

Self Empowerment

Organizational Science Summer Institute

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Workshop Goals

- ☐ To provide insight and information about self empowerment
 - ☐ To increase perceptions of self empowerment
 - ☐ To share strategies for increasing self empowerment
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What is Empowerment?

□ Noun form of empower

- to give official authority or legal power
 - to enable
 - to promote self-actualization
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POWER

Power

Complex concept related to how people influence one another on individual and systems levels

Traditional Views of Power

- ❑ Influence
- ❑ Status
- ❑ Hierarchy
- ❑ Bureaucracy
- ❑ Types of Power*
 - Reward
 - Coercive
 - Referent
 - Expert
 - Legitimate

*(French & Raven, 1959)

Alternative Views of Power*

- Shared power
- Power with
- Power from within

* Starhawk (1987)

Critical Theory

- ❑ Complex school of thought
 - ❑ Marxist tradition/roots – Frankfurt School
 - ❑ Seeks to raise consciousness
 - ❑ Strives to liberate, emancipate (social justice)
 - ❑ Multidisciplinary
 - ❑ Various forms
 - Feminist theories
 - Critical race theory
 - Postcolonial theory
 - Queer theory
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Critical Theory & Communication

- Power and communication interrelate
 - Power infuses surface and deep structures
 - Communication plays pivotal role
 - Creates and shapes structures and rules
 - Provides means for exercising power
 - Helps to change power dynamics
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Goals of Critical Theorists

- ❑ Explore how and why people comply
- ❑ Study how and why people resist
- ❑ Seek to raise consciousness
- ❑ Strive to liberate, emancipate
- ❑ Stress significance of communication

Strategies

- ☐ Assess
 - ☐ Assign
 - ☐ Affirm
 - ☐ Assert
 - ☐ Accomplish
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Assess

- ☐ Take inventory
 - ☐ Monitor yourself
 - ☐ Observe patterns, “tapes”
 - ☐ Be honest
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Board Room Imagery Experience



Assign – Be Proactive

- ☐ Take initiative & responsibility “to make things happen” (Covey, 1989)
 - ☐ Be “response-able”
 - ☐ Work on areas to improve
 - ☐ Develop social capital
 - ☐ Increase cultural capital
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Affirm

- ☐ Practice Mindfulness
 - ☐ Present Moment Awareness
 - ☐ Positive Mental Attitude
 - ☐ Personal Affirmations
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I am. I can. I do. I will.

Assert

- ☐ Maintain agency
 - ☐ Communicate powerfully
 - ☐ Ask “wiifm?”
 - ☐ Just say “no!”
 - ☐ Refine communication skills
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Ask for what you want,
and be prepared to get it.

Maya Angelou

Assert:

Refine Communication Skills

- ☐ Use “I” language
 - ☐ Listen actively
 - ☐ Manage nonverbal cues
 - ☐ Engage in dialogue
 - ☐ Talk to yourself
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Accomplish

- ☐ Appear empowered
 - ☐ Track progress
 - ☐ Reward yourself
 - ☐ Empower others
 - ☐ Reassess
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Wrap Up

