ToP Survey

14th July 2011

christopher.cooke@5deep.net
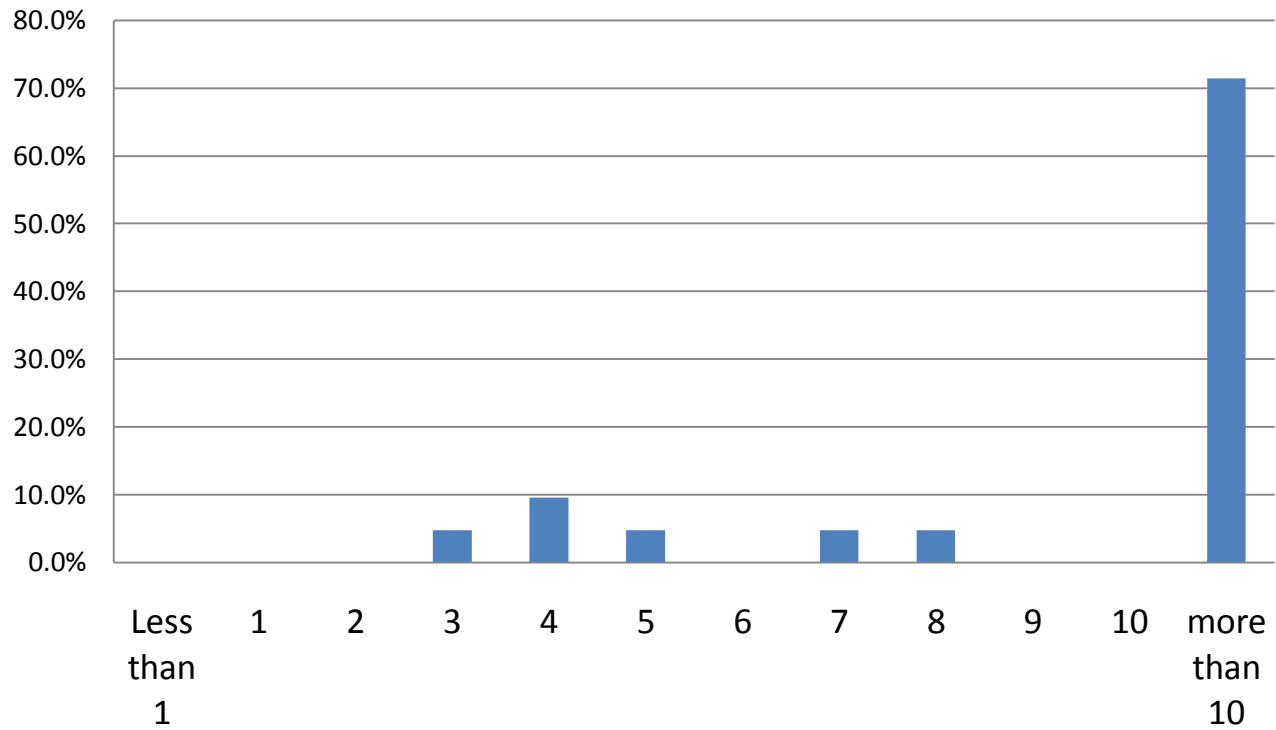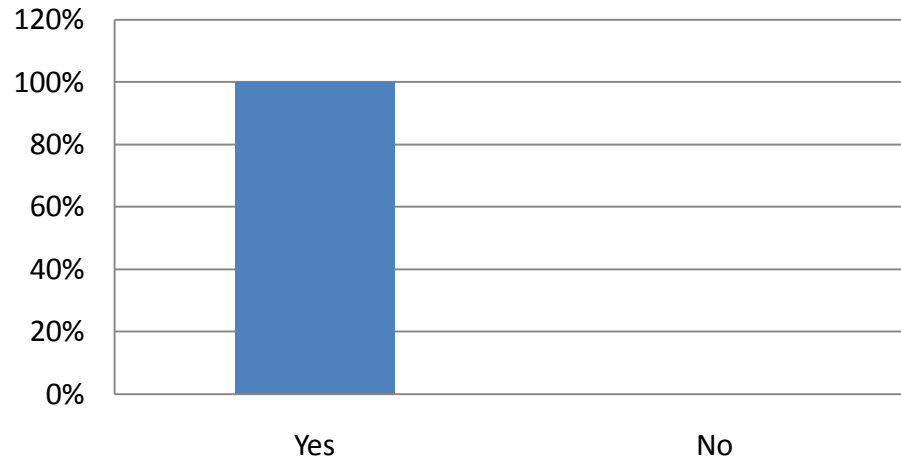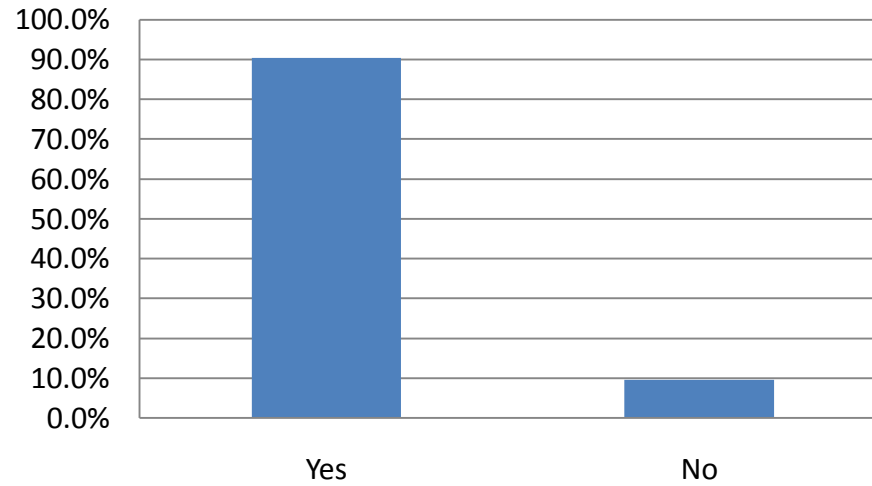
How many years have you been associated with ToP methods?

