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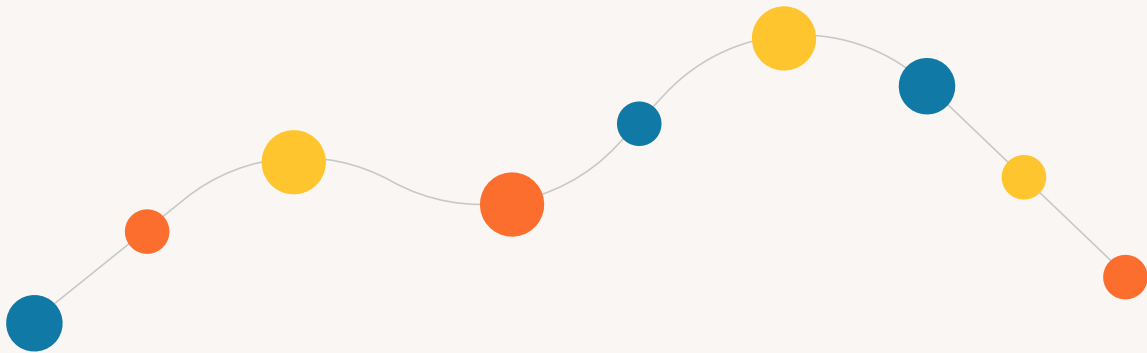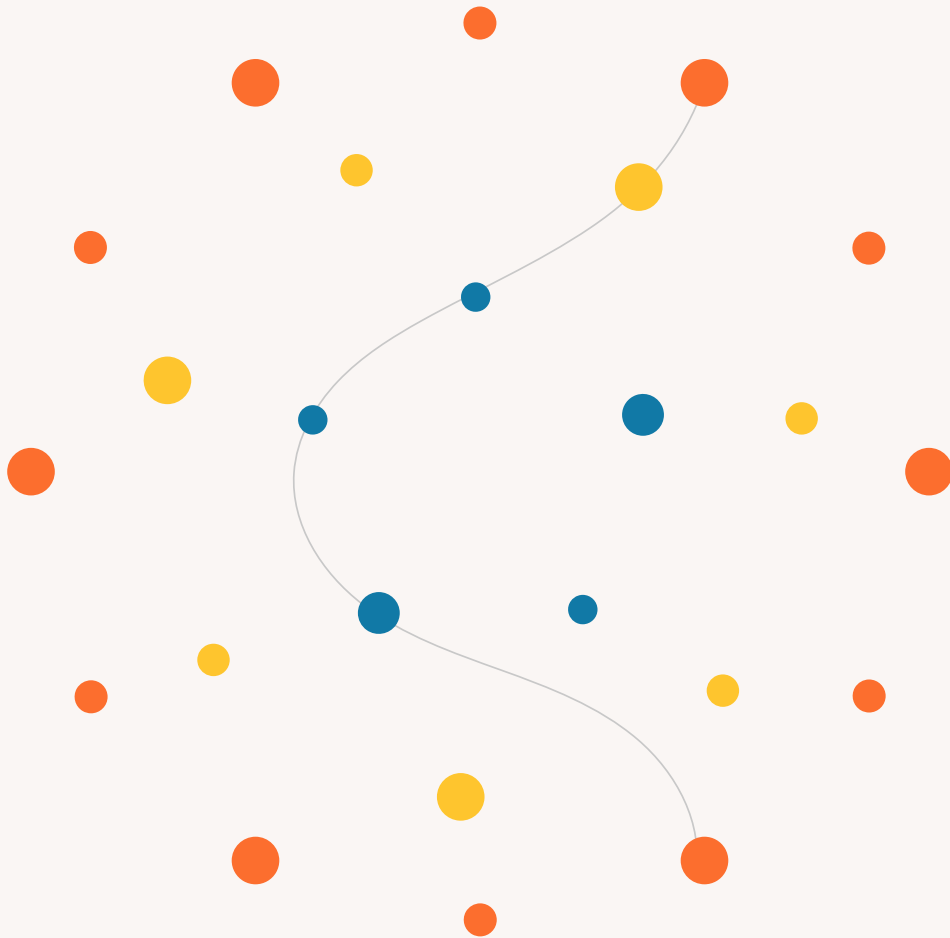
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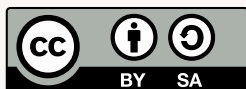
Ariane Schulz, Hendrik Berberich

What is CADRA?

