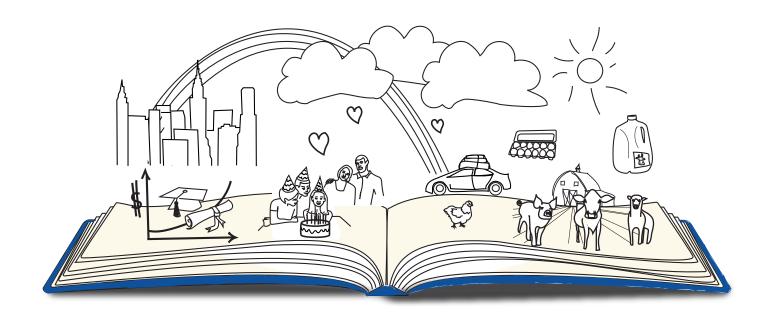
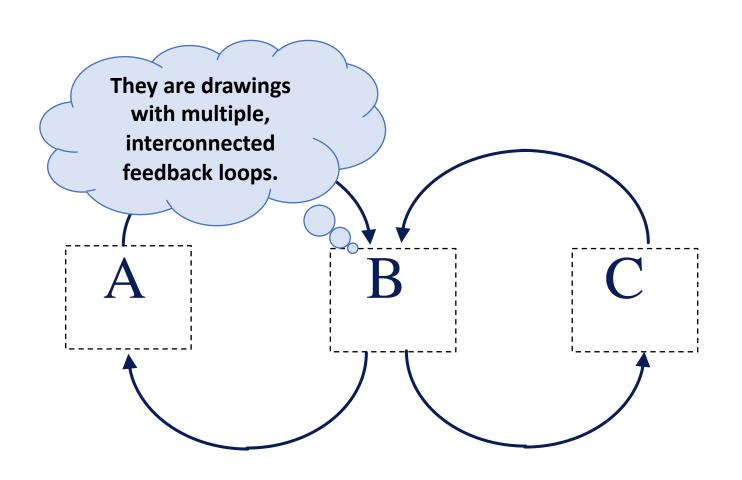
# Causal Loop Archetypes

Archetypes capture "common stories" that occur repeatedly in diverse settings.



# What do they look like?



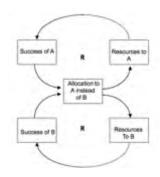


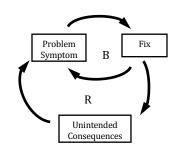


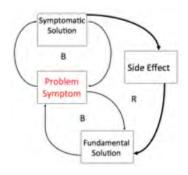
Archetypes help us see causal connections.
And, they help us anticipate possible problems
before they occur.

# There are many archetype stories. We will learn and focus on 3.

- Fixes that Backfire
- Shifting the Burden
- Success to the Successful (if time)
- Drifting Goals
- Escalation
- Accidental Adversaries
- Tragedy of the Commons
- Growth and Underinvestment
- Limits to Success
- Revolution
- Story Structure



