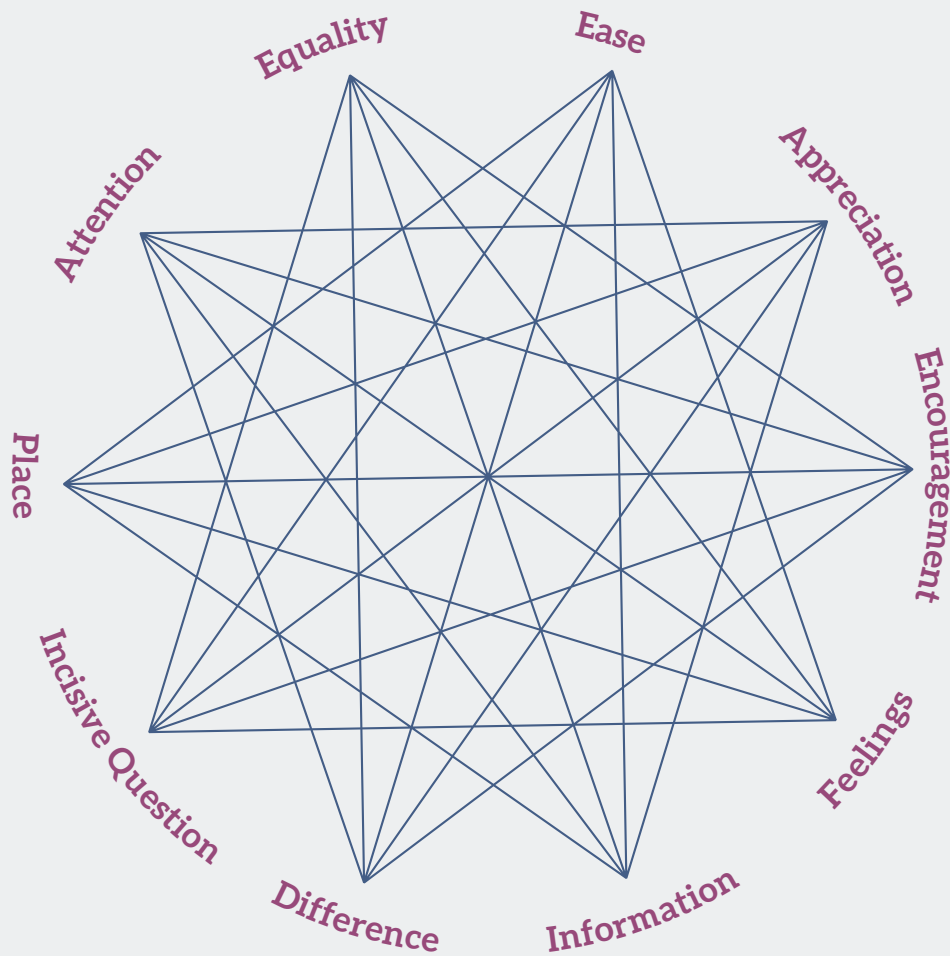


THE TEN COMPONENTS

OF A THINKING ENVIRONMENT



ATTENTION

Listening with palpable respect and without interruption. As the thinker, knowing that you will not be interrupted frees you truly to think for yourself.

EQUALITY

Treating each other as thinking peers. Giving equal turns and attention. Even in a hierarchy people can be equal as thinkers.

EASE

Offering freedom from internal rush or urgency. Ease creates. Urgency destroys.

APPRECIATION

Offering genuine acknowledgment of a person's qualities. Practicing a 5:1 ratio of appreciation to criticism.

ENCOURAGEMENT

Giving courage by moving beyond internal competition. To be "better than" is not necessarily to be good.

FEELINGS

Allowing sufficient emotional release to restore thinking.

INFORMATION

Supplying and absorbing the facts, data, and the social context. Dismantling denial.

DIFFERENCE

Championing our inherent diversity of identity and thought leads to cutting-edge thinking. Reality is diverse.

INCISIVE QUESTION

Freeing the human mind of an untrue assumption lived as true.

PLACE

Producing a physical environment — the room, the listener, your body — that says, 'You matter'.