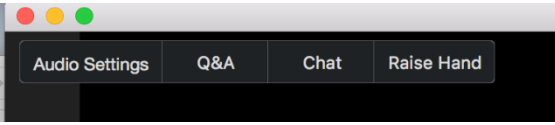




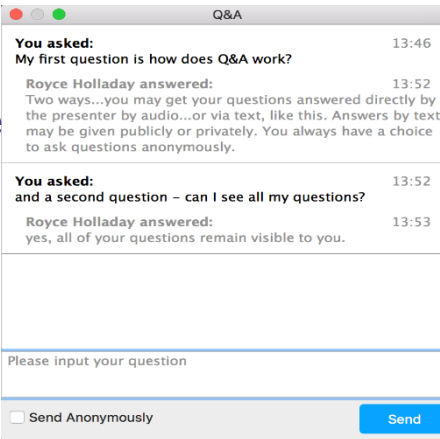
Welcome to our new webinar space!

You have four controls:



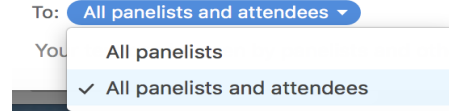
1 You can check your Audio (speaker) volume, *mics are only used by presenters, in general*

2 You can ask questions directly to the presenter or host



4
Or raise your hand!

3 You can chat with each other





Relieve Your Stress

The Creative Power of Tension

Glenda Eoyang, PhD
Executive Director
Human Systems Dynamics Institute
geoyang@hsdinstitute.org

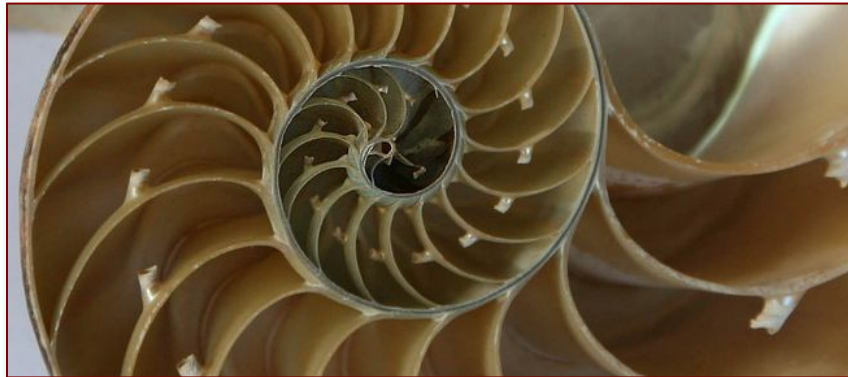
February 1, 2018

Nothing Is Intractable.



Today we will explore . . .

- ▶ **What** role does stress play in complex change?
- ▶ **So what** are your options for creative stress?
- ▶ **Now what** will you do to focus and release?





WHAT role does stress play in complex change?



Three Kinds of Change



Three Kinds of Change

Static (simple)





Three Kinds of Change

Static	Dynamic	Dynamical
<p>Before and after Don't care what happens in between</p> <p>Main problem: resistance</p> <p>Solution: push harder</p> <p>Examples:</p> <ul style="list-style-type: none">• Outcome mgt• Motivation• Facilities change• And . . .		



Three Kinds of Change Dynamic (Newtonian)





Three Kinds of Change

Static	Dynamic	Dynamical
<p>Before and after Predictable Don't care what happens in between</p> <p>Main problem: resistance</p> <p>Solution: push harder</p> <p>Examples:</p> <ul style="list-style-type: none">• Outcome mgt• Motivation• Facilities change• And . . .	<p>Follow smooth path Predictable Know initial and predict end point</p> <p>Main problem: disruption</p> <p>Solution: replan</p> <p>Examples:</p> <ul style="list-style-type: none">• Project mgt• Stages of change• Planning• And . . .	