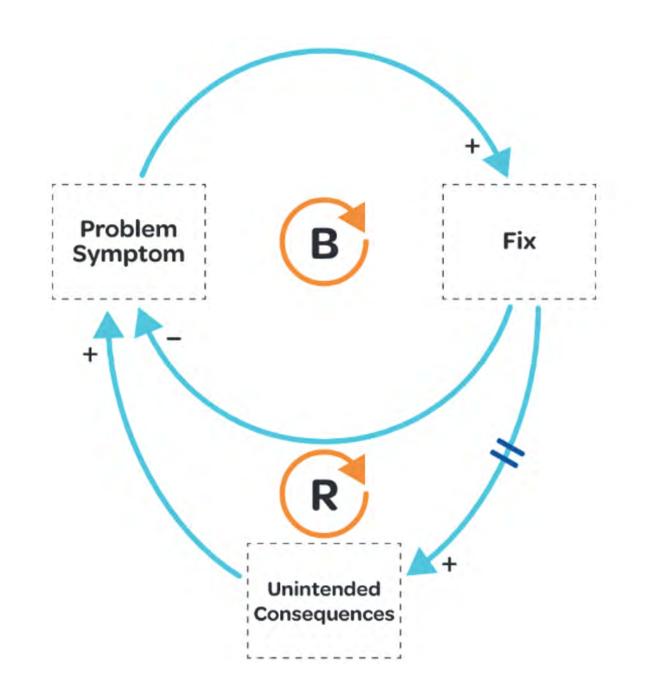




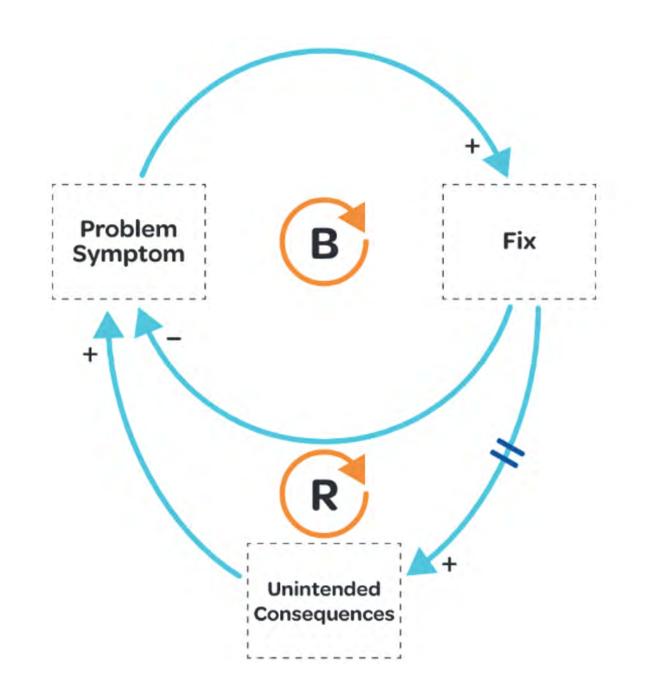
## Fixes that Backfire Questions

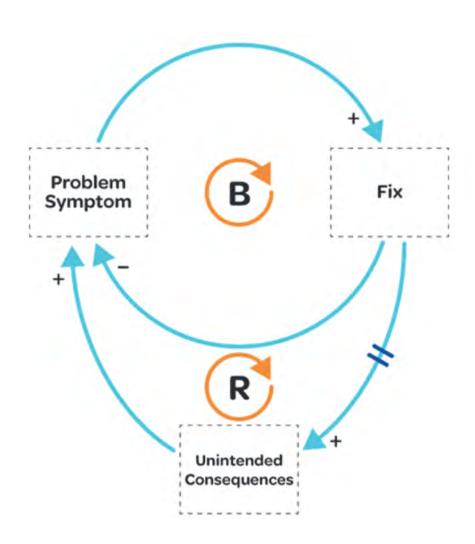
Has the need to respond quickly to a problem been greater than the importance of investigating potential unintended consequences?

Did the response help to reduce the problem in the beginning, but overtime, did consequences actually contribute to the original problem?









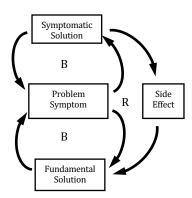
What are some possible unintended consequences of initiatives that address Kindergarten readiness?

## Second archetype for today is

Fixes that Backfire

### **Shifting the Burden**

- Success to the Successful
- Drifting Goals
- Escalation
- Accidental Adversaries
- Tragedy of the Commons
- Growth and Underinvestment
- Limits to Success
- Revolution
- Story Structure



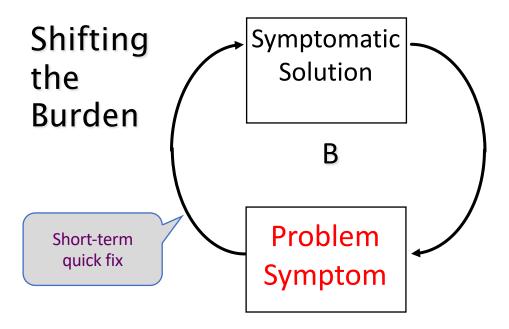
Ever have days like this? Whack a mole! Safety

