

SWRK 409
Social Work with Groups
(Ragg, 2010, Garvin, 2011-2013)

TYPES OF POWER AND INFLUENCE IN TREATMENT

TYPE OF POWER	POWER DEFINITION	POWER REQUIREMENT	POWER VESTED IN	WORKER ACTIONS
Coercive Power	Power is the actions that can be used to influence another's actions	Ability to punish or otherwise harm	Harm Potential	Threats, punishment, telling what to do
Bureaucratic Power	Power is the decisions and latitudes made possible by occupying an role	Position of authority over the client	Client need	Granting requests, negotiating systems, providing access
Expert Power	Power is the superior knowledge and experience is a specific area.	Information or skills needed by the client	Client vested interest	Teaching, instructing, doing things for the client
Reward Power	Power is the possession and contingent willingness to share objects and behaviors valued by the client.	Access to resources that the client values	Valued resources or acts	Giving or withholding rewards based on client performance
Referent Power	Power is the synergy between one's traits and another person's future-focused strivings	Traits that the client wants to emulate	Client strivings	Just being who you are
Informational Power	Power is the possession of information or the delivery of information critical for others to adequately perform their roles or make decisions.	Client needing information to function and accepting your presentation of the information.	Control over information delivery	Crafting and sharing information in a way that results in desired outcomes.
Legitimate Position Power	Power is the endorsement of your position or actions by an external, well-accepted and legitimate body.	Client accepts the position of the legitimate body and acquiesces to their position.	Client acceptance of the external body and acquiescence of their power.	Sharing findings of the external body and convincing the client that compliance is warranted.
Disruptive Power	Power is interfering with another's ability to maintain their routine patterns of operation	Sufficient access that one can interfere with client situations	Disrupted patterns	Tracking, interrupting, meddling in client behavior pattern
Projected Power	Power is the focused externalization of another person's autonomous function.	Client sees things in you that are really in themselves	Illusions and externalization	Maintaining the illusion that you are what the client perceives

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Pity Power	Power is causing others to relinquish expectations and compensate for perceived afflictions	Client sees vulnerability and assumes a caregiving role.	Client feeling pity	Sharing stories, concerns and struggles that create pity response.
Majority Power	Power is accumulation of people taking a specific position vis-à-vis a smaller group.	Client gives into the position held by the majority in the situation.	Convincing the larger group to assume the desired position and client to give in.	Manipulate the majority of group members to take your position, cajole the client to acquiesce.
Persuasive Power	Power is the ability to convince other people that your position is correct for them in their situation.	Client engagement in a discussion and a willingness to accept your argument.	Acceptance of an alternate position	Argue and advise to convince client that your position is superior to theirs.
Diminishment Power	Power is when the other relinquishes their autonomous position based on being convinced by assertions that their personal power is illusory.	Client to believe that they are weak, inadequate, and dependent on the worker for advice and help.	Client believing that they are inadequate	Focus on client weakness and problems to the exclusion of strengths. Take over situations on behalf of client.
Scapegoating Power	Power is facilitating group projections of responsibility for negative events, shortcomings, or failures onto another group or person	People to believe worker assertions that a person (client, other person, or group) is responsible for shortcomings and problems occurring in the treatment situation.	Others believing the projected blame	Find an identifiable person or group that others will believe is responsible for the negative events then convince others that responsibility attributions are warranted
Charismatic Power	Power is the attractiveness and popularity that one emits from others.	Other people to like the worker and seek out contact, attention and input.	Adulation from others.	Try to impress others so they will like you and do as you suggest.
Personal Power	Power is the integrated and purposeful control of one's feelings, thinking, interactions, and behaviors.	Internalized sense that one is worthy and in control of their responses to life events.	Internalized locus of control and stable self-concept.	Get clients in touch with their internal strengths and help them integrate their power.
Transformative Power	Power is the implied direction contained in altering the meaning attributions of another person.	Client to reflect on their current situation using an alternative meaning system.	Client openness to alternative frames	Explore situation asking questions and sharing reflections that challenge client to consider things differently.
Relational Power	Power is mutual valuing, respecting and consideration between two (or more) people resulting in self-monitoring and accommodation.	Mutual respect and concern causes client to consider positions	Shared experience and common ground	Partnering, sharing, responding to the client need

(Adapted from French & Raven, 1959)