

POLARITY MAPPING

- We have provided this Polarity Mapping Worksheet because it will help to deepen your learning about the principles and elements that are contained in our Polarity Map®.
- The purpose of this worksheet is to give you some structured support in creating a Polarity Map® that works for you and the stakeholders who can use this Polarity Map® to better See, Map, Assess, Learn and Leverage Polarities.

SEEING YOUR POLARITIES

1. Think about some essential issues present within your Organization or a Client Organization:

What are the most exciting possibilities?

What are the most difficult, chronic problems?

2. Choose one possibility/problem to work on:

With this issue, the Organization is or should be moving FROM...

And is or should be moving TO...

MAPPING YOUR POLARITY

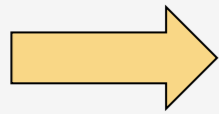
1. Review the Sample Polarity Map®
(immediately following these instructions)
2. Convert your “FROM _____ TO _____” statement into two pole names for your Polarity Map®. Both Pole names need to be neutral or positive.
3. Fill in the blank Polarity Map® provided

Sample Polarity Map®

Greater Purpose Statement (GPS) - Why leverage this polarity?
Commitment to High Quality Decisions

Upsides

Positive results gained from focusing on this left pole?



Providing Direction

and

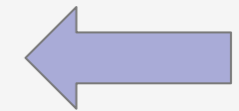
Inviting Participation

Poor Decisions and Less Commitment

Deeper Fear = Loss of GPS

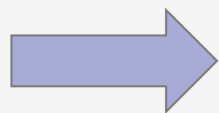
Upsides

Positive results gained from focusing on this right pole?



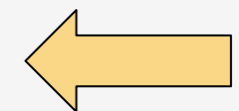
Downsides

Negative results from over-focusing on this left pole to the neglect of the right pole?

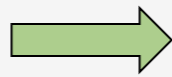


Downsides

Negative results from over-focusing on this right pole to the neglect of the left pole?



Greater Purpose



Greater Purpose Statement (GPS) - Why leverage this polarity?

Upsides

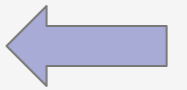


Enter Positive results gained from focusing on this left pole

Values = positive results of focus on the left pole

Values = positive results of focus on the right pole

Upsides



Enter Positive results gained from focusing on this right pole

Downsides

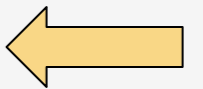


Enter Negative results from over-focusing on this left pole to the neglect of the right pole

Fears = negative results of over-focus on the left pole to the neglect of the right pole

Fears = negative results of over-focus on the right pole to the neglect of the left pole

Downsides



Enter Negative results from over-focusing on this right pole to the neglect of the left pole

and

Deeper Fear



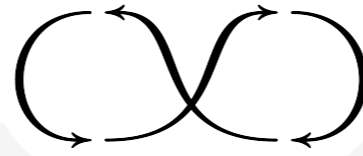
Deeper Fear = Loss of GPS

Copyright © 2016, Polarity Partnerships, LLC, All rights reserved

AFTER YOU HAVE IDENTIFIED YOUR UPSIDES AND DOWNSIDES...

