lifeserving

organic

An open source operating system for successful teamwork

NVC-plus

all

communities

couples

teams

families

NVC-plus for
couples, groups and teams

groups

Tool-Cards

cooperative

selforganized

www.gfk-plus.net

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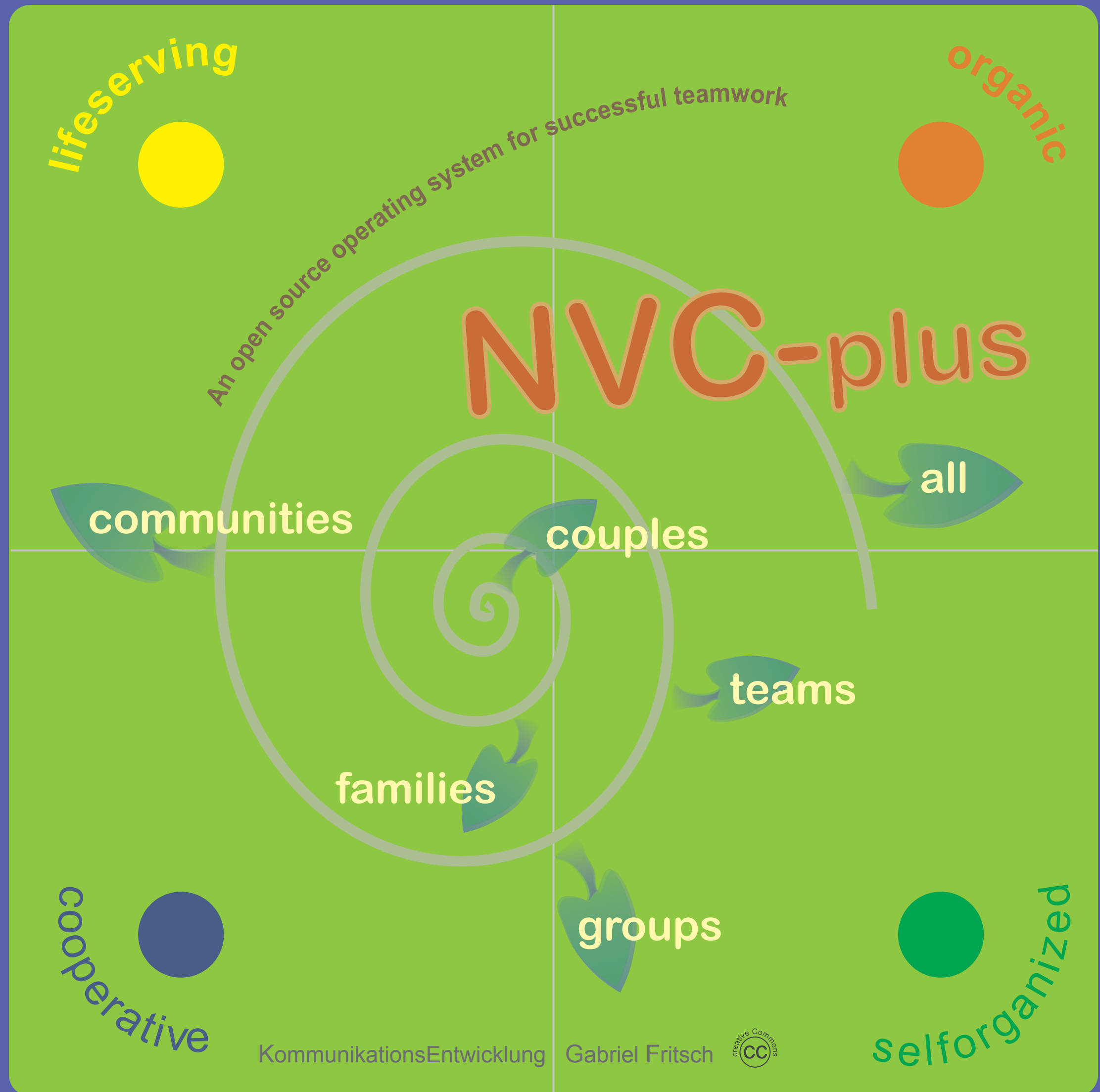
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The NVC-plus Basic-Card

The map of a
synergetic process
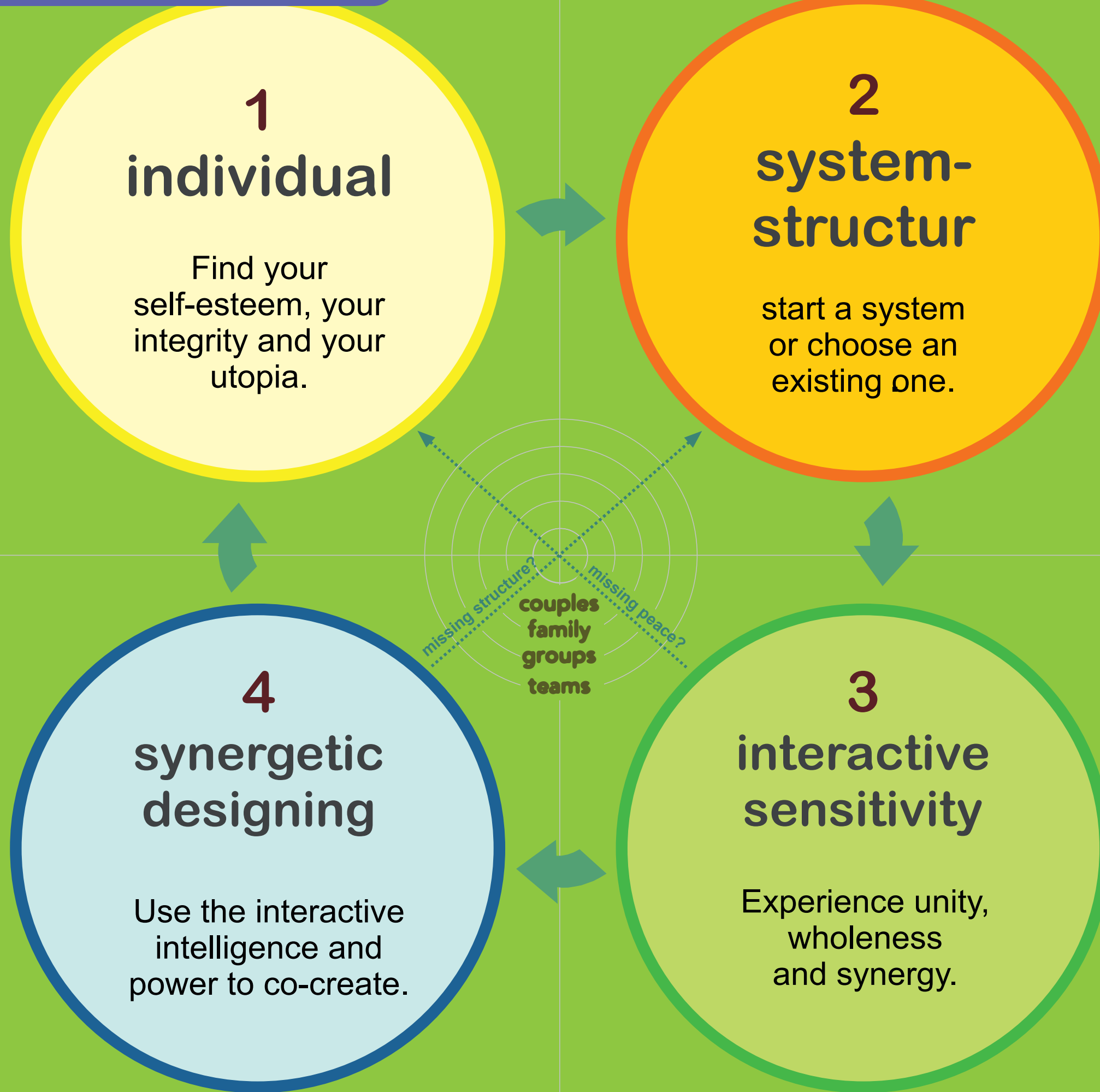
1
individual

Find your self-esteem, your integrity and your utopia.

2
system-structur

start a system or choose an existing one.

4
synergetic designing

Use the interactive intelligence and power to co-create.

3
interactive sensitivity

Experience unity, wholeness and synergy.

missing structure?

missing peace?

couples family groups teams

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The base card B2 is intended to be the explanatory reverse side of the card B1. It is self-explanatory in the sense that it should explain the first card. It also points out that we can diagnose a system with NVC-plus too. Any meaningful diagnosis is of course only the basis for a prognosis.

1 the source of life and power

You are completely ok and right.

Your contribution can
always improve.

What is alive in you:
What utopia, what drama,
what potential, what need?

2 frameworking

Create a systemor select one.
Frame it in the sense of your liveliness

Take the position, that suits you.
Do not only react and function.

Act and pay attention to the
functiomality of a system.

system diagnosis / -prognosis
or
system control?

4 the work

Work in the interactive knowledge
and the field potential,
which emerges in a peaceful
togetherness.

Look for the right moment to stop
and start your next cycle.

3 devotion

Experience the others
in relation to you.

Experience yourself in relation to all
and to the synergetic field.

Beyond sympathetic and
unsympathetic there is this field.
Let's meet there.

