

Power in Minnesota

MINNESOTA STATE

EMPLOYEE
ASSISTANCE
PROGRAM



Power in Minnesota



Why We **Fear** It ...

and

Why We **Need** It

segip

Question of the Day....



*Who in this room,
wants to be great at
their job?*

Fire in the Belly....

Motivation is a fire from within.
If someone else tries to light
that fire under you, chances
are it will burn
very briefly.

~ Stephen R. Covey ~

Autonomy – self direction, being able to choose your own path

Mastery – being able to see progress ... i.e. - continuous improvement

Purpose – doing something that really matters it can make a difference

Why We Fear It...

Chapter 13: Interpersonal Power and Influence

"Power is the ability of one person to influence what another person thinks or does. You have power over another person to the extent that you can influence what this person thinks or what this person does."

When looking at the power within a relationship, there is one person that has greater power over the other. Power is not reciprocal. For example, if a husband has the most education and the wife has less education, the husband would hold more influence over the wife.

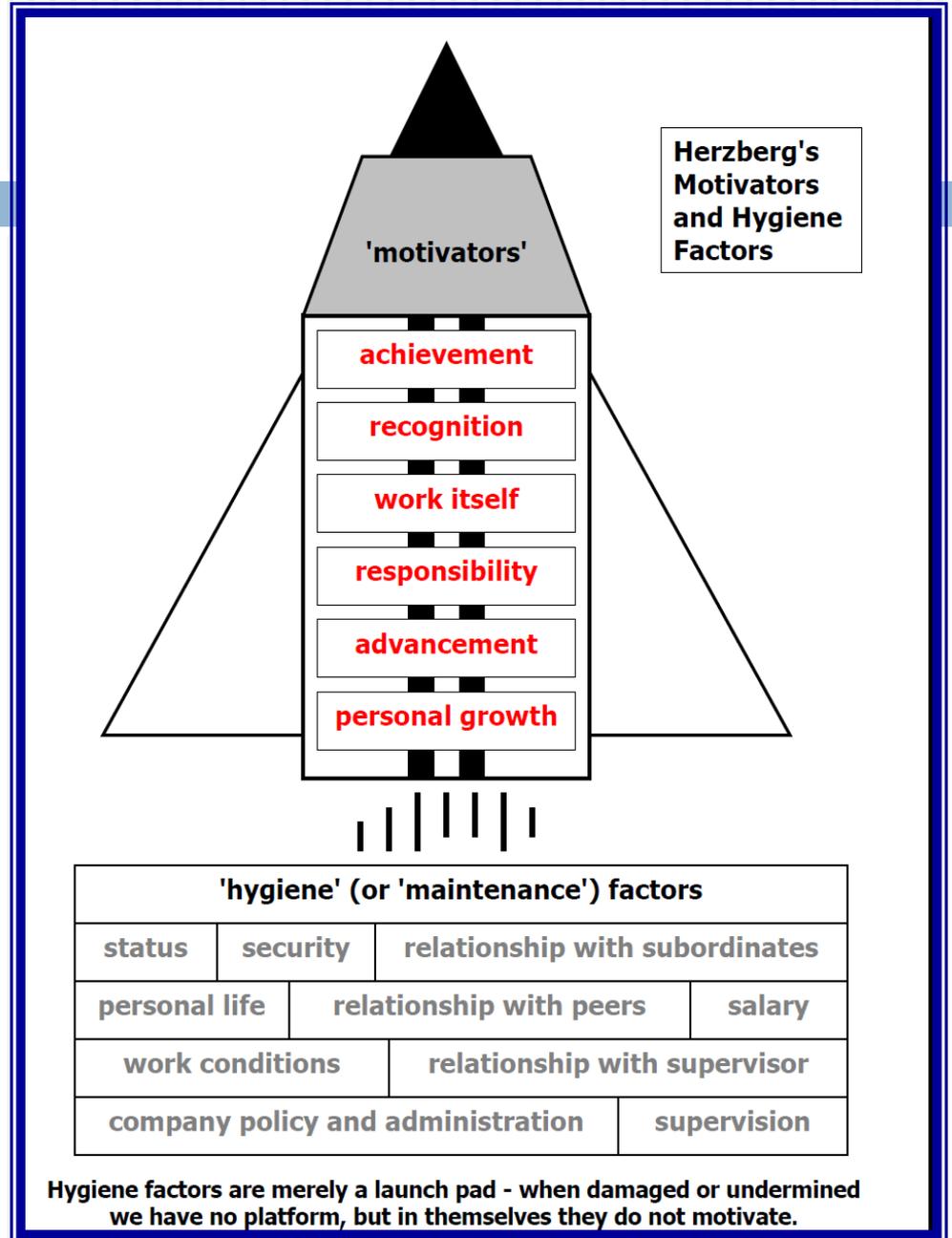
Small Wonder We Fear It!!

