

Instructor Guide

UNIT/ORGANIZATION NAME
OR EVENT

PACE EHC Principles "Snipit":

Power & Authority

Date

Put Unit Emblem here

Presenters Name

Presenter's Job title



Misc.



Teaching Points

Teaching Points:

- Welcome and introductions
- Overview
 - This is a snipit of a principle from the Profession of Arms Center of Excellence (PACE) Enhancing Human Capital Course
 - Intent is 5-10 minute discussion of an EHC principle. Seek to apply to current work, home situation
- How this will flow:
 - An overview
 - Encourage participation
 - Ask questions whenever you like
 - Have fun



Your Notes

Teaching Notes:

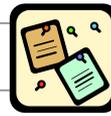
- Limit intro to 1
- Emphasize this is not EHC. Rather an opportunity to discuss as a group the principles.
- Encourage attendees to get familiar w/ resources on the PACE website:
www.airman.af.mil
- If they really enjoy, invite to schedule an EHC course

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POWER & AUTHORITY

~ *Significant Responsibility* ~

- Recognize that YOU can be influenced by your power and others' authority
- Understand that your authority can influence thoughts and actions of others
- Use it as a magnet to pull people to the right thing
- Leaders Leading Leaders



Misc.

Examples:

- Stanford prison
<https://youtu.be/3XN2X72jrFk>
<https://youtu.be/oAX9b7agT9o>
- Milgram shock experiment
<https://youtu.be/Xxq4QtK3j0Y>



Teaching Points

Teaching Points:

- In PME & classes, we do not always address the consequences of power. There are two dynamics to understand:
 - Power can have a big difference on how I see myself, how I treat myself and ultimately how I treat others.
 - Power can also have a reflection on other people, on subordinates within an environment of power & authority.
- Power can affect the way people see themselves.
 - Not abnormal human psychology but quite normal.
 - Authority, if not kept under control, can affect all people in a negative way.
 - Possible result: people in authority positions expect certain privileges because they “deserve it”.
 - We are ALL vulnerable to this.
- Authority environment affects subordinates
 - Different people have different affects on others.
 - Someone with inherent authority can have a physical change in what we do and what we say.
 - How people view an authority figure will determine whether or not they believe that they have a voice
 - Authority has the ability in most cases to trump a person's value system. (Examples: Stanford prison and Milgram shock experiments)
- No matter what roles we have in our lives, we ALL need to be very careful we understand not only how authority can distort our own perspective of ourselves but how that same authority can distort



Your Notes

Teaching Notes:

- Rank structures, like what we use in the military, is a normal aspect of human social order. Everybody has a place. Typically parents have authority over a child, bosses have authority over employees and a professors have authority over a student.
- In PME & classes, we do not always address the consequences power.
- Do we have the same understanding of what we mean by power, what authority can do to us personally, and what authority can do to the people around us?
- Questions:
 - How does this authority environment affect our subordinates?
 - How can this human dynamic be important in terms of good order & discipline in the military?
 - How can it also be damaging?

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the environment that we work, play and live in.



Teaching Points

Teaching Points:



Your Notes

Teaching Notes:



Misc.



Teaching Points

Teaching Points:



Your Notes

Teaching Notes: