PRINCIPLES OF CHANGE

Use this table to reflect about your system to consider what changes need to happen for individuals to change the system-wide patterns. Ultimately how can you set conditions that will invite and encourage the agents to shift their interactions to create more effective patterns?

TRY IT! Then be in touch and let us know what you find.

Shifting Patterns of the Whole

	AGENTS (Who?)	INTERACTIONS (What are they doing?)	PATTERNS (What do we experience?)
CURRENT (example)	Managers Directors	Hoarding Resources Hiding Work Isolating into Silos	Competition Distrust Fear Frustration
FUTURE (example)	Managers Directors	What will I support, influence in their behaviors...	...if I want patterns of cooperation, trust, openness, satisfaction?
CURRENT			
FUTURE			

Consider the CURRENT Pattern:

- Who are the agents involved in the pattern?

- What behaviors are they engaging in that are not working?

- What are the patterns I see that are not working for us?

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Consider the PATTERN YOU WANT:

- Who do the agents need to be? Do I need to bring others in? Focus on a small subset?

- What behaviors can I invite that have a chance of changing the pattern?

- What are the patterns I want?

As You Consider These Questions, start with what you can see. It doesn't have to be a linear process of filling in the boxes "in order".

- What's bothering you?

- What are people complaining about?

- What's getting in the way?

- Who are the actors?

- What do you want?

- Who should be involved?

- What will get you what you want?