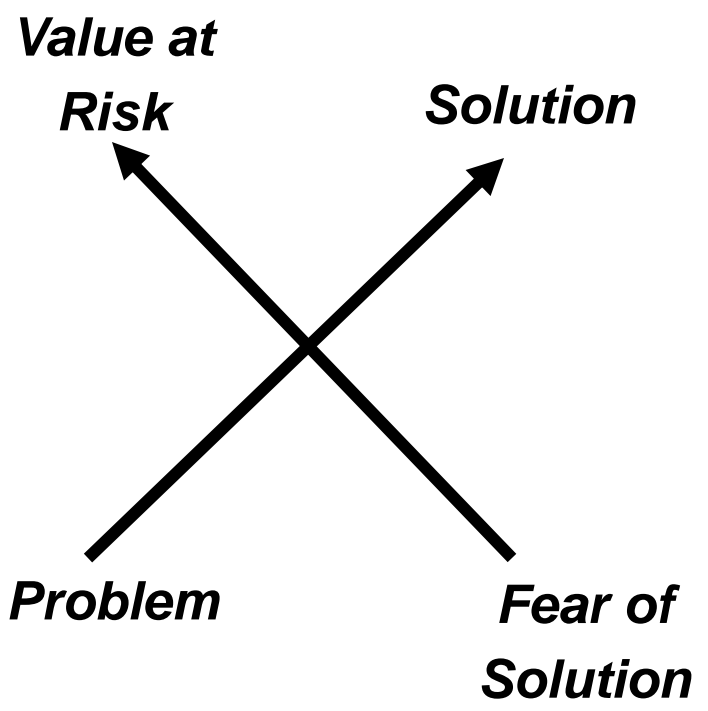
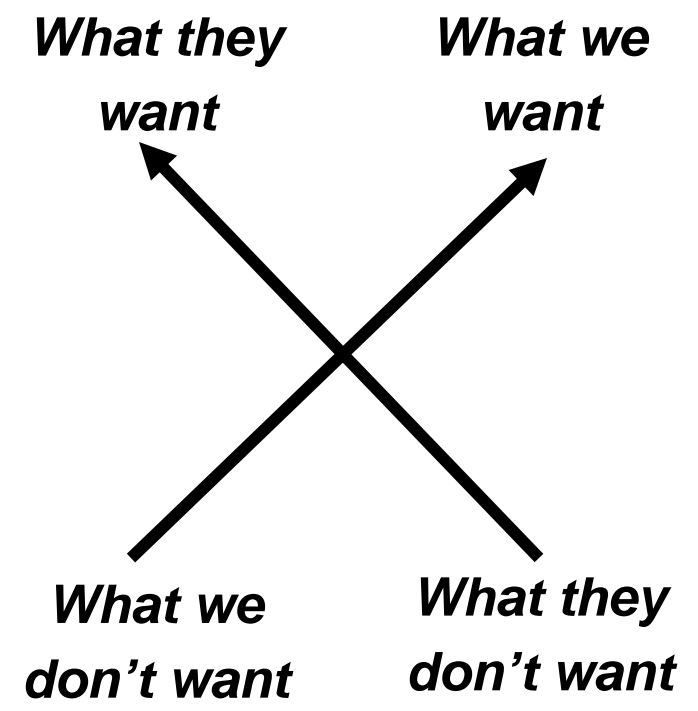


Change Theories and Conflict Theories Can Be Resources for Each Other

Change Effort



Conflict Issue



Questions for Filling out a Map

Action Steps

How will we gain or maintain the positive results from focusing on this left pole?
What? Who? By When? Measures?

