

## **Polarity Mapping**

### Information Processing: Exploring and Discovering

#### PROCESS

- Identify an ongoing chronic issue.
- Identify a key polarity.
- Agree on value-neutral names for each of the poles.
- Draw the map below on chart paper.
- Write the pole names on the map.
- Brainstorm content for each quadrant.
- Agree on a name for the highest purpose and deepest fear.
- Facilitate a conversation so members can view and explore the dilemma as a whole and various perspectives.
- Develop strategies for realizing the upsides of both poles while avoiding the downsides of each pole.

#### ALTERNATIVES

- See an expanded description of Polarity Mapping at [www.adaptiveschools.com](http://www.adaptiveschools.com).

cont.

- See the polarity Web site, [www.polaritymanagement.com](http://www.polaritymanagement.com).

## TIPS

- Naming purpose and fear integrates oppositional views and provides a reason to manage the tension between the two views.
- Some examples of polarities are work and home, individual and team, stability and change, independence and interdependence.
- Empathetically paraphrase the participants, for all need to know that they are being understood for the process to proceed.

# A Polarity Map

