



A Union of Professionals

Steps in a Power Analysis

Step	Define Identify Analyze	Notes
Step 1 - Define the major issue or goal. - Describe clearly and concisely the issue that will be addressed		
Step 2 - Define the competing agendas. - State clearly what the union is trying to accomplish.		
Step 3 - Identify the major decision makers. - Determine what individuals or groups have the power to actually make the decisions on this issue.		

The **American Federation of Teachers** is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

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Step 4 • Identify the organized opposition. • Determine what individuals or groups are organized to fight against us on this issue.		
Step 5 • Identify the organized allies. • List individuals and groups that support our agenda and are organized to fight with us.		
Step 6 • Identify key un-organized constituencies. • List groups of people who are affected by this issue but are not represented by an organization.		
Step 7 • Analyze the map and develop strategies for changing the power equation.		