1 **individual**

the process fields

system-structure 2

the system

the work

4 **synergetic co-designing**
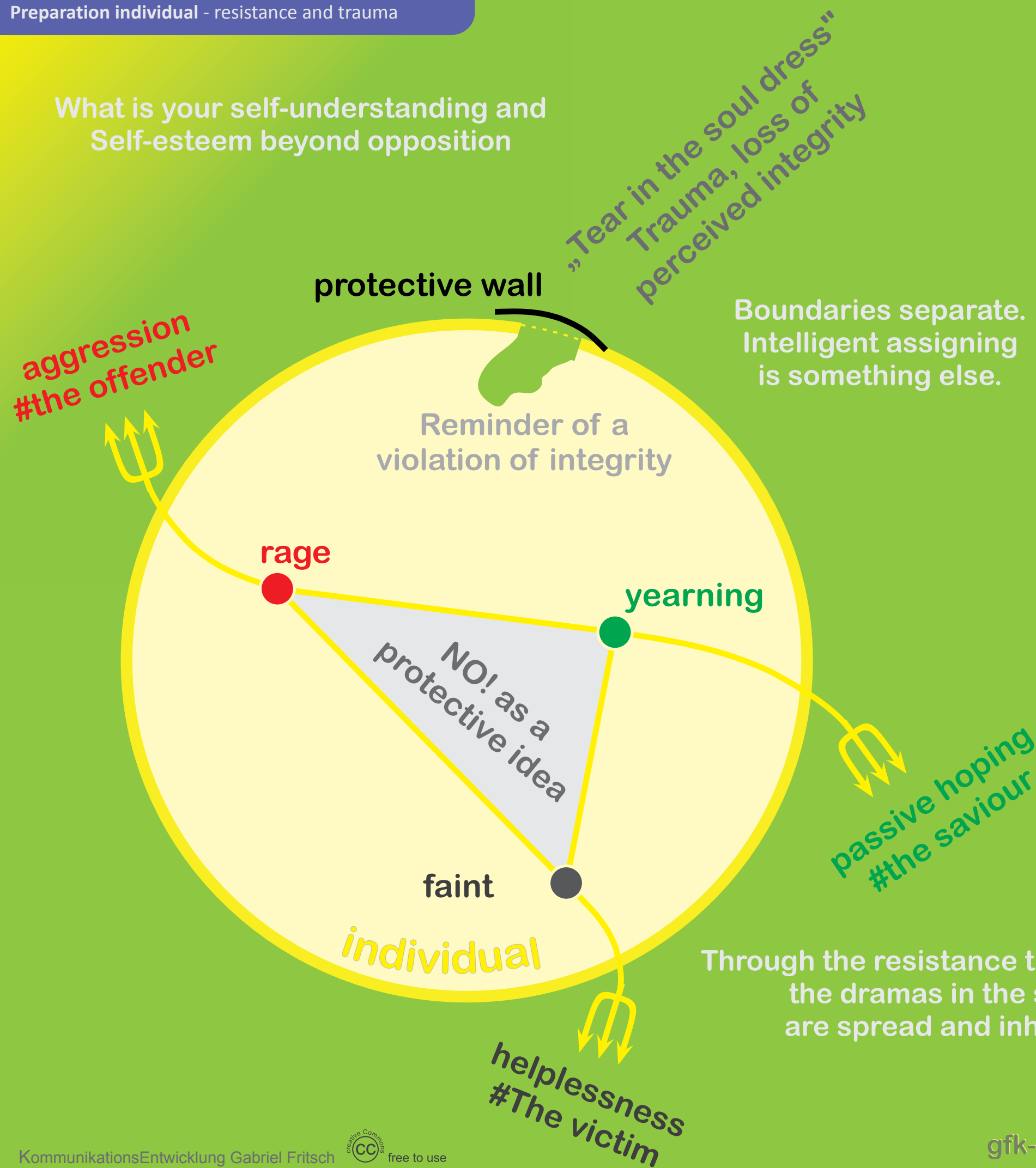
3 **interactive sensitivity**

The base map B3 shows the NVC-plus process as a cycle. In the middle you can adjust the system. A NVC-plus system structure supports certain people in a constructive activity and does not simply serve for individual pleasure. Therefore a common work is placed in the cente It is connected with the utopias (individual) and visions (community).

Without a projekt a structure makes little sense. One could then speak of an accumulation of people, but not of an organized constructive coexistence.

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The preparatory cards

Be ready for the
self-controlling commonality!

What is your self-understanding and Self-esteem beyond opposition

"Tear in the soul dress" Trauma, loss of perceived integrity

protective wall

Boundaries separate. Intelligent assigning is something else.

aggression #the offender

Reminder of a violation of integrity

rage

yearning

NO! as a protective idea

passive hoping #the saviour

faint

individual

Through the resistance triangle the dramas in the system are spread and inherited.

helplessness #The victim

Feelings allow us to participate in life, because they trace outer life with its meaning for us through inner movement and at the same time challenge us to find an adequate answer.

But there are feelings that come from a refusal, from a NO, an opposition. The refusal needs three coherent feelings into which our liveliness is split: In the RAGE the energy accumulates, the FAINT acts as a dam and passive YEARNING remains as the distorted sense, which is why we react so. But instead of being able to follow a real goal, one follows a dream, a rapture or another form of longing.

The ability to deny NO was formed in times when we were incapable of regulating things in our sense and when other people were not sufficiently at our side. Thus it came to hurtful influences, which were experienced as break-ins of the hostile world into our integrity. The reverberation of these shattering experiences may perhaps still be present or our refusal attitude may exist only more than the usual "protective attitude". That is why we still try today to protect ourselves with a form of defence that goes back to an experience that is long gone.

Defense only makes sense for real dangers. It is important to distinguish the unpleasant from the dangerous, otherwise we still

We are sensitive beings as long as we live, no matter if we have a thick or a thin skin in the figurative sense. The world has an impressive effect on us. For NVC-plus it is essential to understand that all problems of this world are in the world and not in us. Problems are outside and as recognizing and feeling beings we will carry a picture of these problems within us. These problem images are composed of feelings and needs and give us less an optical impression than much more an understanding of the meanings that arise from the situation for us. However, if we confuse such an inner problem impression with the outer problem, because it feels like the problem (logical, that's what it's for), then we turn our gaze away from the problem inwards towards the problem picture and try to find a solution for our feelings and needs and not for the problem itself. That can never work. Neither our feelings nor our needs are the problem, nor have they ever been. It is the tools to perceive problems as problems and also the tools to recognize when the problems are solved. Just because we are always overwhelmed with our feelings or needs in permanent problems

Problems are always outside, and will be realized inside through feelings and needs.

Problems are only solvable where they are (outside).

problem

To live means to experience life.

sensitivity

emotion

needs needs needs
feeling feeling
feeling
inner dynamic
feeling
needs
needs
feeling feeling
needs
needs needs

problem-picture

Inside are feelings and needs, (internal dynamics) but no problems.

Do you think that the problem is inside, the feelings will seem to confirm this mistake

individual

We experience through feelings.

BE or HAVE?

How much community
and how many people
can be alive in you?

HABEN is linearly aligned
(I want SOMETHING to have),
On the other hand, BEEING is
field-like swinging.

YOUR game or
OUR game?

