Communication, Power, and Consequences

Power Bases:
Reward,
Punishment,
Authority,
Communication.

Power Processes:
•REL-COMM
•Decision-making
•Conflict:
  •Kilman & Thomas
  •Gottman
•Affects of sex,
•Unilateral-bilateral
•Direct-Indirect
•Principle of Least Interest

Power Outcomes:
•Asynchrony/Synchrony
•Domination/Collaboration
•Violence/Peace
•Forced choice/mutual choice
•Divergence/Convergence
•Inhibit potential/Facilitate potential

Power Bases

- Power bases are resources communicators can draw upon in episodes where there is a desire to affect or influence outcomes of interaction.
- Reward, punishment, authority, communication.
- The potential force of a power base depends on how it is perceived by a target.
- Prosocial/antisocial– Depends on how power resources are used: empowerment/domination, politeness/impoliteness, convergent/divergent.

Power Processes: Relational Control

- Edna Rogers:
  - Messages operate at two levels– content and relational.
  - RELCOM codes for attempts to control, extend, submit.

Power Processes: Decision-Making

- Decision making
  - Structuration theory (Rules+ Resources = Structures)
  - Decisions by authority, decisions by discussion, decisions by default
  - Decisions of fact, conjecture, value, policy.