Some Personal Polarities

In the table below - select one option in each row. Ask yourself which of the two choices do I tend to lean towards prioritizing? Check the box to indicate your preferences.

Activity	And	Rest
Care for Self	And	Care for Others
Work life	And	Home life
Strength	And	Vulnerability
Planned	And	Spontaneous
Cognition	And	Emotion
Support	And	Challenge
Safety	And	Risk
Stability	And	Change
Knowing	And	Wondering
Access	And	Boundaries
Gentle Love	And	Tough Love

Some Professional Polarities

Leadership	And	Followership
Prioritize Individual	And	Prioritize Team
Adopting Masculine Norms	And	Adopting Feminine Norms
Prioritize Tasks	And	Prioritize Relationships
Candor	And	Diplomacy
Confidence	And	Humility
Conditional Respect	And	Unconditional Respect
Develop Others	And	Develop Yourself

- ❑ Polarities are indestructible paradoxes
- ❑ Two options that **cannot co-exist** but are **interdependent**
- ❑ Polarities create tension
- ❑ Polarities are everywhere
- ❑ If it's easy to choose which pole you prefer or prioritize - then that's a polarity you need to pay attention to
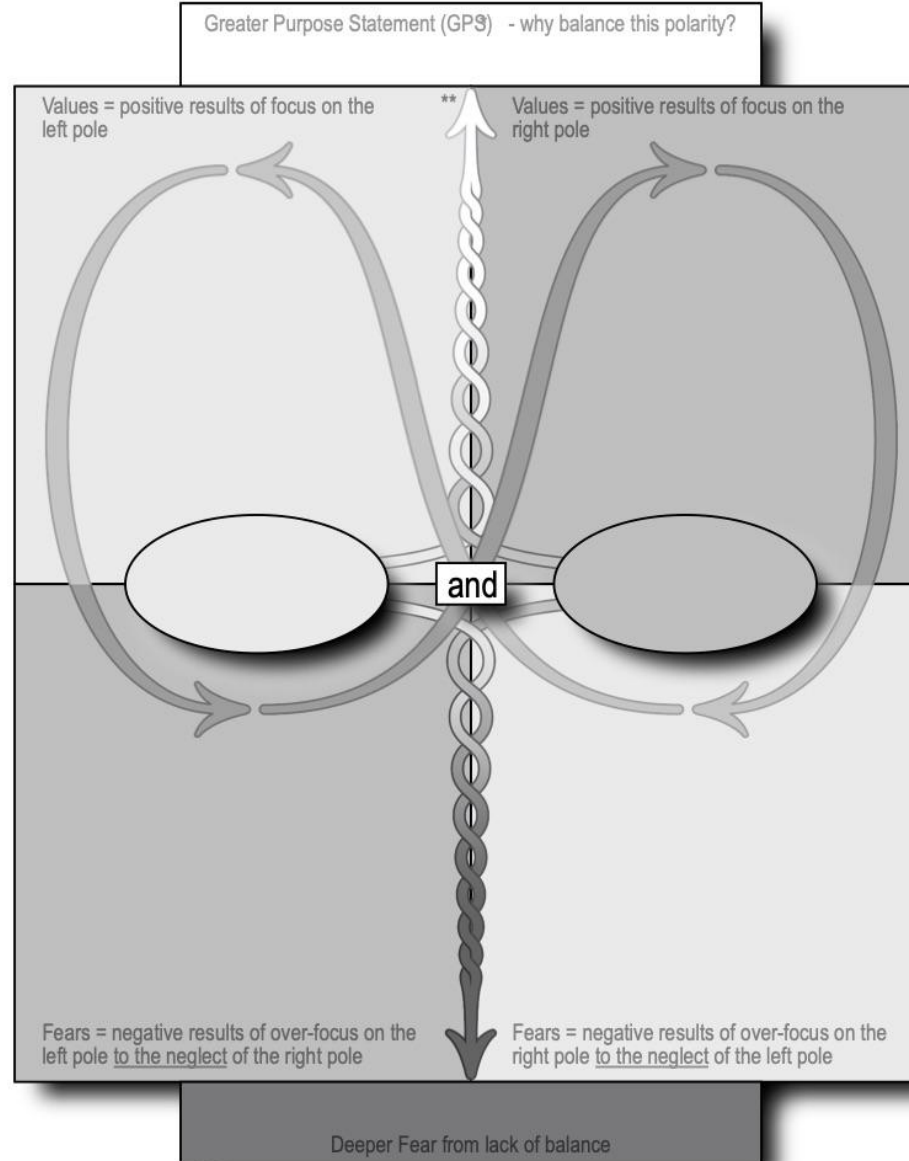
Polarity Management® Map

Action Steps

How will we gain or maintain the positive results from focusing on this left pole? What? Who? By When? Measures?

