

# ADDRESSING POLARITY

In your team,

your organization,

and your life

# Politics



# Work





# ATTRIBUTION ERROR



# ATTRIBUTION ERROR

We attribute other's behavior to their **personality** traits.

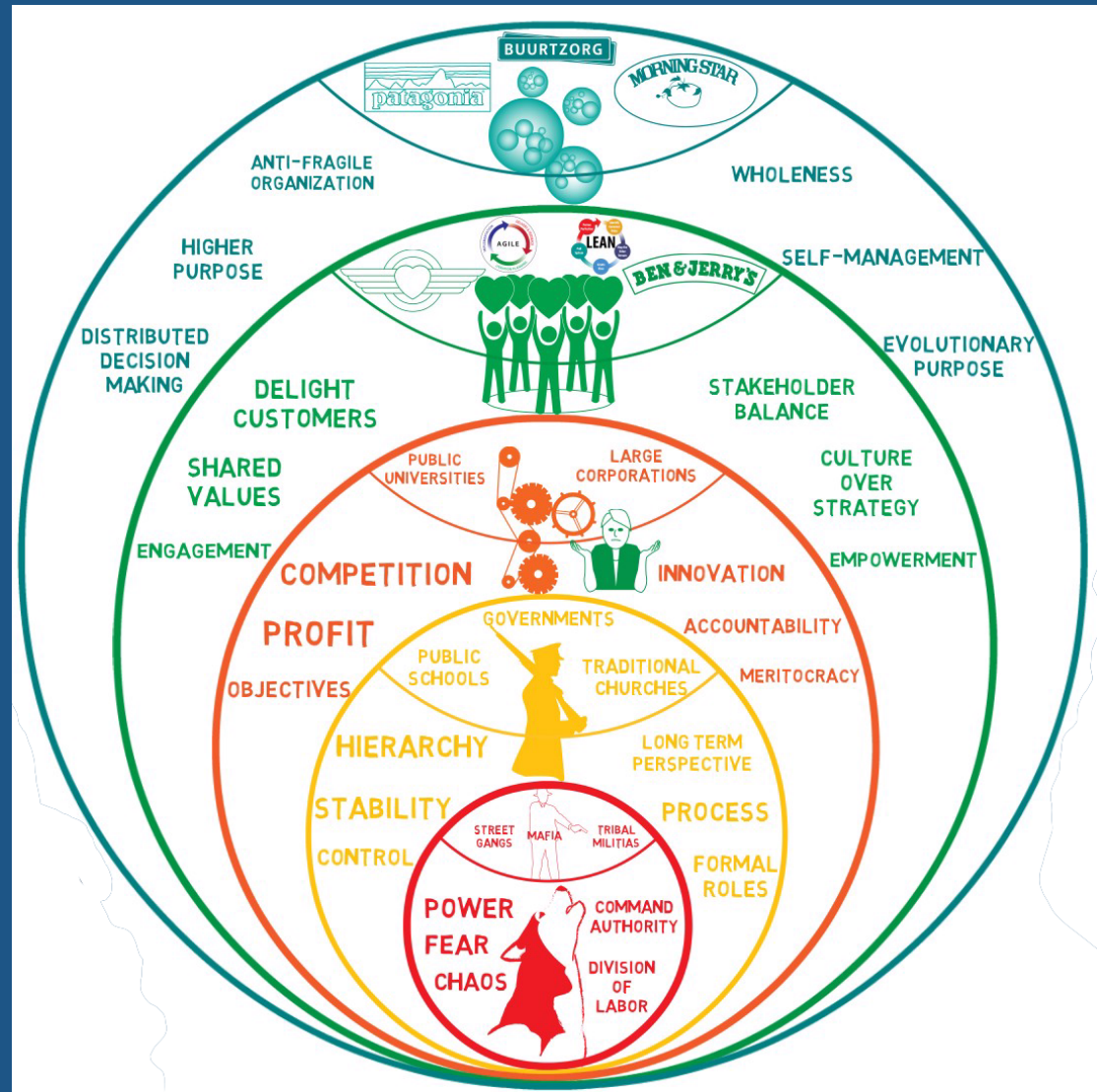
We attribute our own behavior to the **context** of the situation.

# POLARIZATION

the tendency for a **group** to make decisions that are **more extreme** than the initial inclination of its members



# PATTERNS



# POWERFUL SELF





# MUHAMMAD ALI



“It's hard to be humble when you're as great as I am.”

# RAY KROC



“If any of my competitors were drowning, I'd stick a hose in their mouth and turn on the water. This is rat eat rat, dog eat dog.”