SYSTEM-STREAMS - culture, religion, art, politics, philosophy

embracing WE - Community, group, community, World Community

private WE - Family, Team

YOU - Partnership, Friendship

I
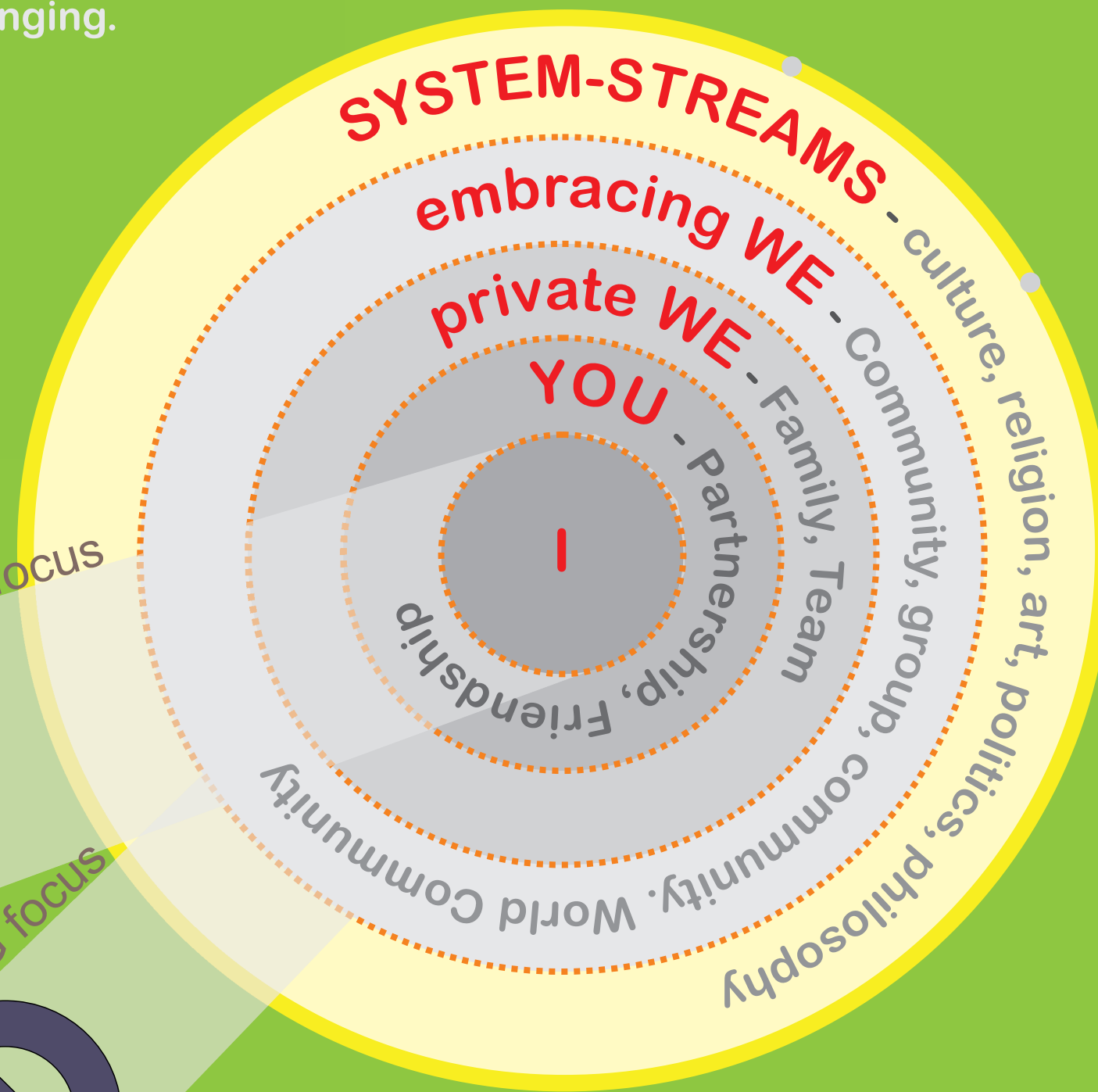
linear HAVING focus

Object of craving

linear NOT-HAVING focus

Object of fear

As long as we align our consciousness linearly, it is characterized by this linearity also by an interactive poverty, because the possibilities of togetherness are then very limited. The linearly aligned consciousness can also be called attention. It connects the I with either an object of desire, which one wants to have, or with an object of fear, which one wants to avoid. For a YOU there is space in the attention focus only if the YOU is the object of desire or fear, or as long as it is directly on this line. It disturbs, is useful or is only tolerated. We suspect the simplest basic patterns of appetite (lust) and aversion (dislike). If our mental abilities are already sufficiently described with it, we do not need to deal further with NVC-plus.
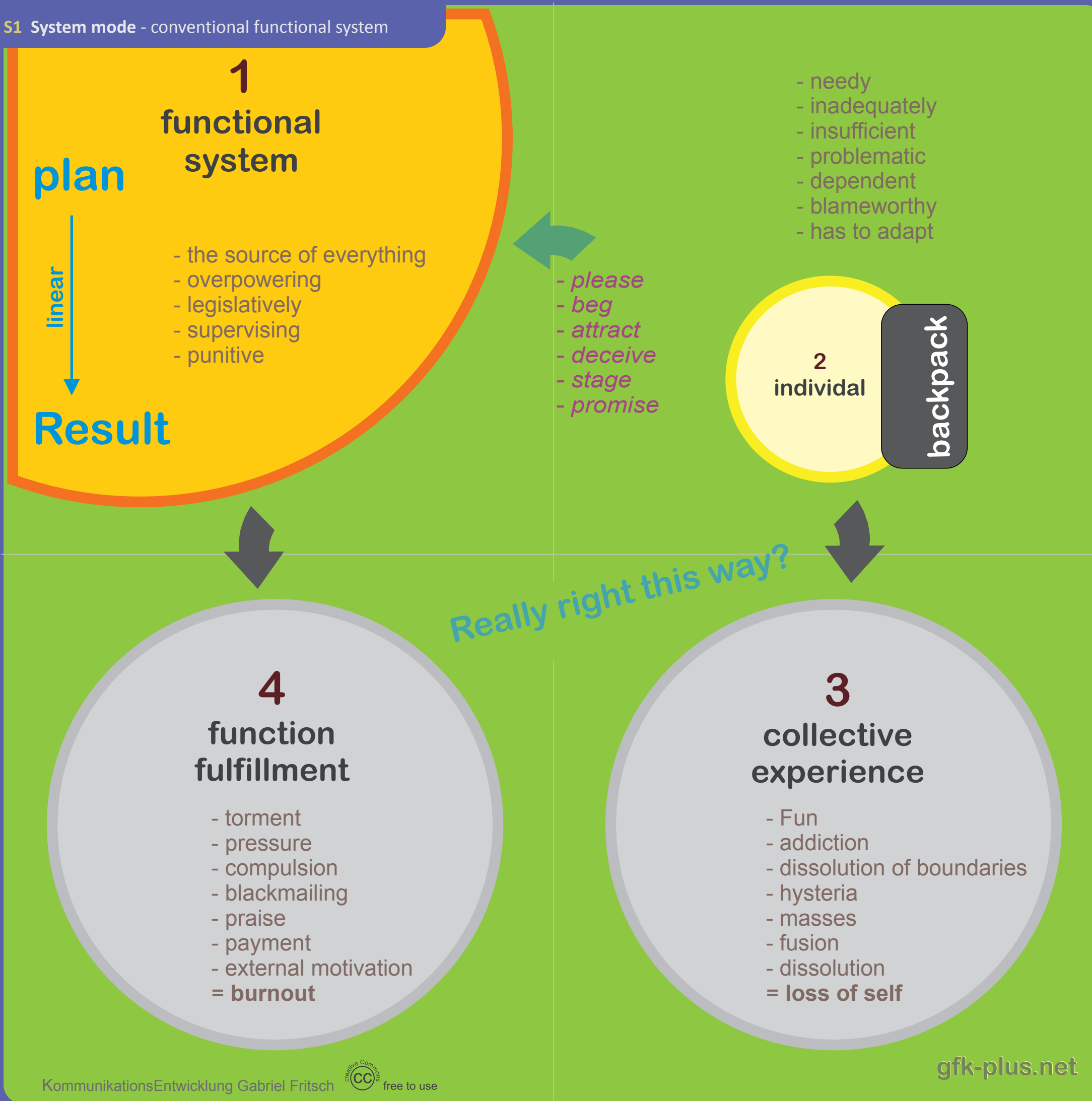
For NVC-plus we need a pan from HAVE mode to BE mode. The HIS mode is not linear, but has a field extension. In this mode there is a field-like expansion of consciousness, which we can also call presence or mindfulness. We are then connected to what is within this field. In the course of life we first become aware of YOU and then of an ever more extensive WE. Finally we also get a feeling for the abstract connections: for our common culture and for the social currents. This interactive sensitivity is extremely important if we want to work together organically. We have to be able to carry other people within us, even to depict a whole togetherness within us. This does not happen through the discriminating mind, but only through an empathic understanding that can be trained. It is a mixture of heart and head qualities. With the NVC-plus preparation card above we can recognize the difference between attention and attentiveness.

This first preparatory step is about releasing the handbrakes of the past and bringing back our energy that is stuck in conflicts and emotional dramas. In this way we loosen our own share of the entanglements on the relationship level. This gives us more freedom to position ourselves in the system. But our system position itself may not yet be free if it is firmly woven into functional system structures and conventions.

By the way, large parts of our "self-image" also originate from these rigid functional structures. If we were stuck in a washing machine with a spin cycle, we would create a

system clarification cards

for an agile and flowing
system understanding

1
functional system

plan

linear

Result

- the source of everything
- overpowering
- legislatively
- supervising
- punitive

- needy
- inadequately
- insufficient
- problematic
- dependent
- blameworthy
- has to adapt

- *please*
- *beg*
- *attract*
- *deceive*
- *stage*
- *promise*

2
individal

backpack

Really right this way?

4
function fulfillment

- torment
- pressure
- compulsion
- blackmailing
- praise
- payment
- external motivation
- **= burnout**

3
collective experience

- Fun
- addiction
- dissolution of boundaries
- hysteria
- masses
- fusion
- dissolution
- **= loss of self**

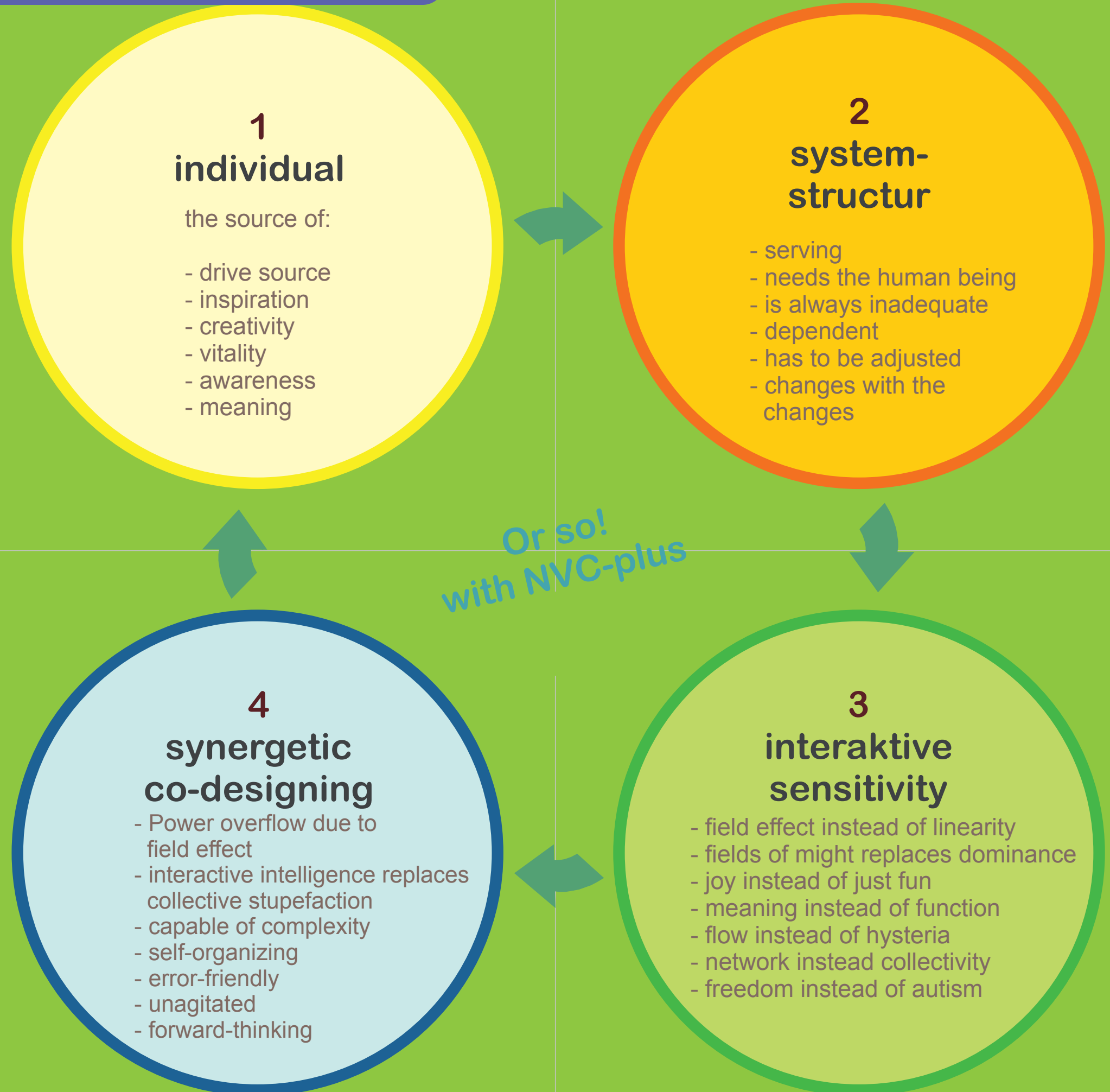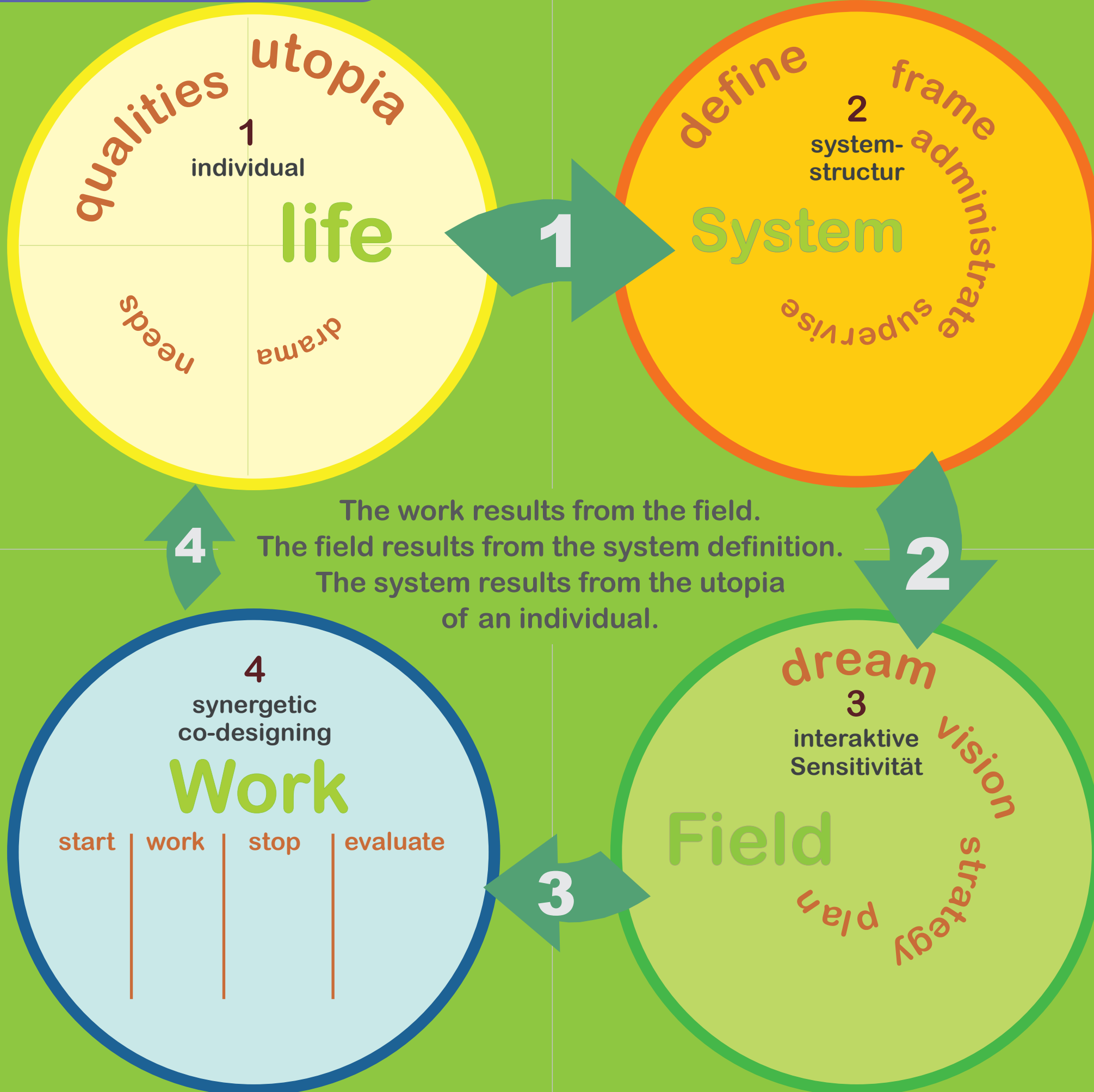KommunikationsEntwicklung Gabriel Fritsch (CC) free to use

