

The Circle of Coherence

The Circle of Coherence shows patterns of interaction in a network, and offers options for intervention in order to stimulate vital space.

If there is **vital space**, people make efforts for the network and they align to what the network requires. Vital space generates energy.

Vital space requires nourishment: **Exchange, challenge, structure and dialogue** provide feeding.

Feeding patterns alternate automatically.

The **axis of content**: between recognition of **similarities** and perceiving **differences** one can be curious and learn.

To flock together in a threatening world, avoiding risks that could disturb unity.

There is commitment to learn from each other.

The balance between give and take is positive.

To withdraw, reducing the influence from others.

Need for **shake up**: confusion provokes curiosity

The **joker** dares to say what others only think. This brings fresh air.

The **prophet** uses his authority to tell the inconvenient truth.

The **axis of relationships**: between authentic effort of 'me' and alignment to a 'we' interaction can be satisfactory.

Need for **safety**: securities provide room for experimenting.

The **investigator** creates room for experiments

The **activist** makes it impossible for a dominating party to maintain its position.

To refrain from agitation, and to complain about those who cause this unsatisfactory situation.

There are tasks, agreements and rules to structure interaction.

There is an incentive to make efforts.

To acquire position in the network, if necessary at the cost of others.

Need for **inspiration**: new insight leads to a different balance

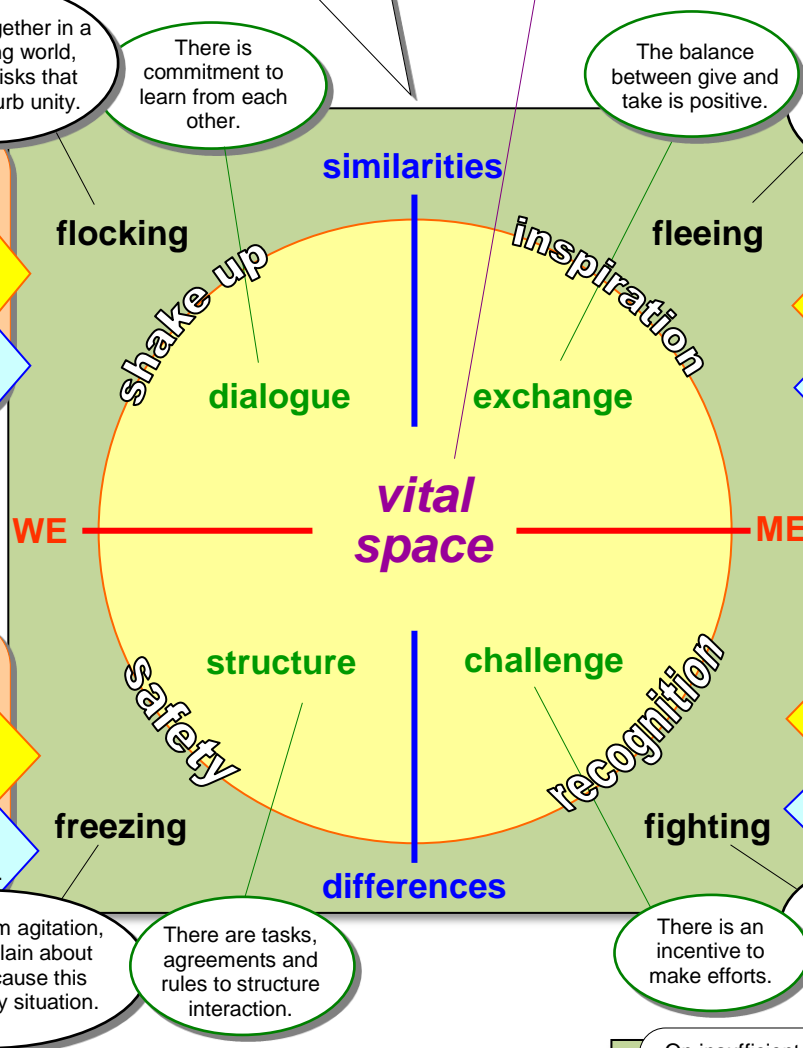
The **inspirator** shows what is possible

The **regulator** sets limits and conditions.

Need for **recognition**: only after being heard actors feel space to give attention to others.

The **mediator** listens, and works out solutions that align the efforts of each actor.

The **strategist** makes it impossible for actors to win at the cost of others.



Questions for a specific case:

- [1] Is the interaction vital (*inside*) or not (*outside*)?
- [2] What is the focus: that what connects (*up*) or that what divides (*down*)?
- [3] What is the first concern in the interaction: 'ME' (*left*) or 'WE' (*right*)?
- [4] What do actors need most?
- [5] Which warm intervention could be effective here?
- [6] Does this situation require a cold intervention, and if so, which one?

On insufficient trust, people can **flee, fight, freeze** or **conform**. In these patterns essential connections are lacking. Energy gets lost.

Diverting patterns tend to escalate.

warm interventions stimulate people to change their minds.

cold interventions make people change their positions.

Sources:

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