Are you a ToP facilitator?

Are you a ToP Trainer?

What initially inspired you to learn the ToP methods?

The way it taps into human development and group empowerment to develop democracy.

Description was consistent with how I felt an intentional conversation could be conducted.

Seeing them in action.

The methods were proven effective in all cultures. I was looking for a facilitation method to use internationally. Kathy McGrane did a 5 minute Focused Conversation with me in an airport that helped me process & make sense of 4 days of experience.

how to help groups know how to get their own solutions

A family member told me about the methods and was a ToP facilitator.

The desire to learn skills; tools and methods to support a volunteer program in which I was involved.

Order - Adaptable - Profound Respect

I saw how it empowered individuals and groups to be confident and positive about the future.

Seeing the impact that a facilitator had on a group to get them to think more deeply about critical issues and achieve consensus

I participated in developing them in order to help solve the world's problems

I was a part of the original community that adapted and developed the diverse methods now known as ToP. What initially inspired the development I was a part of was community work trying to expand and deepen participation.

desire to be a more effective facilitator

a friend introduced me to them & I was hooked

From experiencing how they helped me create change in my own life as well as enable my community to participate in creating a new future

Saw their impact on a rural community in India

Attending an amazing meeting where strategic planning was taking place and everyone in the meeting had input to the questions being posed as to where the organization would go next.

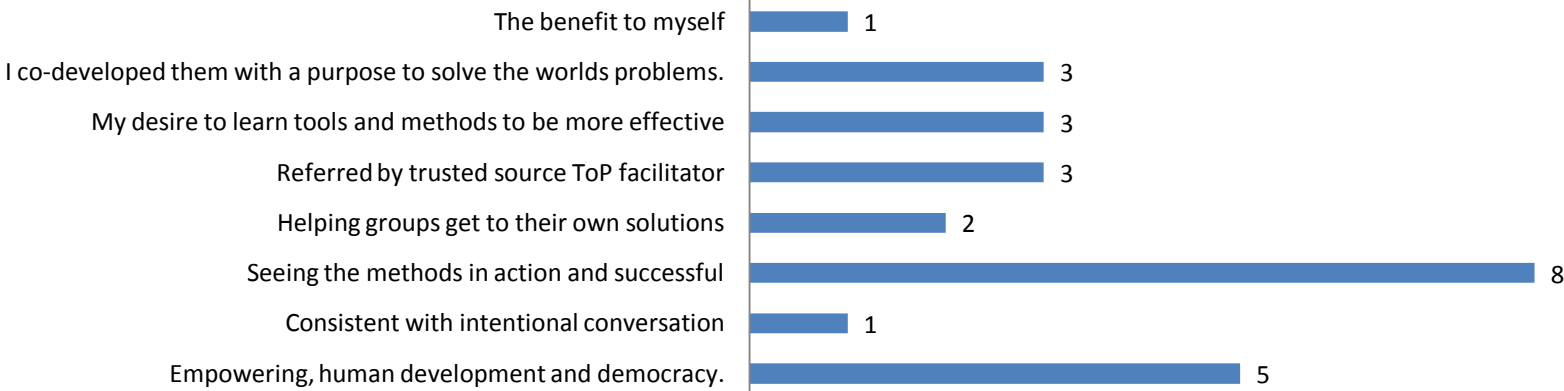A strategic planning event at our company that I and my staff were supporting.

They work.

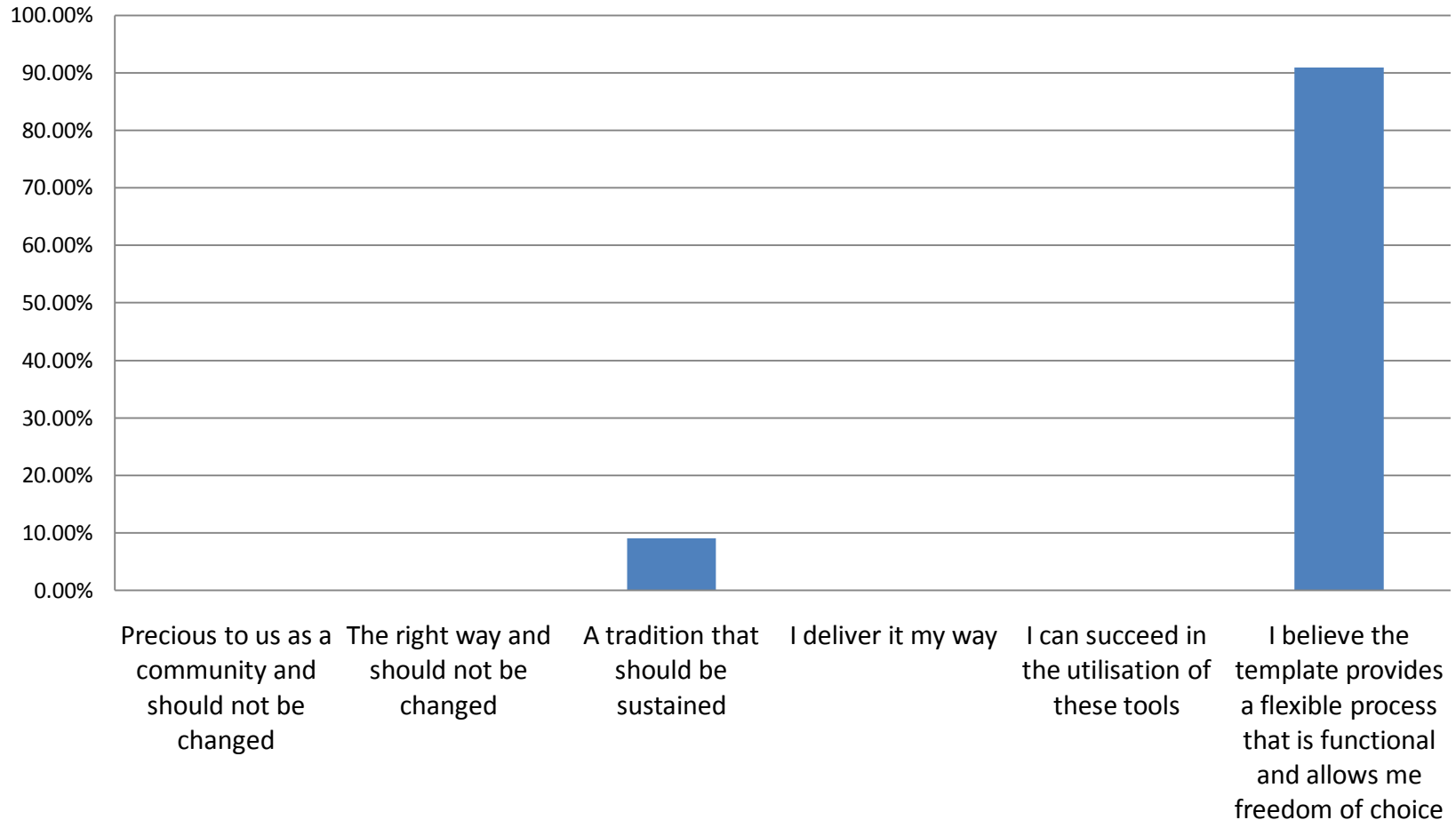The desire to be of service and to work with like minded people and processes;

