



# Polarities

- What are they?
- Why do they matter?
- How do we deal with them?



## **Polarities: what are they?**

- Polarities are core issues that are
  - Unsolvabile
  - Unavoidable
  - and must be faced in community



They are interdependent.  
Each pole has positive aspects  
and negative aspects.



When a community deliberately counteracts the negative aspects of one pole by intentionally moving to the positive aspects of the opposite pole, then...

growth  
transformation  
and maturity  
can happen.



## Like this!

**Take the Polarity of Self-esteem/Humility  
(both good things right?)**

+	+
<u>Self-esteem</u>	<u>Humility</u>
-	-



## list what's positive about self-esteem...

<p>✦ Honoring yourself</p> <ul style="list-style-type: none"><li>•Valuing who and what you are</li><li>•Having a healthy self-regard</li><li>•Having confidence and a sense of self-worth</li></ul> <p><u>Self-esteem</u></p>	<p>✦</p> <p><u>Humility</u></p>
<p>—</p>	<p>—</p>



## then what's negative about self-esteem...

<p>+</p> <ul style="list-style-type: none"><li>•Honoring yourself</li><li>•Valuing who and what you are</li><li>•Having a healthy self-regard</li><li>•Having confidence and a sense of self-worth</li></ul> <p><u>Self-esteem</u></p>	<p>+</p> <p><u>Humility</u></p>
<p>—</p> <ul style="list-style-type: none"><li>•Grandiosity</li><li>•“I’m better than anyone.”</li></ul>	<p>—</p>



## Go on to list what's positive about humility...

<p>+</p> <ul style="list-style-type: none"><li>•Honoring yourself</li><li>•Valuing who and what you are</li><li>•Having a healthy self-regard</li><li>•Having confidence and a sense of self-worth</li></ul> <p><u>Self-esteem</u></p>	<p>+</p> <ul style="list-style-type: none"><li>•Freedom from self-concern</li><li>•Having no need to draw attention to yourself</li><li>•Not thinking more highly of yourself than you ought to think</li></ul> <p><u>Humility</u></p>
<p>—</p> <ul style="list-style-type: none"><li>•Grandiosity</li><li>•“I’m better than anyone.”</li></ul>	<p>—</p>



## and what's negative about humility...

<p>+</p> <ul style="list-style-type: none"><li>•Honoring yourself</li><li>•Valuing who and what you are</li><li>•Having a healthy self-regard</li><li>•Having confidence and a sense of self-worth</li></ul> <p><u>Self-esteem</u></p>	<p>+</p> <ul style="list-style-type: none"><li>•Freedom from self-concern</li><li>•Having no need to draw attention to yourself</li><li>•Not thinking more highly of yourself than you ought to think</li></ul> <p><u>Humility</u></p>
<p>—</p> <ul style="list-style-type: none"><li>•Grandiosity</li><li>•“I’m better than anyone.”</li></ul>	<p>—</p> <ul style="list-style-type: none"><li>•Self-deprecation</li><li>•“I’m worse than anyone.”</li></ul>



## **Polarities: why do they matter?**

Polarity management helps make sense  
of tension in a community  
*(and tension is a good thing!)*

Polarity management helps a  
community live creatively with tension  
in ways that are energizing and  
transformative.

*(energy and transformation are good...)*



## **Polarities:**

how do we deal with them?

*Problems can be solved...*

*Conflicts can be resolved...*

*Polarities must be managed.*

They are interdependent issues  
that a community must face.

Together.



## ***Identify them.***

If it can can be neither solved nor resolved, it's a polarity!

## ***Play with them.***

What are the poles? What are the negatives and positives of each?

## ***Wrestle with them.***

Remember, these never go away!



What is the primary structure for the Church's mission and ministry?

**Congregation?**

**Diocese?**

*It's A Polarity!*



## **Activity Instructions:**

1. Shuffle your table – 2 stay.
2. Partner up at your table
3. Each pair take one Quadrant
4. Spend 5 minutes Identifying Characteristics
5. Pass Quadrant to the right.
6. 5 more minutes on a different quadrant...



## Arrange Quadrants on Flip Chart Paper

**Top Left Quadrant:**

OPINION  
ARCHITECTS ARE A  
GENERATION BEHIND!  
P: "BEHAVIOR SETTINGS"  
THE ISSUE OF SURVEYS:  
- HARD TO DESIGN  
- CHANGES TOO FAST  
- GOOD VIDEO CONFERRING  
TECHNOLOGY - IT CAN BE USEFUL

**Top Right Quadrant:**

M. PLACE: IT'S A SOURCE  
OF STRATEGIC ADVANTAGE  
CORPORATION: DIRTY  
SECRET: THEY HATE  
TO MAKE DECISIONS  
THE NEW COMPETITIVE  
ADVANTAGE: HOW TO  
PROCESS, ACTION, KNOWLEDGE

**Bottom Left Quadrant:**

A mind map diagram with "effects" in the center. The branches include:

- Effects on Business
- Effects on Society
- Effects on Culture
- Effects on Environment
- Effects on Health
- Effects on Education
- Effects on Religion
- Effects on Politics
- Effects on Economics
- Effects on Law
- Effects on Art
- Effects on Science
- Effects on Technology
- Effects on Communication
- Effects on Transportation
- Effects on Energy
- Effects on Agriculture
- Effects on Industry
- Effects on Commerce
- Effects on Finance
- Effects on Insurance
- Effects on Real Estate
- Effects on Media
- Effects on Entertainment
- Effects on Sports
- Effects on Leisure
- Effects on Travel
- Effects on Hospitality
- Effects on Food
- Effects on Beverage
- Effects on Fashion
- Effects on Beauty
- Effects on Health Care
- Effects on Education
- Effects on Religion
- Effects on Politics
- Effects on Economics
- Effects on Law
- Effects on Art
- Effects on Science
- Effects on Technology
- Effects on Communication
- Effects on Transportation
- Effects on Energy
- Effects on Agriculture
- Effects on Industry
- Effects on Commerce
- Effects on Finance
- Effects on Insurance
- Effects on Real Estate
- Effects on Media
- Effects on Entertainment
- Effects on Sports
- Effects on Leisure
- Effects on Travel
- Effects on Hospitality
- Effects on Food
- Effects on Beverage
- Effects on Fashion
- Effects on Beauty
- Effects on Health Care

**Bottom Right Quadrant:**

text Transition  
Competition Outside to Inside  
Competence Stakes  
conscious Choice  
Other people think Mental Health  
assume other's expertise Uncomfortable  
harder Following - mirror  
relax  
oriented Perspective  
Existing Group  
JUST DO IT



## Identify an "Aha" for your group!

- An eye-opening insight about
  - Something specific on one of the lists
  - ... or ...
  - Something about the overall list
  - ... or ...
  - Something about the process