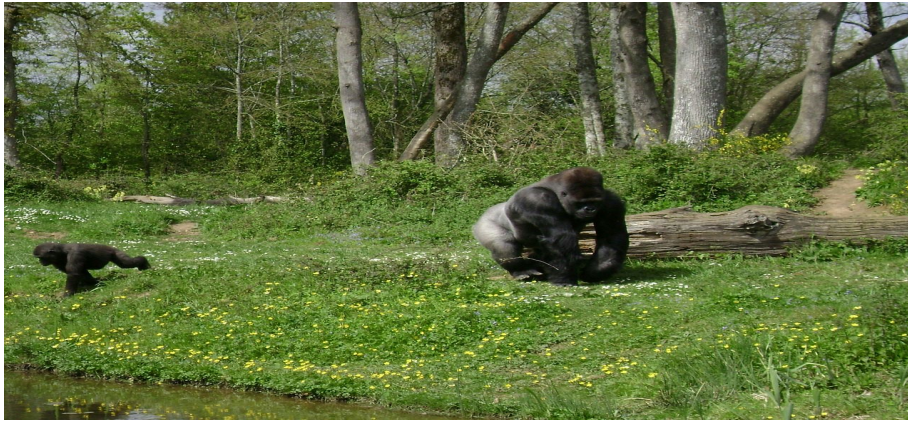


Rank

Understanding how power and privilege operate within and between individuals and groups



<https://pixabay.com/en/gorilla-monkey-fauna-775757/>

“The most common way people give up their power is by thinking they don't have any.”

Alice Walker

Tag: Social: Communication Skills: Facilitation
 Social: Communication Skills: Conflict Resolution
 Social: Communication Skills: Process Work
 Social: Building Community and Embracing Diversity

Challenge:

People with a lot of power, self-confidence and self-belief, which may be derived from circumstances of birth, upbringing, surviving challenges or other circumstances, often have little idea of how this influences their communication and the assumptions they make about how others *are* communicating and how they *should* communicate! Those with less power and self-esteem suffer from this and may think themselves stupid or crazy. This, in turn, will have enormous impact on how the groups they are part of function.

Solution:

Amy and Arny Mindell, in *Process Work*, have outlined 4 types of rank and power (social, psychological, contextual and spiritual) and the signals that flow from those who have 'high rank' and 'low rank' in different situations. This is married with an understanding that rank is fluid, situational and by no means fixed. Developing rank awareness then becomes a life-long, almost spiritual practice, leading to the development of mature, integrated and competent individuals and groups.

References:

Exercises.. <http://www.rspopuk.com>

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