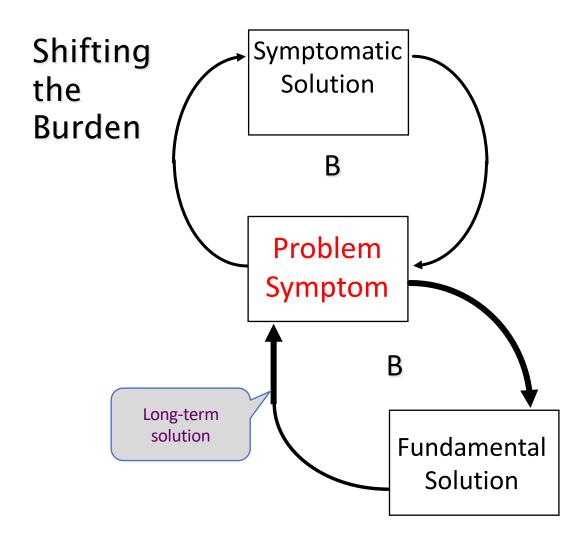
## Shifting the Burden Questions

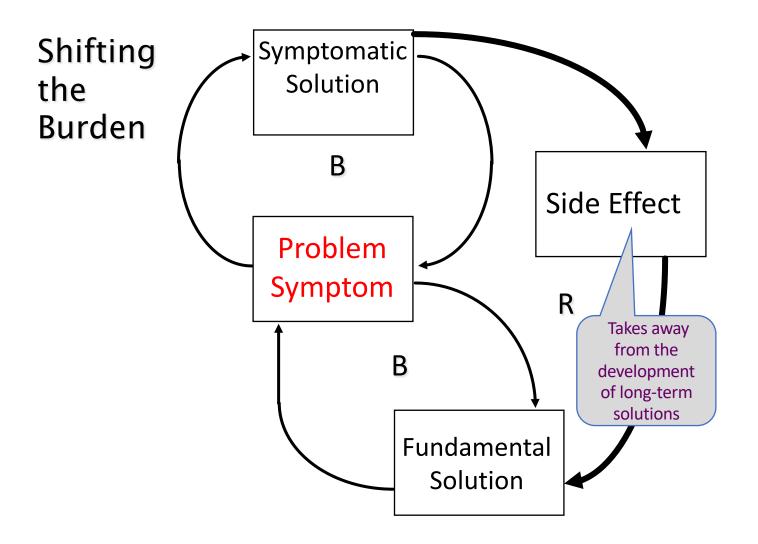
How can we address problems that continually pop up no matter what we do to try and solve them?

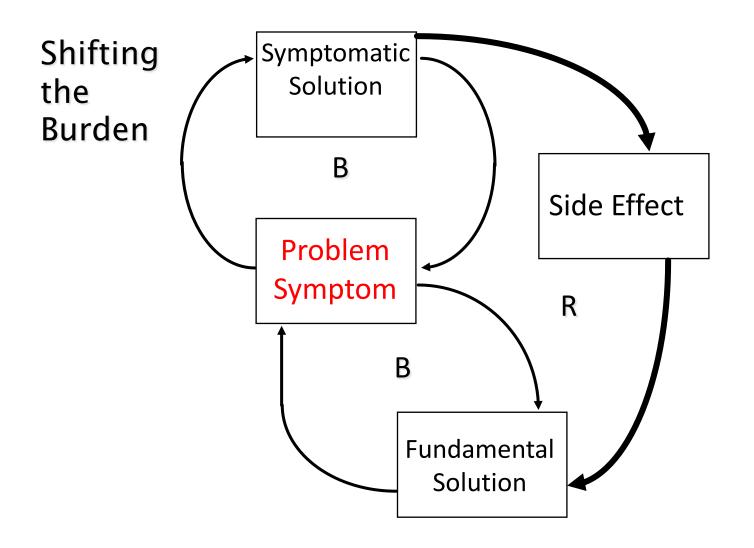
What happens when we develop dependencies on short-term, quick-fix solutions to problems?

