

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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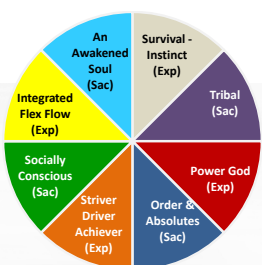
What is Spiral Dynamics?


- 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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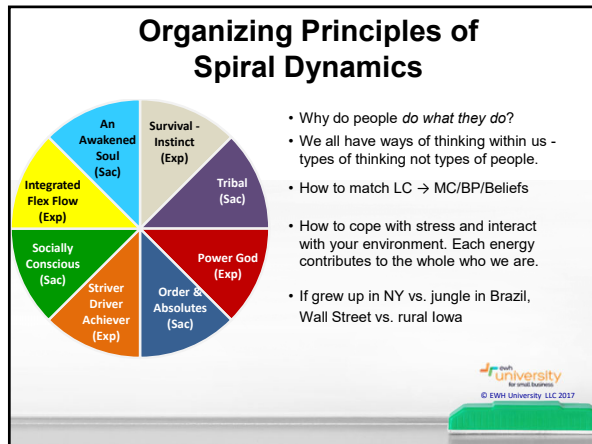
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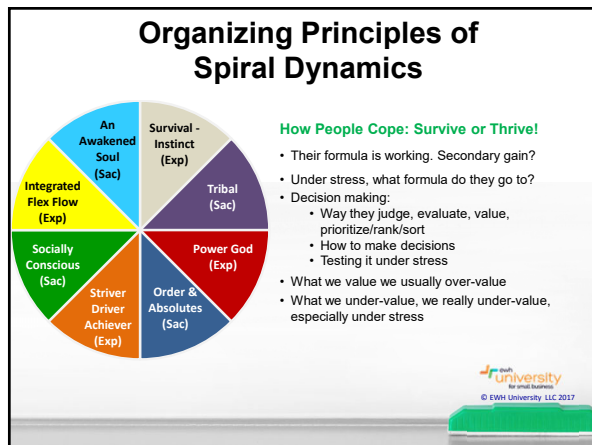


