Polarity Partnerships has developed a 5-Step process to leverage polarities which integrates the Polarity Map™ and the Polarity Approach for Continuity and Transformation (PACT™).

The 5-Step Process:

- **Seeing**
- **Mapping**
- **Assessing**
- **Learning**
- **Leveraging**

Key Stakeholders:

**ENGAGE**
Mapping – Content Guide

GPS = Greater Purpose Statement
Why?
Result of both upside quadrants

Positive Results of Focusing on the Left Pole

Neutral or Positive Name of Left Pole

Negative Results of Over-focusing on Left Pole to the Neglect of Right Pole

Deeper Fear
Result of both downside quadrants

Positive Results of Focusing on the Right Pole

Neutral or Positive Name of Right Pole

Negative Results of Over-focusing on Right Pole to the Neglect of Left Pole

* Thanks to John Scherer, Center for Work and the Human Spirit
Values = positive results of focus on the left pole

Values = positive results of focus on the right pole

Fears = negative results of over-focus on the left pole to the neglect of the right pole

Fears = negative results of over-focus on the right pole to the neglect of the left pole

Assessing

Almost Always

Almost Never

Almost Always

Almost Never

Often

Seldom

Almost Always

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Seldom
Assessing how well a polarity (or a set of polarities) is being leveraged is essential to sustaining success.
**Polarity Map™**

### Action Steps

**How will we gain or maintain the positive results from focusing on this left pole?**


**How will we gain or maintain the positive results from focusing on this right pole?**


### Early Warnings

Measurable indicators (things you can count) that will let you know that you are getting into the downside of this left pole.

### Greater Purpose Statement (GPS)

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**Deeper Fear – Lack of GPS**

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Fears = negative results of over-focus on the left pole to the neglect of the right pole

Fears = negative results of over-focus on the right pole to the neglect of the left pole

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Values = positive results of focus on the left pole

Values = positive results of focus on the right pole

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