

The Holodigm:

A Systems Approach to Organizational and Personal Functioning

Abstract: We have been applying systems thinking to the solution of many problems in the workplace and other settings. Here you will learn how to apply the principles of systems thinking to stress reduction in both your organization and your personal life. In our time together, we will not empower you. You are going to unleash the power you already have. Through transparent conversation, you will learn how to step out of your own way using techniques that are most powerful for you.

Analytical Thinking Vs. Systems Thinking

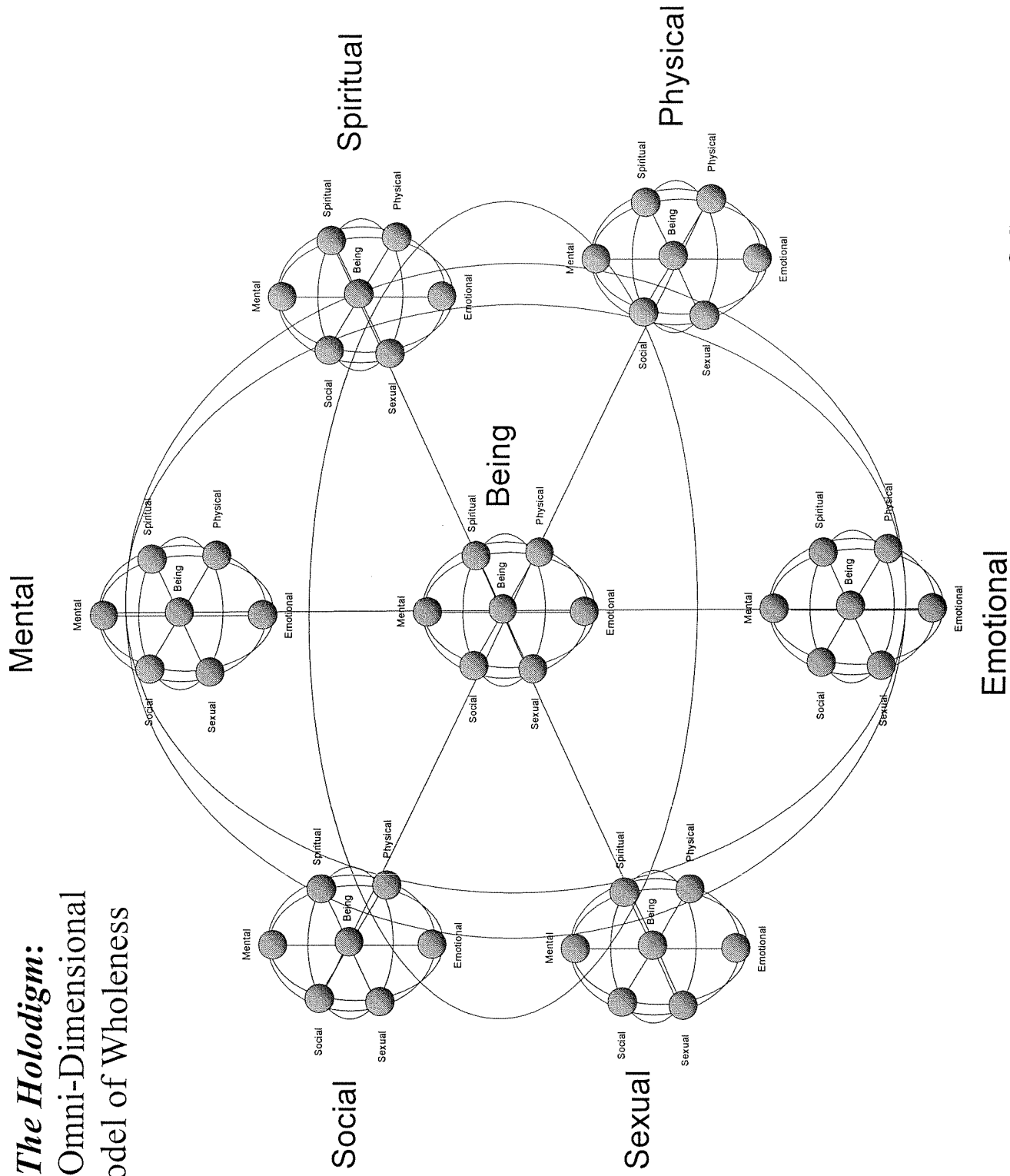
Analytical Thinking [“to take apart”]

- Tends to be linear
- Focuses acutely on details
- Deconstructs to “see and study the parts”
- Is “part” based
- Is normatively based
- “The whole is the parts”
- Promotes adaptive learning

Systems Thinking [“dynamic interaction of the whole”]

- Is cyclical
- Focuses broadly on dynamic Interconnectedness
- Is organic thinking
- Is “flow” based
- Feedback/Response
- Inputs—Throughputs—Outputs
- Considers synergistic Functioning
- “The Whole Is More Than Its Parts”
- Promotes generative learning
- In organizations, works toward the development of a shared vision
- Requires [by its nature] a long-term commitment

The Holodigm:
 An Omni-Dimensional
 Model of Wholeness



Aspects of the Holodigm In the Individual

Mental

Habits of thinking/metacognition
Learning and learning styles
Level(s) of functioning
Guiding thoughts/principles

Spiritual

Conscious connection to life
Religious/spiritual practices
Sense of purpose
Openness to mystery

Physical

Physical functioning
Active development of wellness
Limitations
Entropy/Extropy

Emotional

Understanding of feelings
Expression/flow of feelings
Sense of hope
Fluidity & movement