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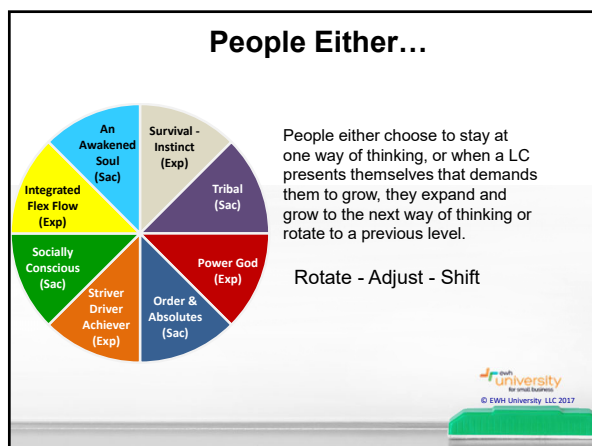
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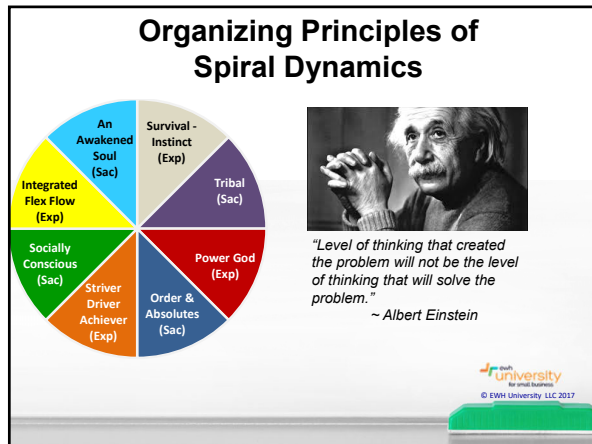
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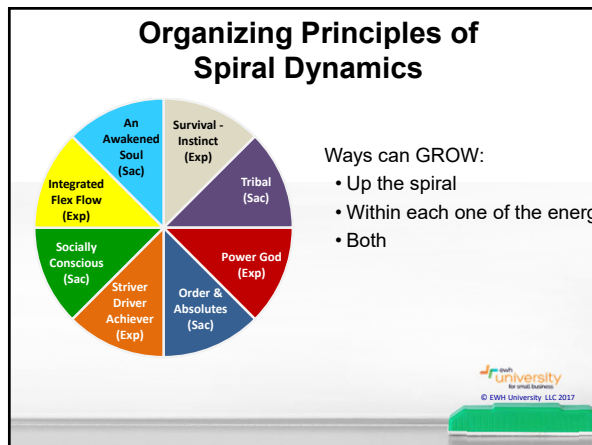
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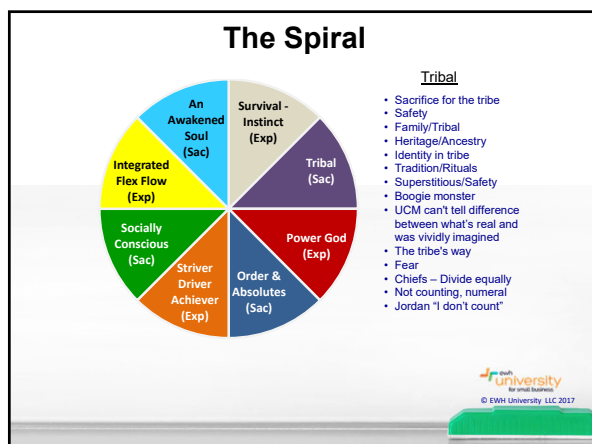
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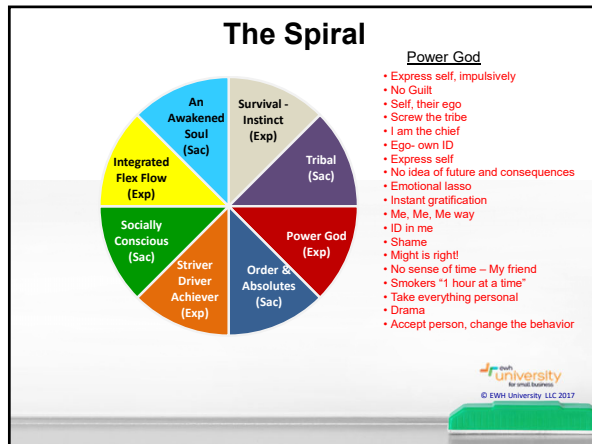
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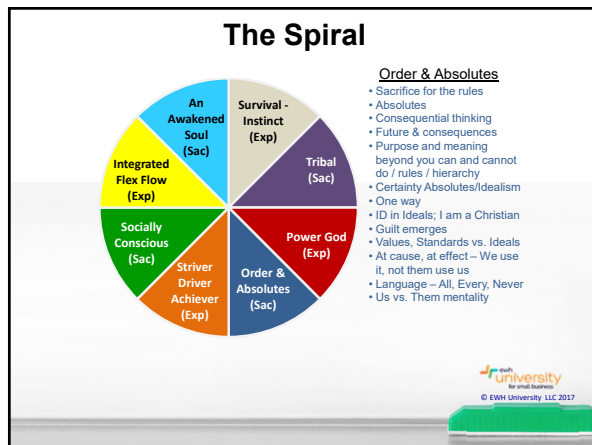
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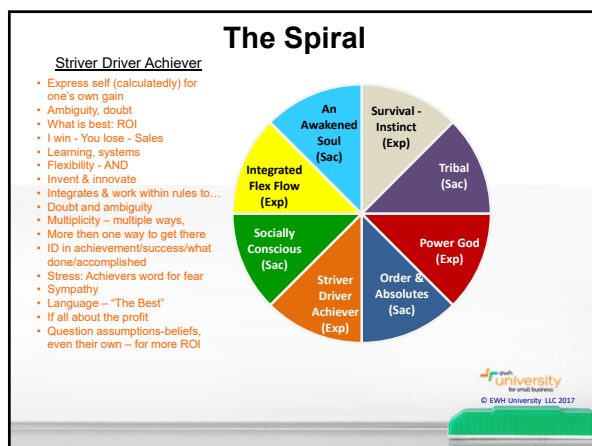
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The Spiral

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!

