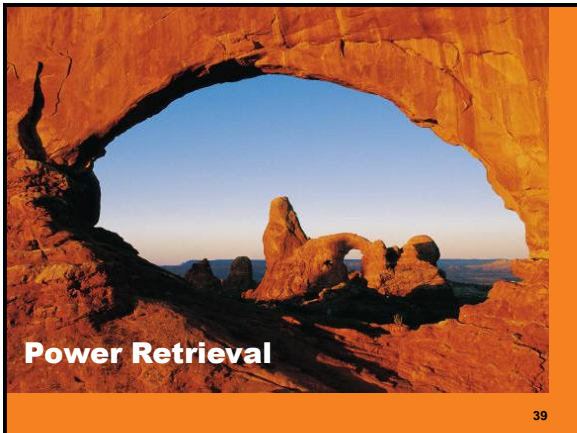
Owning your power means accepting responsibility for your thoughts, feelings and actions

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Compassion for those who are not ready

It is a process and bringing power energy back may mean going through uncomfortable feelings

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After the Break

4. Application
5. Personal Action Plan

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Application – Case Studies

1. Write down a specific work situation that feels challenging
2. Groups of 3-4 discuss and combine elements of all to form a single case study
3. Discuss your group case study and write an action plan. Include the 3 elements:
 - More energy, Expand Influence, Empower Others
4. Share Insights

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Personal Action Plan

Write down three actions you will take in your workplace

Actions can be internal or external

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A silhouette of a person, possibly a woman, is centered against a vibrant sunset background with orange and yellow hues. The person's arms are slightly raised. The overall image has a warm, glowing atmosphere.

Thank You!

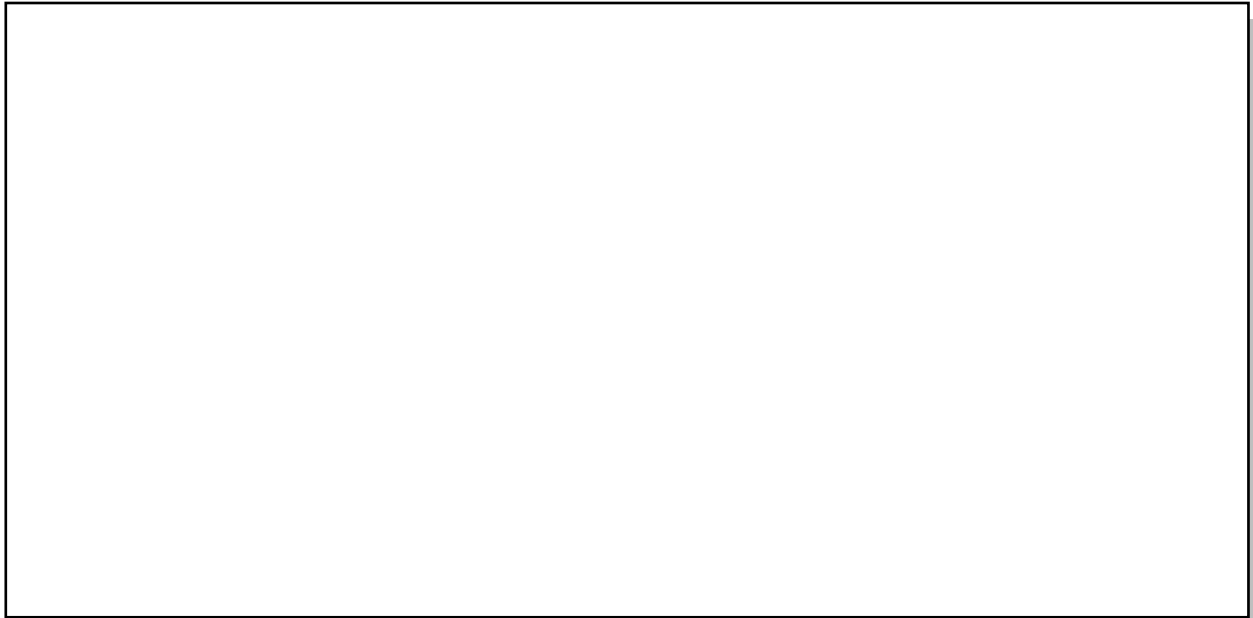
- Have fun playing with energy!
- Feel free to contact me
- No right or wrong, just awareness!