Sexual

Gender balance
Sexual functioning/impairment
Gender history
Relationship with Self

Social

Connection/isolation with/from others
Supported *by* others
Support *of* others
Sense of fit/membership

Being

Aspects of the Holodigm In the Workplace

Mental

Guiding principles
Sharing of ideas
Data transfer
Thinking styles

Spiritual

Connection to life
Religious respect and tolerance
Sense of purpose
The higher good

Physical

Nature of the physical environment
Promotion of individual wellness
Barriers/Access
Safety

Emotional

Hope vs. fear
Sense of satisfaction
Expression—grief to joy to frustration, etc.
Guardness/Openness

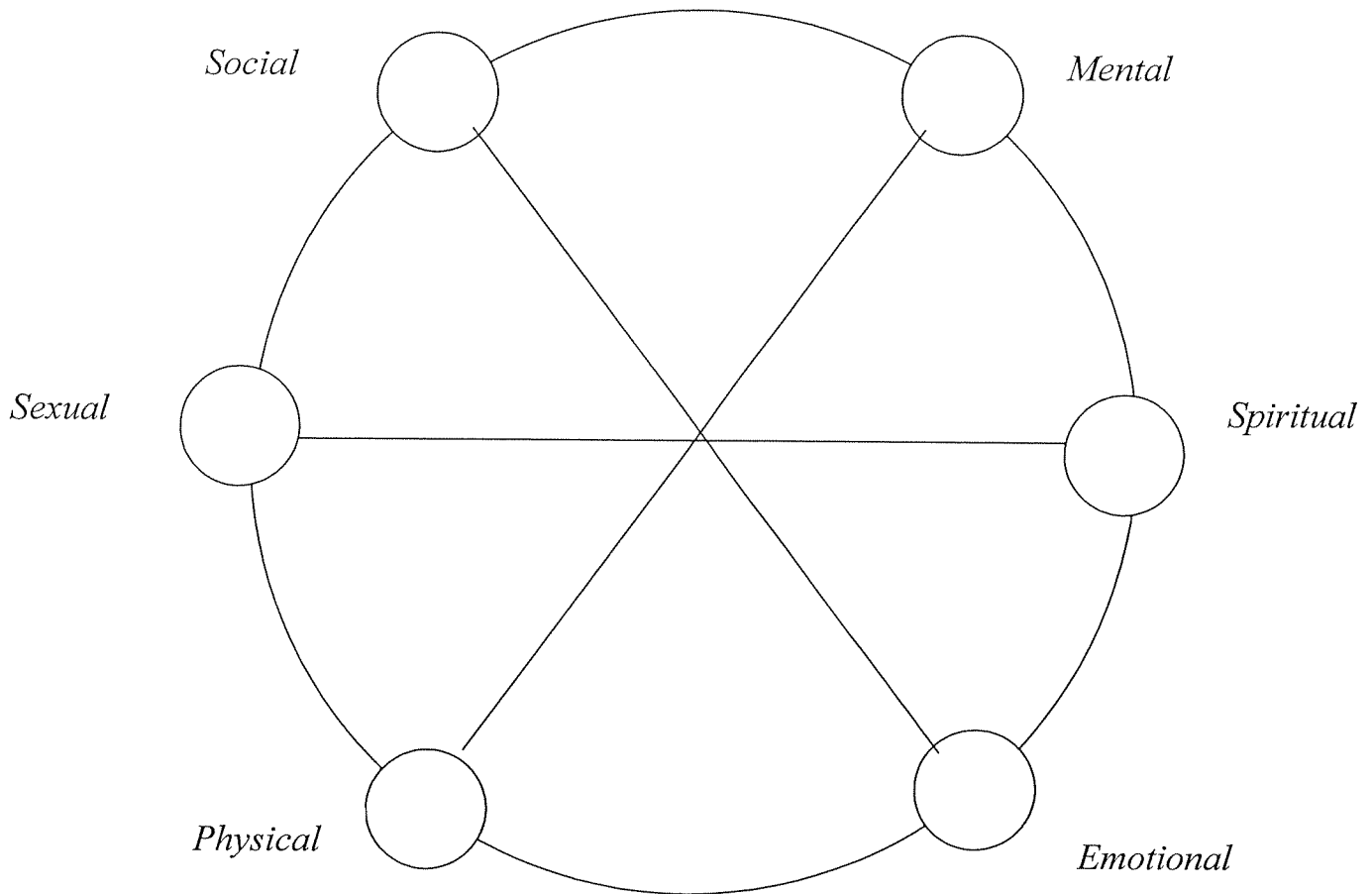
Sexual

Gender balance
Gender safety
Sharing of power
Open dialog?

Social

Vertical/Horizontal leadership
True diversity
True teamwork
Turnover rate

Being



Imagine the outer circle to be a “perfect 10” and the center of the diagram to represent “absolute 0.” In each of these six areas, rate yourself from one to ten and place a dot at the appropriate point along that line. Take your time. Go with your first impression.

Then, when you have rated all six areas in your life, connect the dots.

Key:

Mental—my current sense of my ability to think, learn, remember, and process information

Spiritual—my current sense of my connection to life and/or the Source of life; my relationship with my own Higher Power

Emotional—my current sense of my ability to feel and to control what I am feeling

Physical—my current sense of my ability to function in my body and move around in the world; my sense of myself “in my own skin”

Sexual—my current sense of my understanding and acceptance of myself as a male or female human being

Social—my current sense of my interactions with other people, including my present ability to offer and receive help and support