

Stages of system evolution by Theory U reinvorgmap.com

Based on the book by C. Otto Scharmer: The Essentials of Theory U

v0.1

GENERATIVE - listen from the field Evolutionary - Teal

"We listen for the highest future possibility to show up while holding a space for something new to be born."

VALUES:
Evolutionary purpose, wholeness, self management

EMPATHIC - listen from within Pluralistic - Green

"We see the situation through the eyes of another. Doing this requires opening the heart: using our feelings and our heart as an organ of tuning in to another person's view."

VALUES:
Empowerment, values-driven culture, multiple stakeholder perspective

FACTUAL - listen from outside Achievement - Orange

"We let the data talk to us and notice disconfirming information. Doing this requires opening the mind—that is, the capacity to suspend our habits of judgment."

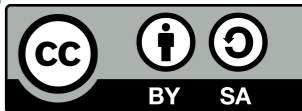
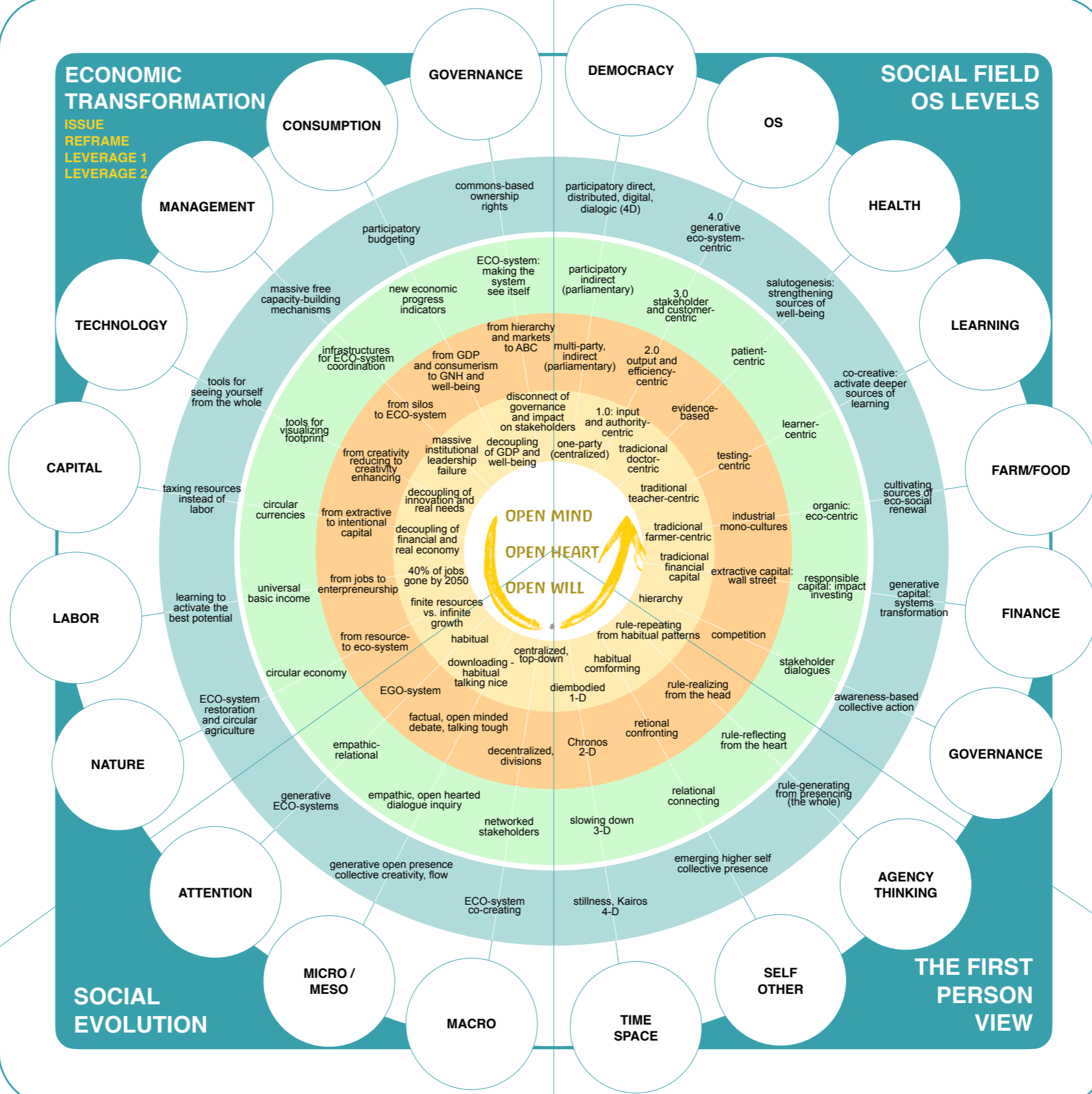
VALUES:
Innovation, accountability, meritocracy

DOWNLOADING - listen from habit Conformist - Amber

"Listening is limited to reconfirming what we already know. Nothing new penetrates our bubble."

VALUES:
Long term perspectives, size and stability, formal roles, processes

Fields of Listening mapped on SDI levels



Author: Szabolcs Emich