

EXERCISE: Problem or Polarity

Read the issues below. Determine if they are problems to solve or polarities to leverage. In order to determine this, consider:

- Are they ongoing?
 - If so, it is likely a polarity to leverage.
 - If not, it is likely a problem to solve.
- Are there two (2) alternatives that are interdependent, meaning you can only focus on one pole for so long before you are required to focus on the other pole, like inhaling and exhaling?
 - If so, it is likely a polarity to leverage.
 - If not, it is likely a problem to solve.

Issue	Polarity/Problem? Why?
1. Where do we go for lunch? Sam likes, "Wanda's Wonder Bar" and Linda likes, "The Nostalgic Noodle."	
2. We have to get rid of our silo mentality. Let's break down the barriers and become an integrated team.	
3. How do we get to the top of this mountain?	
4. We are becoming an international company. How do we get our people to think globally?	
5. Should we merge with "Mega-Corp.?" It would certainly help our capitalization.	
6. How do we get union support for our major, company-wide change effort?	
7. Our Swedish partners have to talk to everyone before deciding. How can we get them to decide faster?	