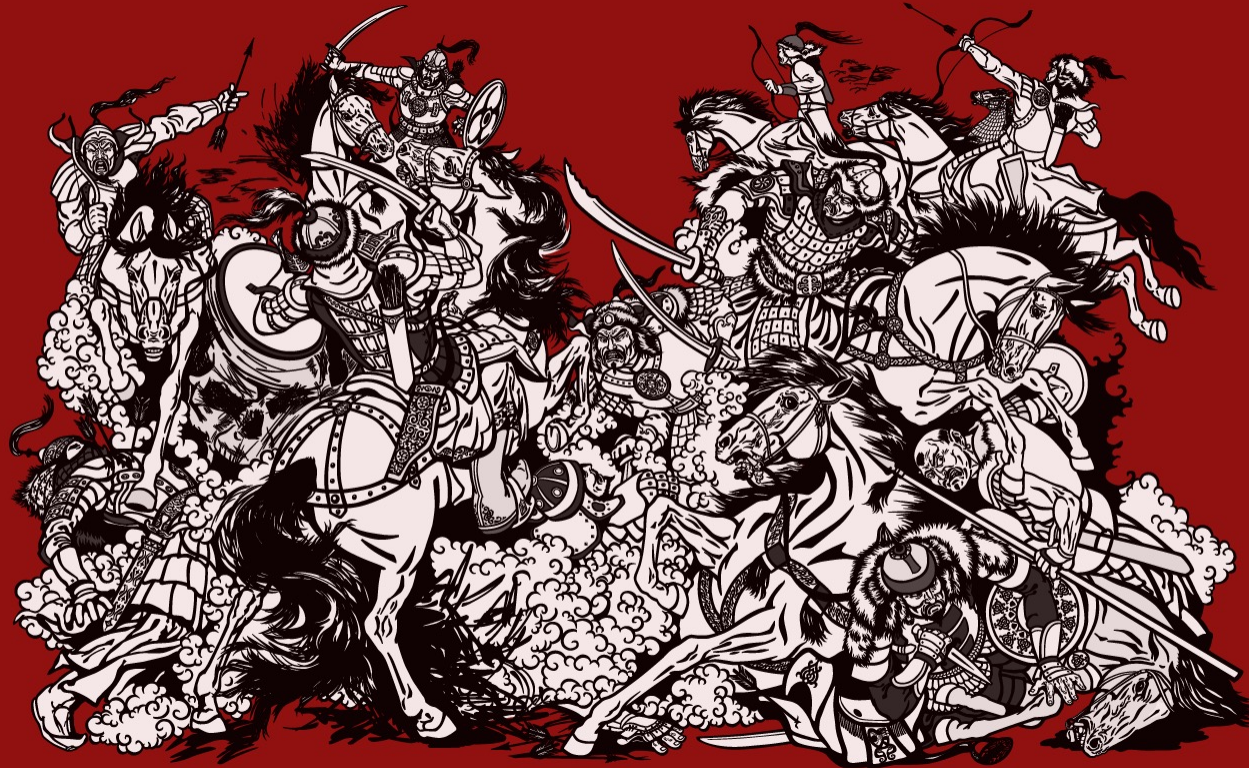
# POWERFUL SELF

Courage

Speed

Directness

**ME**



Fear

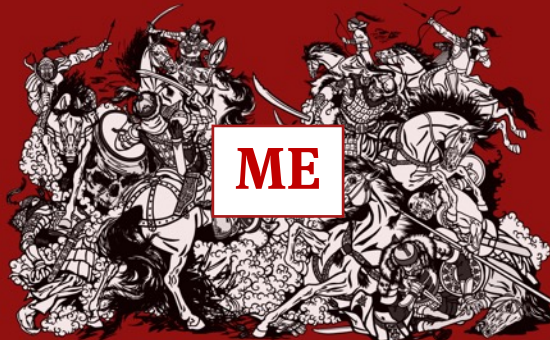
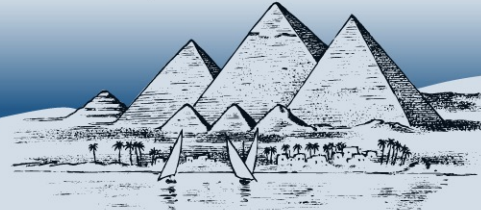
Chaos

Might=Right

# STABLE ORDER



**WE**



**ME**



# CATHERINE THE GREAT



“The equality of the citizens consists in that they should all be subject to the same laws.”

