

## Stages of Discourse – first tier versus second tier

<b>1T Discourse</b>	<b>2T Discourse</b>
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	Owens integral level