Power generates privilege. "When one person has power over another person, the person with power is generally assumed to have certain privileges, many of which are communication privileges“

People with power are allowed to break rules that those of lesser power cannot; for example, people with the superior power can invade people's space, have the last word, and touch the other person.

Motivation...

Achievement
Recognition
Work
Responsibility
Advancement
Personal growth



Transformation

Peace is not the absence of conflict but the presence of creative alternatives for responding to conflict -- alternatives to passive or aggressive responses, alternatives to violence.“

- Dorothy Thompson



"No pressure, no diamonds.“

- Mary Case

Where Darwin Said We'd Be Without It

Exercise ...

without using your thumb, pick up
your pen and sign your name

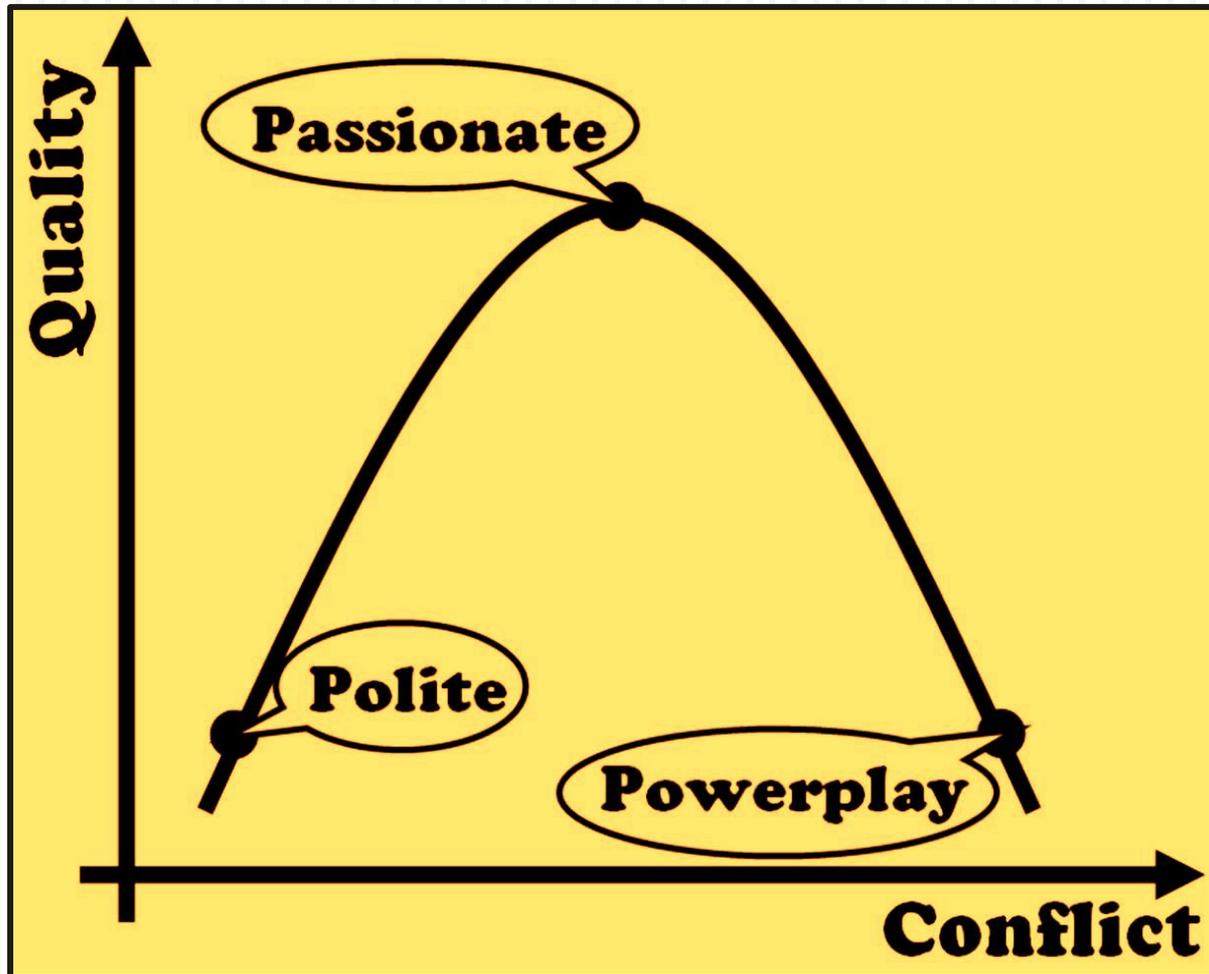
Power Over, Power To & Power With

Power Over: the ability to dominate

Power To: the ability to do something on one's own

Power With: the ability to *work with* others to get something done

Conflict - Benefit Potential



Two Types of Conflict

Relationship Conflict:

- based in dislike and distrust
- has a strong emotional component
- manifests itself in disrespectful behavior and speech,
- result in nonproductive and disruptive interactions.