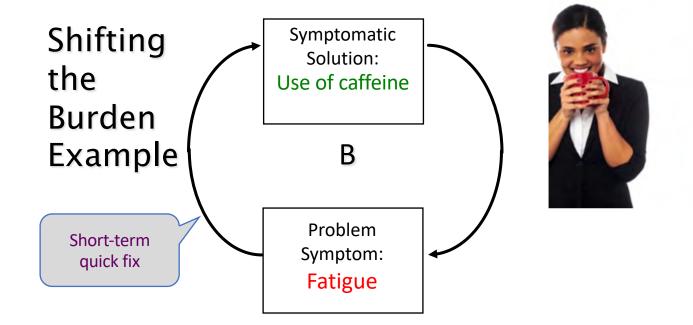
How can we focus on more long-term fundamental solutions?

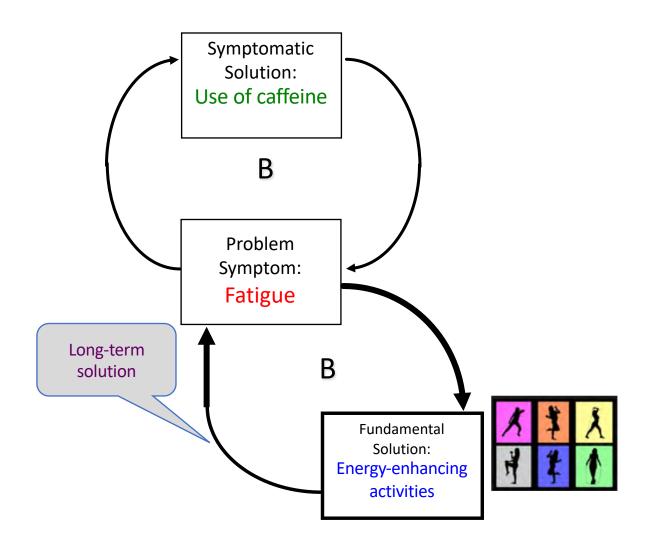


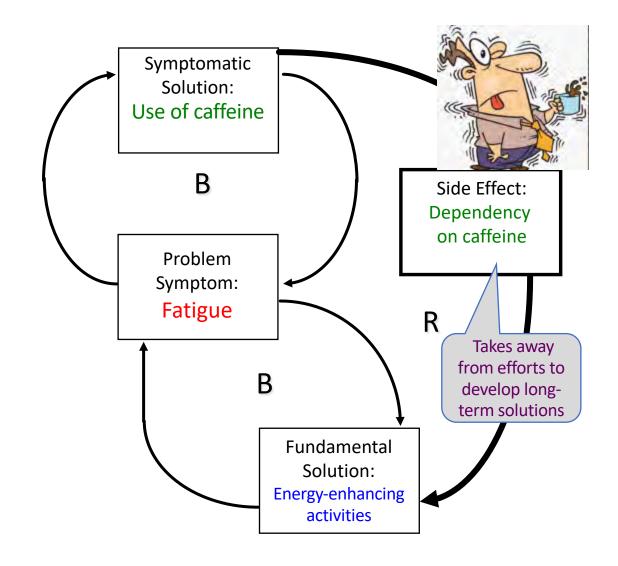


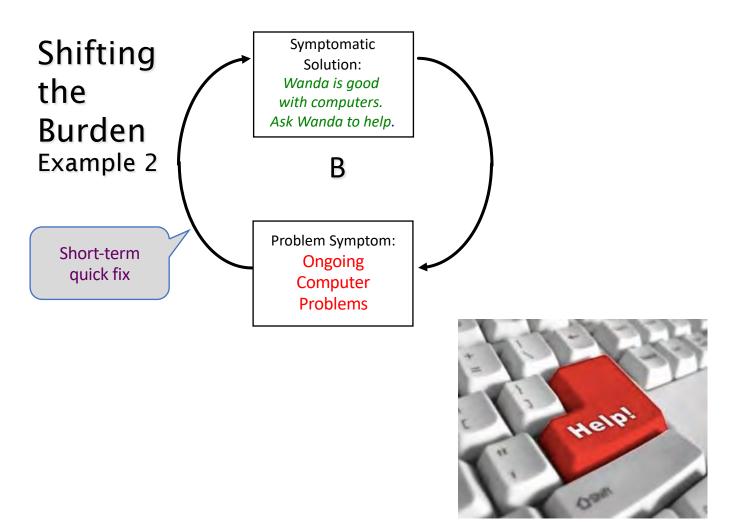












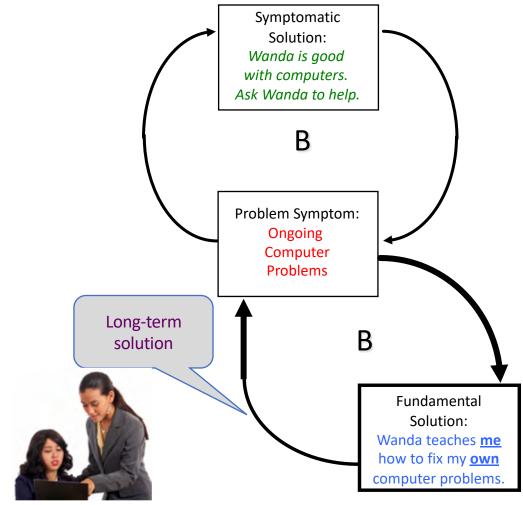
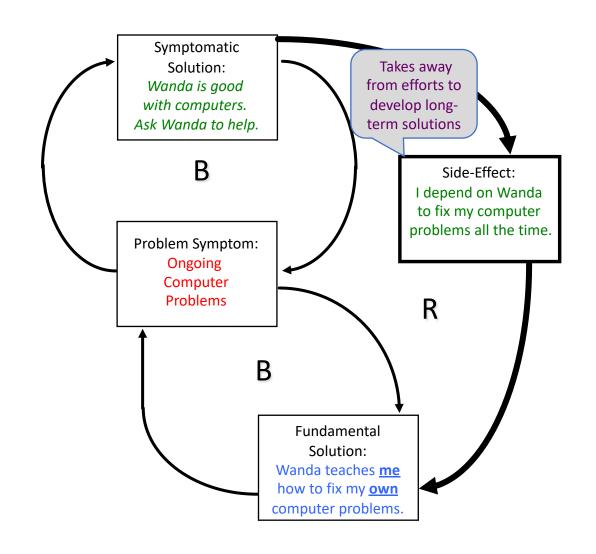


Image courtesy of Stuart Miles at <u>FreeDigitalPhotos.net</u>



