

## Spiral Dynamics

- Brief Overview & Organizing Principles
- Overview of the Model
- Additional Benefits
  - Value It Brings
  - Where To Go From Here?
  - To Help Determine Next Steps and How you Can Use SD to Elevate Your Thinking and Leadership
- Self-reflection, Learning, and Integration



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## What is Spiral Dynamics?

- Powerful tool to understand human behavior
- Why we do what we do – Value Systems
- Better understand and appreciate yourself and others
- Spiral Dynamics:
  - How we interact with the world we live in
  - How we cope in the world we live in
  - How we match our thinking (MC) to our environment (LC)
  - How we think, believe, why we do what we do
  - Value Systems
- Center of gravity- the world in which we live in
- Where we go when feeling stressed



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## Organizing Principles of Spiral Dynamics



- Why do people *do what they do*?
- We all have ways of thinking within us - types of thinking not types of people.
- How to match LC → MC/BP/Beliefs
- How to cope with stress and interact with your environment. Each energy contributes to the whole who we are.
- If grew up in NY vs. jungle in Brazil, Wall Street vs. rural Iowa

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## Organizing Principles of Spiral Dynamics



- How People Cope: Survive or Thrive!**
- Their formula is working. Secondary gain?
  - Under stress, what formula do they go to?
  - Decision making:
    - Way they judge, evaluate, value, prioritize/rank/sort
    - How to make decisions
    - Testing it under stress
  - What we value we usually over-value
  - What we under-value, we really under-value, especially under stress

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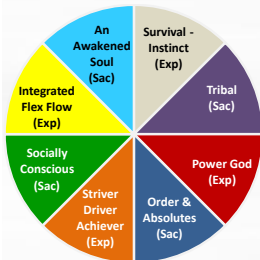
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## People Either...



People either choose to stay at one way of thinking, or when a LC presents themselves that demands them to grow, they expand and grow to the next way of thinking or rotate to a previous level.

Rotate - Adjust - Shift

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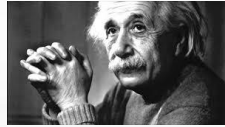
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## Organizing Principles of Spiral Dynamics



*"Level of thinking that created the problem will not be the level of thinking that will solve the problem."*

~ Albert Einstein

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## Organizing Principles of Spiral Dynamics



Ways can GROW:

- Up the spiral
- Within each one of the energy
- Both

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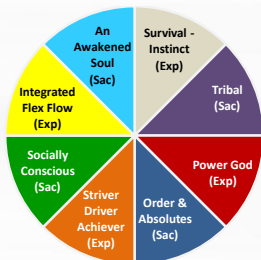
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## The Spiral



### Tribal

- Sacrifice for the tribe
- Safety
- Family/Tribal
- Heritage/Ancestry
- Identity in tribe
- Tradition/Rituals
- Superstitious/Safety
- Boogie monster
- UCM can't tell difference between what's real and was vividly imagined
- The tribe's way
- Fear
- Chiefs – Divide equally
- Not counting, numeral
- Jordan "I don't count"