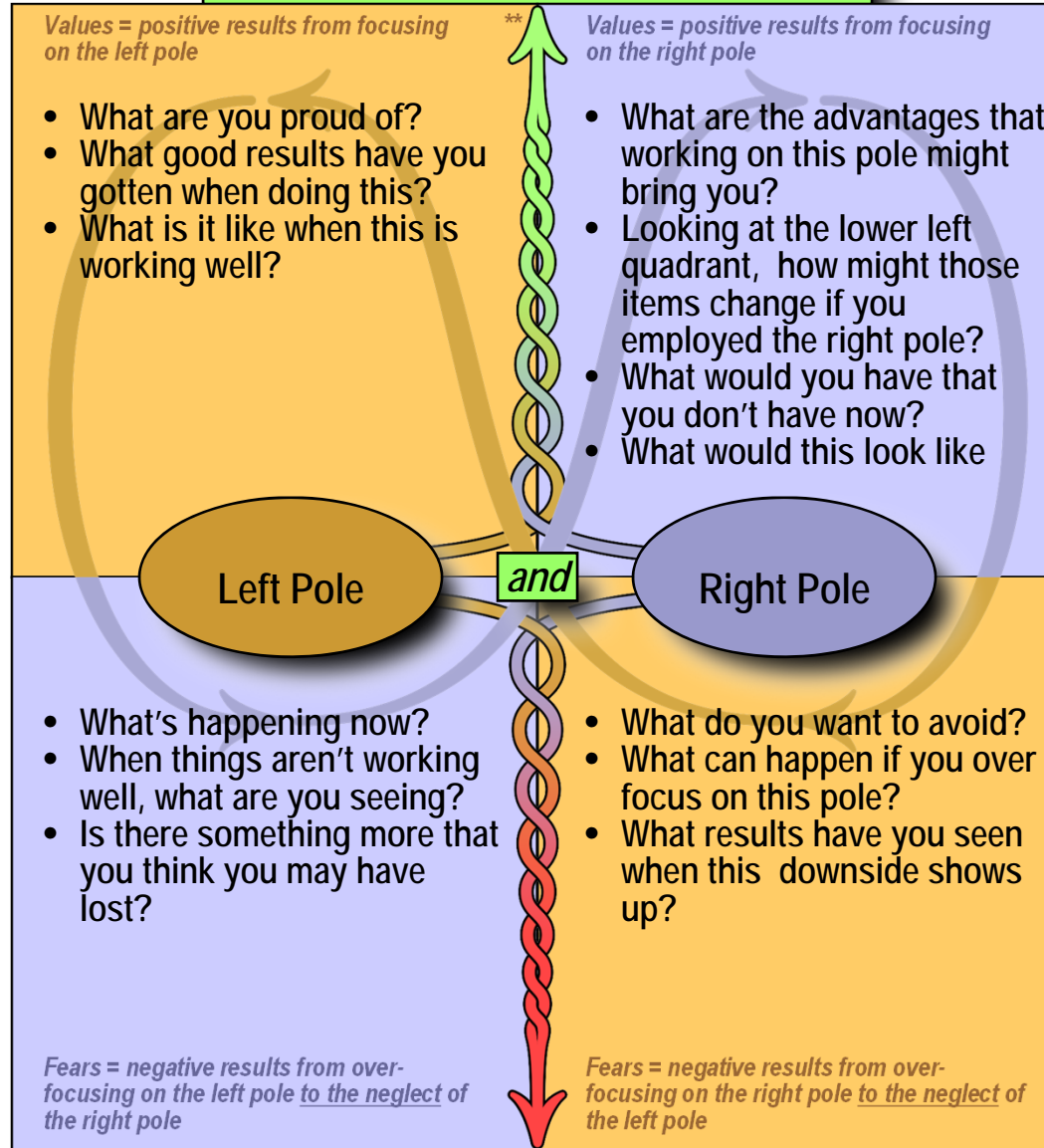
- What successful things have you done (past/present)
- What do you wish you could do here?
- What are you doing now that you want to be sure to continue?

Early Warnings^{***}

Measurable indicators (things you can count) that will let you know that you are getting into the downside of this left pole.

- How do you know when this is happening?
- What is the first warning you might expect?
- What are the observable indicators that you are getting the down side of this pole?

What do you desire the most?
What would you say is your goal?
What is the best outcome from managing this polarity well?
What are some of the powerful results you get when you are (in your preferred pole?)



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Action Steps

How will we gain or maintain the positive results from focusing on this right pole?
What? Who? By When? Measures?

