



A USERS GUIDE FOR POWER OF PATTERNS: IMAGES AND IDEAS FROM HSD *GLEND A EOYANG, PH.D.*

One of the great gifts of human systems dynamics is that it provides simple and powerful ways to understand the complexities of human interactions. This brief presentation opens up what we consider the “simplicity on the other side of complexity.” It presents thought-provoking pictures and aphorisms to stimulate individual and group reflection. You can use the *Power of Patterns* in many different ways.

Spark dialogue. Show the presentation to a group to help them think in new ways about a shared challenge. Ask the group to consider the following questions.

- What similar patterns do you see in our shared work?
- Which of the images reflects your understanding of our current challenge?
- How do you see the same patterns and opportunities opening up for us?
- Where do you see similar images in our day-to-day relationships?

Resolve conflicts. Ask individuals in conflict to review the presentation separately and use the ideas and images to describe their own perspectives about their concerns to others. Encourage each person to explain how an image elicits feelings of anxiety, frustration, fear, or opportunity. Continue with questions about possibilities and hopes that arise from the images and what individual or shared action might help move beyond the current difficulties.

Strengthen relationships. View the presentation together as a team and reflect on how each image reminds team members about their past experiences, their current issues, and their future plans for action. Encourage each person to ask open-ended questions about the images and how they relate to shared experiences. Ask them to share stories about their experiences that relate to the pictures or the aphorisms.

Encourage reflection. Begin an event by showing the presentation. Allow each person time to reflect on the images, then ask them to share their reflections in small groups. Look for similarities and differences in what people notice and how they interpret the visual and verbal information.

Set the stage. Use the presentation to establish the feeling of a retreat even in ordinary surroundings. Encourage people to travel with the images and open their own horizons of thought and action.

Feel free to imagine other ways that you might use this as a tool to help people engage with the patterns in their own human systems.

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