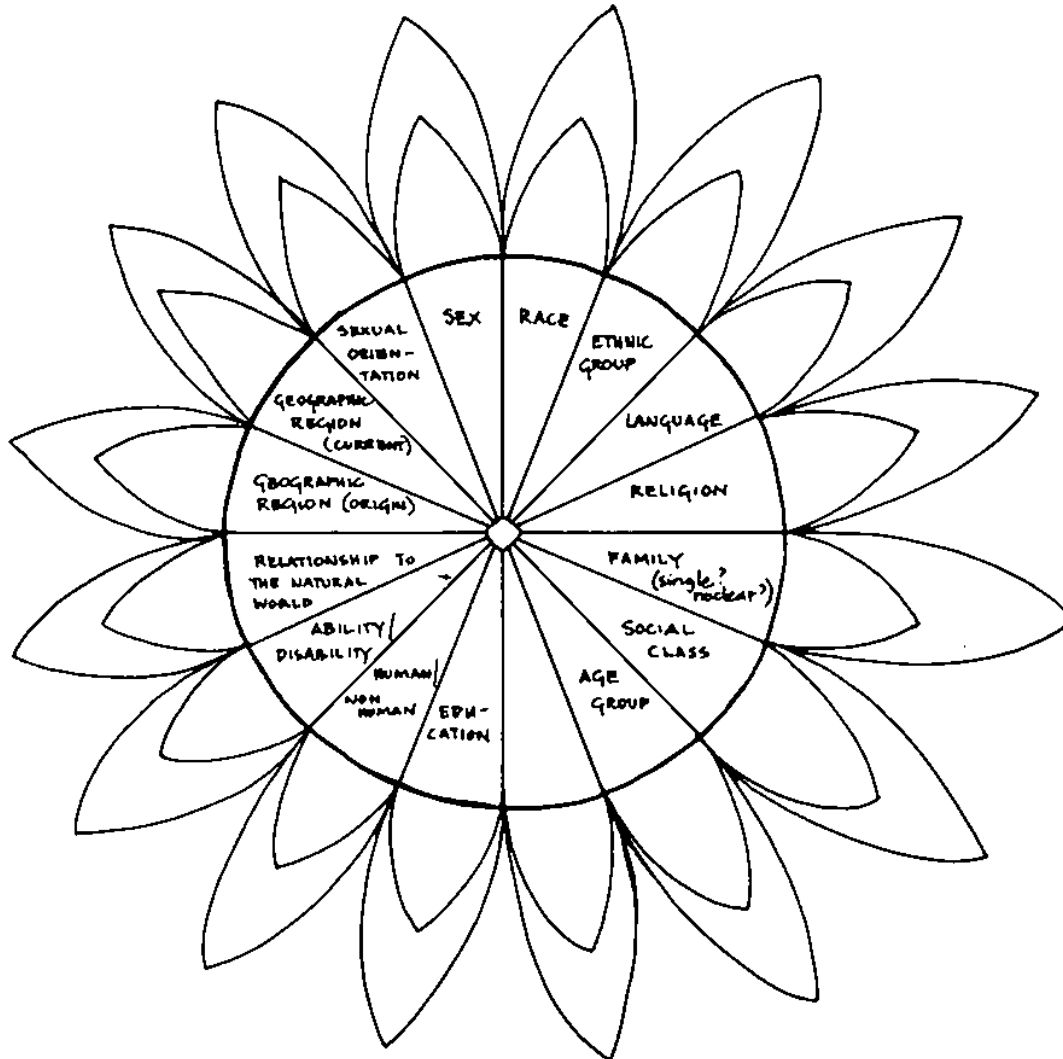


worksheet
The Power Flower
power relations between involved actors



Source: Arnold, Rick, Bev Burke, e.a., *Educating for a Change, Between The Lines*, Toronto (1991)

The ZHABA facilitators collective has published a range of worksheets that can help you with campaigning. These sheets can be obtained from the Internet on <http://www.zhaba.cz>

The ZHABA facilitators collective is a group of NGO facilitators. It helps non-profit organisations to improve their work. More information on <http://www.zhaba.cz>

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Why use it? ● To develop an overview of our target-groups (participants, and organizers / facilitators)

Time it takes ● 90 minutes

How to do it 1. Make a large drawing of the Power Flower

Fill in together the factors of power that might play a role during the process of this workshop.

2. Fill in together the outer petals of the flower with descriptions of the group they expect to visit the workshop. Use characteristics as "high", "middle" and "low" and then indicate the amount of people that have that characteristic.

3. Fill the position of the organizers / facilitators in (each in a different colour?) in the inner petals.

4. Take a look at the position of the organizers / facilitators in the group. Look at:

- Where will our position be different; which factors can be shifted or changed?
- How can our position influence the group process?
- Which facilitators need extra support or extra training of certain skills?

Take a look at the division of power within the group of participants. Look at:

- Will there be people with a very weak position in the group?
- Will there be people with a very strong position in the group?
- Can we expect tensions during the workshop?

During the planning of the programme the Power Flower can hang on the wall and be used for reference. Especially when the first draft of the programme is ready, it is very useful to have another look at the Power Flower and see, whether there are any troublesome moments within the programme. Think of:

- moments which are boring for a part of the group;
- moments, where a part of the group can not participate actively , because others overshadow them;
- moments where a part of the group will feel uncomfortable;
- parts of the programme, where one of the facilitators will need extra support, because she/he is in a position of low power (low authority)
- etcetera