The CADRA project is a three year Erasmus+ co-funded initiative, running from December 2020 until August 2023. It explores leadership needs leadership development and focusses on delivering working tools and methodologies to help leaders navigating the challenges of our times.

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Background

This Application guide was developed as part of the CADRA Project to introduce how to bring the cognitive dimension of Otto Laskes Constructive Developmental Framework (CDF) more into applications. It is a simplification of the 12 Thoughtform Framework from Iva Vurdelja. This guide is an introduction to the potential use of the *Fluid Mind* Practice.

What is the Fluid Mind?

The name *fluid mind* emerged over the first two years of the CADRA Project as a communication instrument. In the assessment of the cognitive dimension in the interview and scoring work, we are assessing the so-called "Fluidity Index", which refers to how many and how intense someone can think the different thoughtforms.

As this work is supporting practitioners and individuals to expand their fluidity in thinking we start calling it "Fluid Mind Practice".

The base of this work is Iva Vurdelja's work on the 12 Thought Form Framework, which she developed in her Ph.D. as a more applicable version of the 28 Thoughtforms from Otto Laskes CDF.

Fluid Mind is intended to serve as an application guide of the 12 Thought Form Framework in order to think through problems in more complex ways.

As coaches, consultants, and facilitators it is our job to enable clients to expand their thinking and make use of their whole "fluidity" in thinkink. The Fluid Mind work provides a simple framework to distinguish the moments of thinking and thoughtforms. And it provides some simple prompts for practitioners to explore new perceptions of a situation.

We recommend studying the whole 28 Thoughtforms from Otto Laske[1] and the 12 Thoughtforms from Iva Vurdelja[2] to make full use of this practice.

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[1] https://interdevelopmentals.org/

[2] https://aura.antioch.edu/etds/330/

FLUID MIND APPLICATION GUIDE — WHAT IS INCLUDED IN THIS APPLICATION GUIDE?

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What is included in this Application Guide?

This application guide has two supporting materials and two application scenarios as examples.

The Worksheet

The first Material is the attached "Fluid Mind Worksheet" which provides an overview of the four moments of thought (context, process, relationship, and transformation) and the 12 Thoughtforms within them. It offers 2-3 generic questions per thoughtform as prompts to spark the thinking pattern categorising the Thoughtform.

Application

You can use this on your own to think through a challenge, context, or situation that you are in. We recommend answering all questions. Afterwards you try to answer the generic questions as extensively as you like. You will, most likely, find that it is difficult to answer a question fully as they are such open questions that they can never be answered completely. Stay as long as you like in one question and then continue to the next.

Otherwise, we recommend using this worksheet as support material when working with people through challenges. You can go one by one or jump through the different questions as they connect to the exploration of the challenge.

The generic questions are a starting point and we recommend that you start developing your own questions and contextualise them.

The Fluid Mind Speedround

The second Material we provide is the so-called "Fluid Mind Speedround" which focuses on the four moments of thought (context, process, relation, transformation) as a base structure.

Application Scenarios

Application Options

This can be done on your own, in a small to large group individually or together.

If you do it on your own we recommend to use a timer to restrict the time you use per question.

In group settings you have the option to let everyone work individually on their challenge or in groups on one challenge.

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The basic outline can be adjusted and transferred into your context and preferences.

Introduction

This is a speed round and you will go through 4 rounds, with one question each.

Before you start you need to identify a context, situation or challenge you would like to explore.

We recommend choosing a challenge, since they tend to hold a higher emotional charge and keep people interested and this increases the relevance for the participants.

A prompt can be:

"Choose a problem or challenge in your life/work that you would like to get a deeper understanding of."

The four Rounds

Once people have chosen their challenge you begin with the first question.

What are all the parts, contexts and perspectives that would give another person enough understanding of the big picture and necessary details?

(exploring the moment of context)
5 min to write it all down.
Plus the time you allocate for sharing.
Then you switch to the second question:

What is moving in and around the challenge/issue, what is in motion and in process, that someone else needs to grasp to understand what is changing and emerging?

(Exploring the Moment of Process)
5 min to write it all down.
Plus the time you allocate for sharing.
Then you switch to the third question:

What relationships and interactions are important to understand how the challenge/issue is in the state it is? What needs to be related, what is not considered?

(Exploring the Moment of Relation)
5 min to write it all down.
Plus the time you allocate for sharing.