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The conventional functional system keeps the first field occupied. It appears more powerful and more important than the participating persons who are responsible for field two. In its size, the system towers above all individuals. It is to be regarded as the source of everything and as superior power. Like father or mother, it makes us look like small children who are needy, deficient and dependent. A whole backpack of problems, on the other hand, burdens the individual. As hard as it may be, the backpack will last a lifetime and only the weight can change. This burden characterizes the staininess of the suffering creature, to which it has to resist with difficulty for a lifetime.

We try everything to get a functional position in the functional system and to be allowed to participate from there, whereby the kind of participation is already marked out in broad outlines. There is already a plan that only wants to be implemented in order to achieve a certain result. It is not our goal nor our plan. It may not even be a good, constructive and meaningful activity, but we are rewarded to sell our forces to fulfill this plan. So we do what we can, because the alternative would be to have to vacate your system position. And where could we go then? We ourselves are not interested with our feelings and needs, unless we attract attention in a disturbing way. We torture ourselves in order to achieve the required result, day after day. And there remains a dynamic surplus of good mental powers and

This card shows that the individual is in first place at NVC-plus. Here everything starts, because the individual is the source of energy, inspiration, creativity, vitality, spirituality, consciousness and sense. It may be a small or a big source, it doesn't matter for now. The small sources feed the big rivers.

In second place is not the system itself, but only the system structure. It serves the individuals to bundle their forces. They should flow together and focus in the direction in which the utopias of the individual point and in which the common visions and goals could be established. The right people should form a team for this, because otherwise one person in the team wants to go east, the other wants to go west and they would have a hard time agreeing on a direction together. In third place, a force field emerges from the potentials and utopias of the individual. There, where the individual is powerful, he is effective. We then use the interactive force field on the NVC-plus field 3 on the fourth NVC-plus field so that we do not have to excessively use the forces of the individual in the actions there. In this way we can achieve without burning out. By the force field and the necessary

1
individual

the source of:

- drive source
- inspiration
- creativity
- vitality
- awareness
- meaning

2
system-structur

- serving
- needs the human being
- is always inadequate
- dependent
- has to be adjusted
- changes with the changes

Or so!
with NVC-plus

4
synergetic co-designing

- Power overflow due to field effect
- interactive intelligence replaces collective stupefaction
- capable of complexity
- self-organizing
- error-friendly
- unagitated
- forward-thinking

3
interaktive sensitivity

- field effect instead of linearity
- fields of might replaces dominance
- joy instead of just fun
- meaning instead of function
- flow instead of hysteria
- network instead collectivity
- freedom instead of autism

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qualities **utopia**
1
individual
life
needs   drama

define   frame
2
system-
structur
administrate
System
supervise

1

2

dream
3
interaktive
Sensitivität
vision
Field
strategy
plan

4
synergetic
co-designing
Work
start | work | stop | evaluate

3

The work results from the field.
The field results from the system definition.
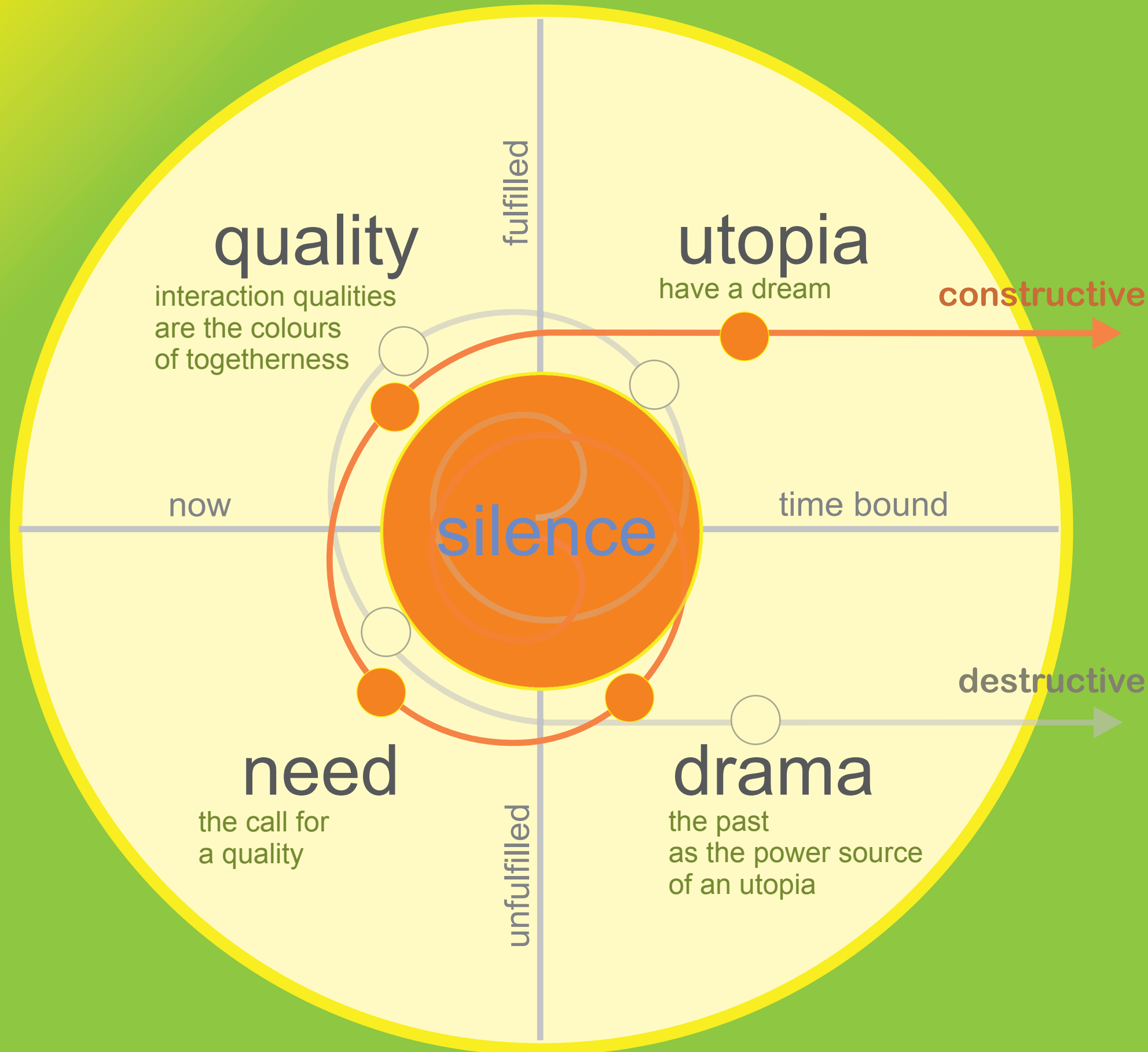The system results from the utopia
of an individual.

This map gives a simple overview of what is happening and thus gives us an understanding of NVC-plus. The game may even begin with a drama on the first field. This is not so important for the common ground itself. We develop the drama about the needs to the qualities and arrive at the end at the utopia that lives within us. Then we have taken up the positive, forward-looking energy that we can bring to the game. It also helps us to develop an awareness of our own potential.

Then we take a step away from ourselves to the NVC-plus field 2. Depending on the process phase we are in, a different "degree of consolidation" of this structure is required. First of all it may be enough to define the system, later we will have to frame, regulate and also control it, depending on how we later need it for the fourth NVC-plus field on which we work, perform and act together. The structure gives us the framework for an interactive field.

To create this, we now go to field 3, where we begin with the utopias of the individual, which is more like a dream state. But from these individual dreams we find the shared vision that inspires us, just as a garden is composed of flowers, bushes and trees. We should also mention grass. For once the individual stalks have an unspectacular effect, one can hardly imagine a garden without a well-kept lawn or flower meadow. If we have the vision, we forge an overarching NVC-plus strategy out of strategic questions and then

Tool-Cards

Possible tools for the four
process fields of NVC-plus

quality

interaction qualities
are the colours
of togetherness

fulfilled

utopia
have a dream

constructive

now

silence

time bound

destructive

need

the call for
a quality

unfulfilled

drama

the past
as the power source
of an utopia

This is one of the most important tool cards. It shows where the energy of the individual comes from: either from a drama, a need, a quality or a utopia. These areas are connected. In classical NVC, it is the needs that are used most. In NVC-plus you look for utopia because it is the easiest to transform into a plan and because it is constructive and inspirational.

How to get from drama to utopia: by first collecting the needs that are unfulfilled in the drama. (See Appendix: List of Needs). Needs are missing qualities. If one wants to experience these qualities, one needs a utopia in which they occur. You bake small rolls. First of all a short-term utopia: weekend, holiday, birthday party. After that you can do bigger things.

Utopia is central to the further joint NVC-plus approach. It is not completely pulled at the hair, but it has also not been stepped down out of caution. Thoughts are free and a utopian thought must be inspiring. Some prefer to talk about a fiction or a dream. You can also call it an individual vision. We simply opted for the term utopia.