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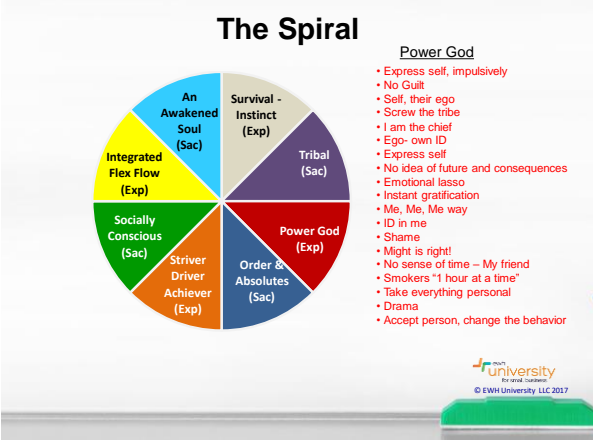
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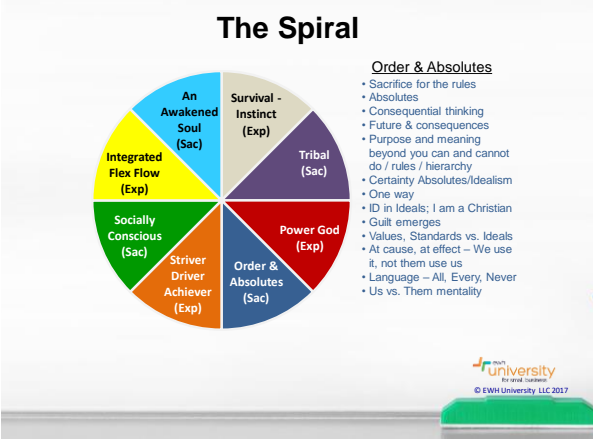
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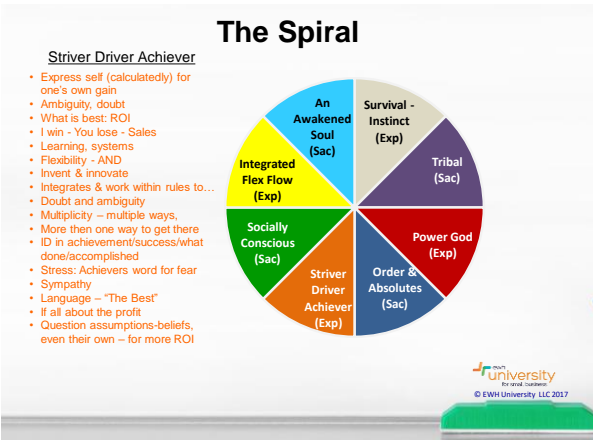
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### The Spiral

**Socially Conscious**

- Sacrifice so all can gain and prosper together
- Relativism
- Community, belonging
- Harmony, empathy
- Collaboration, consensus
- Acceptance, love,
- Aware of equity, fairness, disparities
- Relativism – truth exists in context, not absolutes
- ID in movement, cause, you and community
- Empathy
- Can't give away everything to everyone and expect to have everything left - balance
- Vietnam – those highly activated moved to Canada

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### The Spiral

**Integrated Flex Flow**

- Express self, as desire without harm to others
- Integrates safety, self, absolutes, ambiguity, relativism
- Hold two opposing thoughts: head - heart
- Fear of: belonging, being significant, rules, of not achieving, or community has dissolved?
- Fear, trigger insecurities don't pull your energy/focus.
- Know they are enough, have all they need within them
- Through me – less internal conflict, less internal resistance – focus it outward
- Knowledge and feeling
- Achieve and help others
- What is the best/right/care/safe?
- Pick a way – what fits ecologically?
- Calmness, centered – it all works out.
- ID in – Know and be thyself

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### Each Energy Contributes to the Whole of Who We Are

**Warm Colors**

How can I change the events and world around me?

Marching order from within – I am the engine!

**Cool Colors**

How can I come to peace with the world around me?

Marching order from outside – the engine is outside of me!

