

HIERARCHY PROBLEMS IN ANTI-AUTORITARIAN GROUPS

and how to face them



TYPE OF POWER	fight against power what the bosses can do	fight against power what the others can do	COLLECTIVE SOLUTIONS
INITIATIVE Ability to have and go forward with your ideas, act for yourself.	be less demanding, less critical. stop believing that without you things will be done wrong: they will just be different. leave the group a little, avoid taking responsibilities for a while.	work on your self-confidence, take risks, do not be afraid to make mistakes. try to communicate how you feel and what you need: ask, investigate.	create a trusting context where attempts, flaws, errors, weaknesses, are accepted. have clear processes of pending task distribution.
INFORMATION	transmit information to the others. collectivise information sharing processes. if you become a person others turn to for answers, bring the collectives attention to this. be understandable and accessible.	take active ownership of information and informationsharing. look for it instead of waiting for it. take responsibility, follow up.	create accessible and dynamic collective tools of knowledge and information management: wikis, games, calendars, panels, agendas, drawings, songs..
SKILLS-TOOLS	share your skills and tools as much and quickly as possible, offer to work alongside others and show them how it's done. be understandable and accessible, don't despise others for not knowing.	request transition of knowledge. be direct, honest, and put in the work to initiate knowledge-sharing sessions (collective workshops, separate sessions, shadowing tasks..)	formalise and generalise exchange of skills and tools: for example having an experienced person and a person learning in each task
PRESENCE Ability to be physically present in moments of collective adventure.	remember that your ability to be present is related to your conditions/privileges/priorities and doesn't mean that you are more important than others. offer to support with kids, pets, other responsibilities of others so that other comrades can join instead of you sometimes.	don't wait for dominant people, do things without them. try to include yourself as much as possible and empower yourself to be part even if your presence might be limited; don't see your role as limited by external factors that limit participation.	accessibility: support system for kids, pets, other responsibilities to allow for busy comrades to join more. choose non-permanent organisation, changing roles and having accessible tools and information.
THE SPEECH Ability to express oneself in speech and make oneself heard.	learning to shut up, to listen, leave silences before speaking, don't panic because of silence. try to practice your understanding for others who have a harder time expressing themselves.	speak up when there is silence, practice saying what you think and what you need, defend yourself when you are cut off and others when they are being cut off.	experiment with egalitarian systems of word distribution. build contexts where those with difficulties expressing themselves feel heard, respected, taken into account.
COORDINATION Ability to grasp a bigger vision of the collectives objectives.	take care of sharing information, organise workshops, reframe the vision together with the others, empower others to take space and back own from dominant role.	ask, investigate, reflect upon your vision, share it with the group, put in the effort.	rotating roles for each assembly: mediator, agenda-setter, note-taker. avoid people taking part in too many working groups at once. talk about burn-out.