THE "DOWN" SIDE
"I" - "YOU" DIMENSIONS IN SYSTEMS LEARNING WITHIN LEARNING ORGANIZATIONS AND TEAM BUILDING

I DICTATE ↔ WE DIMINISH

VISION THINKING INTERFACE
I'M OK - YOU'NOK
I'M RIGHT & YOU'NOK
SELF-INTEREST
HEAVY ADVOCATE
INTIMIDATION

"MENTAL MODEL"
(systems thinking)

ADULT-CHILD SYSTEM

VISION FEELING INTERFACE
I'M OK - YOU'NOK
GOSSIP = TRUTH
MONOLOGUE
HEAVY BLAME - BLEMISH
TRY-HARD

"TEAM LEARNING"
(systems thinking)

PARENT-ADULT SYSTEM

HEART ACHE ↔ HEAD ACHE
MY PERSONAL VISION

VISION THINKING INTERFACE
AGGRESSIVE
Y'N WRONG - "PERSONAL"
HOW I FEEL - DEFENSIVE
EMOTIONAL TENSION
"YOU MAKE ME"

"PERSONAL MASTERY"
(systems thinking)

ADULT-CHILD SYSTEM

VISION FEELING INTERFACE
PASSIVE
WE ARE THE "BEST" TEAM
KILL THE MESSENGER
RESISTANT COMPLIANCE
SHORT-TERM SIGN-UP

PARENT-ADULT SYSTEM

Based on material from 'THE FIFTH DISCIPLINE' by Peter M. Senge, and Transactional Analysis Theory

OPINIONS AND FEELINGS ARE FREQUENTLY A PERSONAL TRIUMPH OVER GOOD THINKING
YOU DEFINE REALITY BY WHAT YOU KNOW, WHAT YOU BELIEVE, AND WHAT YOU DO ABOUT IT.