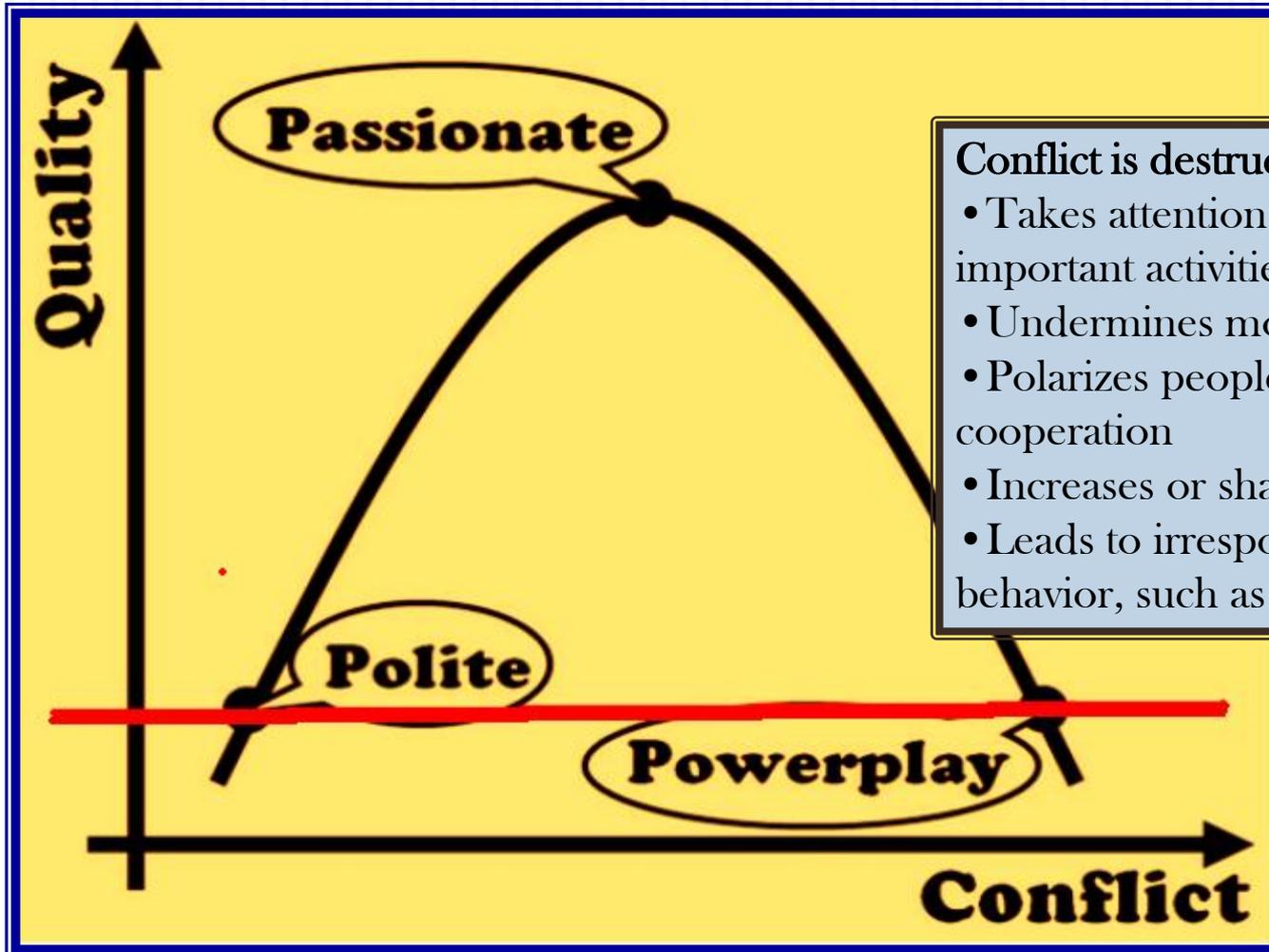
Task Conflict:

- originates from differences in perspective about how to perform a task.

Groups that generate task conflict and manage it well perform better than do groups that have little task conflict.