Three Kinds of Change

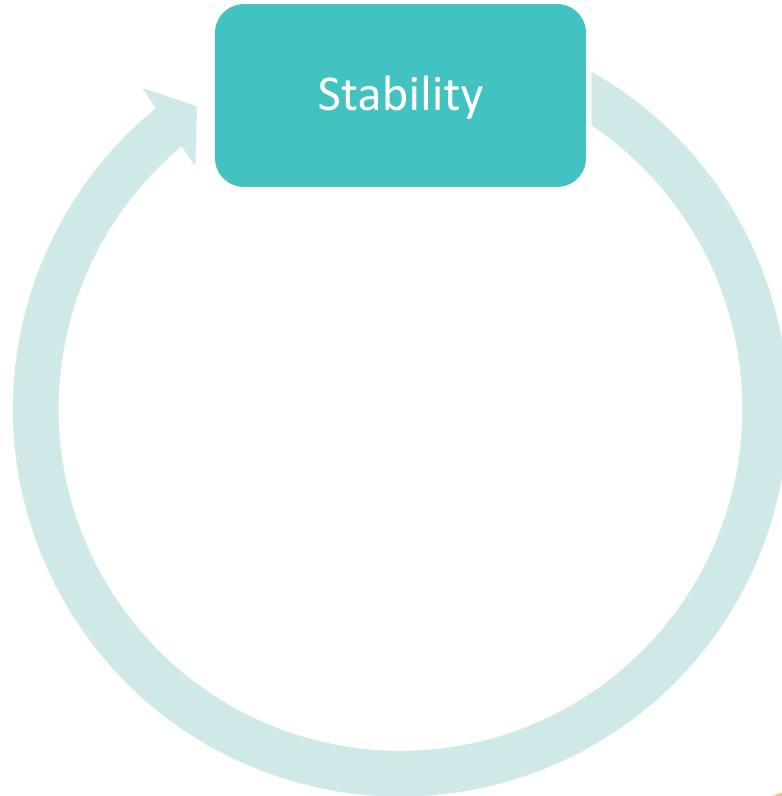
Dynamical (complex)