# Scrabble Challenge



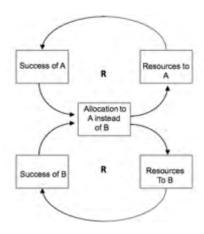
# Third archetype for today is

- Fixes that Backfire
- Shifting the Burden

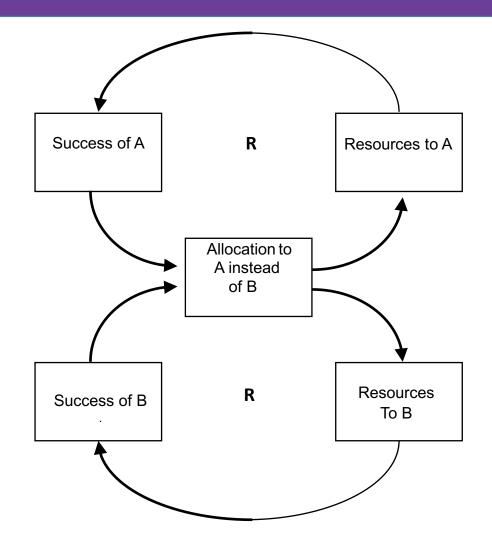
#### Successful

- Drifting Goals
- Escalation
- Accidental Adversaries
- Tragedy of the Commons
- Growth and Underinvestment
- Limits to Success
- Revolution
- Story Structure