Conflict - Loss Potential



Conflict is destructive when it:

- Takes attention away from other important activities
- Undermines morale or self-concept
- Polarizes people and groups, reducing cooperation
- Increases or sharpens difference
- Leads to irresponsible and harmful behavior, such as fighting, name-calling

Sources of Conflict

Differences in:

- **Information**
- **Values and Beliefs**
- **Experience**
- **Roles**
- **Interests**
- **Goals**

When defined as:

a disagreement through which the parties involved perceive a threat to their needs, interests or concerns.

LEARNING ORGANIZATIONS ...

- View conflict as opportunity.
- Provide continuous learning opportunities.
- Use learning to reach their goals.
- Link individual performance with organizational performance.
- Foster inquiry and dialogue, making it safe for people to share openly and take risks.
- Embrace creative tension as a source of energy and renewal.
- Are continuously aware of and interact with their environment.

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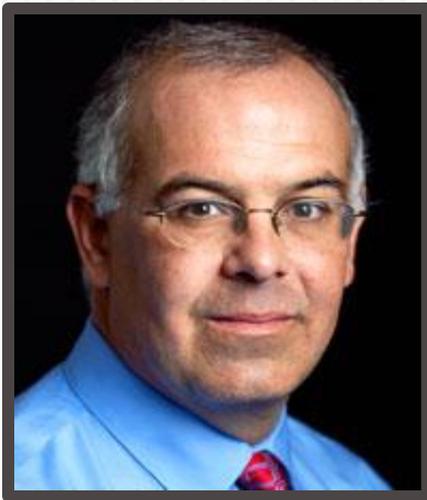


CREATIVITY

The New York Times

The Opinion Pages

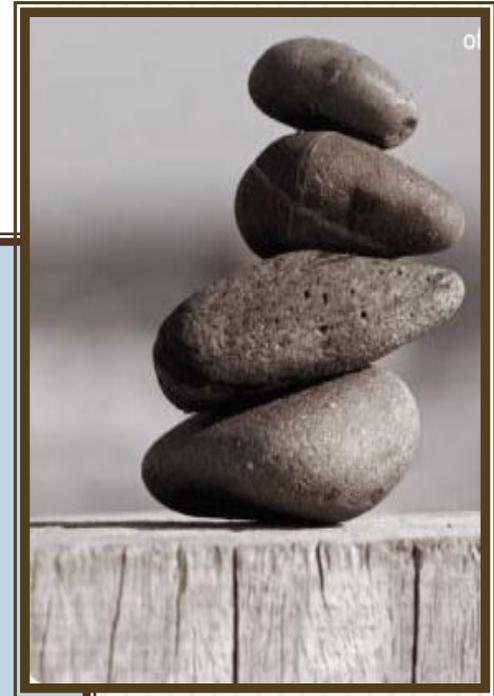
September 27, 2011



Insular thinking and rigid ideas are holding the United States back from productive engagement with its most important problems.

Organizations and *Conflict*

Organizations that see *conflict* as opportunities and resolve them effectively, stand out because of their strong capacity for innovation and success.



The Monkey Trap



Characteristics of Resiliency

- ~ **Positivity** - See life as challenging, dynamic, and filled with opportunity.
- ~ **Focus** - Determine where one is headed and stick to that goal so that barriers do not block the way.
- ~ **Flexibility** - Open to different possibilities when faced with uncertainty.
- ~ **Organization** - Develop structured approaches in order to be able to manage the unknown.
- ~ **Proactivity** - Look ahead, actively engage and work with change.

Stewardship ...



"A community is the mental and spiritual condition of knowing that the place is shared, and that the people who share the place define and limit the possibilities of each other's lives. It is the knowledge that people have of each other, their concern for each other, their trust in each other, the freedom with which they come and go among themselves."

Wendell Berry

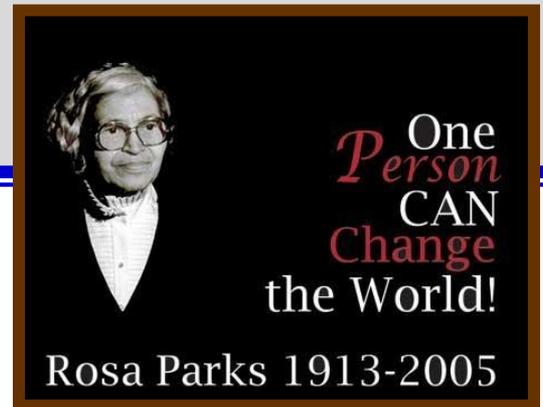




“All I was trying to do was get home from work.”



Rosa Parks



CHANGE



“Give me a lever long enough and a fulcrum on which to place it, and I shall move the world.”

Archimedes

Minnesota State

Employee Assistance Program

Minnesota State Employee Assistance Program

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