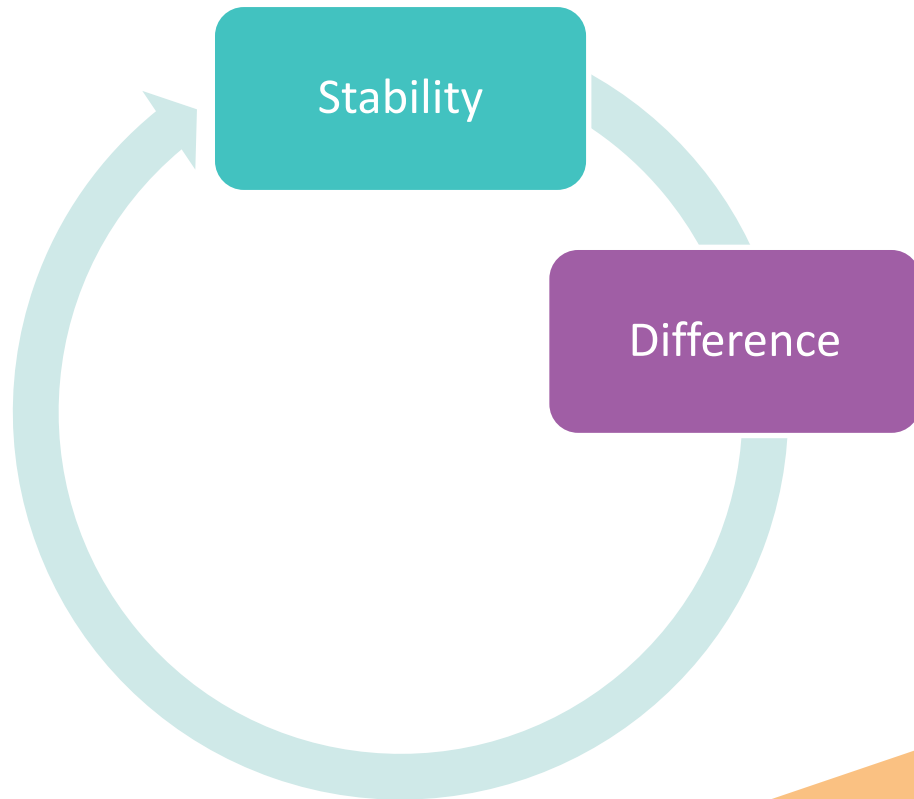


Three Kinds of Change

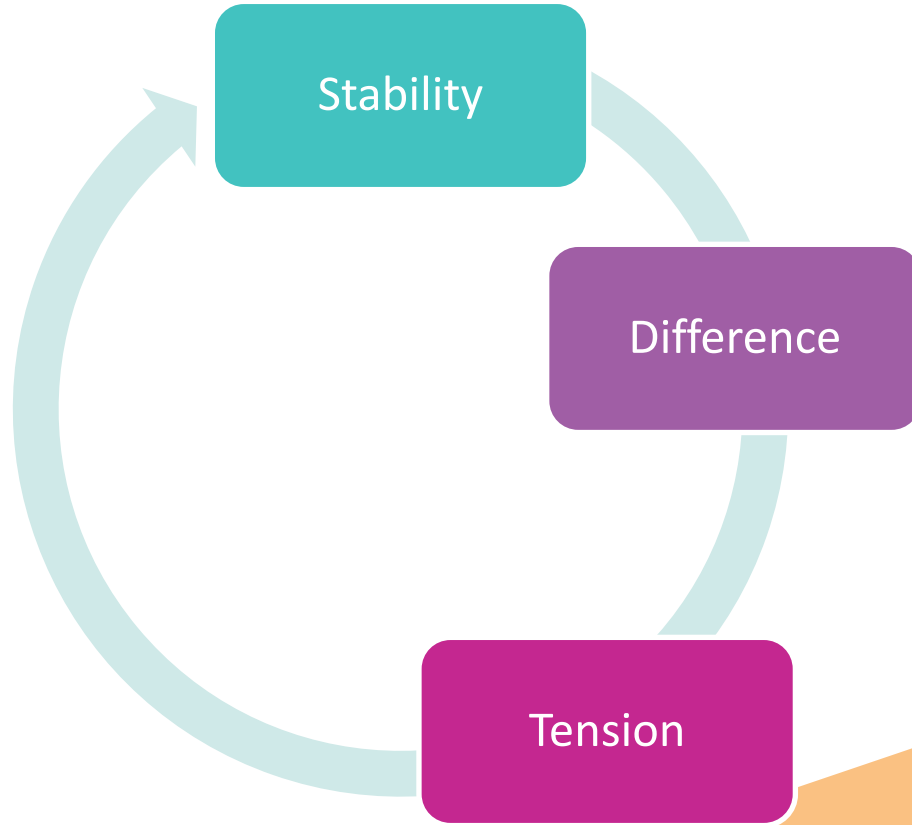
Static	Dynamic	Dynamical
Before and after Predictable Don't care what happens in between Main problem: resistance Solution: push harder Examples: <ul style="list-style-type: none">• Outcome mgt• Motivation• Facilities change• And . . .	Follow smooth path Predictable Know initial and predict end point Main problem: disruption Solution: replan Examples: <ul style="list-style-type: none">• Project mgt• Stages of change• Planning• And . . .	Tension and release Unpredictable Change at one scale bursts through Main problem: unpredictability Solution: watch for patterns Examples: <ul style="list-style-type: none">• Ahas in learning• Innovation• Economic collapse• And . . .