To work with groups in a more helpful way.

What initially inspired you to learn the ToP methods?
Theme Analysis

Theme	Count
The benefit to myself	1
I co-developed them with a purpose to solve the worlds problems.	3
My desire to learn tools and methods to be more effective	3
Referred by trusted source ToP facilitator	3
Helping groups get to their own solutions	2
Seeing the methods in action and successful	8
Consistent with intentional conversation	1
Empowering, human development and democracy.	5

How do you view the ToP methods?

A bar chart titled "How do you view the ToP methods?" with a vertical axis ranging from 0.00% to 100.00% in 10.00% increments. Categories along the horizontal axis:

- Precious to us as a community and should not be changed — 0%
- The right way and should not be changed — 0%
- A tradition that should be sustained — ~9%
- I deliver it my way — 0%
- I can succeed in the utilisation of these tools — 0%
- I believe the template provides a flexible process that is functional and allows me freedom of choice — ~91%

How have you noticed your thinking has changed since using ToP?

My conversations with other people has changed significantly by applying the ORID process

Groups can make decisions

I have become even more tolerant of differences and respectful of other's perspectives. I believe the ToP has allowed me more flexibility in ways to test assumptions...mine and others.

I have relinquished my need to control a group when facilitating. I genuinely find awe in the conversations and insights of a group.

Stronger belief in power and rightness" of inclusive participation and profound respect for everyone"

More confidence in working with groups

I am more sure of my presence within a group as both an observer and a participant

supports open curiousity; supports keeping ego in check and value of wisdom of many; know that common agreement is only needed on some things to get good things done

Can assist groups to come to a healthy state and individuals to uplift their awareness

I look for ways to deepen participation. I am sensitive to the group or individuals process and explore ways to expand it.

I begin with the assumption that I do not have all the answers. And that even the ones I have are incomplete and reveal biases; assumptions and gaps in the larger picture. I have confidence that I can approach unclear and challenging situations.

I have more conscientious process skills. I know where I am in ORID.

I notice and look for ORID in all other models. I am highly aware when ORID would improve a situation. I approach facilitation design using the Orchestration Method; which means I always start with the Rational Aim; Experiential Aim; Focus Question; etc

Better able to observe patterns and to design patterns.

it follows the ORID pattern in most situations; most of the time

yes

Yes; one example is that I start much more from the concrete and build to the general

I have started to see ORID opportunity in multitude o settings and situations; can't help but fall into it.

I am able to think more deeply and clearly about the issues that confront me or my clients. I can incorporate may different thinking styles into decision.
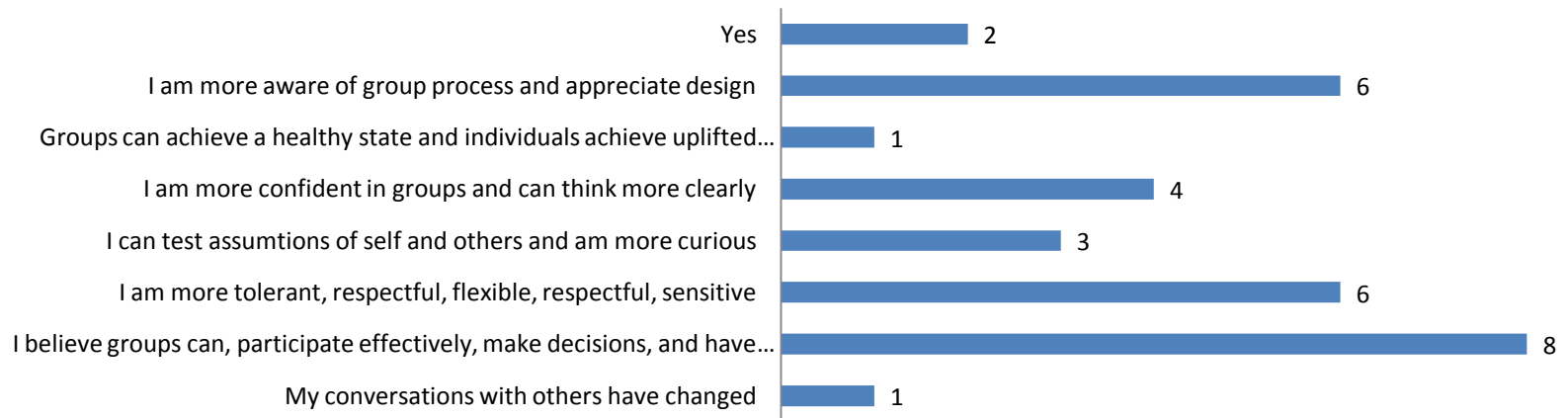
From expert to group as expert

mindful of everyone's needs in a group

I have used ToP as long as I remember. The main change I've noticed is the ability to trust that the group can solve it's own difficulties.

