



ORSC™ Tools-at-a-glance

ORSC™ application of tools created by ORSC™ students

KEY

| | |
|--|---------------------------|
|  | Individual |
|  | Couple or Partners |
|  | System/Team |

GREEN

Tool Taught in Course(s):
Fundamentals or ORS@Work

BLUE

Tool Taught in Course: Intelligence

ORANGE

Tool Taught in Course: Geography

PURPLE

Tool Taught in Course: Path

RED

Tool Taught in Course: Systems
Integration

PURPOSE/DESIRED OUTCOME: SYSTEMS ENTRY

| TOOL | PARTICIPANTS | SYSTEM SIGNALS/CUES |
|-------------------------------------|---|--|
| Third Entity |   + | When a system is intuitive/feeling and comfortable with being imaginative; when a system is trying to clarify who they are and who they are not; When a Metaview would be helpful for the team |
| String Exercise |   + | When a group of interdependent people need to experience the Third Entity and what it means to be a system; When a system is trying to clarify who they are and who they are not |
| DTA/DCA |    + | Consciously create system culture, atmosphere, and co-responsibility |
| Team Toxin Grid & Conflict Protocol |    + | When toxins appear or conflict shows up; When it gets “hot” and you need to “cool it down”; To further develop the system’s conflict protocol within the DTA |
| Informal Constellations |   + | When it is unclear where people are coming from and you want to create a “snapshot” of where the system is; When it would be helpful to depict how values are being lived by the system |
| Relationship Myth |   + | When there is vision/mission drift; When there are experienced <i>and</i> new staff working together; When there is burnout (can bring people back to Essence level) |
| Bringing Down the Vision | | When the vision is not alive – the emotional field feels heavy, lifeless, or without purpose; When creating a strategic plan or generating action steps for ideas or solutions; When a system needs to consider all 3 Levels of Reality ; When a system needs to evaluate its current state of organization/operation |

PURPOSE/DESIRED OUTCOME: CREATE ALIGNMENT

| TOOL | PARTICIPANTS | SYSTEM SIGNALS/CUES |
|------------------------------------|---|---|
| Force Field Analysis |  | When a decision is being made and the system needs to examine forces for/against change; When the system needs to strengthen the forces for a decision <i>or</i> when a system needs to reduce the impact of opposition to a decision |
| Working With Double Signals |  | When mixed or conflicting signals appear; When 1 member of a system challenges primary identity of a system |
| Alignment Work |  | When toxins appear or conflict shows up |

PURPOSE/DESIRED OUTCOME: EDUCATE

| TOOL | PARTICIPANTS | SYSTEM SIGNALS/CUES |
|--|---|---|
| Working With Realm |  | When client/team goes into or talks about going into a Realm |
| Team Toxin Grid & Conflict Protocol |  | When toxins appear or conflict shows up ; When it gets “hot” and you need to “cool it down” |
| De-triggering |  | When triggers appear or could appear, based on behavior |
| Three Levels of Reality | | When a system or individual is stuck in one level, help them explore the other levels to get new information (e.g., dream level is where relationships and emotions live) |
| Dream Behind the Complaint | | When criticism or complaint shows up, this can reveal the longing or desire behind it |

PURPOSE/DESIRED OUTCOME: INCREASE AWARENESS

| TOOL | PARTICIPANTS | SYSTEM SIGNALS/CUES |
|--|---|---|
| Deep Democracy |  | When marginalized or unpopular voices are not being spoken and space needs to be made for what is not being said; When the system needs to take on or explore other perspectives; When roles have been attached to people in the system |
| Informal Constellations |  | When it is unclear where people are coming from and you want to create a “snapshot” of where the system is; When it would be helpful to depict how values are being lived by the system |
| Lands Work |  | When understanding or the appreciation of others’ roles or functions is needed; When there are nested systems; When differences need to be honored; When there is role confusion |
| Roles (Inner, Outer, Secret Selves) |  | When role nausea or confusion appears; When roles are occupied poorly; When there is a need for new roles; When the DTA needs to include role clarity or negotiation for how to occupy roles more skillfully |
| Ghosts & Time Spirits |  | When there is a person, event, or thing not expressed or present in the system that is impacting the system (e.g., elephant in the room); DTA about how to deal with their power; When “ism’s” are present |
| Unfolding Positive Secret Aspects |  | When an individual wants to bring a part of themselves more into relationship with others |

PURPOSE/DESIRED OUTCOME: INCREASE AWARENESS

| TOOL | PARTICIPANTS | SYSTEM SIGNALS/CUES |
|--|---|--|
| Discovering Essence Land With Aspects |  | Icebreaker; When innovation or creativity is missing from a system and essence energy needs to be brought in; When flatness shows up in a system |
| Paper Constellations |  | When there is dissonance in relationships; When something is “off” in a relationship and clarity is needed; When clarity is needed about what dynamics in a system are not working; When system needs to get unstuck |
| High Dream/Low Dream |  | When there is a hot spot in a relationship; When a system needs to be reminded of their High Dream ; When a system is stuck in Essence or Consensus Reality |
| Partner as Truth Teller/Mirror (2% Truth) |  | When someone is behaving in a way that is difficult to be with; Strategy for processing feedback; Challenges people to critically think about the part they play in the system |
| Bringing Down the Vision |  | When the vision is not alive – the emotional field feels heavy, lifeless, or without purpose; When creating a strategic plan or generating action steps for ideas or solutions; When a system needs to consider all 3 Levels of Reality ; When a system needs to evaluate its current state of organization/operation |
| 4 Abodes |  | When a system needs to explore feelings or emotions; When a system needs to invite in compassion, empathy, intimacy, or connection |
| Quantum Flirts |  | When things show up in the world channel or interrupt what the system is doing; When the left brain is overused; When looking for the opportunity in chaos |

PURPOSE/DESIRED OUTCOME: INCREASE POSITIVITY

| TOOL | | SYSTEM SIGNALS/CUES |
|------------------------------|---|---|
| Appreciation Loop |  | ANYTIME; When a system needs to navigate through conflict, this is a helpful starting point; When there is a lot of toxic communication |
| Partner as Dream Door |  | When a system needs to dream into possibility or when there is an animated couple/business partners |
| Relationship Myth |  | When there is vision/mission drift; When there are experienced AND new staff working together; When there is burnout (can bring people back to essence level) |
| Metaskills Wheel |  | When the system needs to consciously shift energy; When a system needs to feel into the mission, vision, and values |
| High Dream/Low Dream |  | When there is a hot spot in a relationship; When a system needs to be reminded of their high dream; When a system is stuck in essence or consensus reality |
| Original Myth |  | When systems are in conflict and are invested in working through it; When there are experienced and new people in the system, it creates an opportunity to share history; When talk of the “old way” keeps surfacing; When the emotional field needs to be softened |
| Myth Change |  | When a system is in a time of transition or change; When the past ways are getting in the way of the system moving forward |