#### Success to the



## Success to the Successful





#### Person A: What is happening now?

Describe the <u>current state</u>, <u>including challenges</u>, <u>of your TTP innovation</u>. (60 seconds)

#### Person B: What are your hopes for the future?

Describe the <u>vision for your TPP innovation</u>. As you describe each hope, take one step away from Person A (current state), so that you can show the gap between now and the desired future. This will create tension. (60 seconds)

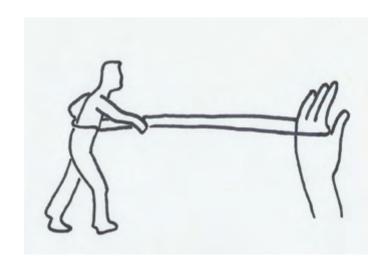
Be sure to keep it safe!

#### **Creative Tension**

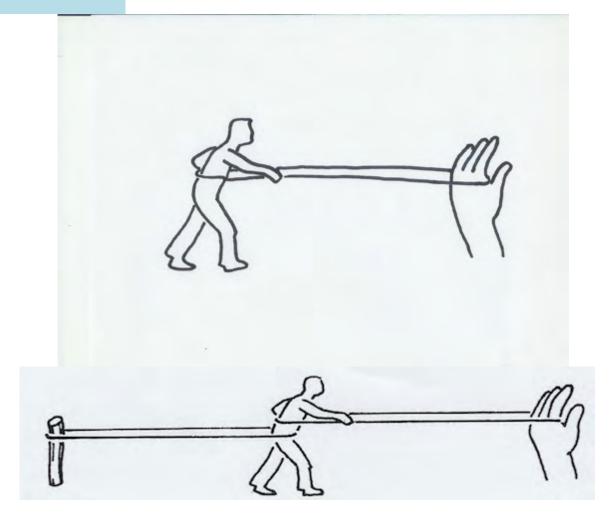
The gap between vision and current reality can be a source of energy.

If there is not a gap, there would be no need for any action to move toward the goal or vision.

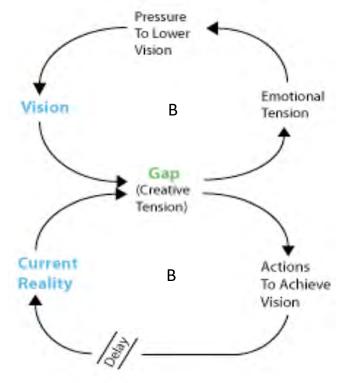
The gap is the source of creative energy.



#### **Creative Tension**

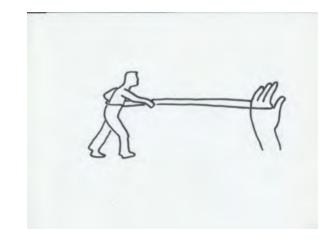






# "Old habits are strong and jealous."

Dorothea Jenson





# What are ways that you manage creative tension in your work setting?



What are the indicators that tell you the gap is too small or too big among your colleagues and others with whom you work?