How have you noticed your thinking has changed since using ToP?
Theme Analysis

Theme	Count
Yes	2
I am more aware of group process and appreciate design	6
Groups can achieve a healthy state and individuals achieve uplifted…	1
I am more confident in groups and can think more clearly	4
I can test assumtions of self and others and am more curious	3
I am more tolerant, respectful, flexible, respectful, sensitive	6
I believe groups can, participate effectively, make decisions, and have…	8
My conversations with others have changed	1

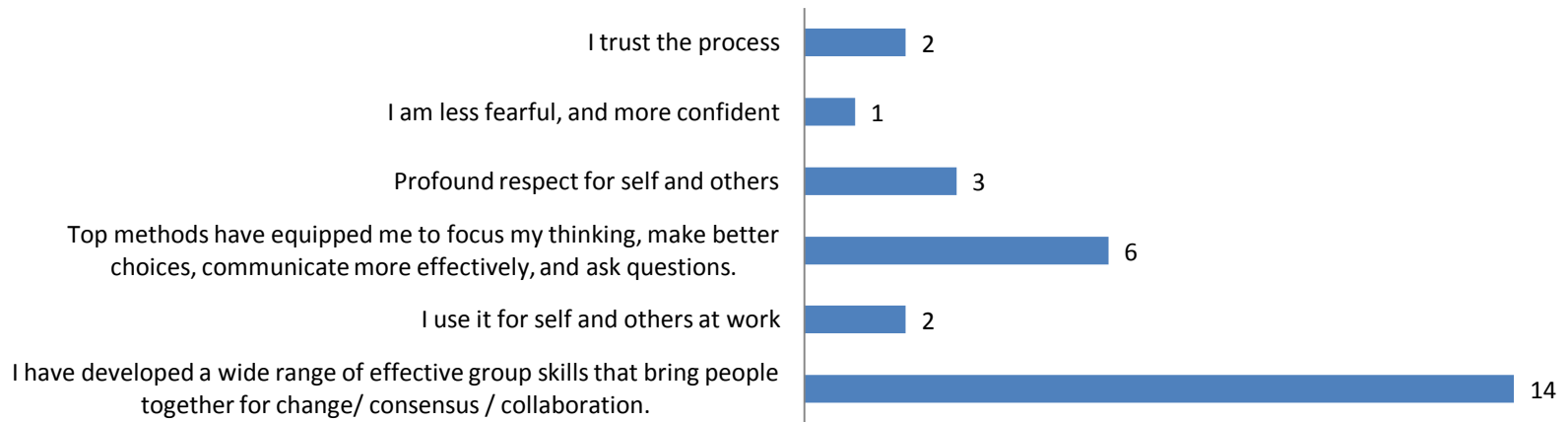| How do the use of ToP methods enable you to be who you are and help express what you are about? |
|---|
| I am able to help groups come to consensus; apply group problem solving and engage in group planning. I am a believer in bringing people together and instigating change and consensus. |
| We run our business using ToP and advise others |
| It gives me a framework and a language to help me focus my thinking and communicate to others but asking questions instead of stating facts."" |
| I hold the image of a midwife rather than a conductor as a facilitator. The servant leader stance fits my values and allows me to share the gifts I have to help groups move forward. |
| Profound respect means I can be who I am and still respect where others are also - part of profound respect is profound listening - and I think we have to care about more than ourself in this life |
| I have tools to do things I think are important. |
| The foundations values of profound respect and inclusive participation & ORID process help me go deeper into myself and into situations I find myself in |
| serve others by helping them have voice about what they care about and have ways to move into action |
| Allow me to help groups make decisions in the largest possible context for them. Help me to remain consciously aware of what I am about. |
| I use ToP methods in my own planning and reflective processes. ToP methods are more that 5 tools it is the assumption that reflection and participation are helpful. That all voices including my own needs to be heard and respected. |
| At heart I am a mediator who longs to have people be; think; act and succeed together. ToP Methods support that. |
| ORID. I feel confidence and competent in expressing myself. I am less fearful. |
| ToP is a rock solid framework I can turn to in almost any life situation where I need to help a person or group go from point A to point B. |
| They enable me to be a context creator and collaboration-enabler. |
| provides clarity around the options i have and the choices I want to make |
| I have a logical sentence or statement coming from my thinking of topics to describe where I am coming from; my feelings; learnings and how I expect to go forward. |
| Enable my ability to listen and learn in collaborative ways; to share leadership |
| Provides a structure that makes me minimize advocating" and engage in meaningful interactions." |
| The use of the methods help me to be of servicce to individuals and groups; to contribute to the quality of my decisions and clients decisions. I am a helper; a problem solver; creator type. |
| Provide the skill to actually be collaborative and teach others to be collaborative |
| belief in the wisdom of group think and allows me to help the group discover it; without me having to have the answer or anyone agree with me |
| I'm about building bridges among people with all kinds of differences. The methods are perfect for that. |

How do the use of ToP methods enable you to be who you are and help express what you are about?
Theme *Analysis*

Theme	Count
I trust the process	2
I am less fearful, and more confident	1
Profound respect for self and others	3
Top methods have equipped me to focus my thinking, make better choices, communicate more effectively, and ask questions.	6
I use it for self and others at work	2
I have developed a wide range of effective group skills that bring people together for change/ consensus / collaboration.	14

