Normal Stages of a Transformative Process with subsequent Prototyping

Reality A → Reality A’

Problem Awareness: Wish to Change
Places of Discomfort; Discovery of Patterns and Blind Spots
Reappearance of old dis-associated Parts and Transgressions, Shadow Material
Resistance to Ownership in Layers
Pain and Relief in Layers
Confusion, old personal Reality is disintegrating

Reality Shift/Transformation

Leadership and Dissemination
Embodiment of New
Back into Excitement
Practice of New
Insecurity about new Territory
New Perspectives and Paradigms visible for the first time

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Pushback Pattern Language
False Shortcuts, Immunities to Change, Protection and Escape Mechanisms in relative correspondence to the stage of transformational path

Reality A

No Problem Awareness
Compulsive Optimism, Denial
Excuses, Lateral Movements, Escape
Intellectualizing
Blame, Victimhood, Projections
Cynicism, Profanation
Old Habits, Inertia, Tiredness
Compromising
Feed back into Ego
Narcissism (Mean Green)
Spiritual by-passing, Pseudo – Solution, Pseudoenlightenment
Earlier devlptl level specific immunities: e.g. shame/guilt/fear/unknowns
Influences from the Subtle
Potential State Pathologies (states of consciousness)

Brings out different, structure-specific Pathologies (devloptl levels)

Reality A’

Failure to go collective
Failure to go practical with new prototypes/reality check
Overwhelm, Failure to sort out Feedback
Denial of Self; too much Service to others
Spiritual Identities
Feed into Self-Importance
Failure to practice, back to Habits and Comfort Zone
Misidentification of Source; Follow others
Attribution of shift to Outside Source (Method, Guru, Leader)

Influences from the Subtle
Getting lost in Drama, Karma, States, Depression, Shadows, etc.

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Adaptive Pushback –  
Generative Interior /Exterior Conditions & 
Tools for Course Corrections

Preconditions:
Dissonance/
Discomfort/ Boredom

Curiosity,
Willingness, Open
Mind

Container (Space/Process, Group)
• Rules
• Tools
• Mentor/Coach
• Integrity
• Pattern Integrity

Internal Motivation must be bigger than discomfort of reowning;
Emotional Commitment to Change

External Guidance;
Personal Responsibility
Trust, Vulnerability, Courage

Reality A

Reality A’

New is Fused with Power
• Political
• Social networks
• Information
• Financial

Integrity of
• Organisation
• Patterns/Processes
• Governance
• Vision

Community
• of Inquiry
• of Support
• of Practice
• ecosystem

Methods/ Tools
• Structure
• Communication
• Dissemination
• Testing and feedback
• New reference points

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