# Floating Ball Challenge Exploring Goal and Gap Systems



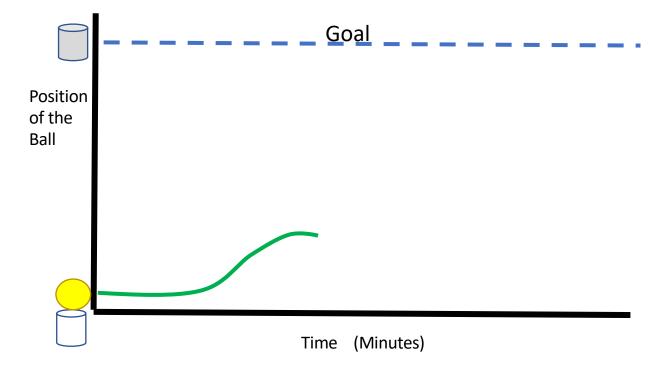
# Floating Ball Challenge

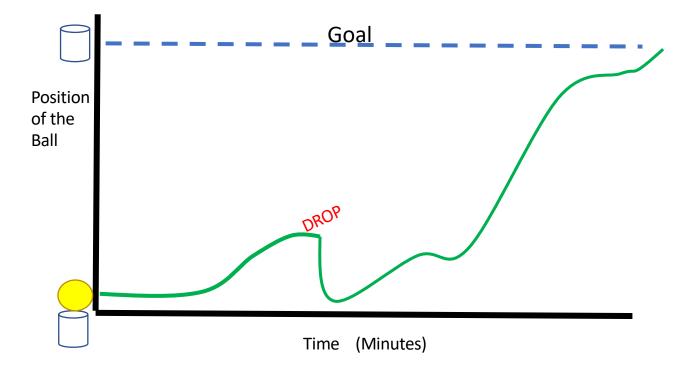
#### **Team Challenge #1:**

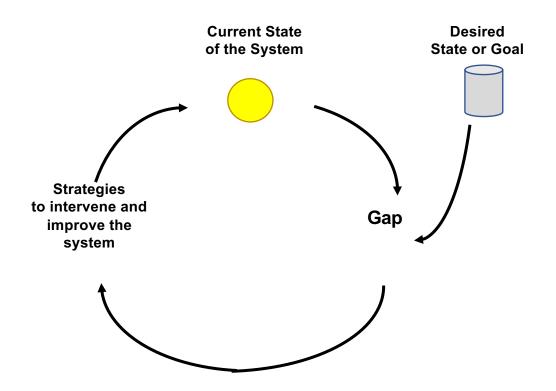
- Identify your goal pedestal.
- Each person holds the end of a string.
- Move your ball to your goal pedestal.

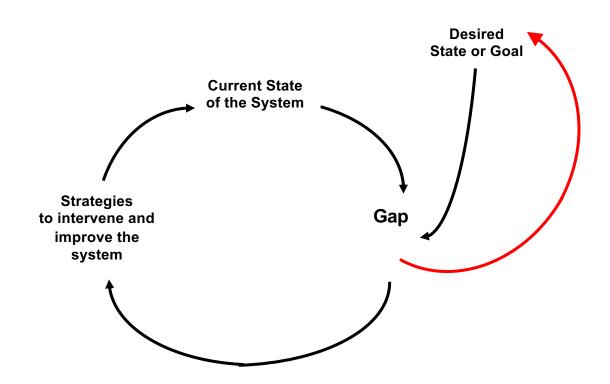
#### **Team Challenge #2:**

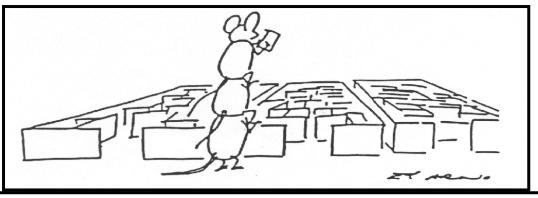
- Same rules as Challenge #1 and...
- Two people must keep eyes closed.