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Then you switch to the fourth question:

Can you see how conflicts could lead to new formations of the situation that could have higher degrees of functioning, usefulness or harmony?

AND/OR

Can you see limits of the systems stability in what you explore already?

(Exploring the Moment of Transformation)
5 min to write it all down.
Plus the time you allocate for sharing.
We provide two questions here because not everyone feels comfortable exploring conflict as a transformation opportunity and the exploration of limits is more accessible.

Closing
Let people look at all they have written down. Let them review how they looked at the challenge before and how they look at it now.

Recommendations

We suggest only using the worksheet with clients once you have developed a deeper understanding of the 12 thoughtform frameworks and focus on using the Fluid Mind Speed Round as a beginner. The Worksheet can support you in adjusting the questions in the Speed Round depending on the context you are in.

For personal use the worksheet is sufficient. There are more context-specific and diverse questions that can be asked per moment and once you are familiar with the theory we recommend expanding your list of questions.

We also recommend using this work in conjunction with other work, e.g. change management, strategy development, learning and development. It is more useful as a meta-framework supporting the exploration and expansion of a topic.

Further development

The Fluid Mind Speed Round has been tested in different contexts and versions over the last year of CADRA and has consistent positive reviews. We have used it ourselves and it is a fast way to get a broader understanding of a challenge, context or situation.

The Fluid Mind Worksheet is in its second version and is a simplification of the 12 Thoughtform framework. We recommend using it lightly and as a basis for further research and experimentation. This includes the way we have visualised the 12 Thoughtforms on the front page.

You could also test doing speed rounds only using questions from one moment of thought and see what results arrive.

Our biggest suggestion is to develop your own set of questions informed by the four moments and with more practice the 12 and even the 28 Thoughtforms.
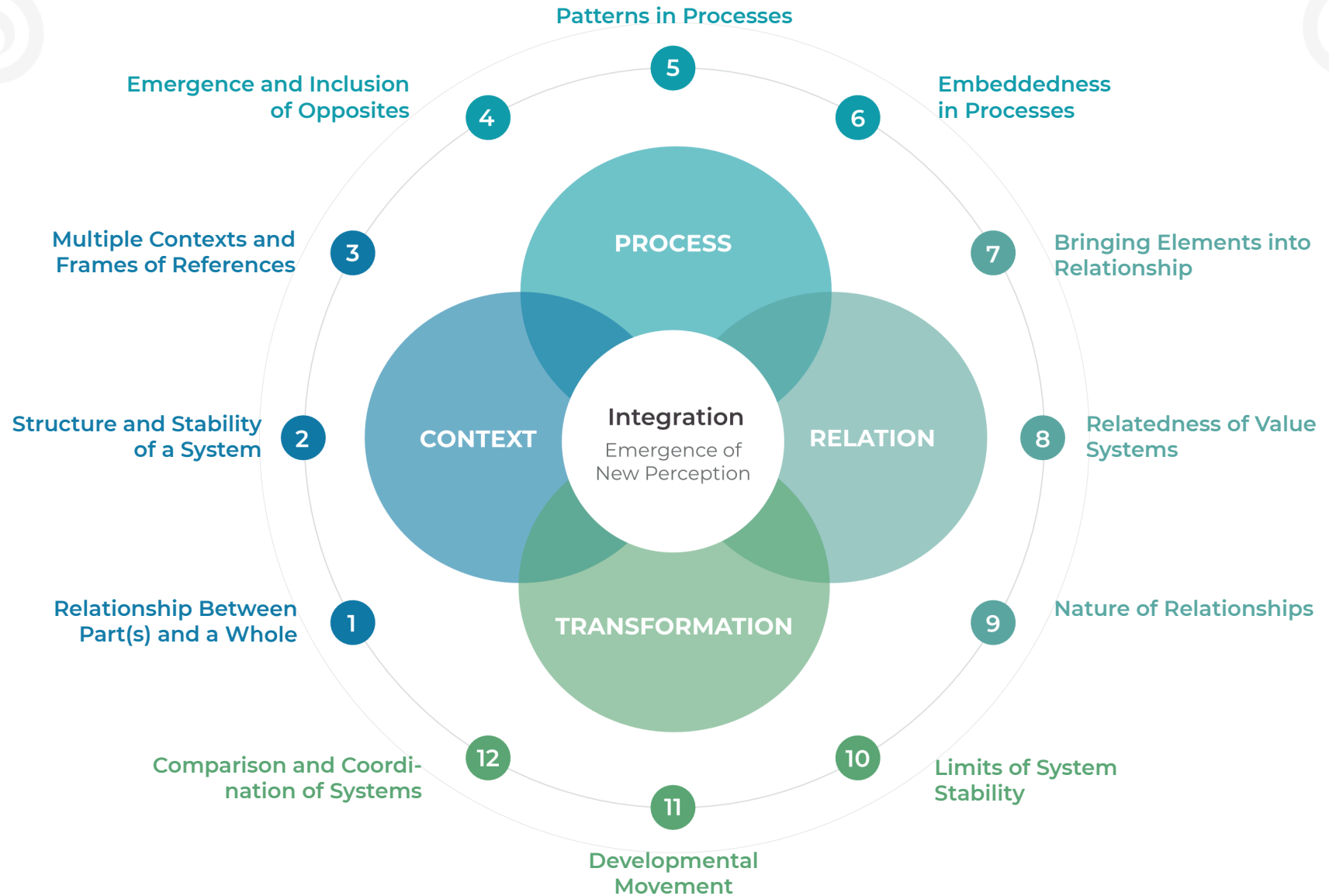
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https://cadra.li

