

TILDE

Transformative and
Inclusive Leadership from
Deep Democracy

RANGE KIT



Deep Democracy Denmark



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Erasmus+



Aktivität und Mobilität
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Introduction

What is rank

Rank is the sum of **privileges** that one person has in relation to another at any given time.

Privileges are advantages that a person has according to his or her place in society and its **ability to impact** on others.

The person may receive the privilege.
For example, when your family has money.

The individual can build privilege.
For example, earning a lot of money for their work.

The range can be high or low.
For example,
knowing languages or having money gives a high rank.

Knowing the **dynamics** of rank is important in order to relate to each other.

Impact capacity is having an effect on or influencing other people.

Dynamics is the variety of changes and interactions.

The range is not always equal.

The range changes according to the situation, the moment and the relationship with another person.

An educated person has a high rank in a country that **recognises** his or her education.

To recognise is to accept, to value and to let work.

The same person will have a low rank in a country that does not recognise their studies.

For example, a **migrant person** will rank lower than those born in the **country of arrival**.

Country of arrival is the country to which the person goes when migrating.

Migrant person is a person who leave their country of origin to live in another country. Sometimes because of war or poverty.

There are people with high rank who don't want to lose it. or that they don't know they have it.

This is a problem because we often have power when we have high rank.

And we can abuse people of

lesser rank with that power.



It is important for facilitators to be able to recognise the dynamics of range to better understand the diversity of the group and how it communicates.

A facilitator is someone who that supports individuals or groups of individuals. For example, you can support the group to:

- **dialogue;**
- **conflict management;**
- to encourage rapprochement;
- meet objectives;
- improving group processes;
- having fun.

Dialogue is about communicating, paying attention and valuing what other people say.

Conflict is when people want or think different things and that creates tension.

Conflict management is about facilitating respectful dialogue between people and understand each other better.

A person's rank sends signals.
These signals are **unconscious** gestures and attitudes.
We can tell someone's rank by their signals.

Unconscious is without realising it.

For example,
someone can show his or her high rank
when talking confidently in a group.

For example,
someone may show his or her low rank
when he or she dialogues with difficulty in
a group.

Not being aware of one's rank or
sending **double signals**
can create problems in our relationships and
in our **community**.

Double signals is communicating different things. For example, saying one thing and doing another.

Community is a group of people who share something.

When a person has a low rank, he or
she recognises more readily
that another person has a high rank.

However,
when a person has a high rank
is sometimes unaware of its own rank.

We dialogue and relate better with
other people.
when we are aware of the range.

Types of rank

Types of rank

There are different types of **rank**:

- social rank;
- the contextual range;
- the psychological range;
- spiritual rank.

The power of a person in relation to others depends on a number of **aspects**.

Rank is the sum of privileges of one person in relation to another at a given time.

Aspects are different parts or sides of something.

Social rank

Social rank depends on a person's position in society. and how other people value it. For example, their gender, race or social class.

It also depends on the position of a person in a power relationship. For example, being a teacher or a student.

Social rank is shown in places where there are people who are in command and people who have to obey.

For example, it is shown in:

- families;
- companies;
- organisations;
- governments.

Social rank is influenced by:

- ethnic characteristics, such as culture or language;
- gender;
- **sexual orientation;**
- money and work;
- religion or **spirituality;**
- physical and mental health;
- education;
- the family;
- skills;
- relationships with significant others;
- **normative beauty;**
- **institutional rank.**

Institutional status depends on to know the **administrative processes** that are made in an organisation. Also, of its resources and contacts.

For example,
if a person gets an official permit because he/she has a contact who helps him/her, he/she has a higher institutional rank than a person who does not know anyone.

Sexual orientation is who someone is attracted to.

Spirituality is feeling and believing in something beyond the physical.

Normative beauty is that which is imposed. For example, skin tone or body type.

Administrative processes are steps to be followed to carry out formalities.

The contextual range

Contextual range depends on the group a person is in.

The same person can have a higher rank within a group and a lower rank in another group.

Contextual rank also depends on the person's place within the group.

For example, the same person may have a high rank when he or she is with his or her family.

and a low rank when he is in his new job.

Contextual rank can be the opposite of **structural rank**.

And both ranks exist at the same time.

A migrant person can have at the same time:

- a high contextual range when with other migrants;
- a low structural rank when with **civil servants**.

Civil servant is a person who works for the government.

The contextual range is influenced by:

- the person's position in the group;
- **seniority** within the group, for example, whether the person is new or not;
- the relationship and dealings with group leaders;
- the person's **knowledge** and experience in relation to what the group recognises;
- access to important information;
- know the **languages** and **codes** of the group.

Seniority is the length of time someone has been in a place.

Knowledge is all learned information.

Languages and **codes**

are actions, thoughts or words that a group shares.

The psychological range

Psychological rank depends on
how it is known
and self-worth of the person.

For example,
whether she is self-confident or not.

In the psychological range it influences:

- confidence and **self-esteem**;
- security in their own opinions even if other people do not support them;
- feeling the love and support of others;
- overcoming difficult situations with strength;
- dealing with conflicts in a **balanced way**;
- overcoming complexes and painful emotions;
- have peace of mind and initiative;
- creativity to turn ideas into reality.

Self-esteem is what a person thinks of himself/herself.

With balance is taking care of the most important areas of life without neglecting the others.

Spiritual rank

Spiritual rank depends on of the search for a person beyond the **earthly**.

And how the search helps him to live and gives him support and confidence. For example, their faith or relationship with nature.

Spiritual rank

It also depends on knowing how to appreciate life even in difficult times.

Earthly is everything physical on Earth.

Spiritual rank is influenced:

- feel and believe in something greater, such as nature or spirituality;
- reflecting on life and death in a different or deeper way.
- to believe that there is a reason for what happens in your life;
- know what to do with their lives;
- act according to what it believes and wants.



Important

Rank consciousness is knowing your rank and the rank of other people.

You dialogue and relate better with other people when you are **aware** of your rank.

Awareness is the same as **realisation**.

For example,
you can avoid abusing other people
when you have a high rank.

People have different ranks.
The range changes according to the situation,
the moment and the relationship with another
person.

For example, when someone of high rank is
talking in a group,
receives more attention than the rest of the group.

Range awareness is important.