# DWIGHT D. EISENHOWER



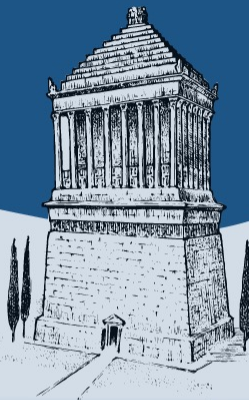
“The world no longer has a choice between force and law; if civilization is to survive, it must choose the rule of law.”

# STABLE ORDER

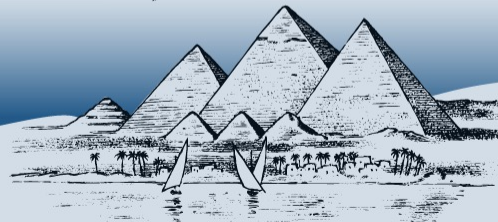
Sacrifice Self

Long View

Predictable



**WE**



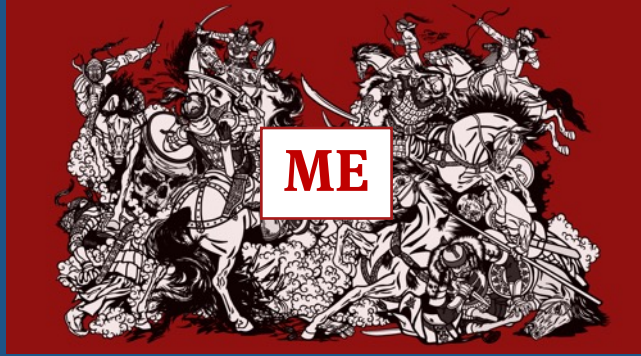
Restrictive

Judgmental

Bureaucratic

# STRIVE TO ACHIEVE

**ME**



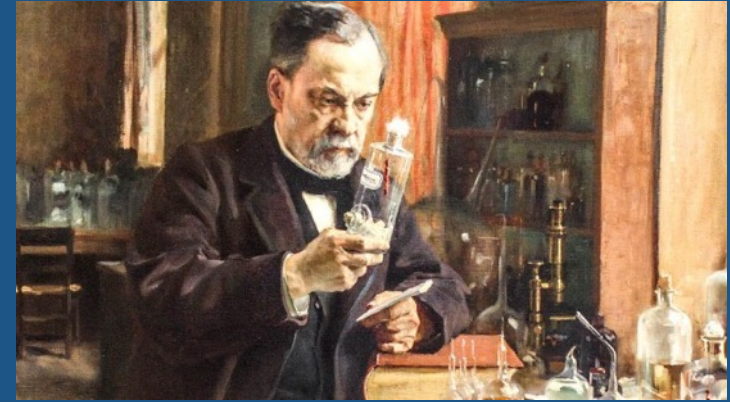


# JAMSETJI TATA



“What advances a nation or a community is not so much to prop up its weakest and most helpless members, but to lift up the best and the most gifted, so as to make them of the greatest service to the country.”

# LOUIS PASTEUR



“Science is the highest personification of a nation, because the nation that wins will be the one which carries furthest the works of thought and intelligence.”

# STRIVE TO ACHIEVE

Inventive

Empirical

Meritocratic



**ME**

Exploitative

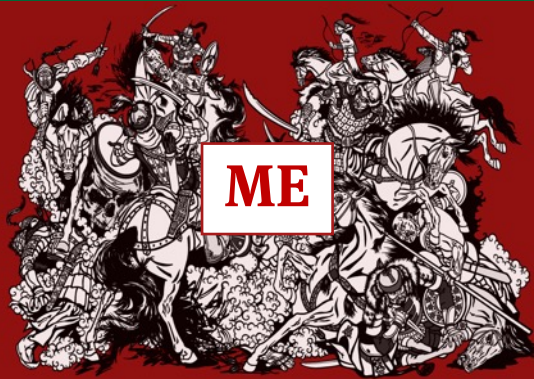
Materialistic

Manipulative

# FAIRNESS & CONNECTION



**WE**





# MLK



“I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character.”

# ECKHART TOLLE



“You find peace not by rearranging the circumstances of your life, but by realizing who you are at the deepest level.”

# DAN PRICE

CEO, Gravity Payments



“\$70,000 / year is our new minimum wage. I’ve cut my own salary to cover the costs.”

# CHARLIE KIM

CEO, Next Jump



“We don’t fire anyone. If they’re not working out, we’ll train them or pay them until they find a new job.”

