**Power Mapping: Strategizing Ways to Facilitate Change**

1. **Choose something you believe needs to change**: a dilemma, issue, policy, practice, norm, organizational structure, etc.

**Give this Change Effort a Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Most influence, power**

**Strongly oppose, Strongly support**

**resist**

**Least influence, power**

**Questions to consider** as you think through and map out possible strategies:

1. What do you want to change and why?
2. What are some concerns about the current dynamic? Data to support concerns?
3. How are the organization’s members negatively impacted by the current state?
4. Who “owns” or created this?
5. What were the probable intentions initially?
6. Who is now creating/perpetuating what you want to change?
7. Who are the key decision-makers involved in this situation/dynamic?
8. Who are the influencers?
9. What do decision-makers care about? Value? How might your vision for change align with what they care about?
10. Why might some still support and/or benefit from the status quo?
11. Why have some resisted this and other changes before? Why might some resist this change effort now? What do they fear? What are they concerned they may lose?
12. Whose viewpoints may be most moveable?
13. How does the current state align/or not with the strategic plan? What are the goals leaders say they care about?
14. What do leaders really care about?
15. How would the change you envision better align with the strategic plan?
16. Where is there any interest convergence among what decision-makers want and you want? What is in their interest to shift or at least not resist?
17. Who can influence decision-makers? Who has relationships with decision-makers?
18. Who can influence the influencers?
19. Who may block any change or movement? What or who might help them shift or at least not resist?
20. Who has knowledge that may move decision-makers and other blockers (history, data, information, shifting demands and needs, best practices from peer institutions, etc.)?
21. Who is respected enough by decision-makers to be able to ask questions and nudge?
22. Who is new enough to ask questions without consequence?
23. How might organizing the people impacted by the status quo and raising awareness support this change effort? Raise awareness and help shift those resisting this change?
24. What other people or groups might help in this change process?
25. Where else do we see opportunities to influence?
26. What else do we need to know at this point?