Time plays a role in drama and utopia. It's an episode. The need and the quality are not tied to

Professor Julius Kuhl distinguished between four brain processes that control our behavior: YES, NO, the delayed YES and the delayed NO. These are the processes that a living being needs for unconscious behavior control: The deer comes to the clearing. It immediately wants to graze the tasty grass (YES), but it smells something and hesitates (delayed YES): A hunter. It changes the plan (NO) and runs away. When it comes to a fence, it sees that it is very high. It doesn't want to jump over it, but it jumps anyway (delayed NO). It makes the jump and escapes (peace).
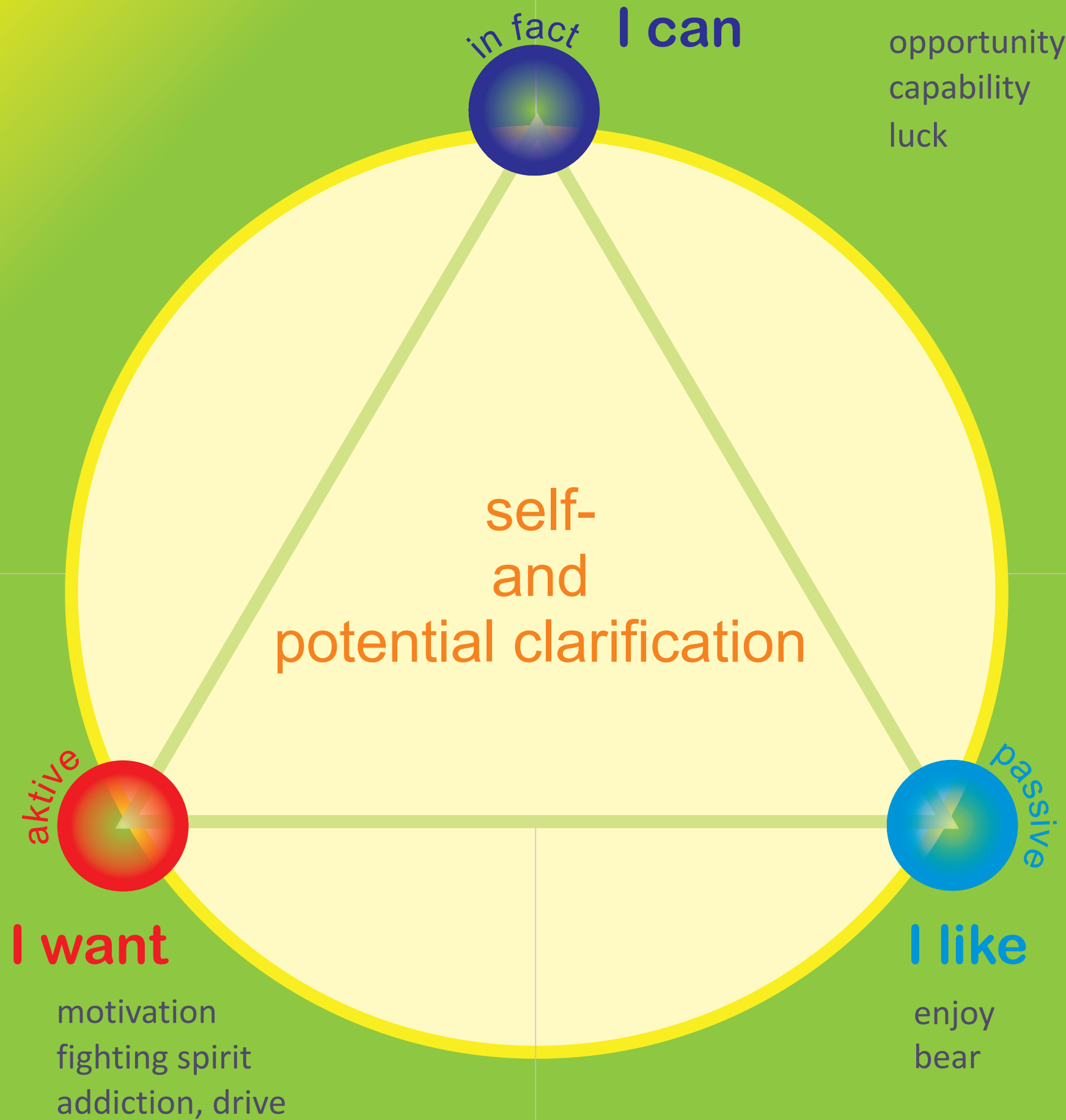
If we experience inhibition or coercion, an unconscious brain process is active that delays our behavior. Coercion and inhibition, as well as the associated feelings, are a meaningful part of this process. But we are not deer but rational beings. How do we quickly get from an unconscious delay to a conscious YES or NO?

Application: We can lay down four fields on the ground or paint with chalk on the asphalt. In the middle we are in our natural peace. "I hope nothing, I fear nothing - I am free," is a Buddhist wisdom. From there we go into the realm of appetence (YES, I want) or aversion (NO, I don't want). What are we involved in right now? What is this about? If we are clear in this, our behavior is clear. But if we are unclear, we need a plan first.

We go to the field "delayed NO":

START
INHIBITION protection plan
quality
utopia
action routine
fulfilled

Yes
deed
action
allowance

delayed
Yes
at all not
not yet
but first

now
procedural, impulsive

peace

time bound
episodic, affective

Control Commitment Meaning

STOP break end

No
change
stop
terminate
not doing

unfulfilled

delayed
after all
still
despite
No

need
drama
COMPULSION

I can

in fact

opportunity
capability
luck

self-
and
potential clarification

aktive

passive

I want

motivation
fighting spirit
addiction, drive

I like

enjoy
bear

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This is the first card that uses the modal matrix as a model. I developed this model to make the interaction of people predictable. The modal matrix shows a triangle, the points: I like - I want - I can connect with each other.
We like a lot of things, but that's rather passive. If, on the other hand, we want something, it activates our potential for action. But that doesn't mean that we can. To be able, you need the opportunity, the ability and also some luck. With people who only like, but don't want, you can hardly work together effectively. But if people just want and can't like, the enjoyment factor is missing.
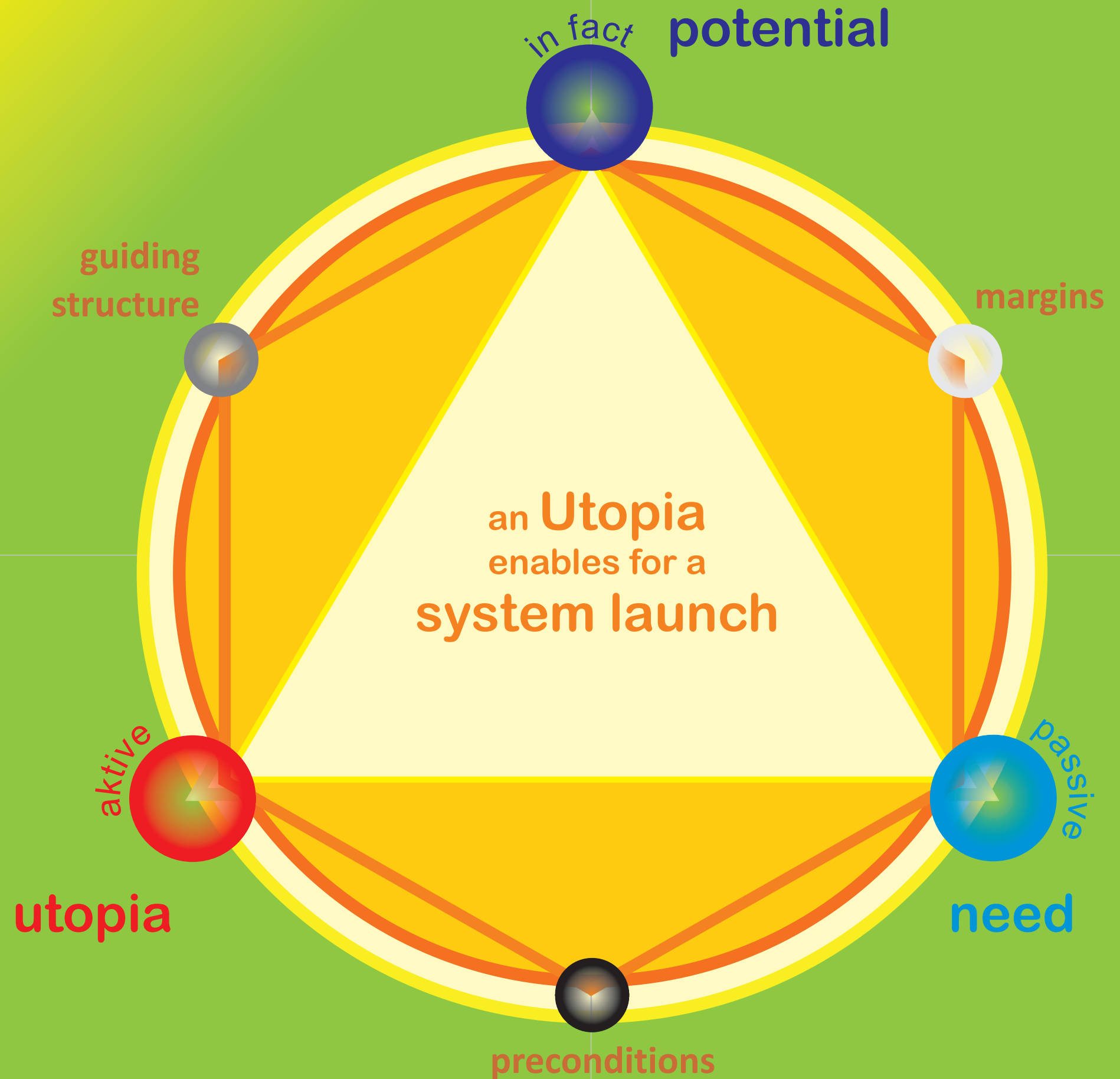
Application: What do we like about our team/company, what do we want and what can we do? Pay attention to the form of possibility: "Yes, sometimes I would actually like something if I could do something ...". Clear statements help us to find each other.
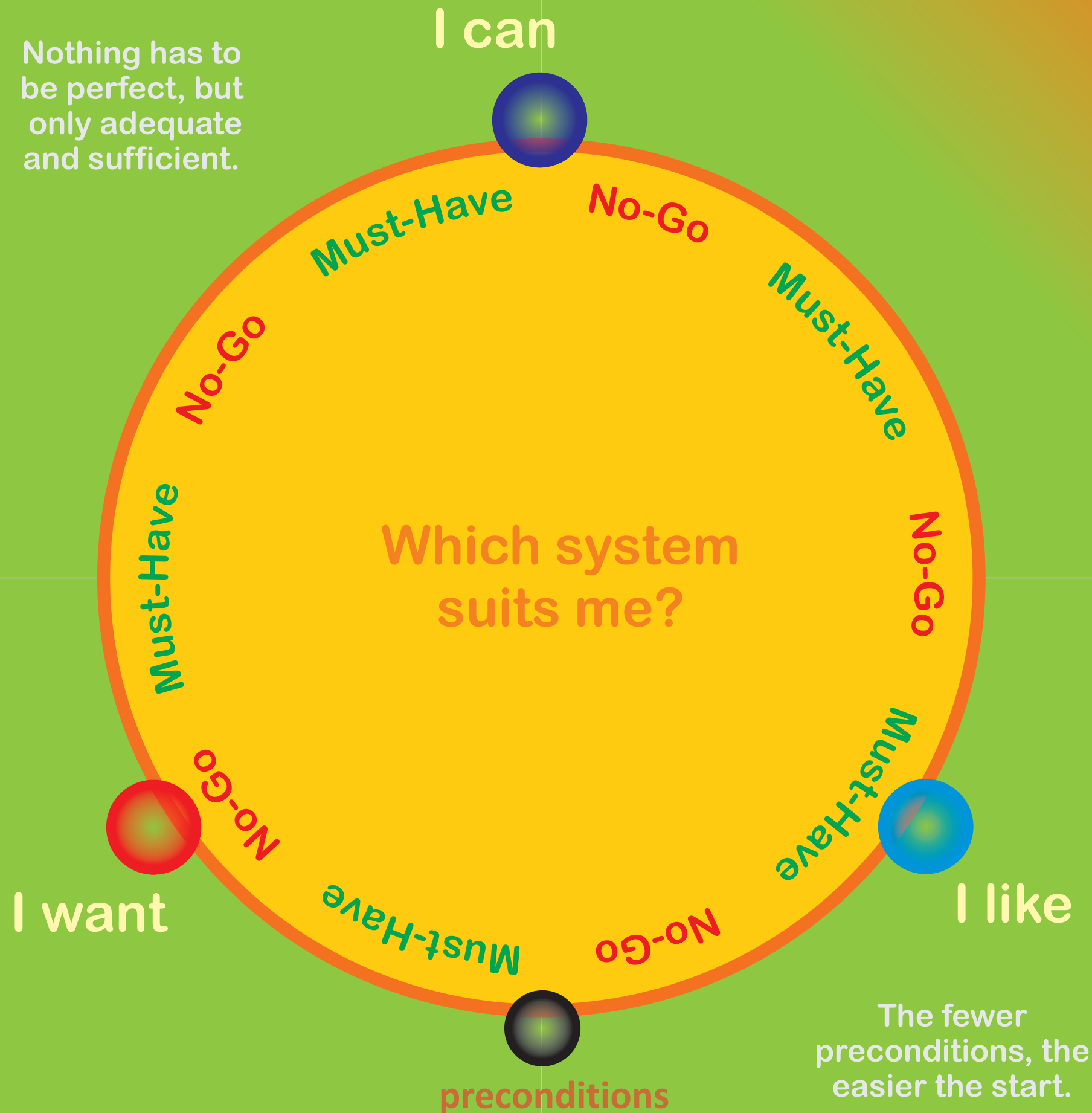
This second map from the modal matrix model already shows the three system positions that are not individual. It is about the preconditions, the cooperation structure and the margins, which are then discussed more closely in NVC-plus field 2 with their own map. We see an orange circle in the large yellow circle. The individual thinks of field 2 and first thinks about these 3 system positions for himself. What are the own preconditions, the own lead structure and the own leeway, which one needs or can grant. In addition, we see that liking has to do with a need, wanting with a utopia and being able with potentials.

