Re-Power Empowerment with these three moves:

1. Flip Your Focus
2. Expand Your Scope
3. Upgrade Your Goals

Move #1: Flip Your Focus

Flip the focus away from you and onto the situation, the context, and the system around you.

  --- The challenge is not to identify what's wrong with you, but rather to look closely and analyze the larger system that's creating problems for you and for others. These systems can be procedures, norms, routines, and everyday practices.

We want to diagnose problems and make changes in larger, higher-level systems, because changes in the system are much more powerful and more lasting than changes in an individual's behavior.

Move #2: Expand Your Scope

Expand the scope of the changes you're trying to make, and expand the scope of who will benefit from these changes.

  --- Consider not (just) what could be made better for you, but also what could be made better for a lot of folks. Who else is going to affected by this problem? Who else might care about the solution?

Then, expand the scope of who's involved in the solution.

  --- Who else should participate in problem solving? Who else might want to help make these changes happen?

Remember that motto from the disability rights movement, "Nothing about us without us." If a change involves a group of colleagues, include them in problem solving and taking action**.**

Move #3: Upgrade Your Goals.

Upgrade the goals of your empowerment, so that you move beyond fixing pains and hurt and move towards changes that help folks thrive.

  --- We still need to clear obstacles out of our way. But also, we need to reimagine the workplace, how we can redesign workplace, how we can make something profoundly better.

We transform the status quo not only by fixing what's wrong, but also by finding ways to grow. And, when we involve others in conversations about what to change and how to change it, folks are more likely to commit themselves to seeing these changes through.

"Women's Empowerment at work is broken. Here's how to fix it." CV Harquail, PhD.
New Jersey Conference for Women, October 29, 2021

These Re-Power Moves work because:

When we flip the focus of our empowerment,
we get power by focusing on the larger system.

When we expand the scope of our empowerment,
we get power from collective engagement.

When we upgrade the goal of our empowerment,
**we get power from innovation, from creativity,
and from our own vision.**

**These three power moves can be used with any other empowerment tactics
you've already mastered.**
Use your confidence, your voice, your negotiating skills, your network, etc. to initiate and help lead
system-level, collective, innovative change that helps you, your colleagues and your company thrive.

For example,
Imagine a woman who lacks confidence because she feels a overwhelmed by the aggressive
culture of her team's weekly status meetings. Before the meeting, she could go into the ladies
room, put on a confidence pose, and psych herself up to be brave. But what if she flips the focus?

> "Maybe it's me. Maybe it's what's wrong with how these meetings are designed. What's
> happening with these meetings that makes me and possibly others feel like we should cower??

Then, this woman could expand the scope of her efforts. She could say

> "Hey, wait a minute, if I'm feeling cowardly, maybe these meetings make other people feel
> cowardly, too. How about I find those other folks and get them together so we can talk about
> how to fix these meetings for all of us?"

Finally, she and her colleagues can upgrade their goals.

> "Sure, it's a great idea to fix that weekly meeting. Who doesn't want a better meeting, right? But
> instead of just fixing that meeting, why don't we come up with a new process where we all are
> encouraged to keep each other up to date on the work, where we all are encouraged to
> communicate and ask for help, where we all are encouraged to stay aligned on a complicated
> subject? How about we create a system that keeps us all informed, all helping each other, and
> all working together better?"

She could lead the group to create a larger scale, more lasting change that benefits everyone and
the company too. These are the kinds of changes that come from real, collective, transformational
empowerment, a form of empowerment you can adopt without asking anyone's permission.