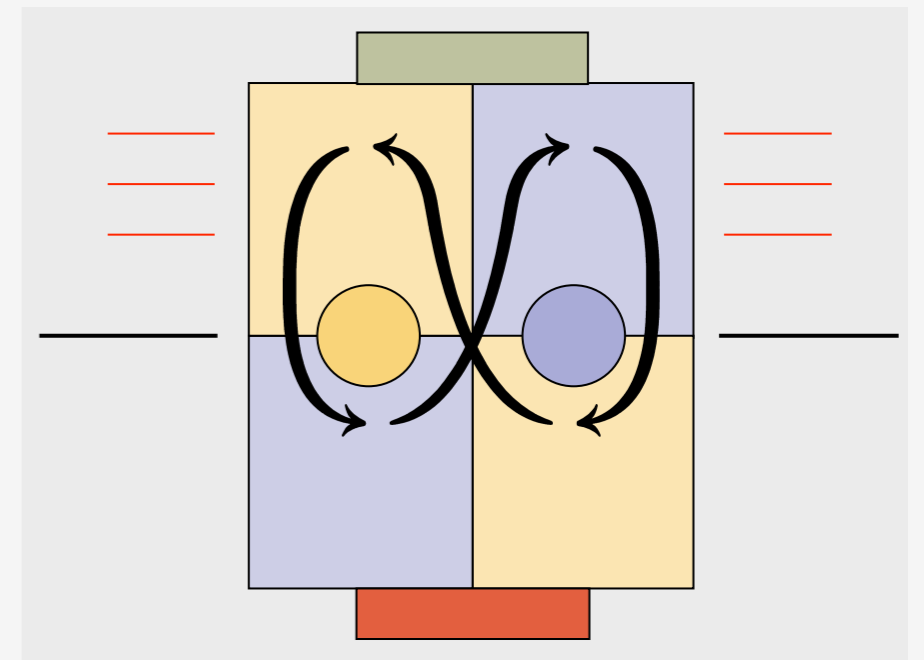
1. Review criteria for good Action Steps and Early Warning Signals (following these instructions)
2. Review the Sample Polarity Map® containing Action Steps and Early Warnings
3. Create your Action Steps and Early Warning Signals and transfer all your content (Upsides & Downsides, Action Steps & Early Warning Signals) into the blank Polarity Map® provided

CRITERIA FOR GOOD ACTION STEPS

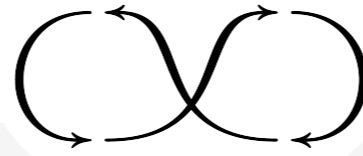


Actions Steps

- Start with what you are doing now to get the upside of each pole?
- What should you start doing?
- What should you stop doing?
- Have to be “Actionable” – Within your control, have a name, date and other specifics by it.
- High Leverage Action Steps support both Pole’s upsides. Super High Leverage Action Steps support upsides of multiple Polarities.