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Otto Laske, Constructive Developmental Framework https://de. wikipedia.org/wiki/Constructive_Developmental_Framework

Fluid Mind Framework

12 Inquiries of Deep Thinking

Patterns in Processes
5

Emergence and Inclusion of Opposites
4

Embeddedness in Processes
6

Multiple Contexts and Frames of References
3

PROCESS

Bringing Elements into Relationship
7

Structure and Stability of a System
2

CONTEXT

Integration
Emergence of New Perception

RELATION

Relatedness of Value Systems
8

Relationship Between Part(s) and a Whole
1

TRANSFORMATION

Nature of Relationships
9

Comparison and Coordination of Systems
12

Developmental Movement
11

Limits of System Stability
10

*Based on Iva Vurdelja's 12 Thought Form Framework

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Fluid Mind Framework
12 Inquiries of Deep Thinking

Topic/Question:

Date:

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1 Relationship Between Part(s) and a Whole — CONTEXT

- What are the different elements and parts of the situation?
- How would you describe the situation as a whole?

2 Structure and Stability of a System — CONTEXT

- What are the different layers/hierarchies/levels that make up the situation?
- What keeps the situation stable?

3 Multiple Contexts and Frames of References — CONTEXT

- From what perspective are you currently looking at the situation?
- From what other perspectives/view points can it be seen? How would it be described then?

4 Emergence of Inclusion and Opposites — PROCESS

- What is currently missing?
- What is in opposition or in contrast?
- How could opposition or difference come together?

5 Patterns in Processes — PROCESS

- Are things happening again and again in a similar pattern?
- Can you see some kind of "give and take", a movement/pattern, that brings about a shift/change?

6 Embeddedness in Processes — PROCESS

- Is there a longer "arc", a longer change process in the context or multiple, that is affecting the situation?
- What larger or smaller (time) horizon can be taken into account?

Fluid Mind Framework
12 Inquiries of Deep Thinking

Topic/Question:

Date:

7 Bringing Elements into Relationship — RELATION

- What can be brought into relationship?
- How is this related to similar situations you have seen/experienced?

10 Limits of System Stability — TRANSFORMATION

- What obstacles stand in the way of the situation unfolding?
- What does the stability of the situation (or of the system underlying it) depend on?
- What are the limits of the current situation, how could they be reached? How could we "test" these limits?

8 Relatedness of Value Systems — RELATION

- What different values, ideals and judgments are at play and interconnect?
- What are similarities between these?
- What views are shared and how?

11 Developmental Movement — TRANSFORMATION

- What potential lies in the conflicts and tensions of the system you are looking at?
- What conflicts or tensions could, if resolved, lead to higher levels of functioning/harmony?
- How could the overall potential in this situation actualise itself?

9 Nature of Relationships — RELATION

- What is kept in existence/stable through a specific relationship/ interaction?
- Can you see a common ground, common values or ideals?
- Which conditions constitute and hold the situation in place?

12 Comparison and Coordination of Systems — TRANSFORMATION

- What other situations could you compare the one you're looking at with?
- Comparing two or more systems: what are funda-mental similarities, what are differences?
- How could the system you look at integrate new aspects?