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Reflection Sheet

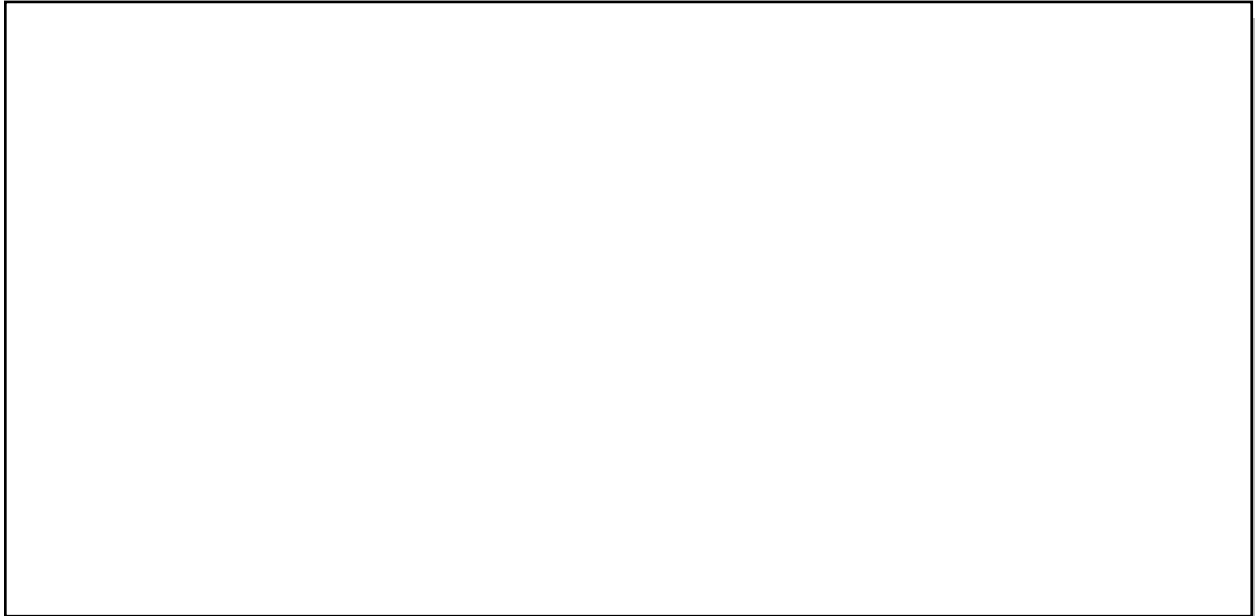
Initial energy observation

A large, empty rectangular box with a black border, intended for the user to write their initial energy observation. The box is positioned below the 'Initial energy observation' heading and above the 'Power retrieval guided exercise' heading.