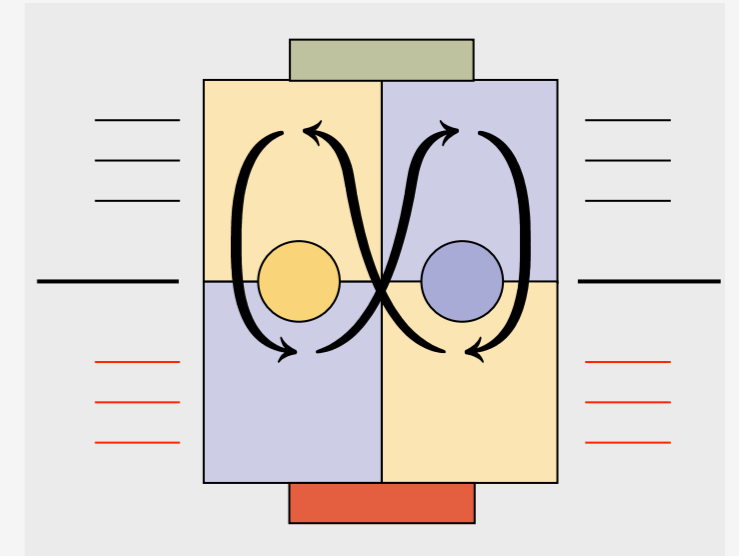


CRITERIA FOR EARLY WARNING SIGNALS



Early Warnings

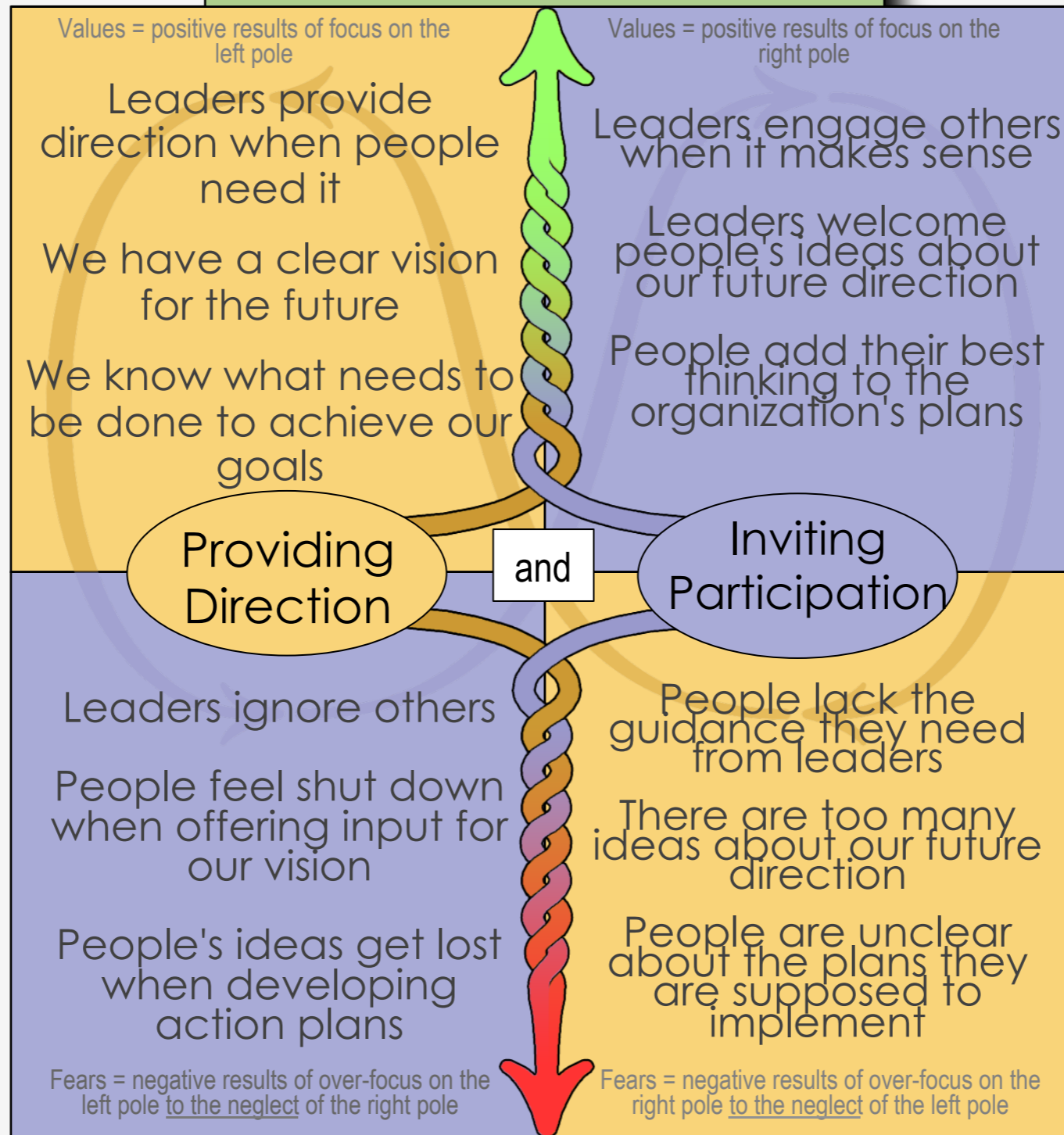
- How will you know early that you are getting into the downside of each pole?
- Must be measurable – something you can count. Begin with, “Increase in...” or “Decrease in...”
- Can be “Comments like, _____”
- You cannot have the same Early Warning for both poles – you must be able to identify why you are in the downside of one pole as opposed to the other. Low Morale -- might appear as Early Warnings for both downsides. “Low Morale because...”



Sample Polarity Map®

Greater Purpose Statement (GPS) - Why leverage this polarity?

Commitment to High Quality Decisions



Action Steps

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

The Senior Team's goals are cascaded throughout the organization.

Hold our "Top 500" Meeting every year and allocate at least a day of it to Visioning.

Allocate at least a day of our "Top 500" Meeting to Action Planning for the Future.

Early Warnings

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

There are increasing complaints from Level 6's and below that they feel their input is being ignored in the planning process.

Fewer ideas are suggested through our online "How the Company's Vision Plays Out in My Work"

We get fewer suggestions each quarter for how to improve our Goal Implementation Plans.

Action Steps

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

Hold our "Top 500" Meeting every year.

Have the "Top 500" gather input from their direct reports and bring it to our annual meeting.

Include the rest of the organization in developing plans at their level to implement goals agreed to by the "Top 500."

Early Warnings

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

There are increasing disagreements on Project Teams about how their work relates to the goals.

