



THE POWER OF HEALTHY TENSION

HOW TO OVERCOME CHRONIC ISSUES AND CONFLICTING VALUES

A PROBLEM TO **SOLVE**

Requires **"EITHER/OR"** thinking
Assumes there is a **RIGHT & WRONG** answer

HOW IT BEGAN

Safe	OR	Unsafe
Correct		Incorrect
Good		Bad

Being Right = **SAFE, CORRECT, GOOD**



THE ISSUES THAT CROSS MY DESK ARE HARD AND COMPLICATED
AND OFTENTIMES INVOLVE THE CLASH, NOT OF RIGHT AND WRONG
BUT OF TWO RIGHTS.

AND YOU'RE HAVING TO **BALANCE** AND **RECONCILE**
AGAINST **COMPETING VALUES** THAT ARE
EQUALLY LEGITIMATE.

Barak Obama

44th President of the United States

A TENSION TO **MANAGE**

Requires **"AND"** thinking:

POLARITIES
PARADOX
CONFLICTING VALUES

The situation is **COMPLEX** and often **CHRONIC**

Focusing on **ONE VALUE** to the **NEGLECT** of the other will eventually work against you



THE TEST OF A FIRST-RATE INTELLIGENCE

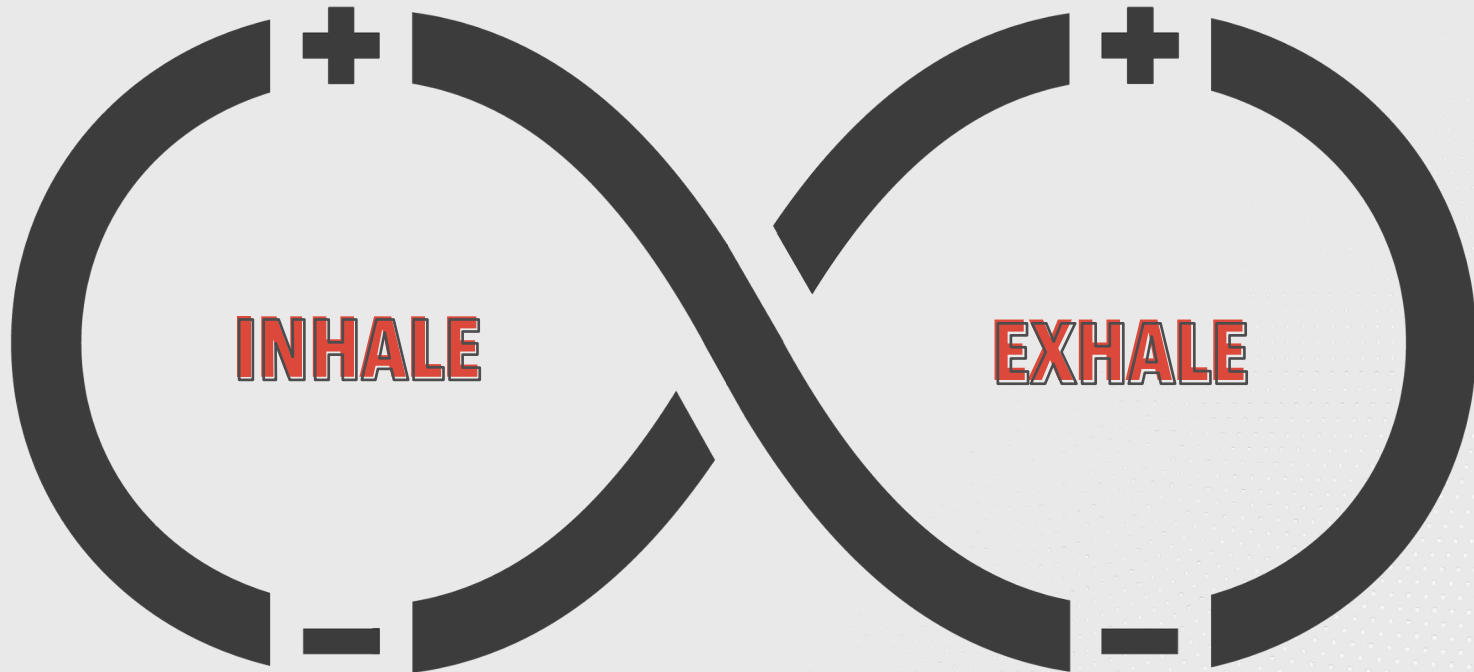
**IS THE ABILITY TO HOLD TWO OPPOSED IDEAS
IN THE MIND AT THE SAME TIME,**

AND STILL RETAIN THE ABILITY TO FUNCTION.