How can ToP methods improve the world in which we live?
When groups can successfully come to consensus; solve problems; and plan together; they can bring about positive change. That can improve the world in which we live.I think these processes help groups
Allows groups to make decisions.
It can give people the tools to shift to a more inclusive and tolerant culture.
Helping groups have difficult conversations can be transformative. ToP methods provide a powerful foundation for authentic interactions that help people move forward.
Inclusive participation and profound respect could prevent wars and help us understand more powerfully the way to use resources responsibily
They can increase the dialogue about situations; help reveal new possibilities and empower individuals and groups to transform thier situation.
I firmly believe that we are interdependent and need to harness the collective wisdom of diverse thinkers to find new solutions to tough problems humanity faces.
see above
Definitely
Many systems are constricted to dysfunctional and disrespectful decision making processes; ToP is a path for inclusion and thoughtful reflection. Even if the decision made is not the best it gives you a path to revisit and intentionally re-decide
ToP Methods provide an accessible framework that allows individuals; communities and organizations to assess; inquire; explore; and propose new collaborative innovations (new forms; models; processes; and technologies) that are responsive to our future.
Help people learn to ask good questions; listen with an open mind and heart; provide the space for people to express themselves without impunity.
Enable groups and organizations to solve their problems; transform their lives.
They provide a path for leaders and organizations to move out of expert achievers to collaborative synergists.
by switching people on to their innate; intrinsic sense of effectiveness
ToP Methods give everyone a voice; brings forth the wisdom of the group for greater learning and greater outcomes with participation from those who contribute due to their ownership of the ideas they are alowed to express.
Give constructive voice to individual and collective wisdom
It is a respectful approach.
The ToP methods increase the capacity of individuals and groups to think broadly and deeply about their situation and for grooups to build a common understanding of their situation and what actions are needed. They allow a focus on possibilities no block
Supports individuals and groups to BE with the diversity of humanity.
a way to respect and carefully consider everyone's voice and perspective
ToP helps people focus on something outside themselves and their differences with each other; hence they can acommplish much when work together on a common purpose.

How can ToP methods improve the world in which we live?
Theme *Analysis*

Theme	Count
Increased Individual Autonomy	3
Leaders as Collaborative Synergists	1
Raises awareness through self reflection.	2
Definitely	1
Use resources wisely	1
Prevent Wars and deal with other tough problems	2
Creation of inclusive and Tolerant Culture	1
Transformative: by improving the effectiveness of groups and organisation…	12

Technology. New generations. New world challenges. More business-like.
strategic planning - start with focus on customer
Some hierarchial systems benefit all of us - with order and consistency and in handing emergencies - some might argue with fairness also
I mostly use ToP or if time crunch a modified version
Appreciative inquiry; meeting leadership; while ToP facilitation methods are strong and serve many situations; they can be difficult to adapt down to smaller; shorter meetings being held on a weekly; even daily; basis.
Too much focus on process and not on way of being. Feels too bureaucracy; slow for strategic or success-drive companies.
Groups are convening in many ways other than in person meetings. Addressing and resolving group conflict. Groups expect that they can plan; decide and instigate action much more quickly.communication among group participants
ToP is not 5 methods it is the spirit of facilitation these methods represent. There are many other methods that are excellent like Open Space or world cafe. These can be made more effective integrating with ToP bot more importantly with spirit
When a bigger picture is needed prior to decision making
Incorporation of Brain-mind research; Buddhist principles; use of graphics; accelerated learning; current planning and business language
Gathering data on the front end -- I use Theory U. We don't teach circle processes. Scenario planning. The methods often take longer than clients want to spend. The methods are very hard-to-transfer to others (tacit knowledge).
ToP is too idealistic & too set in upholding established ToP methods; rather than responding more flexibly to expand & adjust methods to adapt to changing circumstances in the world
Language is stilted and not suited to today's business world; which needs it desperately.
The ToP methods are contentless processes; not recipe techniques. That said there is a tendency to view facilitation as this suite of techniques or that suite of techniques rather than an underlying structure shaping human conversation.
When there is a need for several focused questions - then Open Space
I've had to scale down the "production".   Virtual application seems critical to relevant tool for the future.
Depending on the need of the group; bring different resources and groups; the emergence of coalitions; movements calls for some additional tools which ICA has but aren't well known; externalized
I have not really been in a situation where some adaptation of the ToP approach has not been able to address the situation.   I experience it as extremely adaptable and complementary to other approaches. I am aware of othes using other approaches.
None
Incorporation of materials on individual and group preferences such as Meyers Briggs; specific quality improvement projects; Organization theory; internet based tools
Focus on the group and not so much on the individual and what invokes their passion.
attention to how we embody balance; change and perception; capacities for "sensing"; more attunement to current neuroscience; integration with appreciative inquiry

Looking on the horizon, what comes next naturally for the ToP methods?
A synthesis of cultural; environmental and business and economic development.
using methods with virtual platforms
An honest look and appraisal for succession planning - we have got to get more young people involved and on-boarded or these methods will die
in universities
Virtual ToP. Using the accomplishment and skill we have to do the things that need to be done.
Linking ToP with complex leadership challenges and change.
Keeping the fundamentals and core of the methods; but applying them in more flexible and practical ways that really help groups move from consensus to action.
Integrating reflective methods like silence; looking for other forms of naming and framing for ideas to shift the patterns. Where do groups get stuck? these are areas of opportunity for change.
To explore and provide our clients with the inner disciplines of facilitative leadership
Incorporation of Brain-mind research; Buddhist principles; use of graphics; accelerated learning; current planning and business language
Integrating ToP with other methods and teaching it. I.E. ToP wisdom circles; ToP scenario planning; ToP Theory U; etc.
More fully integrate Spiral Dynamics Theory into ToP methods; so ToP users will understand how to provide insight into the nature of change; based on the group they are working with
Continuing to develop tools for virtual facilitation. Exploring niche markets and translating ToP courses into specialized languages; i.e. public health; education and economic development.
processes that expand perception of possibilities or options
Using Virtual Facilitation & Training and incorporating Open Space & AI
Continue to nurture the relationship and needs of "facilitators" not just trainers.
The work with design and image shift; community transformation become elevated in importance; more people learn them and are able to teach them
Paying close attention to the next generations particularly to social networking and bringing humanness to the virutal world.
Teaching people why these are important methods
virtual meetings; and virtual training; updating participant manuals; creating online courses;
Wholistic integration of process with the triad of body; mind; spirit.
nothing unless we choose to focus our attention in that direction and then we can discover possibilities

