HCARE VATION CHI Learning & Development System (CHILD)

Toolkit Title

Manage tensions with polarity thinking

Purpose of Toolkit

We seldom feel tension to choose between a good thing and a clearly bad thing. We feel most conflicted when it's a choice between 2 good things. Polarity Thinking challenges us to shift the way we look at 2 equally good things that appear to conflict with each other. The tool helps us to map out the opportunities and dilemmas. It also helps us to recognize that we are not in an "either/or" situation but a "both/and" situation

Toolkit Methodology and Application

See toolkit appended/below

Case Study or Example

See toolkit appended/ below.

Acknowledgements and Sources

See toolkit appended/below

Toolkit Category

Organisation Development

Keywords

Organisation Development, Polarity Thinking

Name and Email of Project Contact Person(s)

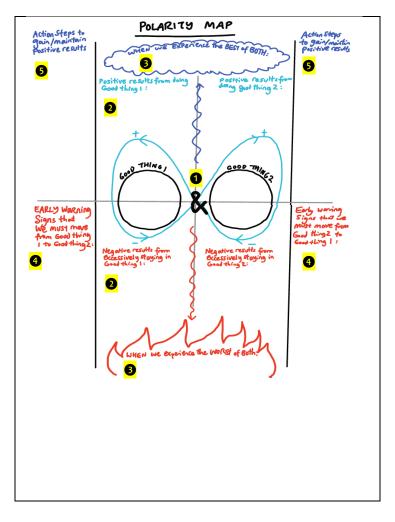
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MANAGE TENSIONS WITH POLARITY THINKING

#advanced #system

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MANAGE TENSIONS WITH POLARITY THINKING

When to use: When you are solving paradoxes, dilemmas and tensions that require a compromise and balance. E.g. High Tech Patient Care and High Touch Patient Care, Work Life and Home Life, Medical Care and Whole Person Care.

How to use:

- 1. **See:** Identify the tensions you experience in your life/work
- 2. Map: Fill the following in the Polarity Map:
 - The tension is between good equally "good things".
 - Both these "good things" need to be named in a neutral manner. For example, High Tech Patient Care and High Touch Patient Care.
 - They have a direct (interdependent) relationship to each other.
 - Map out the positive and negative results of each of the polarity.

3. Assess:

• Identify the outcome when you experience the best of both polarities, and the worst of both polarities.

4. Leverage:

 Identify the early warning signs that tell us that we need to move from good thing 1 to good thing 2.
 Identify the action steps that can help us to gain and maintain the positive results of good things 1 and 2.