Greater Purpose Statement (GPS) - why balance this polarity?

Action Steps

How will we gain or maintain the positive results from focusing on this right pole? What? Who? By When? Measures?

Values = positive results of focus on the left pole

Values = positive results of focus on the right pole

and

Early Warnings***

Measurable indicators (things you can count) that will let you know that you are getting into the downside of this left pole.

Early Warnings

Measurable indicators (things you can count) that will let you know that you are getting into the downside of this right pole.

Fears = negative results of over-focus on the left pole <u>to the neglect</u> of the right pole

Fears = negative results of over-focus on the right pole <u>to the neglect</u> of the left pole

Deeper Fear from lack of balance

Polarity Map — © 1992, 2008 Polarity Management Associates, LLC / * Thanks to John Scherer, The Scherer Leadership Center / ** Thanks to De Wit & Meyer BV / *** Thanks to Todd Johnson, Rivertown Consultants

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INCLUSIVE INNOVATION

Creating your Polarity Map
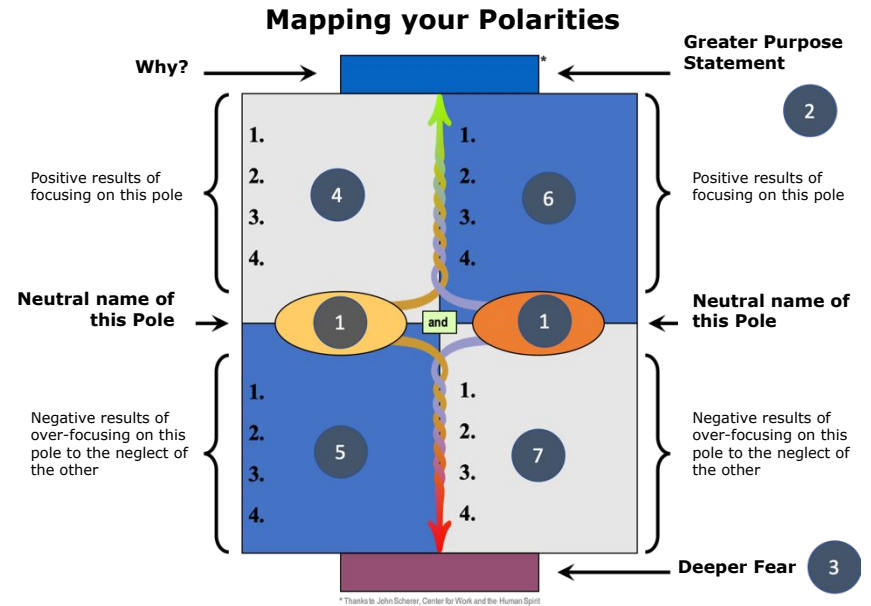
Mapping your Polarities

1. Name your poles using neutral language
2. Create your Greater Purpose Statement
3. Identify your Deepest Fear
4. Positive Results of *exclusively* focusing on the pole you **prefer**
5. Negative Results of *exclusively* focusing on the pole you **prefer**
6. Positive Results of *exclusively* focusing on the pole you **avoid**
7. Negative Results of *exclusively* focusing on the pole you **avoid**

Mapping your Polarities

Why? →

Greater Purpose Statement — 2

1. 2. 3. 4. — Positive results of focusing on this pole — 4

1. 2. 3. 4. — Positive results of focusing on this pole — 6

Neutral name of this Pole → 1 **and** 1 ← Neutral name of this Pole

Negative results of over-focusing on this pole to the neglect of the other — 1. 2. 3. 4. — 5

1. 2. 3. 4. — 7 — Negative results of over-focusing on this pole to the neglect of the other

Deeper Fear — 3

* Thanks to John Scherer, Center for Work and the Human Spirit

Leveraging your Polarities

8. What might be the action steps you might take to transition from your preferred pole to the other pole?
9. What might be some early warning signs that this is needed?
10. What might be the action steps you might take to transition back to your preferred pole from the other pole?
11. What might be some early warning signs that this is needed?

Leveraging your Polarities

Action Steps
How will we gain and maintain the positive results from focusing on this left pole? What? Who? By When? Measure? — 8

Action Steps
How will we gain and maintain the positive results from focusing on this right pole?What? Who? By When? Measure? — 10

Early Warnings
What might be some early warning signs - **Measurable** indicators that will let you know that you are getting to the downside of this pole? — 9

Early Warnings
What might be some early warning signs - **Measurable** indicators that will let you know that you are getting to the downside of this pole? — 11

References
Polarity Management by Barry Johnson. For further information on Polarity Management, visit www.polaritymanagement.com