

Competition-Collaboration

The city of Richmond and the surrounding areas sometimes take a collaborative approach to accomplish something together. At other times, the jurisdictions compete to host an event, have the best school system, recruit a new business, etc.

- Upside of Collaboration: When collaboration works well, what are its benefits?
- Downsides of Collaboration: What happens if we always collaborate and never compete?
- Upside of Competition: What benefits does it have when we compete with other parts of our region?
- Downsides of Competition: What are the problems we inevitably experience when always compete?

Your polarities map will reflect the upsides and the downsides of Competition and Collaboration. You'll begin in one quadrant of the map and rotate to the other three, taking your marker with you to fill in your thoughts on the page in each quadrant.

Planning-Implementing

Without a plan, execution often goes awry. Yet if we spend all of our time planning, and never implement, then we have little to show for our efforts. Neither alone is sufficient; both are necessary.

- Upside of Planning: What are the positive impacts of Planning?
- Upside of Implementing: What are the positive results you get when Implementing?
- Downside of Planning: What happens when we get bogged down in Planning and Implementation gets neglected?
- Downside of Implementing: What are the problems that occur that we are over-focused on Implementation with insufficiently thought out Plans?

Your polarities map will reflect the upsides and the downsides of Planning and Implementation. You'll begin in one quadrant of the map and rotate to the other three, taking your marker with you to fill in your thoughts on the page in each quadrant.

Advocacy and Inquiry

We all have expertise and wisdom to offer, which makes speaking our own voice and Advocating for our perspective valuable. At the same time, we all have blind spots. When we adopt a spirit of Inquiry, we ask questions and listen to how others see the situation, their unique priorities and solutions. Both Advocacy (speaking) and Inquiry (listening) are essential to understanding the issues and crafting a path forward.

- Upside of Advocacy? When we speak our truth, what positive things result?
- Downside of Advocacy: What is the downside if Advocating for our own perspective is all we do?
- Upside of Inquiry: When we lean into Inquiry-ask questions and listen to others' perspective, what benefits do we get?
- Downside of Inquiry: What is the downside when we only inquire and listen, and never assert our own voice?

Your polarities map will reflect the upsides and the downsides of Advocacy and Inquiry. You'll begin in one quadrant of the map and rotate to the other three, taking your marker with you to fill in your thoughts on the page in each quadrant.

Stability (Tradition) -Change (Innovation)

The Richmond region is famous for its history, and proud of it. Many believe that stability and staying true to tradition are keys to our continuing to thrive as a region. On the other hand, others see that an allegiance to the past makes us stagnant, and prevents us from moving into a more vibrant future.

- Upsides of stability: What are all the good things that result when we honor tradition and keep things as they are?
- Downsides of stability: When we focus too much on Stability, and are never willing to change, what negative impacts does it have?
- Upsides of Change: What are the advantages to Change, its benefits?
- Downsides of Change: What occurs if everything changes all at once, if we fail to keep anything consistent and stable?

Your polarities map will reflect the upsides and the downsides of Stability and Change. You'll begin in one quadrant of the map and rotate to the other three, taking your marker with you to fill in your thoughts on the page in each quadrant.

Confidence-Humility

A leader needs to be confident in order to inspire others and to lead effectively. At the same time, a leader must recognize they don't know everything and be humble enough to rely on others. Both Humility and Confidence are essential to a leader's effectiveness.

- Upside of Confidence: What are the benefits to being confident as a leader? What are its positive impacts?
- Downsides of Confidence: What happens if a leader is always confident and never humble? What problems result?
- Upside of Humility: What benefits does it have when leaders are humble, recognizing that they can't do everything and don't have all the answers?
- Downsides of Humility: What are the problems and negative impacts leaders inevitably experience when they are only humble and never confident?

Your polarities map will reflect the upsides and the downsides of Confidence and Humility. You'll begin in one quadrant of the map and rotate to the other three as you fill in your thoughts on the map in each quadrant.