



# ALLIES IN CHANGE

## Two Styles of Power in Personal Relationships

### Power Over “Reality I”

### Personal Power “Reality II”

Abuse and control are used	Mutual respect is practiced
Win-lose/One winner	Win-win/Many winners
One right answer/one truth	Many right answers/many truths
Homogeneity and conformity	Diversity is respected
Only some needs are met/me <i>or</i> you	All needs are met/me <i>and</i> you
External focus	Internal focus
Blame	Accountability on both sides
Assumption of scarcity	Assumption of abundance
Competitive	Cooperative/collaborative
Others are viewed as opponents, competitors	Others are viewed as allies, collaborators
Focus on outcome (winning)	Focus on how the conversation goes
End justifies means	The means is the end
“Winning isn’t everything; it’s the only thing.”	“It doesn’t matter whether you win or lose; it’s how you play the game.”

Based on concepts presented by Patricia Evans in *The Verbally Abusive Relationship* (1996, Adams Media Corporation).