



TENSION OF CHANGE

The following chart suggests some questions you can use to explore the sources of tension in your system. Use these as a basis to help you start thinking about other questions that will help you build on functional tension or shift patterns of dysfunctional tension.

MEMORY

The difference between current reality and what I remember causes tension that can be explored with questions:

Functional Tension:

- What is the tension in the system?
- What patterns generate the tension?
- So what are the ways the tension helps us move toward our goals?
- So what is same or different from past patterns?
- So what conditions shape these patterns?
- Now what can we do to shape patterns we want to create?

Dysfunctional Tension:

- What is the tension in the system?
- What patterns generate the tension?
- So what prevents us from moving toward our goals?
- So what conditions shape the dysfunctional patterns?
- Now what will shape those patterns to reduce the tension?

KNOWLEDGE

The difference between what I know and what I need to know causes tension that can be explored with questions:

Functional Tension:

- What is the tension in the system?
- What additional knowledge is currently in the system that will further inform our work?
- So what do we do to explore the potential of that knowledge?
- So what can we learn about changing the pattern?
- Now what can we do to apply fully the information we have in the system?

Dysfunctional Tension:

- What is the tension in the system?
- What do we need to know more about to shift the pattern?
- So what conditions will shift the patterns to reduce the tension?
- So what do we need to know to shift the patterns?
- Now how will we learn what we need to know?

IMAGINATION

The difference between what I know and what I can imagine causes tension that can be explored with questions:

Functional Tension:

- What is the tension in the system?
- What image or vision is the tension moving us toward?
- So what is the difference between what we imagine and what we have?
- So what conditions shape the current patterns?
- Now what actions might shift our patterns to move us closer to what we can imagine?

Dysfunctional Tension:

- What is the tension in the system?
- What possible risk/danger do we see in current patterns?
- So what patterns will mitigate that risk?
- So what conditions will shape those patterns?
- Now what do we need to do to set those conditions?

...OR



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