Any other comments or insights?
ToP methods need to integrate with other processes.
no
Let's design wisely so we don't throw out the baby with the bath water
reflecting on my responses can see why I have difficulty with creative celebration
.
none
We are at a tipping point and must move ToP methods forward.
How do we ask this question from different directions? Perhaps what is the essence of ToP and how do we create the next level of that essence?
Top facilitators need a better understanding of the intent of each step within the method
None at this time
ToP is a method for change. Spiral Dynamics is a theory of change. Integrating the two into one's practice makes sense.
It is great that this survey is being done! I am pleased with how TTN is now focused on exploring new adaptations of ToP methods delievery (like virtual facilitation)
no.
no
The use of Virtual Facilitation & Training are the next great priority - and calling those on the constant move to get back to Ethernet & not just their mobile phones
More people working within organizations where facilitation may only be one hat. Needs are different that for the consultant facilitator.
Our uniqueness is in the stance of the facilitator reflected in the Courage to Lead - would love to see that brought forward
I think the future demands continuous re-invention and collaborative innovation of socail structures; processes; technology; educational systems. I think ToP has application in this arena.
More people need to use ToP for designing physical environment
More theory on leadership that supports participatory style; Something like the Effective Leadership Course
no
if we choose we can discover new ToP methods and continue to innovate

Any other comments or insights?
I would like to see more methods and processes spin out of ToP.
no
These results should be "enlightening"
this is so important to help shift way we incorporate needs of all and perspectives of all; so all voices are heard and those with the need for power won't trample on the rest of us
.
none
no other comments at this time
Internet at first was used like a quick form of letter writing or newspaper recieving and now it has become its own form of mass-personal communication is there an insight there for ToP do we need a form of simultaneous group and individiul process
Top facilitators need to use the methods in their personal lives
None at this time
ToP seems focused on supporting Blue and Orange in the Spiral. It could easily be shifted to support Green. Wonder what it would look like to support Yellow and Turquoise?
I'd like to see ToP be more proactive as an organization - and not be so reluctant to experiment more in exposing ToP trainers & facilitators to new approaches & courses in ToP methods. We need to expand org. boundaries!
no.
no
Or do we need sophistication to go to the Mobile phones and not just Ethernet for a great connection?
thank you
Important questions and I value the opportunity to begin to think about them.
I think we are on the edge of some new break throughs with the many new and younger members coming into our Network
Lot's of the questions in this form didn't give a range of alternatives that described my situation.
An emphasis on certification and qualified trainers will help increase visibility.
no
ToP roots were in social change guided by social justice and then the methods went mainstream. Today there continue to be social justice concerns and planetary concerns. who will take ToP to these places?

ToP Survey

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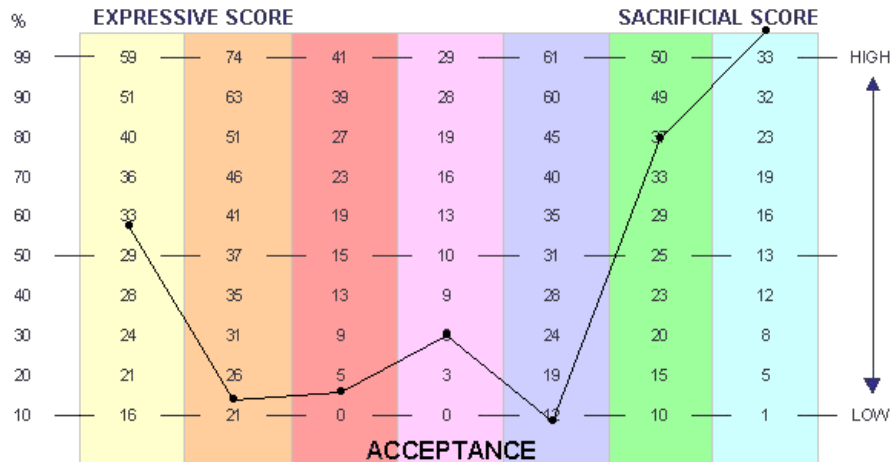christopher.cooke@5deep.net