# FAIRNESS & CONNECTION

Collaborative

Inclusive

Idealistic



**WE**

Indecisive

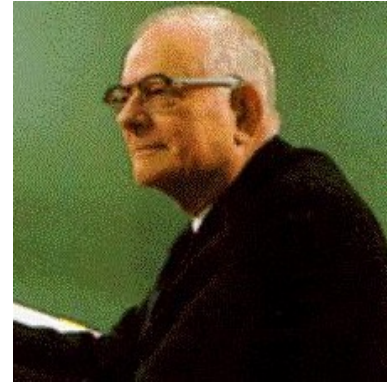
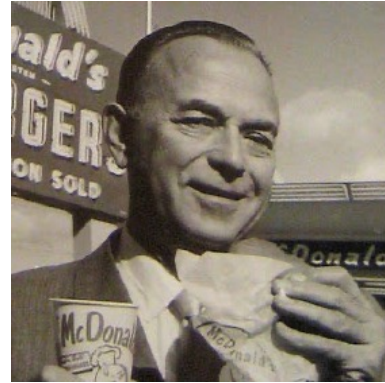
Avoid Conflict

Correctness

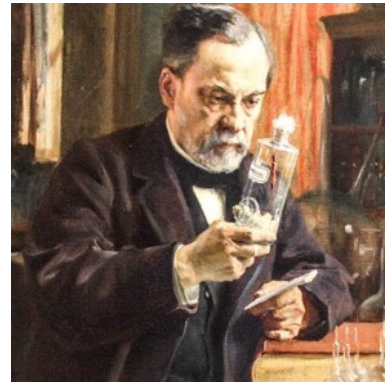


# FAIRNESS & CONNECTION

Correctness



Draft 1 Quote Sources

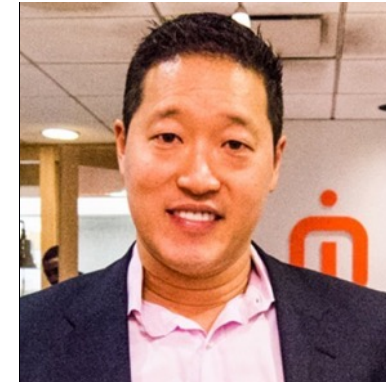
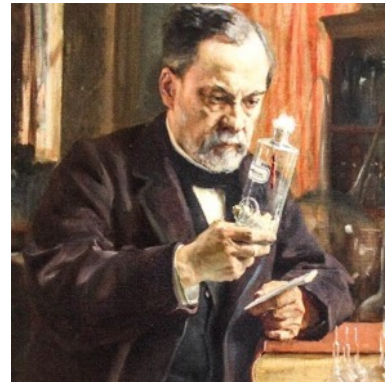


# FAIRNESS & CONNECTION

Correctness



Improved Diversity





# BATTLE OF SYSTEMS

POWERFUL  
SELF



ABSOLUTE  
ORDER



STRIVE TO  
ACHIEVE



FAIRNESS &  
CONNECTION



Exploitation!  
Meritocracy? If you're born with enough advantages!



# BATTLE OF SYSTEMS

POWERFUL  
SELF



ABSOLUTE  
ORDER



STRIVE TO  
ACHIEVE



FAIRNESS &  
CONNECTION



In the real world, we have to figure out how  
to pay for that!

# BATTLE OF SYSTEMS

POWERFUL  
SELF



ABSOLUTE  
ORDER



STRIVE TO  
ACHIEVE



FAIRNESS &  
CONNECTION



And you, quit holding us back! You're regulating all the progress out of the system!

# BATTLE OF SYSTEMS

POWERFUL  
SELF



ABSOLUTE  
ORDER



STRIVE TO  
ACHIEVE



FAIRNESS &  
CONNECTION



If it weren't for us, you'd run roughshod over everyone. We need safety!