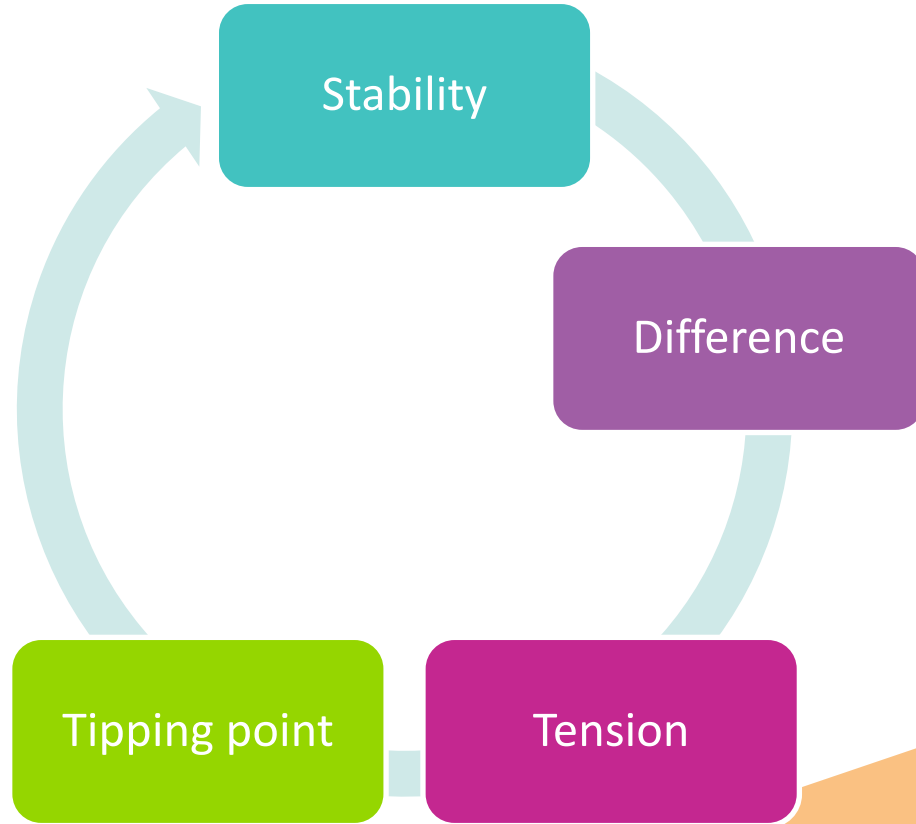
Cycle of Complex Change



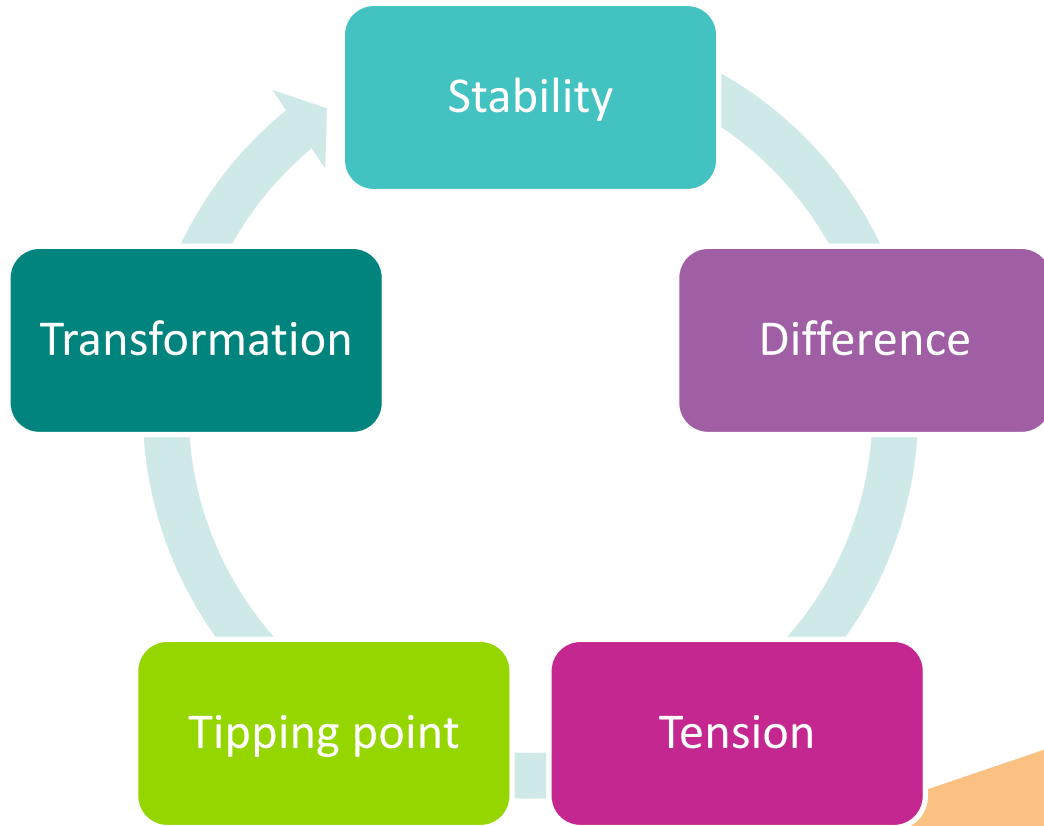
Cycle of Complex Change



