**Stages of Discourse – first tier versus second tier**

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| **1T Discourse** | **2T Discourse** |
| Kowtows to power or defies power and breaks down structures or  | Uses me-power and we-power |
| Is threatened by differences | Enjoys differences; doesn’t need others to participate in my getting what I need; sees crisis as opportunity for creativity |
| Jumps to labeling “problems, “ offers personal best solutions, is aware of what I want, needs consensus. | Is aware of what “We” wants; explores; is willing to be uncomfortable |
| Leads by force or authority or avoids leading | Has clarity on power and leadership which may come in many forms |
| Imposes one opinion or endlessly gives opinions | Organizes the emergent into a vision |
| Influences or is influenced; tends to speak or listen | Lets self influence and be influenced; listens and speaks; is visible |
| Not self aware and/or not aware of intersubjective self | Knows own shadows and types |
| Maintains seating arrangement - whether hierarchical or circular | Experiments with movement |
| Is serious | Playful, humorous, shifts from profound to irreverent; laughs |
| Seeks consensus, | Notices alignment and resonance |
| Privileges one voice or all; excludes some or includes all | Acknowledges, energizes and weaves in marginalized voices, critiques, etc.; is able to be inclusive and/or exclusive  |
| Suppresses conflict | Encourages, even heightens conflict |
| Summarizes; weights equally; reports; tends to deaden, dull, bore | Reframes; crystallizes and discerns rather than reports; monitors own body/feelings, feeling energy patterns of the group;  |
| May avoid truth for own purposes or for harmony | Deeply honest; authentic; vulnerable; engages in ragged truth telling  |
| Attacks or debates | Builds on the ideas of others |
| Avoids feelings or focuses on feelings | Acknowledges feelings and reason and intuition; trusts impulses |
| Seeks resolution; what is right or best | Plays with questions, rather than going for answers. Lets resolution emerge that is workable, not necessarily “right.” |
| Defines an acceptable “we” space. | Transcends and includes previous we-spaces;  |
| Imposes or resists hierarchy | Owns integral level |

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