F. Scott Fitzgerald

Get Oxygen

**Clean Out
Carbon Dioxide**



**Too Much
Carbon Dioxide**

Too Little Oxygen

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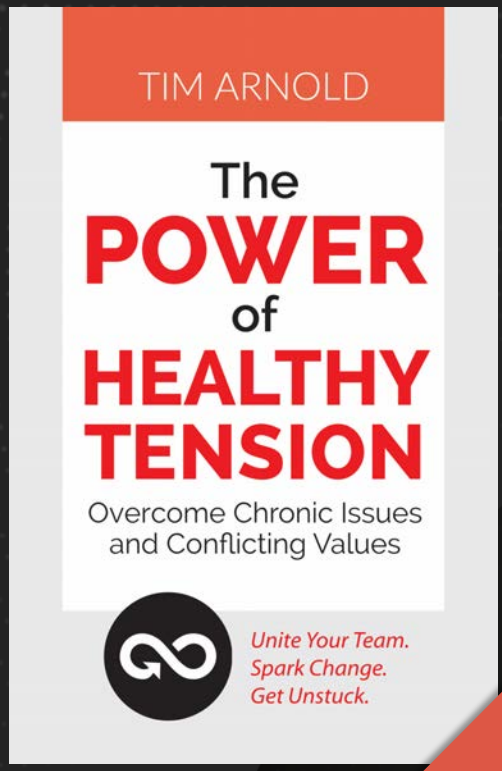


IDENTIFY YOUR
CRUX TENSION

Seeing is
relieving



TOP 10 **UNAVOIDABLE** TENSIONS



Optimistic **AND** Realistic
Having Expectations **AND** Extending Grace
Task Focused **AND** Relationship Oriented
Embrace Change **AND** Preserve Stability
Manage Cost **AND** Maintain Quality
Give Freedom **AND** Hold Accountable
Truthful **AND** Tactful
Structure **AND** Flexibility
Care for Others **AND** Care for Self
Work **AND** Home

THE POWER OF **HEALTHY** TENSION



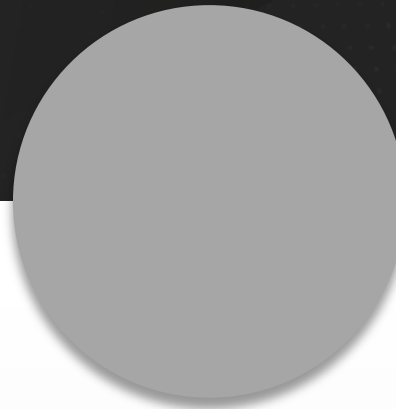
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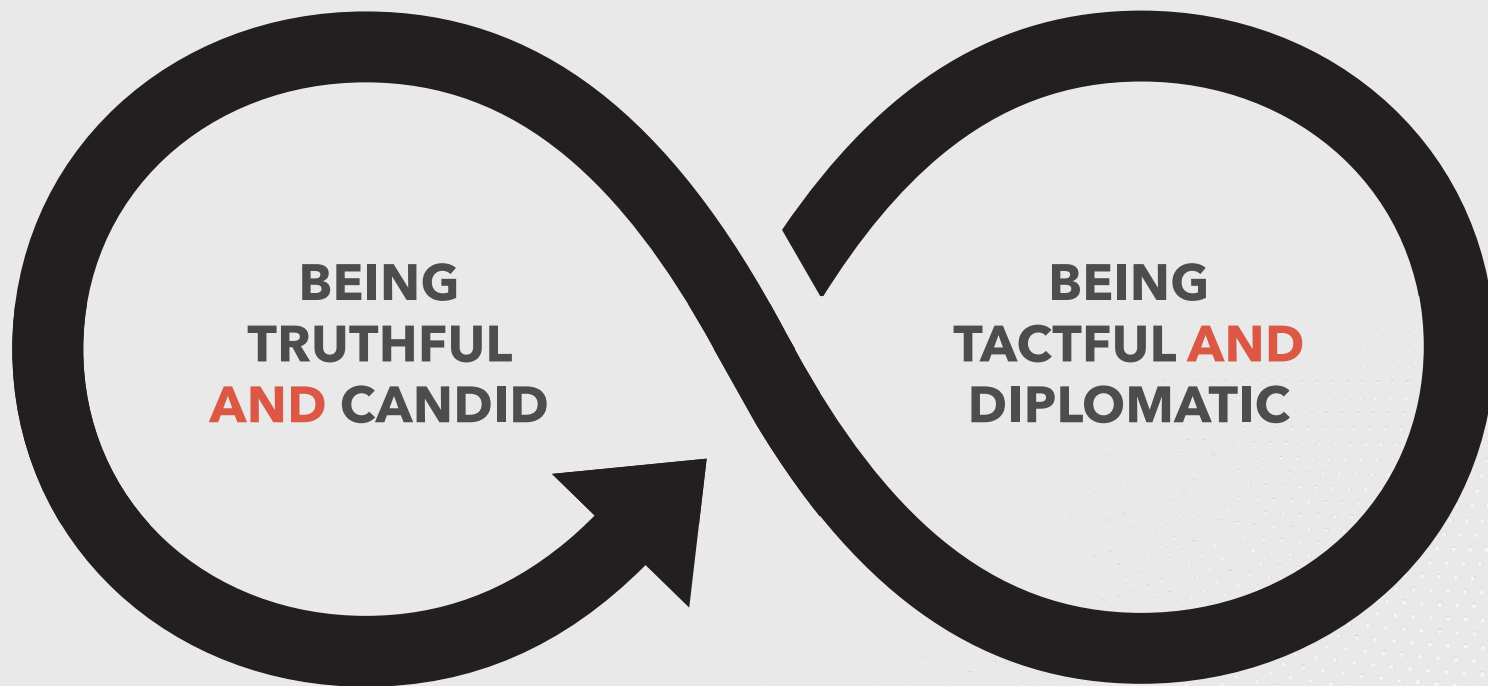
Seeing is
relieving