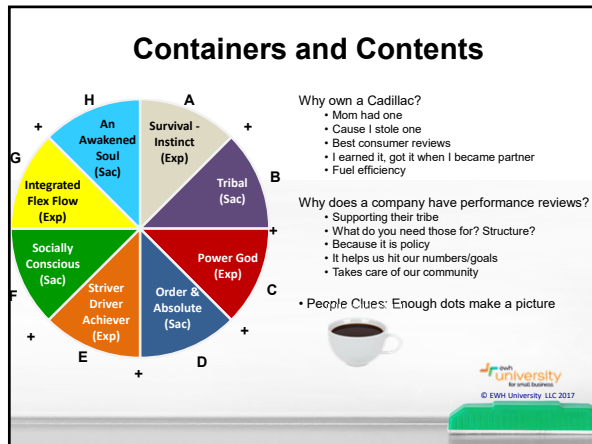
Cool Colors

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

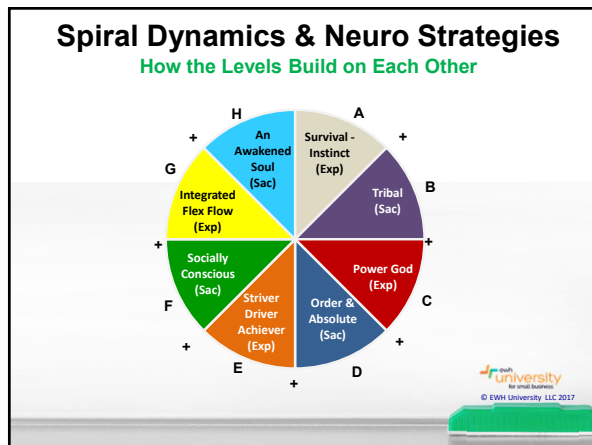
Marching order from outside – the engine is outside of me!