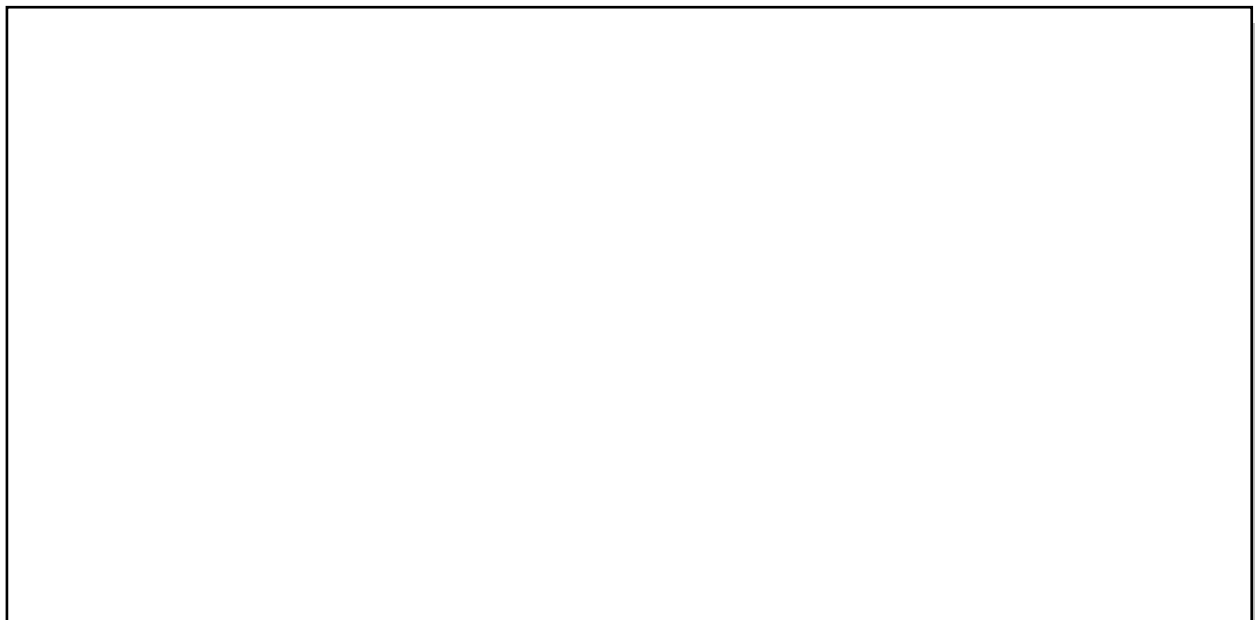
Power retrieval guided exercise

A large, empty rectangular box with a black border, intended for the user to write their power retrieval guided exercise. The box is positioned below the 'Power retrieval guided exercise' heading and above the footer.

Ending energy observation



Changes observed during the workshop



Personal Power

<p><i>What is Personal Power?</i></p>	<p>Personal power is the feeling of being in charge of your own life and work.</p> <p>“Power is the energy from which action arises.” ~Peggy L. Chinn, <i>Peace and Power</i></p>
<p><i>Types of Empowerment</i></p>	<p>Structural empowerment includes external workplace factors</p> <p>Psychological empowerment includes internal factors such as meaning, self-determination, competency and impact.</p>
<p><i>Power Vs. Control</i></p>	<p>There are many things you cannot control at work</p> <ul style="list-style-type: none"> • You always have a choice about how to respond • The feeling of power comes from the awareness of choice
<p><i>Language Of Choice</i></p>	<p>Disempowering phrases give power away</p> <ul style="list-style-type: none"> • “She made me” • “I have to” • “I can’t” • “Whose fault is this?” <p>Empowering phrases allow you to retain your power</p> <ul style="list-style-type: none"> • “I choose to... because....” • “I feel...”
<p><i>The Role of Anger</i></p>	<ul style="list-style-type: none"> • Anger shows what you care about • Blocking anger blocks energy • Empowered anger vs. disempowered anger • Healthy expression of anger • Anger is a catalyst for change

3 Reasons to Own Your Power

1. Have More Energy

- Power is a source of energy
- Placing power externally gives energy away
 - You may give power to other people, systems or procedures
- You can always bring your power back
- It takes practice to retain your power
- Power loss is a cause of compassion fatigue and burnout

2. Expand Your Influence

- Five types of Power: Coercive, Reward, Legitimate, Referent and Expert (French and Raven, 1960)
- When you are “in your power” you feel more powerful and others see you as powerful
- Releasing control allows for greater influence
- **Empowered Anger + Healthy Expression = Conscious Action to Inspire Social Change**
- Find and take appropriate actions to improve relationships or the system
 - Ask “What can I do?” Instead of “Who is to blame?”

3. Empower Others

- You can only empower others to the degree that you are empowered
- Be in referent or expert power to empower others
- Use the language of choice and model your own choices- Remind others of the choices they are making
- Be on their side – Game show host
- Share power and decision making whenever possible - Give meaningful choices
- Let others be responsible for their feelings and actions – Release control

- Owning your power means accepting responsibility for actions and feelings
- Power and responsibility are two sides of the same coin

The Flip Side of Power is Responsibility

Compassion for those who are not ready

Don't fall into this trap: “Why isn't that person in their power? If that person was in their power we wouldn't be having this problem.”

- This gives your power away again!
- Have compassion for those who are not ready

Case Study Activity

1. Write down a specific work situation that feels challenging
2. Groups of 3-4 discuss and combine elements to form a single case
3. Groups discuss the case study and write an action plan. Consider how each action will contribute to:
 - Having more energy
 - Expanding your influence
 - Empowering others
4. Sharing insights

Case Study Notes

Action Plan

My biggest insight from this workshop...

*Three actions I will take in my workplace...
(Actions may be internal or external)*

1.

2.

3.

References

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Further Reading

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