

## Perceptions of Power and Status

In the workplace, an individual's view on power and status can affect how they work with others. Understanding this can help supervisors handle performance problems and motivate employees. The following table provides some general insights based on a person's cultural tendency – either concern for the individual over the group or concern for the group over the individual.

	<b>Concern for Individual (Power and Status is Earned)</b>	<b>Concern for Group (Power and Status is Inherited)</b>
<b>Power</b>	<ul style="list-style-type: none"> <li>• Take action on his or her own</li> <li>• Likes to address his or her supervisor in a more informal manner</li> <li>• Has no problem openly disagreeing with supervisor</li> <li>• Resents being micro-managed</li> </ul>	<ul style="list-style-type: none"> <li>• Wait for instruction before taking action</li> <li>• Likes to relate to the supervisor in a more formal manner</li> <li>• Does not like to openly disagree with a supervisor</li> </ul>
<b>Status</b>	<ul style="list-style-type: none"> <li>• Status is earned</li> <li>• Status is gained through performance and achievement</li> <li>• Age, seniority or rank do not guarantee status</li> </ul>	<ul style="list-style-type: none"> <li>• Rank, position, age, and seniority determine status</li> <li>• Achievement, age, and seniority influence promotion</li> <li>• Social class and family name provide initial status</li> </ul>

You might be able to imagine how these issues play out in your department and in your relationship with employees. For example, individuals who challenge authority will more openly debate with you as a supervisor and will be more vocal with their issues. Individuals who uphold authority will avoid conflict.