MIND YOUR
BIAS

Embrace your
opposite





THE POWER OF **HEALTHY** TENSION



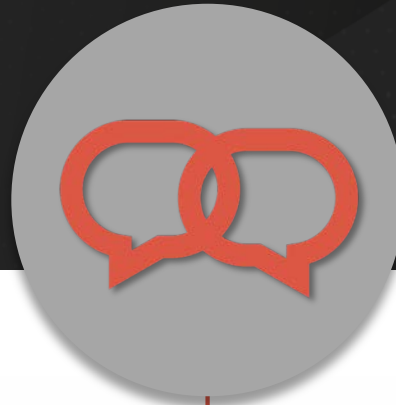
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LEARN THE
LANGUAGE

There is wisdom
in resistance



COMMUNICATING TENSIONS

LOOK FOR
WISDOM IN THE RESISTANCE

FOCUS ON
INTERESTS NOT **POSITIONS**

REPLACE THE WORD
BUT WITH THE WORD **AND**



OUR **TRUTH** IS NEVER
THE TRUTH

Niebuhr

THE POWER OF **HEALTHY** TENSION



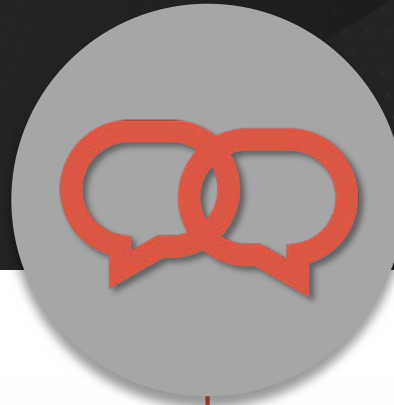
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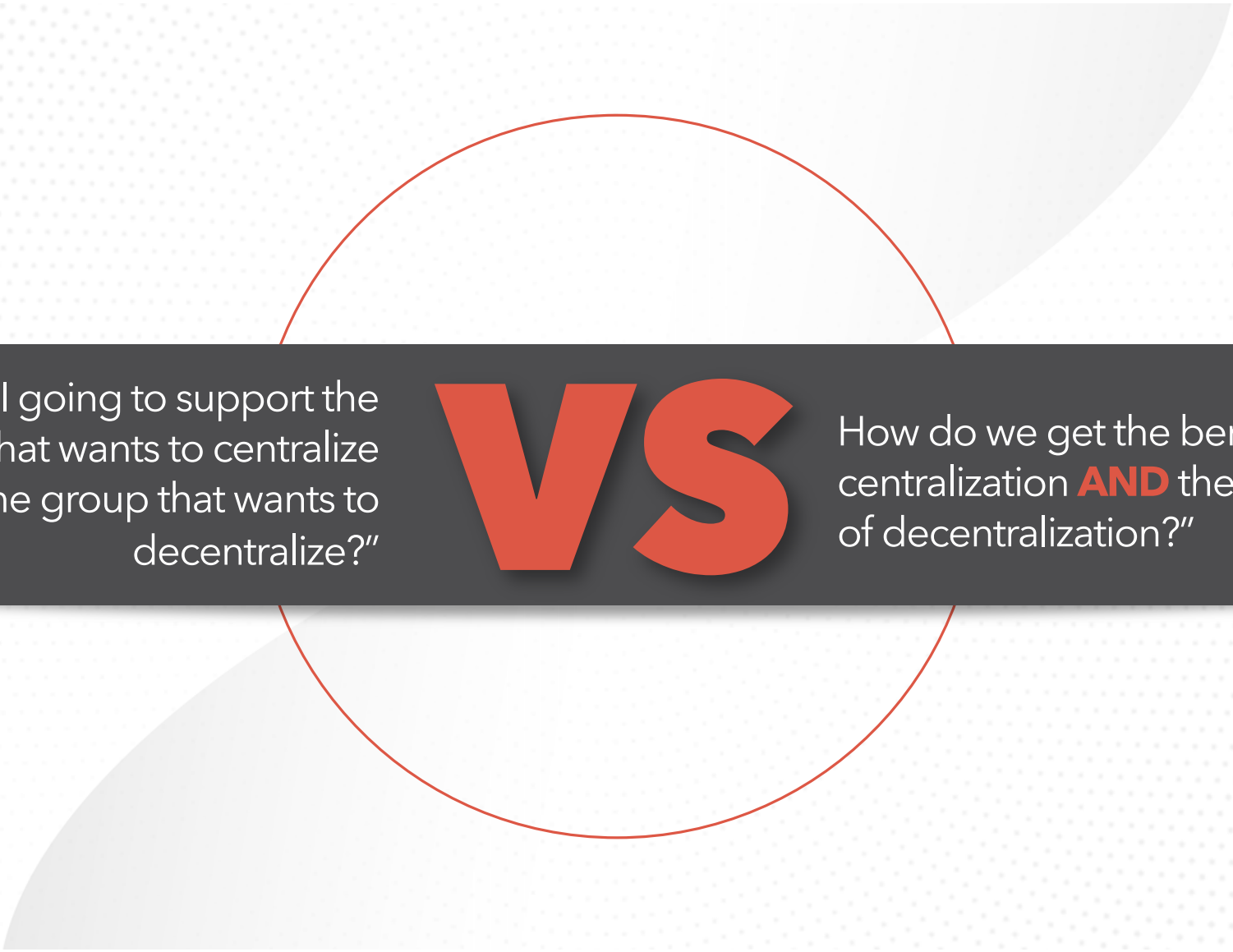
MAKE INFORMED
