

# Individual reflection questions

## Self-positioning in the process of decolonisation

### Yielding Power

- ☐ Do I see my race as a factor in my personal and professional life, and in my personal and professional achievements?
- ☐ Has my race privileged me in my profession and in my organisation in relation to local colleagues?
- ☐ Where do I get my sense of professional value, identity, or contribution? Can I genuinely be satisfied and rewarded by playing a less recognised, prestigious, or visible role in support of local colleagues, potentially without credit?
- ☐ What are ways that I can yield power in the operations of my organisation? What are ways that my local colleagues can wield power?
- ☐ For social change to happen in my area of work and in my country of work, who needs to be wielding power and influence?
- ☐ What are ways that I can yield my power?
- ☐ What personal gains might this yielding of power generate for me?
- ☐ As a manager, how do I recruit, incentivise, and reward personnel with values and drivers that support localisation and decolonisation?

### Wielding Power

- ☐ Do I see my race as a factor in my personal and professional life, and in my personal and professional achievements?
- ☐ What was my early exposure to white authority and to white expertise or knowledge, and how have I internalised this?
- ☐ Do I feel that I can 'be myself' in a mixed professional environment?
- ☐ How will I be perceived by Australian and/or international staff if I challenge the existing system?
- ☐ How will I be perceived by Pacific Islander colleagues and peers if I challenge the existing system? Will I be perceived as 'trying to be white', or rude, if I engage in a pushing or robust way?
- ☐ Could I set an example for colleagues in changing the way Pacific Islanders engage with the existing system?
- ☐ How does my cultural background in the practice of leadership, and how a leader carries themselves, inform my ability to exercise leadership in an Australian-dominated professional environment?