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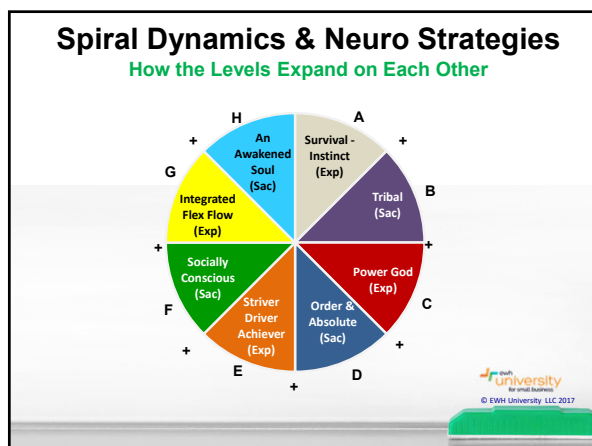
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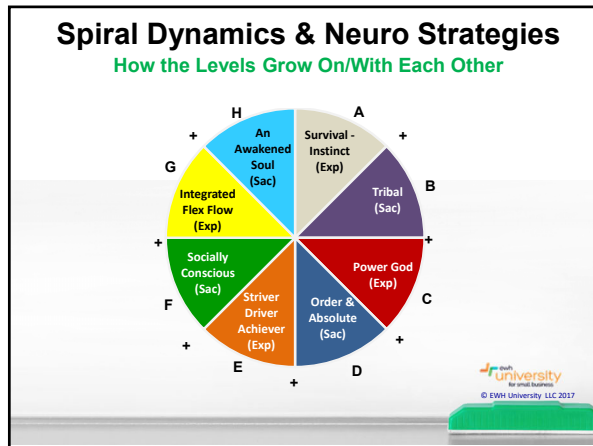
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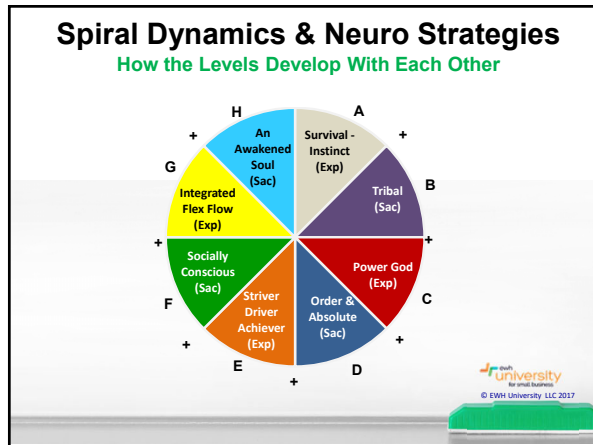
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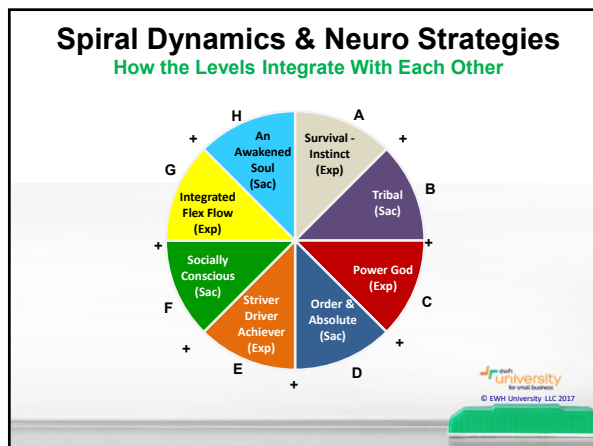
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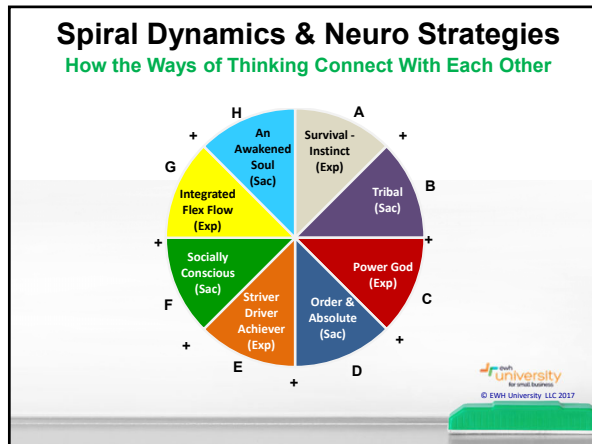
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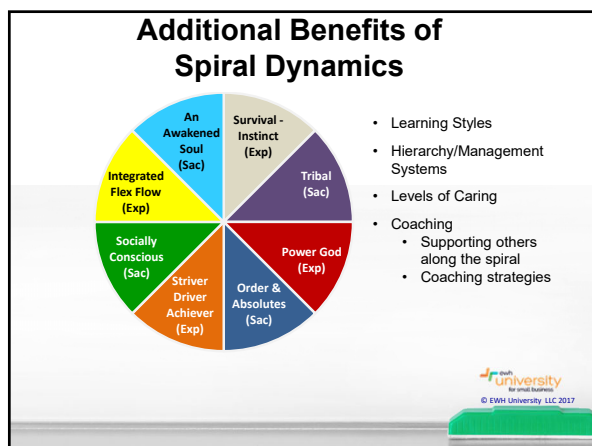


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**“The words we use
paint our experience
of the spiral, and
therefore our
experience of life!”**

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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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