

Skills for Working with Worldviews

Skills for *describing and understanding what is going on in action*

Skill	Description
Being present	Clearing the decks, making the time to be present Bringing empathy to interactions with other people Awareness Dialogue: a true turning to another person as a full human being (rather than a thing of instrumental value to me)
Imaginal openness	Being open to the meaning present in the process of shaping people/events by picturing with sensory and nonsensory images I enact and participate in how other people and events occur and have meaning for me Being open to intuiting the patterns in how I shape the world
Bracketing	Managing the labels, models, assumptions, and beliefs that I bring to perceiving something -- holding them in abeyance, suspending assumptions about what I "know" must be so Being open to other interpretations of a situation
Reframing	Creating new labels, models, assumptions -- a new frame for perceiving something -- that expands my choices for action

Skills for *transforming the domain of action*

Skill	Description
Dynamic Congruence	Knowing how to act... being aware, <i>while</i> acting, of background drivers, i.e., strategic intent, guiding norms, purpose, values, motives, external content, supporting beliefs, and outcomes of the action Knowing how to reflect <i>in</i> action Be aware of/adjust action to be congruent with background drivers
Emotional competence	Ability, in the moment, to be aware of and manage emotional states Keeping action free from distorted reactions to current events that are driven by unprocessed distress of earlier years and from the limiting influence of social conventions
Non-attachment	To wear lightly, without fixation, the purpose, strategy, form of behavior and motive which have been picked as the form of action Not investing my identity and emotional security in the action while still being completely intentional and committed to the action
Self-transcending intentionality	Keeping in mind, while busy with one overall form of action, one or more alternative ways of doing things

Note: Adapted from *Co-operative Inquiry: Research into the Human Condition* (Heron, 1996) and printed with John Heron's permission.