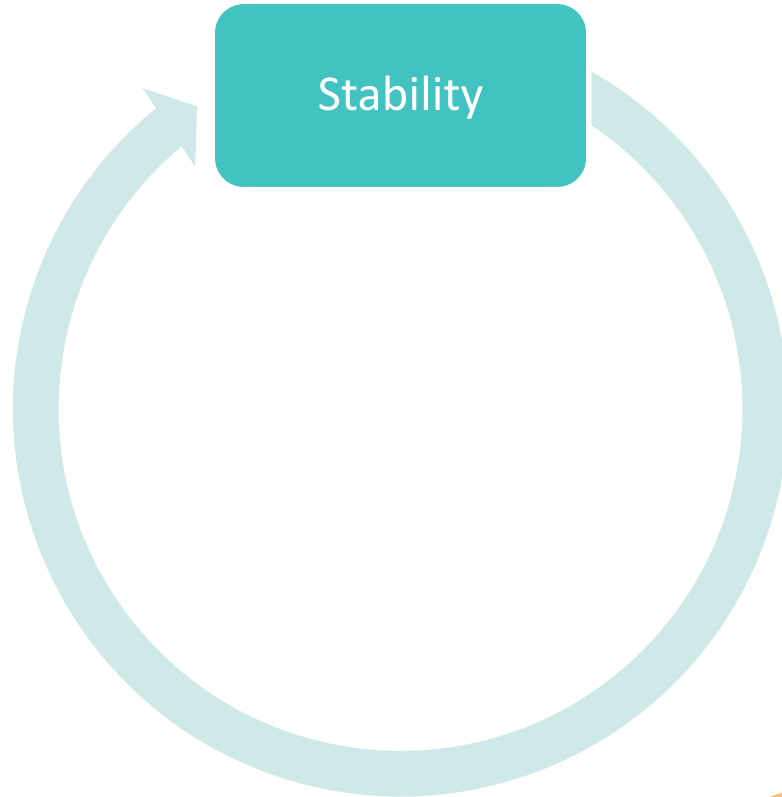
Cycle of Complex Change



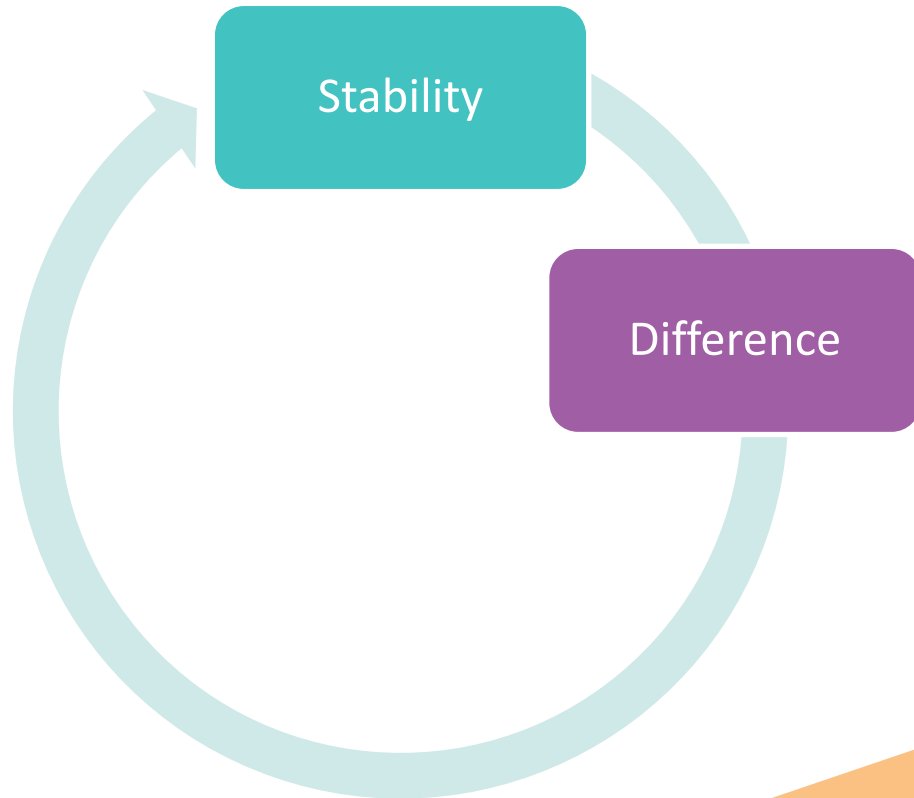
Cycle of Complex Change



