Power Spectrum		
From Actors and processes (visible, power over)	$\langle \rangle$	To Norms and beliefs (invisible, socialised power)
<i>Emphasis</i> Focus on "visible" and "hidden" forms of power as forms of wilful domination, observable control and "power over"		Focus on "invisible" power reproduced through social and cultural norms, and internalised by powerful and powerless people
Strategies Action to strengthen the "power to" and "power with" of poor and marginalised people, and to build influence and participation in decision-making processes		Action to strengthen awareness, dignity and "power within", to redefine social consensus on norms and behaviour, and to reshape conditions behind decision-making
Example: Gender Finding ways to ensure women and their issues are represented and have influence in decision- making spaces		Strengthening dignity and self- esteem of women, and challenging socially constructed biases in men's and women's gendered behaviour

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(developed for Oxfam GB by Jethro Pettit and Jo Rowlands, 2007, based on John Gaventa's power cube and VeneKlassen and Miller's alternative forms of power)