

## **“Constellation.” Sharing Perspectives on Positional Power and Social Privilege.**

Reflection questions from the “Constellation” exercise.

First, everyone forms a big circle with a “center” marked. Then people are asked to move closer or further to the center of the circle, based on their positional power- their title and authority. Now ask people to move closer in or further out considering their “social power” the ability to influence decisions or make their own because of their social status and privilege.

Focus the questions, and air time with folks closest to the edge of the circle- the margins. Tell the group that this is not an open discussion, you are using your power as a trainer to direct who speaks.

Margins: “What is it like to be farther out from the center?”

Center: “What are you hearing people who are farther out from the center say?”

Anyone: “Are you reflecting on your privilege for the first time?”

Margins: “If you are further out from the center, what it like to communicate in groups? How do you influence the work that you and your team do?”

Center: “What are you hearing people who are farther out from the center say?”

Anyone: “Did anyone fudge their position because it was too hard to think about in this setting?”

Margins, middle: “What do you wish people closer to the center at your organization were aware of?”

Center: “What are you hearing people who are farther out from the center say?”

Center: “What is it like to primarily focus on listening, rather than sharing your experiences?”