Application: Before we enter into a joint negotiation, we can reflect alone, in pairs or in threes on our inner situation in relation to the common ground.

in fact

potential

guiding structure

margins

an **Utopia** enables for a **system launch**

aktive

passive

utopia

need

preconditions

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Nothing has to be perfect, but only adequate and sufficient.

I can

Must-Have

No-Go

No-Go

Must-Have

Must-Have

No-Go

Which system suits me?

Must-Have

No-GO

Must-Have

No-Go

I want

I like

preconditions

The fewer preconditions, the easier the start.

This map is the first map of the second NVC-plus field. We see the orange circle and the orange upper right corner of the map as a hint. It describes the personal preconditions, which must be fulfilled in the system for us. These can be found within an area of No-Goes and Must-Haves. What must be fulfilled for me and what must not be so that I am on board? If no system is available for us, then we have failed at the earliest possible time, which is the most favorable. We did not fool ourselves. You can also question the system again in between, as situations and people change.
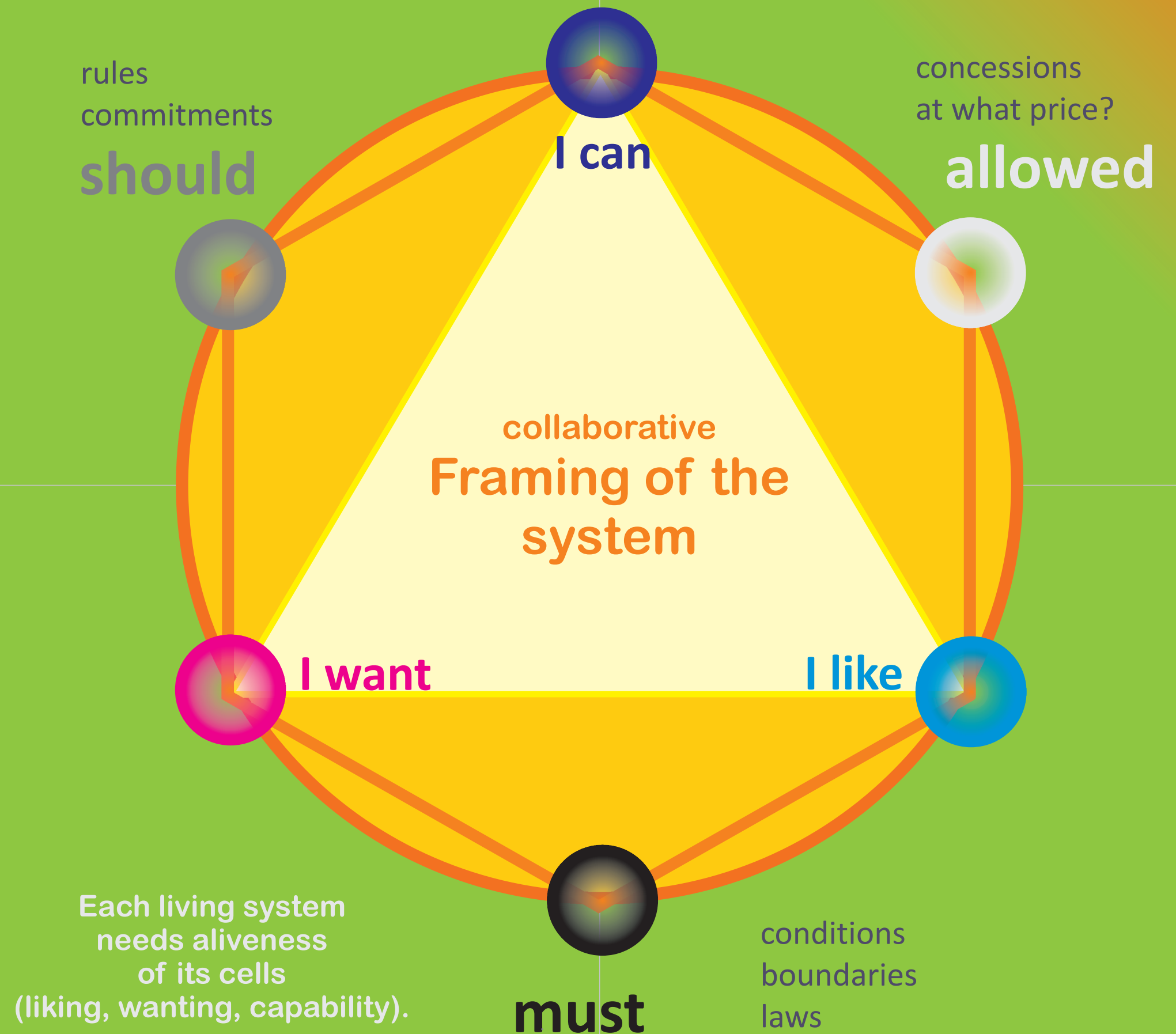
Application: We share our Must-Haves and No-Goes. Are we all on board? Give as few preconditions as possible and only those that would lead to you not being on board. It doesn't matter whether an unfulfilled precondition would lead to an inner or an outer exit.

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This map now shows the complete model of the modal matrix, which derives its name from the modal verbs. Here we see the positions outside the individual triangle: Must, should, may: We have to, because we or the project needs something. Whoever wants to lose weight must...?

Must shows us the limits. This must be fulfilled so that we can form a system: ...? We need time, energy and health. We need communication and encounter. We need gravity, air to breathe etc.. There are also certain rules and obligations that keep the business running. They are described by the SHOULD. The area of AUTHORITY marks the free spaces. But these also have a price. Who pays it and how high is it?

Application: We consider a system structure that is as slim and elegant as possible, which enables us to carry out our project or our current project phase. Conditions, liabilities and concessions are named. These must fit us and the success of the project.

rules
commitments
should

I can

concessions
at what price?
allowed

collaborative
Framing of the system

I want

I like

Each living system
needs aliveness
of its cells
(liking, wanting, capability).

must

conditions
boundaries
laws
laws of nature

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I can

may

should

consciousness
world view
context
way of feeling
self-image
way of understanding
spiritual understanding
ideology
compassion
heart power

culture
habits
traditions
conventions
language
lifestyle
rules
laws

matter
streets, paths
buildings
mechanics
technique
material structure
norms
addresses

I want

I like

has to

This map reminds us that a system structure consists of several areas that are difficult to grasp in different ways. Consciousness is quite abstract, culture is a bit clearer, especially if it is the usual one and especially the material structure can be calculated and measured according to the laws of physics. When we frame a system, we should keep an eye on everything. Because we are already framed and so is our cultural environment. Our environment is also designed. All this opens up possibilities and obstacles. What is to be done?