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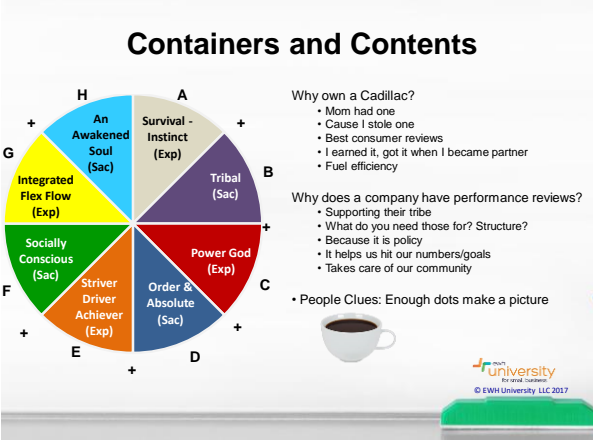
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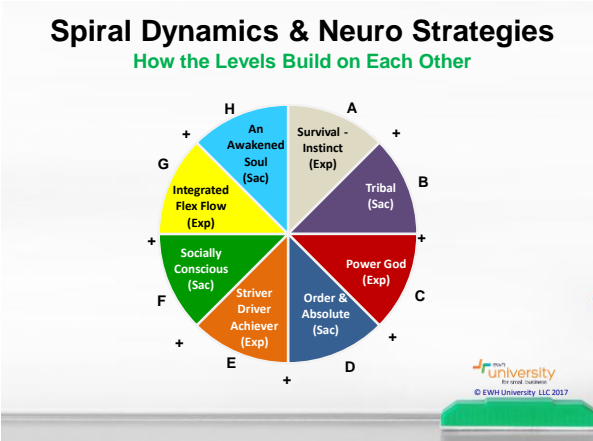
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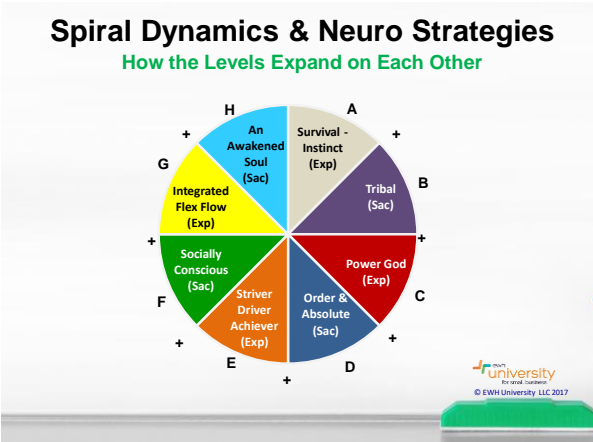
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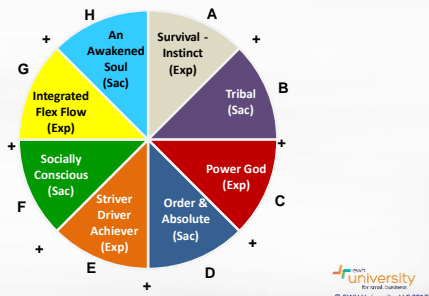
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## Spiral Dynamics & Neuro Strategies

How the Levels Grow On/With Each Other



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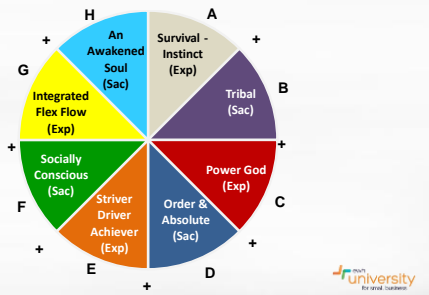
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## Spiral Dynamics & Neuro Strategies

How the Levels Develop With Each Other



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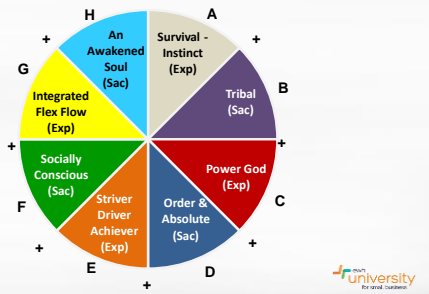
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## Spiral Dynamics & Neuro Strategies

How the Levels Integrate With Each Other



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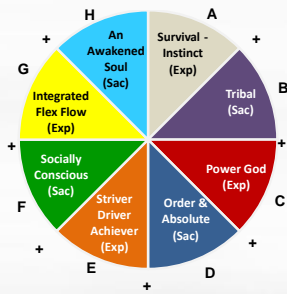
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## Spiral Dynamics & Neuro Strategies

How the Ways of Thinking Connect With Each Other



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**“The words we use  
paint our experience  
of the spiral, and  
therefore our  
experience of life!”**

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## Additional Benefits of Spiral Dynamics



- Learning Styles
- Hierarchy/Management Systems
- Levels of Caring
- Coaching
  - Supporting others along the spiral
  - Coaching strategies

To learn more how to coach and lead specifically to these items, and to these types of thinking contact us directly for more information and coaching

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**Self – Reflection Points**

- 1. What do you notice, see, hear or feel when showing up?
- 2. What approach do you most like when interacting with the world you live in?
- 3. Where do you go when you're feeling stressed?
- 4. How does that impact yourself, others, or all of you together?
- 5. What choices can you make differently?
- 6. What's working – what's not working?
- 7. Triggers?
- 8. How can your best support yourself?



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**Others– Reflection Points**

- 1. Where are they on the spiral?
  - Someone you know well
  - Someone you don't have a good relationship with
- 2. Conflict – -Reconciliation - Appreciate – Differences
- 3. Important in Leadership



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