EmcArts Worksheet: Lowering Internal Barriers to Adaptive Work

*What is our **complex challenge** (a major aspiration that requires an adaptive response, not a technical fix)?*

*What is our **Radical New Vision** in response to the challenge (the unprecedented direction we want to head in)?*

*What **habits of mind** form barriers to addressing this challenge by driving our typical behaviors?*	*What **organizational constraints** do we bring to considering the challenge?*	*What ingrained **assumptions** are we questioning as no longer accurate?*
*What can we **do differently** so we don't default to those behaviors?*	*How do we create a space in which these constraints are **relaxed?***	*What are our new, alternative **hypotheses** or **hunches**?*

EmcArts Worksheet: Lowering Barriers [Dance Company Example]

What is our complex challenge?

To create shared experiences, other than performance, so the company and community will grow together.

What is our Radical New Vision in response to the challenge?

We embrace the choreographic nature of daily life (community members can move as dancers).

What habits of mind form barriers to addressing this challenge by driving our typical behaviors?

We think of community members only as passive audiences, we as teachers.

We only think about performing in dance spaces.

What can we do differently so we don't default to those behaviors?

Engage reciprocally with the movement activities of others – shift our mindset to appreciate, not teach.

Dance outside a lot!

What organizational constraints do we bring to considering the challenge?

Our training as dancers has taught us to feel special and separate.

Conditions must provide adequate safety.

Union rules apply.

How do we create a space in which these constraints are relaxed?

Work repeatedly and close-up with individuals who submit videos.

Look for suitable physical spaces where these individuals work.

Devote one whole day a week to this work.

What ingrained assumptions are we questioning as no longer accurate?

We've assumed that people want to watch, not take part.

We've assumed our professionalism is core to our sense of self.

We've assumed there's no money in others dancing.

What are our new, alternative hypotheses or hunches?

Shared dance experiences will build loyalty and commitment.

We will find new expressive movement.

Funders will support our new scope and engagement.