Application: We talk about the existing structures that seem relevant to us. What promotes our project and the utopias of individuals, what seems to lead in the opposite direction? How can we establish a structure that channels our energies in the best possible way, making the desired as simple as possible and the undesirable as difficult as possible?
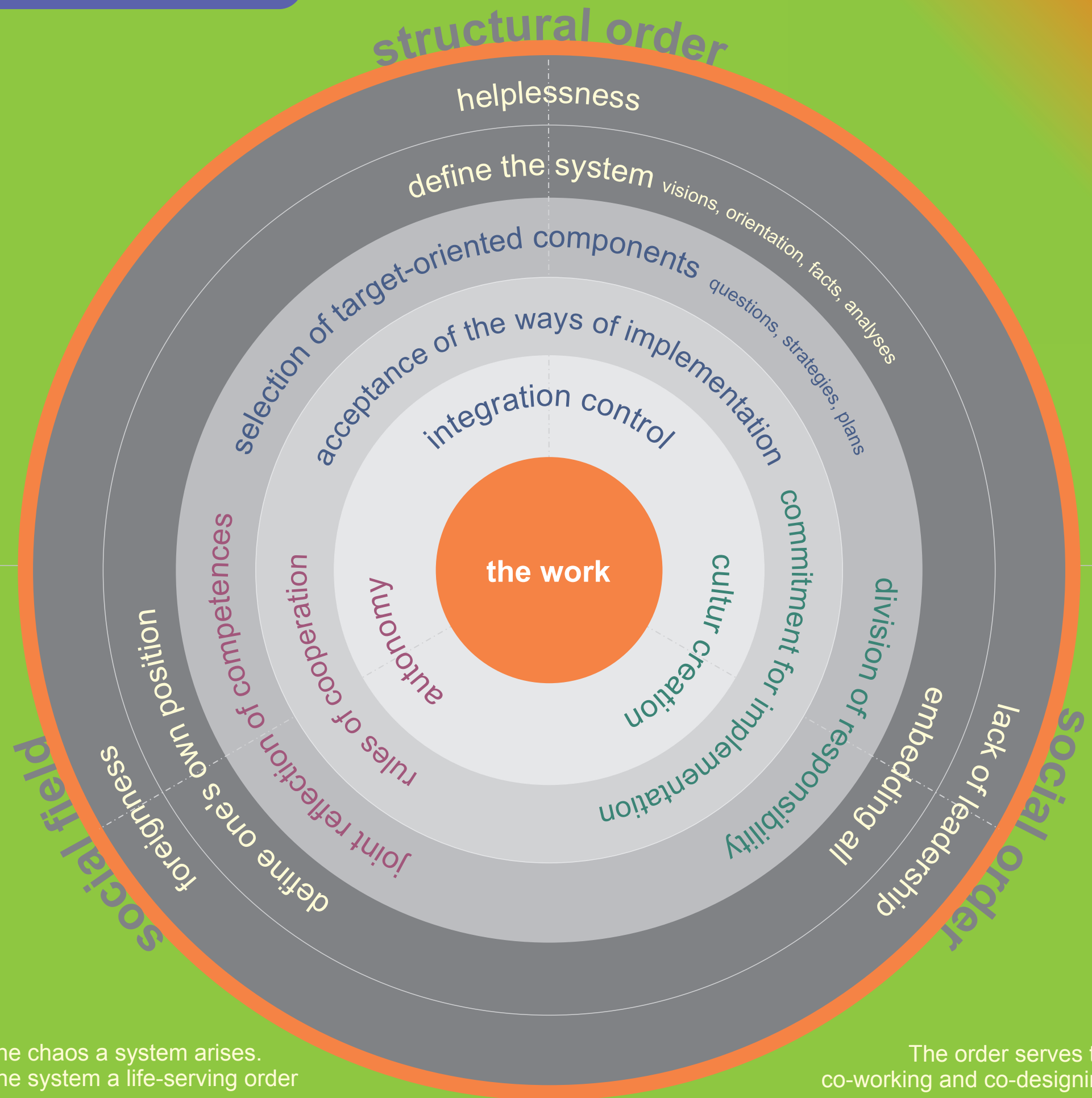
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The orbital model is the sister model of Robert Kana's Pentagon model. We approach our project realization from the outside to the inside. At the beginning we are in the dark zone, where we will not be able to call for a common performance. But from section to section we approach the innermost circle in which our work processes run like clockwork. This will not remain so. In this model we can recognize on which level we have fallen back and then feel our way back together.

Application: This model serves the common planning of suitable system structures. You sit down together and reflect, or you think alone about what the common ground is like. This card is particularly valuable for diagnostic purposes. You can find more about this in the book: The Pentagon Challenge.

Step by step, everyone finds their way from being a stranger to their position and above that to their independence. From the initial lack of leadership, the integration of everyone resulted in a culture that replaces the dominant leader as long as we are committed. The initial lack of planning was guided by the selection of goal-oriented com-

structural order

helplessness

define the system   visions, orientation, facts, analyses

selection of target-oriented components   questions, strategies, plans

acceptance of the ways of implementation

integration control   commitment for implementation

the work

cultur creation

division of responsibility

embedding all

lack of leadership

social order

autonomy

rules of cooperation

joint reflection of competences

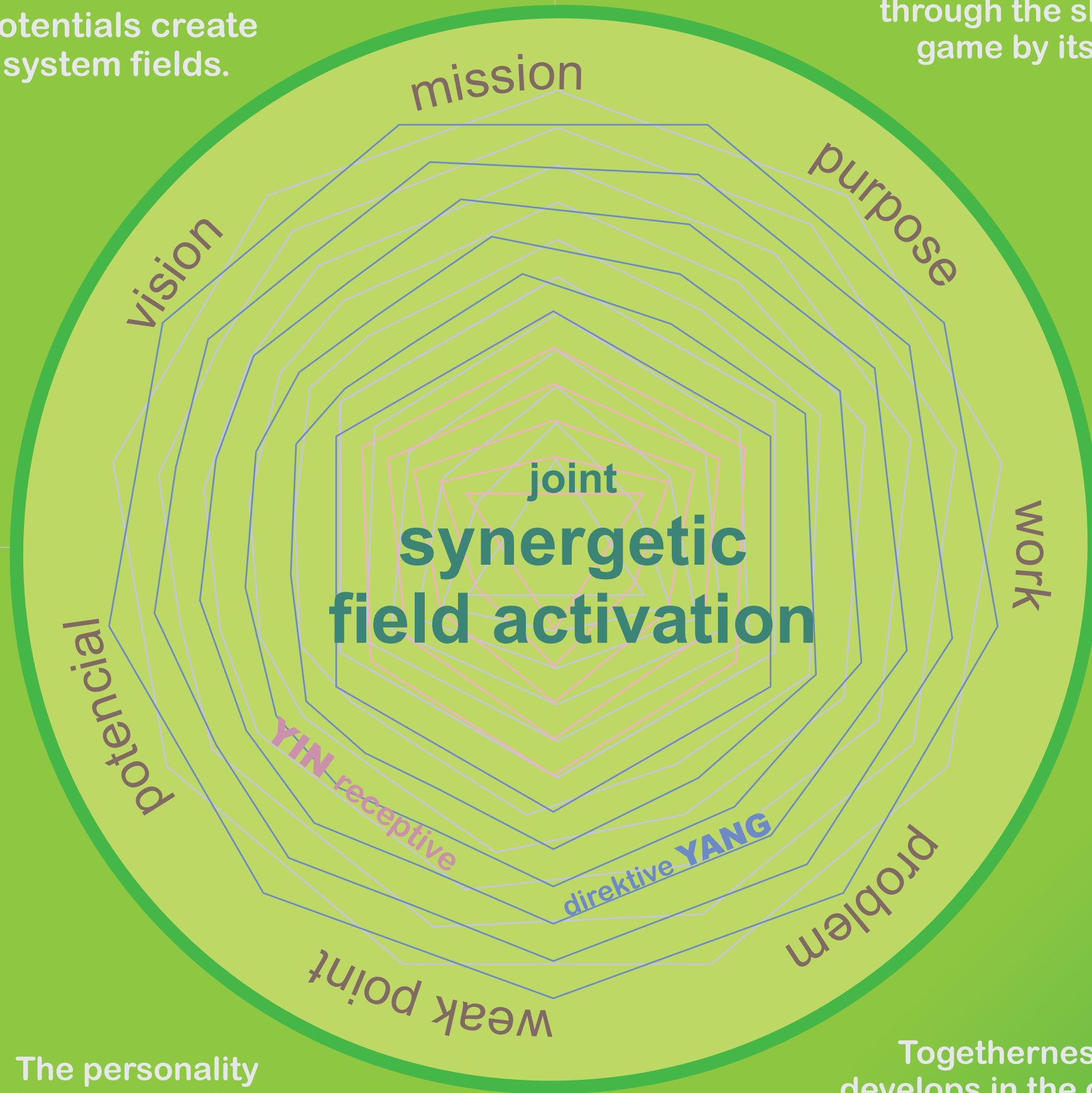define one's own position

foreignness

social field

In the chaos a system arises.
In the system a life-serving order arises.

The order serves the co-working and co-designing.

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Combined individual potentials create system fields.

The metabody of togetherness is created through the shared game by itself.

mission

purpose

vision

work

joint
synergetic field activation

potencial

YIN receptive

direktive YANG

problem

weak point

The personality develops in togetherness of individuals.

Togetherness develops in the game of the personalities.

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The system structure enables a separate system field to be created due to its limitations. The field is a kind of force field. It is created by the entanglement of the individual potentials and the surrounding forces, such as the forces of nature. This map shows yin and yang field lines, which make up the system field. Yin is receptive, Yang is directive and communicative and interactive cycles are formed with both. Crucial are the individuals with their utopias, which are oriented towards a common vision. The system field cannot be explained physically but metaphysically or phenomenally. One cannot create it, but one can guarantee the preconditions for its creation. One of the preconditions is the utopia (GFK-plus-field 1) and the system structure (GFK-plus-field 2). On the GFK-plus field 3, presence and mindfulness are now added. Shared moments of mindfulness and presence create a field.

Application: We come together. Before we enter in a factual/technical way, we give ourselves a shared moment of silence. In this moment we try to train an interactive sensitivity. As we listen more into the space than

These requirement words are a simplified form of the list of requirements from the appendix of the book. In order to be able to talk about what is relevant, words are needed. Without the words the mind does not get access.

Application: We read the words for the GFK-plus-field 3 and check which parameter resonates within us. What is still missing, which adjusting screw should we turn? Possibly use the more differentiated list of requirements from the appendix.

Out of which parameters does our field arise?

How can we reinforce the field?

connecting parameters

fantasy utopia vision strategy **presence** centricity intensity vitality identity **integrity** personality self-confidence depth of being charisma powerfulness courage tolerance cheerfulness humor easiness

connection friendship loyalty **empathy kindness** resonance understanding conviction wisdom spirituality faith appreciation belonging security eroticism tenderness sympathy affection warmth gentleness

dedication devotion patience mindfulness serenity confidence optimism confidence freedom autonomy sobriety

congruence

peace harmony

cordiality openness

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Some swing
more inside,
others vibrate more
to the outside.

**Better to be moved or to be understood,
would you rather swing or vibrate?**

interaction
inspiration
voice
heart
body

individal
„radio frequencies"
of resonance

**Synergy is manifold.
Experience yourself
in many ways.**

Do we find us on our radar?

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On which frequency do we radio into the field, on which frequency are we best reachable.
This card shows that the common field can be composed of different radio frequencies. If we do not listen on all frequencies, we will miss a lot.