People report on our Annual Climate Survey that they are increasingly unable to describe the Company's future direction.

We fall short of achieving project milestones

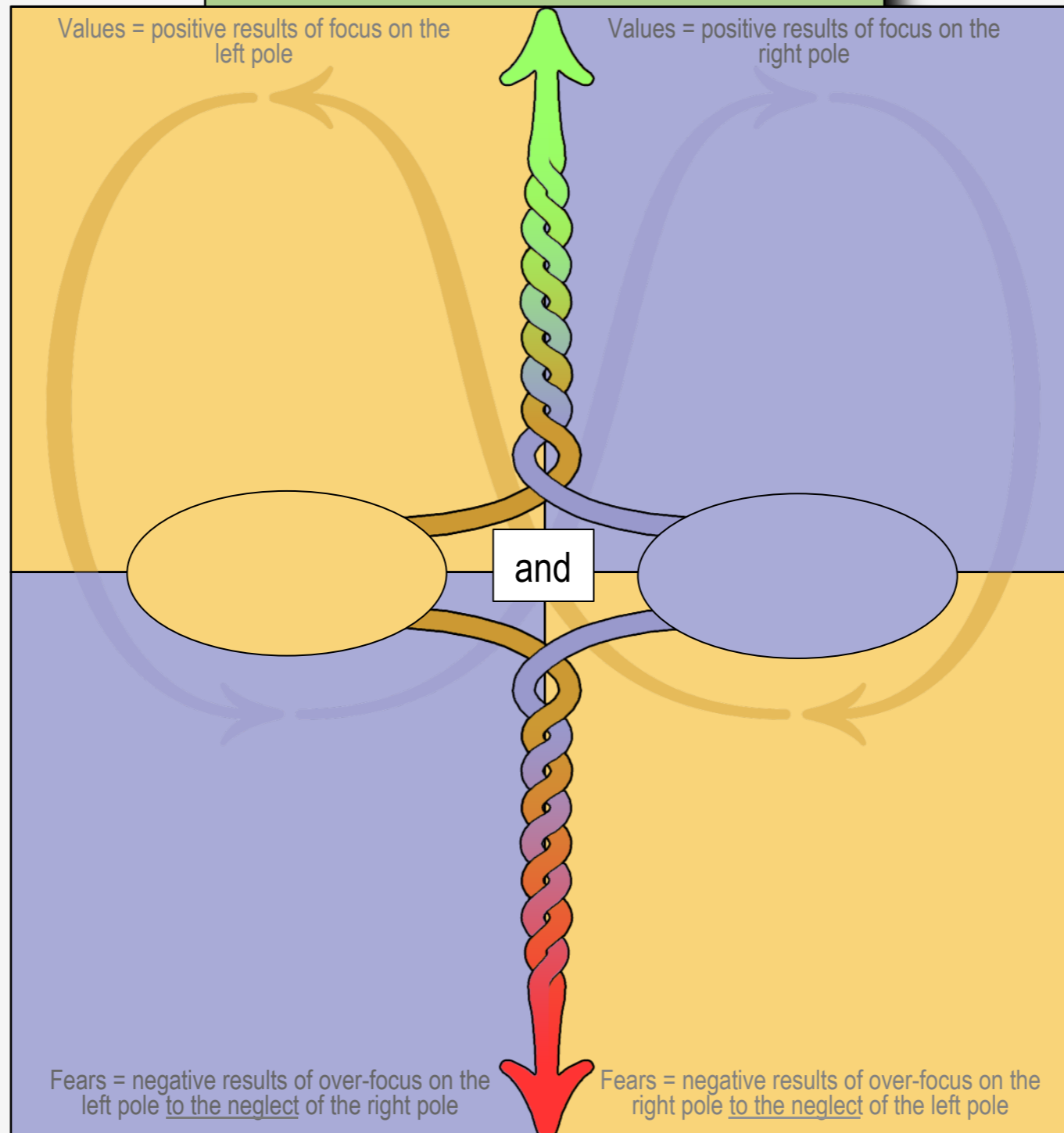
Poor Decisions and Less Commitment

Deeper Fear = Loss of GPS

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 leverage this polarity?



Action Steps

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

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.

Deeper Fear = Loss of GPS