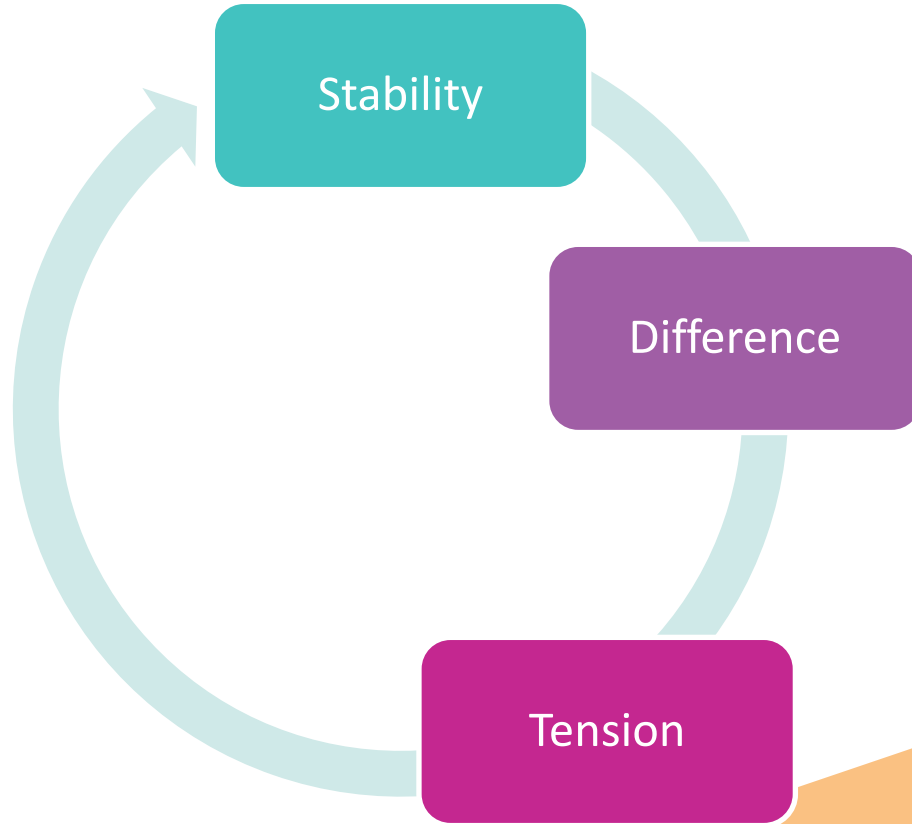
Cycle of Complex Change



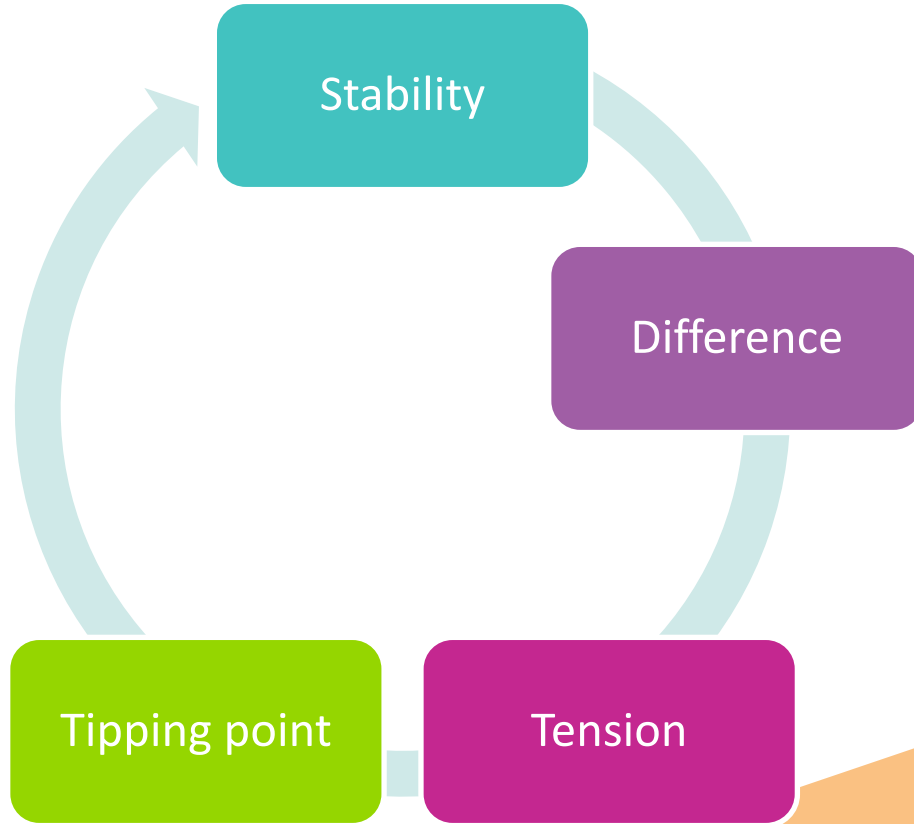
Perceived Stress:
Boredom