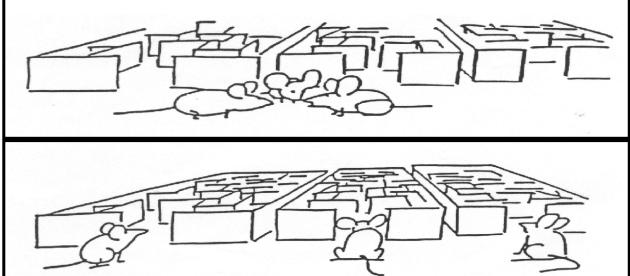






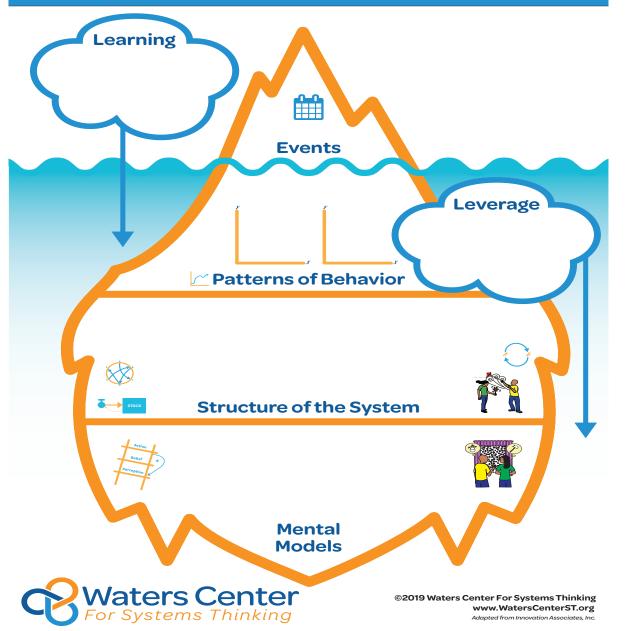






# Seeks to understand the "big picture"

# Iceberg Seeing What's Below the Surface

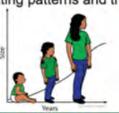




Mind Full, or Mindful?



Observes how elements within systems change over time, generating patterns and trends



Recognizes that a system's structure generates its behavior



Identifies the circular nature of complex cause and effect relationships

Makes meaningful connections within and between systems



Habits of a Systems Thinker



Changes perspectives to increase understanding



Surfaces and tests assumptions



Considers an issue fully and resists the urge to come to a quick conclusion



Considers how mental models affect current reality and the future



Uses understanding of system structure to identify possible leverage actions



Considers short-term, long-term and unintended consequences of actions



Pays attention to accumulations and their rates of change



Recognizes the impact of time delays when exploring cause and effect relationships

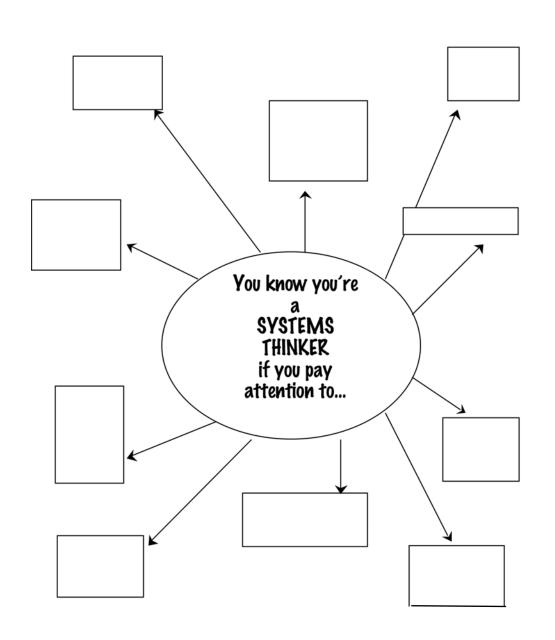


Checks results and changes actions if needed: 
"successive approximation"



Second Edition @2014, 2010 Systems Thinking in Schools, Waters Foundation, www.watersfoundation.org

## Habits of a Systems Thinker



# To continue your learning...

- Read an article or two from www.thesystemsthinker.com
- **Habit practice**: Select a Habit that you would like to focus on. Keep track of how you practice this Habit and apply it to your work.

Habit-forming Guide to Becoming a Systems Thinker



Habits of a Systems Thinker App





- **Explain** systems thinking and its importance to a person with no systems thinking experience. Describe that experience: Who? When? Where? How?
- www.WatersCenterST.org



Time with your coach









Questions to get you started...

What approaches, exercises or strategies will you plan on using to intentionally practice and continue your development as a Systems Thinker?

What is one action step you plan on taking when you return to work?