Integrating Theory U in TAC audit and development practices

Appraisals

A common foundation, seeing

Recognising and articulating past patterns, mapping the past
Non-judgemental review of "what is", review of facts, process and precedent
Build common ground

Performing, embodying

Through reflective practice bringing the new into my working life

Curiosity

Compassion

Discovering potential, co-sensing

Sensing from multiple perspectives
Seeing with fresh eyes
Taking a view from the periphery/ from outside

Designing the future, co-creating

Trying things out
Discovery in partnership
Learning new skills

Courage

Observing myself, letting go

Becoming alert to my sense of self as it relates to my tasks
Connecting with my tasking/ letting go of my task

Seeking inspiration, opening up

Discovering personal inspiration
How does my need find a place in the organisation?
Re-committing

Connecting with me, reflecting
Who am I? Can I offer something?
Do I connect with the organisation

A common foundation, Seeing

What are the tasks as described in the job and role description?

What are the tasks that I do?

Are there gaps?

What are the differences?

Performing, embodying

Putting into action

Monitoring

Supporting

Reviewing

Learning, Self reflection

Curiosity

Compassion

Discovering potential, co-sensing

Where do I sense my potential?

What is my potential as it relates to the tasks of the organisation?

What is the orgasnisations potential?

Can I imagine a role in the context of the answers above?

Designing the future, co-creating

What support will I need?

What resources?

What practical steps?

Courage

Observing myself, letting go

What do I feel about the tasks and role I have?

How do I feel I am met by the organisation (my colleagues)?

What do I feel about my present situation?

What would I like to become?

How could I connect with the organisation?

What can I offer?

Seeking inspiration, opening up

What will I offer

Focussing on and crystallising my intentions

What is my vision?

Connecting with me, reflecting

Having considered 1 - 3, is this what I want?