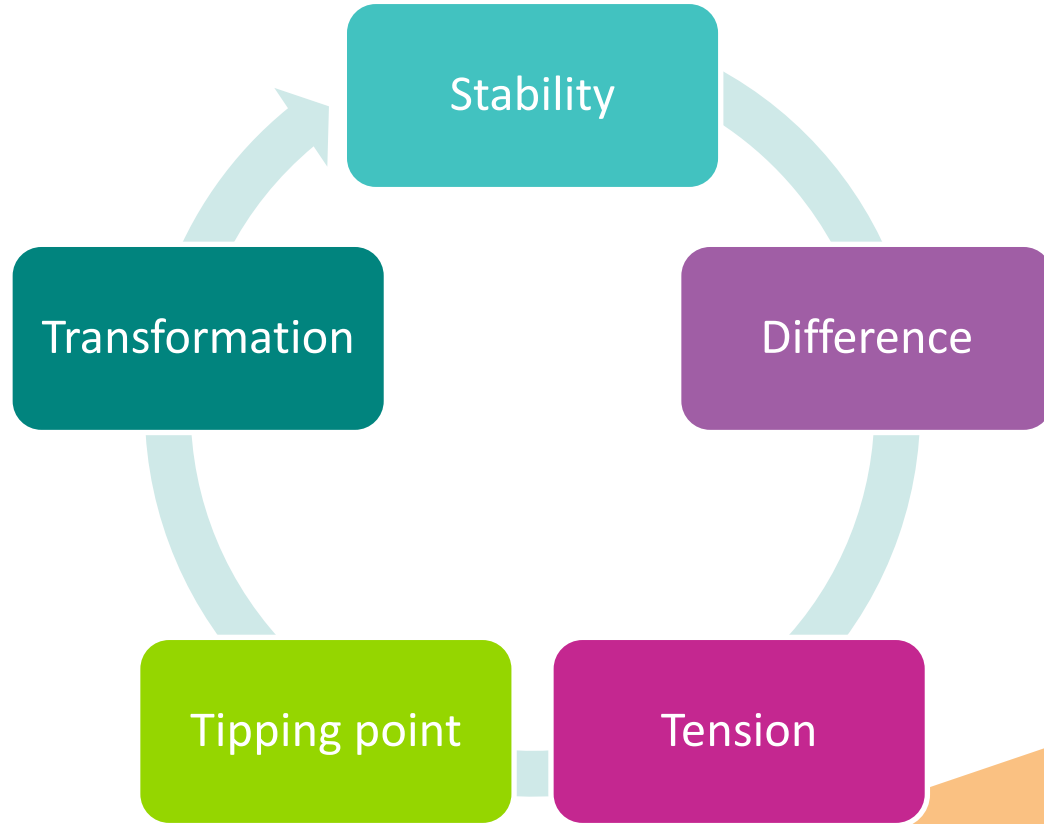
Perceived Stress:
Irritation



Perceived Stress:
Emotion
(fear, anger,
delight, or . . .)