DECISIONS

Go slow to
go fast



EITHER / OR THINKING
IS THE **ENEMY OF**
CREATIVITY

Donald Miller



Am I going to support the
group that wants to centralize
OR the group that wants to
decentralize?"

VS

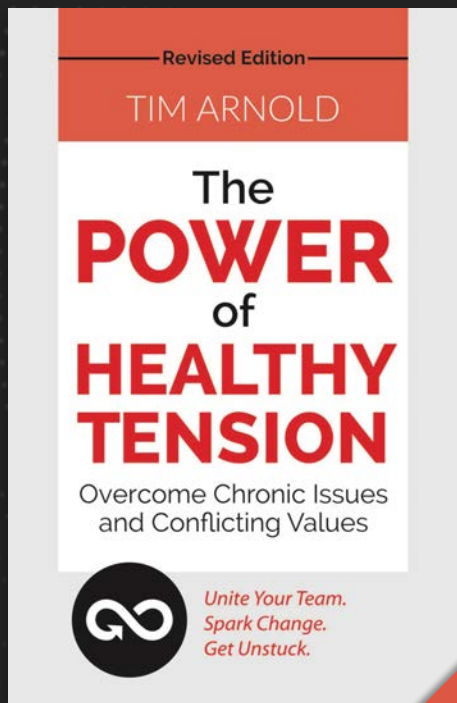
How do we get the benefits of
centralization **AND** the benefits
of decentralization?"

Am I going to hold on to my values **OR** accept the change proposed?

VS

How am I going to hold on to my values **AND** gain the benefits of the change proposed?

NEXT STEPS



amazon

01

DOWNLOAD

SLIDES & RESOURCES

02

SIGN UP

FOR NEWSLETTER

03

STAY

IN TOUCH