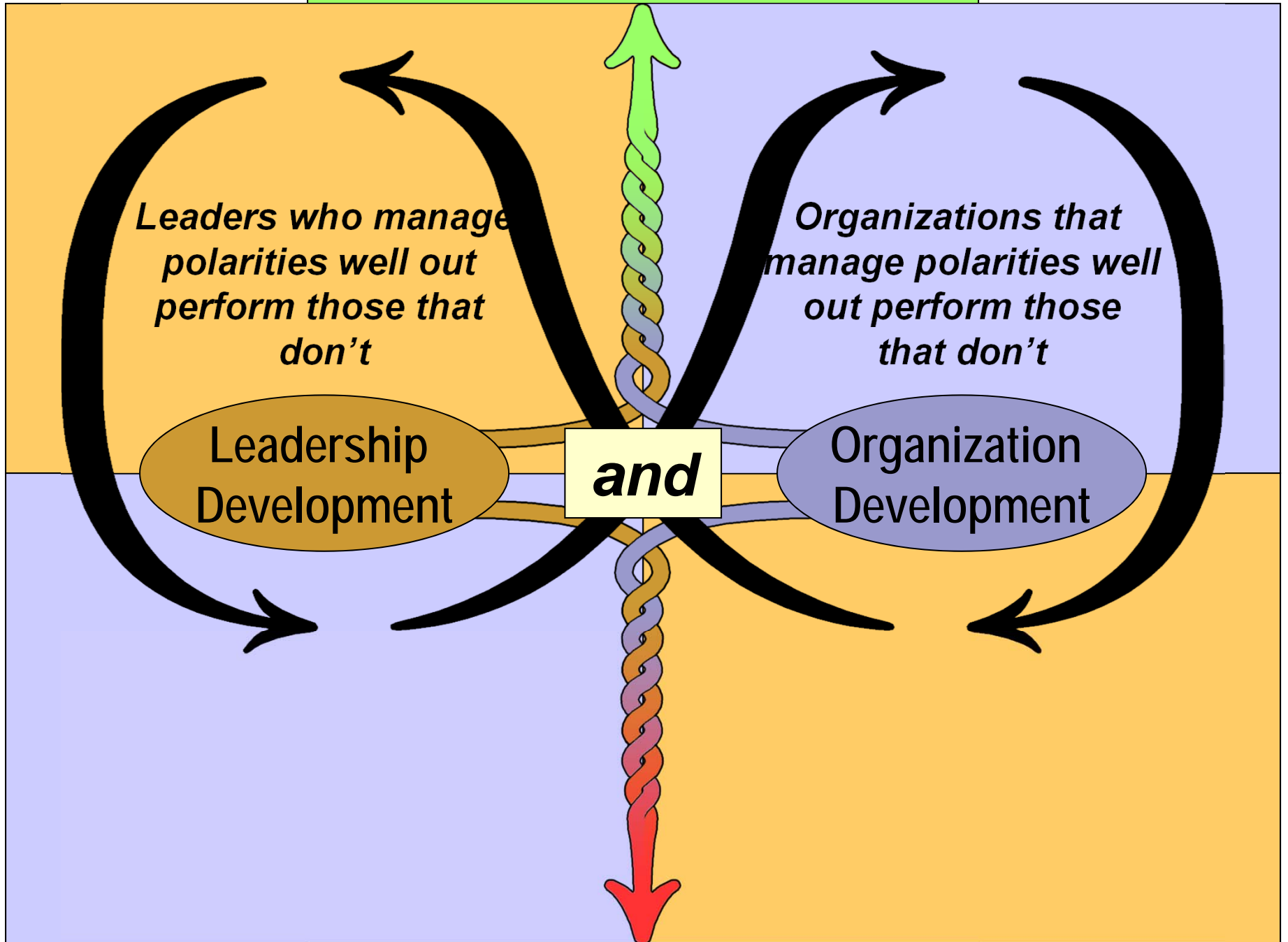
- What have you seen others do who manage this pole well
- What have you done that has worked well when you are attending to this pole?
- Third Action Step

Early Warnings

Measurable indicators (things you can count) that will let you know that you are getting into the downside of this right pole.

Same questions both sides

High Performing Organization



Leaders who manage polarities well out perform those that don't

Leadership Development

and

Organization Development

Organizations that manage polarities well out perform those that don't

Low Performing Organization