Change State Indicator
ToP June 2011
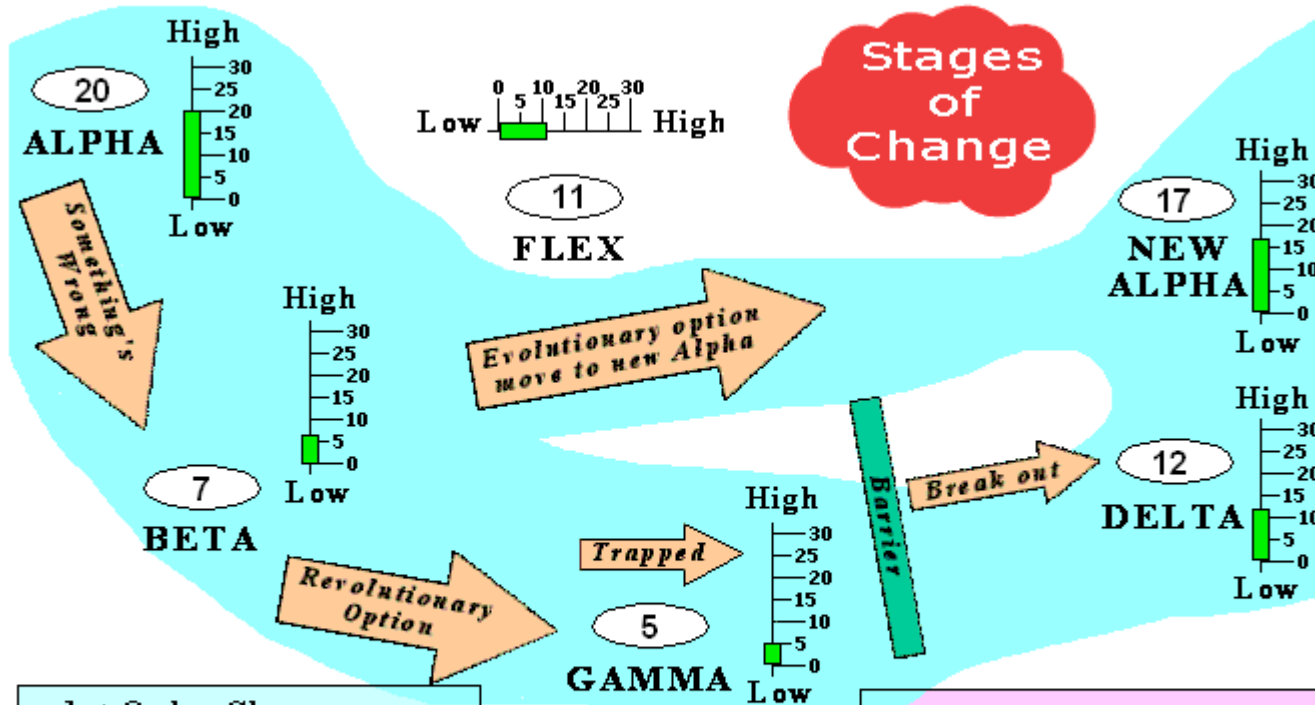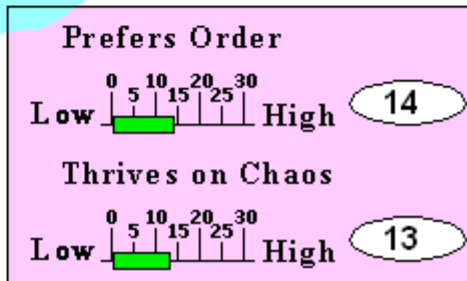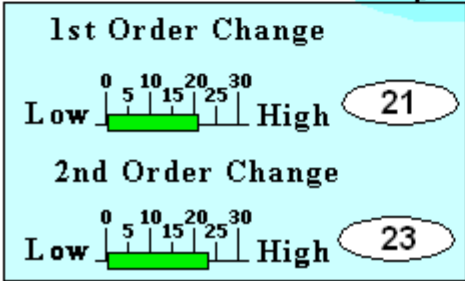
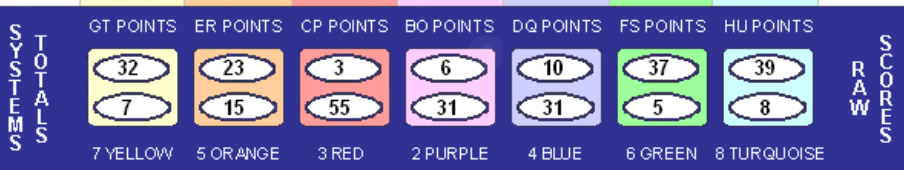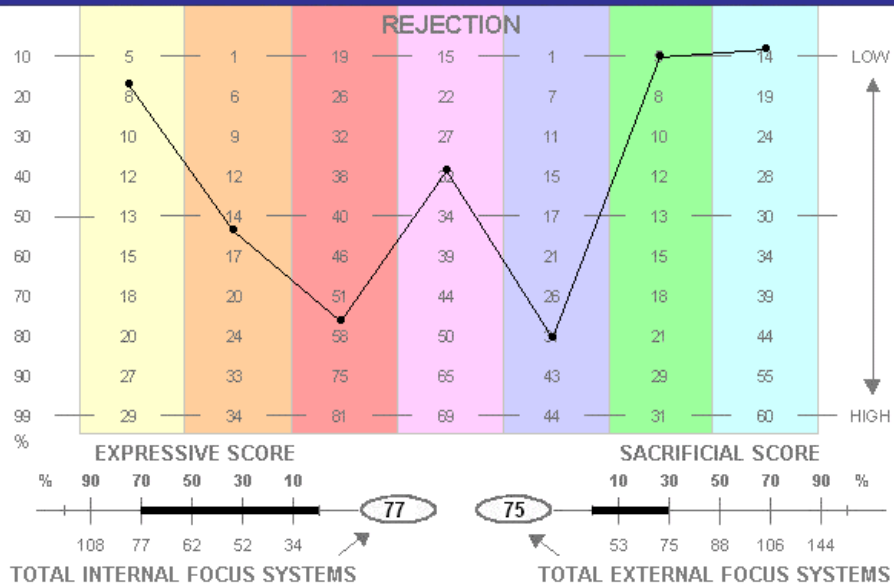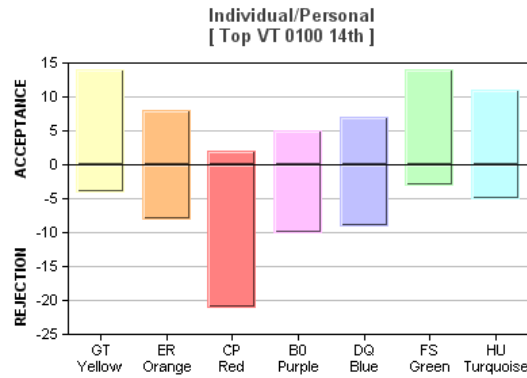|	1st Order	2nd Order	Order	Chaos	Alpha	Beta	Gamma	Delta	New Alpha	Flex
Group	20.7	22.5	14.1	13.5	19.5	7.2	5.2	11.7	17.2	11.4
Max	39	35	22	20	41	18	12	20	27	20
Min	10	6	7	4	3	3	0	4	6	7