Application: What does everyone respond to? What touches and what frightens? What passes us by? We can talk about it when familiarity is sufficient, or try to guess how others tick. How does the head man reach the belly or heart type? Here, too, an interactive sensitivity must be developed.
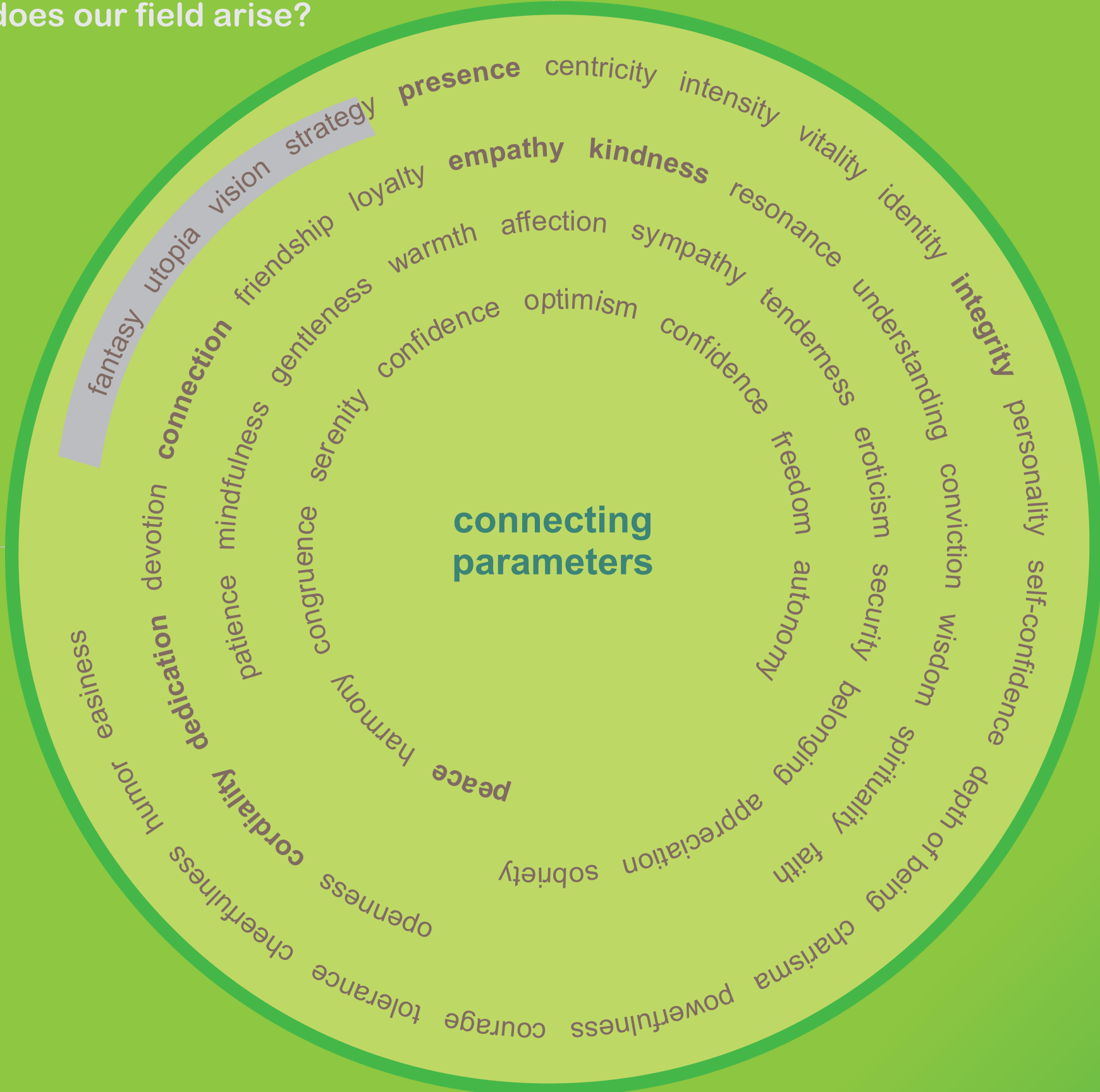
These requirement words are a simplified form of the list of requirements from the appendix of the book. In order to be able to talk about what is relevant, words are needed. Without the words the mind does not get access.

Application: We read the words for the GFK-plus-field 4 and check which parameter resonates within us. What is still missing, which adjusting screw should we turn? Possibly use the more differentiated list of requirements from the appendix.

Which parameters are currently required?

For which parameters we need which skills?

designing parameter

leadership: overview role model farsightedness competence: understanding knowledge stringency logic doubt ability evaluation control supply: resources time priority energy fitness capital information to take part cleanliness cooperation discipline activity precision order punctuality politeness safety protection fairness stamina endurance game robustness economicity matching professionalism relaxation service specialized knowledge learning ability undisturbedness decision talent communication: language problem solving: other aspects: performance: sincerity honesty transparency mediation comprehensibility to take responsibility for containment resilience command

vision analysis strategy tactics plan

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Complex tasks are not solved linear, but via potential fields.

Focus and Result Management

overview and meta service

The meta shape (living community) is more intelligent than the individual.

action organized team cooperation
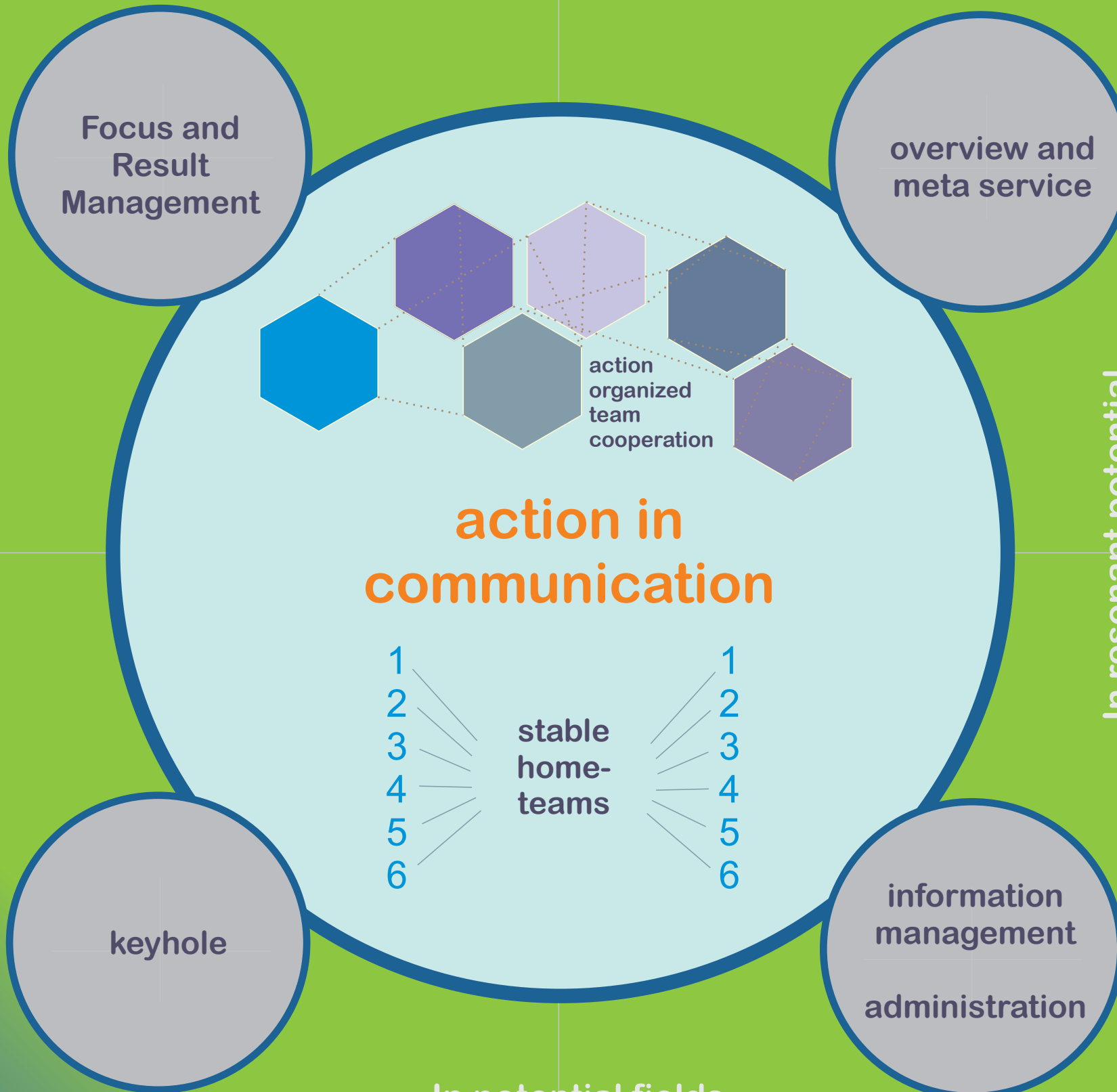
In resonant potential- fields constructive and cooperative results, come up .

action in communication

1	stable home-teams	1
2		2
3		3
4		4
5		5
6		6

keyhole

information management

administration

In potential fields causal and phenomenal results will arise.

This map shows possible team structures that we can form in broader cooperation. The home teams are stable, which has the advantage that we soon under-stand each other blindly. In addi-tion, there are also action-based team compositions that dissolve again as soon as they have com-pleted their project. If you stick with small combs of up to 6 peo-ple, you can communicate well with each other. Each team has in its basic structure a position that has the meta-overview and the team care in view, one that looks at the results and one that guarantees the administration and the communication mana-gement internally and external-ly. After all, the results should also be available to others and the information should be in the room that is always needed for networked cooperation. Through the "keyhole" position, outsiders can partially participa-te in teamwork. It guarantees that the team does not cultivate a watertight seal and thus stag-nates internally like a partners-hip without friends.

Application: The system mem-bers organize themselves into the teams that best fit the respective project tasks.

additional cards for NVC-plus

Helpful considerations

1.

the abstracte
NVC-plus
process structure
for agile, organic and
life-serving cooperations

a) knowledge
b) experienece

2.

the conkrete
Cooperation
**partnership, family, group,
team company, community,...
in search of**

**a) a diagnosis of the
    system status
b) a process structure
    for self-control**

accountability

NVC-plus counselor

community

**support NVC-plus
system diagnosis and
system prognosis**

explain NVC-plus

**Sufficient understanding of
NVC-plus and self-control of
NVC-plus implementation**

Here we see an additional card showing the distribution of responsibilities at GFK-plus. The process supervisors, who are invited as trainers or coaches to help a team temporarily with the implementation of GFK-plus, have the task of diagnosing a system according to GFK-plus. In addition, they should help the team with the implementation by explaining GFK-plus.

The team members have the task of training their self-control. To do this, they need to gain sufficient understanding. However, if they only want the diagnosis, their task is to support it and then process it.

Application: Become aware of your responsibility and accept it in a clear commitment. Become aware of the responsibility of others and leave it to them. Clear words are always helpful so that everyone knows who cares about what. Crossover support is of course always useful.

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This map refers to the ability to name points of pain and is largely self-explanatory. A pain point is not a no-go, but it shows that we navigate together at the boundaries of a person. If this is clearly named by the Peron, it gives the others the opportunity to navigate attentively in a different way.

Some may need support or some kind of approach for the necessary clarity of the message. This can also be described as a pain point, as it is not a common objection.

Name the paining points

In cooperation, there are always stronger and weaker sources of pain. In order to be able to take them into account in the joint forward movement, relevant pain points should be named. From time to time e.g. everyone names his pain points in a meeting. They are not discussed or dealt with. They are only made available as navigation data. Questions of understanding are of course useful and can be answered, or not (no "why questions".

Only practice will bring success

understand, practice, apply, share

Functions can be trained,
Learning is best done in a playful way,
with freedom and humor.

Who already knows how it works,
has stopped learning.

A giraffe comes to the ...

This additional card is largely self-explanatory. We can also train functional abilities and reflexes senselessly, as in goal-keeper training. The more complex the functional interaction becomes, the less it can be trained as a whole. And as soon as mental qualities such as creativity, awareness, fulfilment of meaning etc. come into play for success, we need game situations that are no longer purely functional training.

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