## **POLARITIES EXPLAINED & DEFINED**

POLARITIES:	
Paired values (often competing) that need each	n other over time in order to achieve

INFINITY:

a greater purpose.

Is the ongoing nature of polarities... an energy system which is never ending.

# **POLARITY MAPPING - KEY POINTS**

- Greater Purpose Statement (GPS) is necessary to keep clarity. Deeper Fear helps get the worry out in the open.
- Both poles are important and must be neutral to positive words
- Poles are interdependent opposites that need each other over time in order to sustain the system
- Leveraging a polarity does not mean same amount of time spend on both poles.
- ∞ If you over focus on one pole to the neglect of the other you will get the downside of the focused pole. The reverse is also true.
- To move out of the downside of either pole, you must focus on the upsides of the opposite pole.
- The oscillation is ongoing... the natural tension between is unavoidable, unsolvable, and indestructible.
- ∞ Action Steps and Early Warnings need to be S.M.A.R.T.



## POSSIBLE POLARITIES AT WORK - CHRISTIAN DOMINANCE

Institution Individual

Community Mindividual

Religion Spirituality

Tradition **○** Modernity

Stability OChange

#### **SAMPLE POLARITY MAP - CHRISTIAN DOMINANCE: Session 2**

GPS: To have an organizational calendar that supports all employees

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1. Compile policies that determine holiday schedule.

**ACTION STEPS:** 

- Predictable for planning purposes
- Utilitarian greatest good for the most employees
- Requires low to no management
- Equal allocation of holidays

- Responsive to all employees needs
- Accounts for range of holidays
- Allows for continuous productive days
- Responsive to changing employee demographics

#### **ACTION STEPS:**

1. Survey all employees about what holidays they observe.

# CONSISTENCY

### EARLY WARNING:

- 1.Complaints or discontent voiced about observed days not being met.
- Confining limited options
- Doesn't meet the needs of all employees
- Requires people to take days of whether they want it or not
- Unpredictable
- Higher maintenance

**FLEXIBILITY** 

- HR department would require more staff time
- Unequal allocation of holidays

## EARLY WARNING:

1.Complaints about scheduling difficulty.

Deepest Fear: Employees will leave