



ACT-ivate

SHARED POWER

**Understanding how our own
personal position has far
reaching consequences**



Power isn't given;
it's **shared** through
transparency. Use
position statements
to define your
'starting line' before
you begin you the
hard work of
culture change.



FIRE

SHARED POWER

1. This session is intended to help participants explore power and agency and its relationship to achieving the seven well-being goals.
2. **Begin by supporting the group to develop their own Individual Position Statements:** Ask them to reflect on their identity and social position. Provide examples (see overleaf) by sharing your own before giving them this prompt: "*I am [identities], my power comes from [source], and my blind spots might be [X].*"
3. **Give space for participants to share and reflect on the process** and what has emerged. Pause for a break, encourage time outside in nature if possible
4. On the groups return, and **working collaboratively co-develop a collective position statement** "*Our service has a history of [H], holds power over [decisions], and currently interacts with the world by [M].*" Allow the group space to decide the level at which this works - team - department -organisation
5. **Using the seven well-being goals as the 'change we want to see' allow a discussion to form around this prompt.** *Looking closely at our collective position, what inherent power dynamics or embedded structural biases might be unintentionally preventing this change from occurring*
6. **Close with a commitment to ensure that the deep learning of the day can connect back to the every day**

WORKS WITH



Act.ivate away day - this difficult work is best served in locations which inspire and provoke. Allow the setting and its history to start the conversation before turning the lens inwards.



Act-ivate Getting Unstuck to help build creative thinking and ideation around future pathways.

SOURCE

We strongly recommend that you review **Lesly Anne Noel and d.School** 2023 EDUCATORS GUIDE *Design for Social Change*. If the construction of position statements is new to you or you are unsure of how best to support a group to explore their own positionality.