# ORGANIZATION FOCUS

POWERFUL  
POWER  
SELF



ABSOLUTE  
PROCESS  
ORDER



STRIVE TO  
PROFITS  
ACHIEVE



FAIRNESS &  
PEOPLE  
CONNECTION



# HISTORIC PREDOMINANCE

POWER

PROCESS

PROFITS

PEOPLE



Pre-500 BCE

500 BCE-1500 CE

1500-1800

1800-1950s

1960-Today

POWER

PROCESS

PROFITS

PEOPLE

# TODAY'S CHALLENGE

1960-Today

**POLARIZATION**





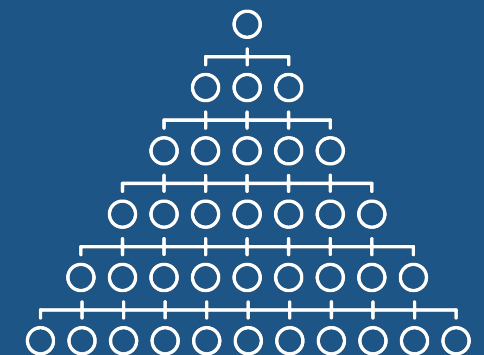
# JEAN-FRANCOIS ZOBRIST

CEO, FAVI



# JEAN-FRANCOIS ZOBRIST

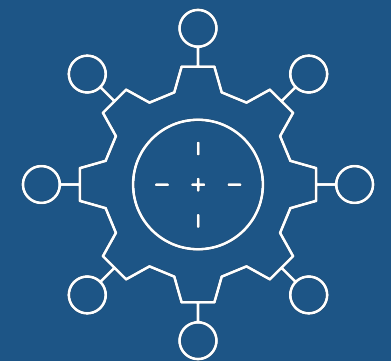
CEO, FAVI





# JEAN-FRANCOIS ZOBRIST

CEO, FAVI





# JEAN-FRANCOIS ZOBRIST

CEO, FAVI



# PURPOSE

Collaborative

Inclusive

Idealistic

Inventive

Empirical

Meritocratic



PEOPLE



PROFITS

Indecisive

Avoid Conflict

Correctness

Exploitative

Materialistic

Manipulative

Sacrifice Self

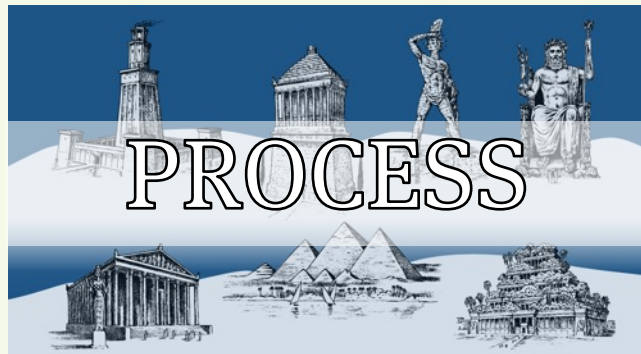
Long View

Predictable

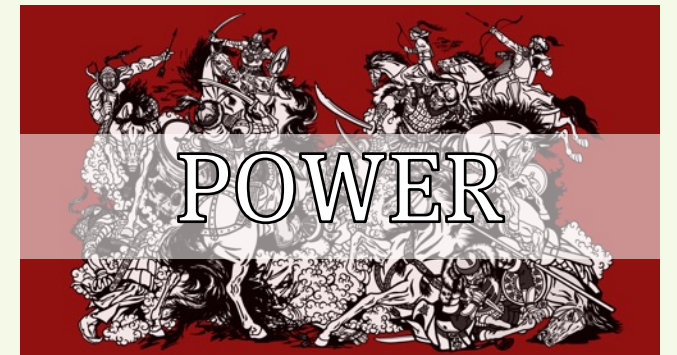
Courage

Speed

Directness



PROCESS



POWER

Restrictive

Judgmental

Bureaucratic

Fear



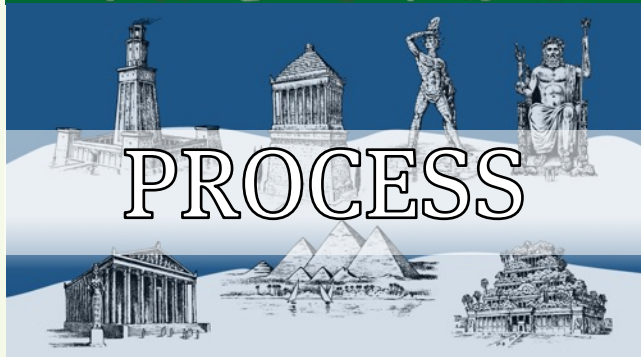

Chaos

Might=Right

# PURPOSE

Collaborative	Inclusive	Idealistic	Inventive	Empirical	Meritocratic
Sacrifice Self	Long View	Predictable	Courage	Speed	Directness

Amplify  
+  
-  
Dampen

 <p>PEOPLE</p>	 <p>PROFITS</p>
 <p>PROCESS</p>	 <p>POWER</p>

Indecisive	Avoid Conflict	Correctness	Exploitative	Materialistic	Manipulative
Restrictive	Judgmental	Bureaucratic	Fear	Chaos	Might=Right



POLARITIES

POLARIZATION