

Personal vs Positional Power

Not all power is equal, and there are significant differences between personal and positional power. Learn about both to better understand power and empower yourself to create meaningful change.

PERSONAL POWER

Earned through internal qualities.



Develops through moral action and declines as a result of malpractice.



The foundation comes from **expertise or social skills**.



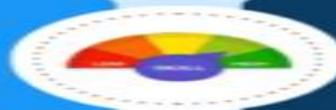
Unlimited reach.



Permanent unless its power is abused.



Requires expertise in a specific area or strong interpersonal skills.



The core benefit is the ability to inspire others because they admire you and accept or even seek your advice.



POSITIONAL POWER

Gained through external factors.

Given or taken by external actors at any moment.

The foundation comes from **top-down control**.

Only reaches the bottom layers in the hierarchy.

Temporary until the position is lost.

Requires a personal connection (or relation) to those with power.

The core benefit is the ability to influence behavior through reward or punishment.

Both powers come with benefits, and if you've good intentions, you should strive for both to create a significant impact. That said, focus on personal power and let positional power follow as a consequence of personal skill.



Personal Power

J Elliott



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