Perceived Stress:
Fight or Flight



Perceived Stress:
Relief

A detailed close-up photograph of a nautilus shell, showing its characteristic logarithmic spiral and the internal structure of the chambers. The shell is a warm, golden-brown color with a smooth, glossy finish. The lighting highlights the intricate patterns and the depth of the spiral.

So what are your options for
creative stress?



Focusing: Creative Stress

- ▶ Eugene Gendlin
Focusing (1982)
- ▶ Focusing with Eugene T. Gendling
<https://www.youtube.com/watch?v=j7PEC5Mh5FY>
- ▶ International Focusing Institute
(<http://www.focusing.org>)



1. Clearing a space

What I will ask you to do will be silent, just to yourself. Take a moment just to relax . . . All right – now, inside you, I would like you to pay attention inwardly, in your body, perhaps in your stomach or chest. Now see what comes *there* when you ask, "How is my life going? What is the main thing for me right now?" Sense within your body. Let the answers come slowly from this sensing. When some concern comes, **DO NOT GO INSIDE IT**. Stand back, say "Yes, that's there. I can feel that, there." Let there be a little space between you and that. Then ask what else you feel. Wait again, and sense. Usually there are several things.



2. Felt Sense

From among what came, select one personal problem to focus on. DO NOT GO INSIDE IT. Stand back from it. Of course, there are many parts to that one thing you are thinking about – too many to think of each one alone. But you can *feel* all of these things together. Pay attention there where you usually feel things, and in there you can get a sense of what *all of the problem* feels like. Let yourself feel the unclear sense of *all of that*.



3. Handle

What is the quality of this unclear felt sense? Let a word, a phrase, or an image come up from the felt sense itself. It might be a quality-word, like *tight*, *sticky*, *scary*, *stuck*, *heavy*, *jumpy* or a phrase, or an image. Stay with the quality of the felt sense till something fits it just right.



4. Resonating

Go back and forth between the felt sense and the word (phrase, or image). Check how they resonate with each other. See if there is a little bodily signal that lets you know there is a fit. To do it, you have to have the felt sense there again, as well as the word. Let the felt sense change, if it does, and also the word or picture, until they feel just right in capturing the quality of the felt sense.



5. Asking

Now ask: what is it, about this whole problem, that makes this quality (which you have just named or pictured)?

If you get a quick answer without a shift in the felt sense, just let that kind of answer go by. Return your attention to your body and freshly find the felt sense again. Then ask it again.

Be with the felt sense till something comes along with a shift, a slight "give" or release.



6. Receiving

Receive whatever comes with a shift in a friendly way. Stay with it a while, even if it is only a slight release.

Whatever comes, this is only one shift; there will be others. You will probably continue after a little while, but stay here for a few moments.



Now what will you do to focus and release?



Adaptive Action

- ▶ Use HSD models and methods to:
 - ▷ See patterns of stress as you experience them
 - ▷ Understand the sources of difference and tension in useful ways
 - ▷ Take action to release the tension and move to a new and more healthy stable pattern
- ▶ Apply this approach at all levels and in all parts of your human systems
- ▶ Share what you learn with the community!



Join us for upcoming webinars:

Real Work in Virtual Teams:
Create the Context for Communication

March 1

Quarterly Virtual Mini-Conference

March 15

Sipping from the Firehose:
Manage your Information Overload

April 5

Get the full list on our website.



Learn more...

- ▶ Explore online at HSDInstitute.org – including **Resources** and **Learning Opportunities**
- ▶ Join us for these Adaptive Action Labs in 2018:

HSD Professional Certification	Mar - May	Cape Town, South Africa
	Sep - Nov	Atlanta, USA
Lead Complex Change: Health Professions Education	Feb - Mar	Online
Public Adaptive Action Labs	Feb: Facilitation	Online
	Mar: Conflict	Online
	Mar: Planning	Pretoria, South Africa
	Mar: Change	Pretoria, South Africa



*Thank
You!*