

## The Magic of Polarities or Contraries

Transformation Requires Better Ways of Dealing with Opposites

### Suggestions for LATs

- Check-in: <Name><Role><Name an activity that you do that other people might not know about (not a deep-dark secret, something like “I am learning jazz guitar,” or “I like to sing.”>
- Groupwise prompt: *Change is hard in my organization because...*
- Watch video: [The Magic of Polarities or Contraries](#) (together or prior to meeting).
- [Whole New Engineer](#): Read or skim Chapters 8 & 9 (culture and change chapters).
- Prompts for discussion (pairwise or group-wise):
  - What polarities are important in change at your school (your client(s))?
  - What are the positive and negative elements of the central polarities you've identified?
  - What practical steps can you take to get the best of both poles in the examples you've named?
- Read and discuss [Polarity Management](#) or the short summary [here](#).
- Read and discuss [Embracing Contraries](#).
- Listen to Big Beacon Radio podcast with Barry Johnson ([here](#)).
- Go to [PolarityPartnerships.com](#) and study.
- Opportunities for Little Bets:
  - Who would benefit from watching this video? **Little bet:** Share it?
  - What practices or actions are suggested from the video. **Little bet:** Pilot those changes in an appropriate class, committee, meeting, or context.
  - Stories and websites are not PR. They are constitutive of cultural change. How can your stories be improved with polarity/contrary thinking. **Little bet:** Tell stories with embrace of the richness of polarity thinking.
  - Who are some of the more resistant people in your organization to transformation. Approach them with a polarity map and see if this softens up their resistance? **Little bet.** This this one-on-one in small groups and formulate a larger approach to overcome resistance using what you've learned. .
  - What opportunities are there to use polarity/contrary thinking and smaller, and do something more quickly, fail fast, and succeed sooner? **Little bet** Take existing big plans that lack resources, personnel, or will, and *smallify* them until you can actually do something. Then do it.