

5 Types of Power

Legitimate – comes from the belief that a person has the formal right to make demands, and to expect compliance and obedience from others

Reward – results from one person's ability to compensate another for compliance

Expert – based on a person's skill and knowledge

Referent – the result of a person's perceived worthiness, attractiveness, and right to respect from others

Coercive – from the belief that a person can punish others for noncompliance

Empowerment means....

- *Considering* where decision-making power exists and working to balance it (providing a range of options- not just yes/no, either/or)
- *Advocating* for and providing equal access to information and resources
- *Understanding* the rights we each have and what to do if they are violated
- *Feeling* that each of us can make a difference (being hopeful)
- *Opportunities* to initiate and effect change in one's life and community
- *Learning* skills that the individual defines as important
- *Not feeling alone*; feeling part of a group/community
- *Working* to overcome stigmas, challenging and dismantling personal bias
- *Getting feedback* regarding power/control, etc. and changing to be more empowering- as defined by the family

(adapted from: Chamberlin, Judi, "A Working Definition of Empowerment" National Empowerment Center, St. Lawrence, MA, 2013)