



**Workplace Power and Control Wheel (Duthie, 2012)**

The **Workplace Power and Control Wheel** emphasises the mirroring of parallel power processes within domestic violence workplaces, to domestically violent client relationships. Characteristic of these workplace processes, as in the client Power and Control Wheel, is the notion of power and control over others. The Workplace Power and Control Wheel is divided into six sections, each pertaining to a particular behaviour or set of behaviours underpinning parallel power processes. Characteristic of these workplace processes is the notion of power and control over others. The spokes of the Wheel are the range of behaviours nominated by practitioners as they experienced or witnessed. External to the Wheel, there are two rationales as to why these behaviours might be contained within the workplace. First, 'witness inability to support' suggests that abusive behaviours are contained within the workplace due to fellow practitioners feeling unsafe about overtly supporting or advocating for the aggrieved practitioner. This is particularly so if the abuser is in a management or supervisory position. Second, 'conflict management processes' while generated to address workplace conflict, can further sustain those behaviours due to either the course of action undertaken or due to no action occurring at all.

Dr Deb Duthie: Workplace Power and Control Wheel (2012)

Author notes:

This study was undertaken in three domestic violence services within South East Queensland, Australia. Participants all worked with women and their children escaping or experiencing domestic violence in a range of support roles. Participants voices (those who had experienced or witnessed parallel power processes) were used to develop the Wheel.