THE VALUES TEST

ToP June 2011

	GT	ER	CP	BO	DQ	FS	HU
Group	32.2	23.3	3.2	6.3	9.7	36.6	39
50% ile	*29*	*37*	*15*	*10*	*31*	*25*	*13*
Range Of Acceptance Max	52	50	15	16	30	72	82
Min	22	5	0	0	0	16	5

Group	6.5	14.6	55	31	31	4.6	8
50% ile	*13*	*14*	*40*	*34*	*17*	*13*	*30*
Range Of Rejection Max	16	29	90	65	48	25	24
Min	0	0	24	13	15	0	0

World Views
[Top VT 0100 14th]

Individual/Personal
[Top VT 0100 14th]
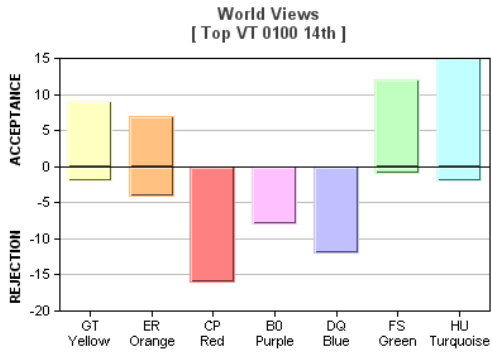
World Views, Work Related and Individual/Personal Profiles
[Top VT 0100 14th]

Work Related
[Top VT 0100 14th]
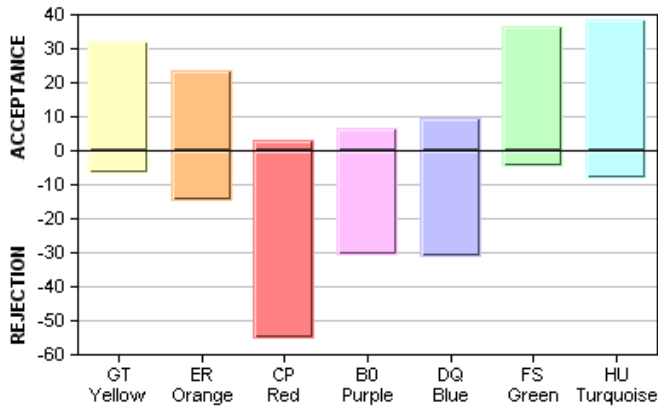
Profile	GT Yellow	ER Orange	CP Red	B0 Purple	DQ Blue	FS Green	HU Turquoise
Work Related (Acceptance)	13	11	0	4	3	14	15
Work Related (Rejection)	-3	-4	-26	-13	-12	-2	-1
World Views (Acceptance)	9	7	0	0	0	12	15
World Views (Rejection)	-2	-4	-16	-8	-12	-1	-2
Ind/Personal (Acceptance)	14	8	2	5	7	14	11
Ind/Personal (Rejection)	-4	-8	-21	-10	-9	-3	-5
Total (Acceptance)	32.2	23.3	3.2	6.3	9.7	36.6	38.6
Total (Rejection)	-6.5	-14.6	-55	-30.5	-31	-4.6	-7.8

SDi CultureSCAN Scoresheet

Priority	Group Avg
Purpose	6
Principles	6
Profit	4
People	6
Planet	6
Trust	7

Job and Cultural Fit - "Fit Factor" = 18

Personal Priorities	Purple (b)	Red (c)	Blue (d)	Orange (e)	Green (f)	Yellow (g)
Group Avg	17	19	25	27	36	40

Readiness for Change	Alpha	Beta	Gamma	Delta	New Alpha
Group Avg	10	5	4	9	11

Change Preference	Group Avg
1st Order	11
2nd Order	17

READINESS FOR CHANGE

Alpha: stable conditions
Beta: turbulence
Gamma: tornado
Delta: tipping point
New Alpha: new stable conditions

EXECUTIVE INTELLIGENCES

Entrepreneurial
The capacity and aptitude to launch a completely new entity or system working independently from others.

Transformational
The insights and skill necessary to change one operational system into a different one, from the PRESENT to the DESIRED.

Translational
The temperament and good sense to preserve, elaborate on, or expand on existing systems.

Present and Desired Work Structures and Flows
ORGANIZING CODES AND PRINCIPLES - The Psychosocial "DNA"

Present	-	-	4.5%	13.6%	36.4%	45.5%

Tribal Order — Safety Driven
Explosive Empire — Power Driven
Authority Structure — Order Driven
Strategic Enterprise — Success Driven
Social Network — People Driven
Systemic Flow — Flexible Flow Oriented

Desired	-	-	-	13.6%	27.3%	59.1%

Executive Intelligences	Group Avg
Entrepreneurial	31.8%
Translational	18.9%
Transformational	49.2%

Patterns of Thinking

High Digital		Moderate Digital		Mixed Systems		Moderate Analog		High Analog	
15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
-	-	5%	-	5%	5%	-	9%	5%	18%	14%	23%	5%	9%	5%	-

Priority	Purpose	Principles	Profit	People	Planet	Trust
Group	6.2	5.8	4.1	5.6	5.8	7.2
Max	8	7	8	8	7	8
Min	2	2	1	2	2	5

Readiness for Change	Alpha	Beta	Gamma	Delta	New Alpha
Group	9.8	4.7	3.8	8.6	10.9
Max	13	13	13	12	14
Min	6	2	2	5	5

Personal Priorities	Purple (b)	Red (c)	Blue (d)	Orange (e)	Green (f)	Yellow (g)
Group	16.8	18.9	25.1	26.9	36.5	39.8
Max	30	38	34	41	55	55
Min	9	8	16	15	21	28

Change Preference	1st Order	2nd Order
Group	10.6	16.5
Max	22	24
Min	3	4

PATTERNS OF THINKING
Digital Ranges - 10-15 "Left Brain"
Strong Points
Penchant for detail / precision
Linear/logical problem-solving
Maintains neat / tidy categories
Runs quiet / steady operations
Blind-Spots
Boxed-in view of reality
Inappropriate/stifling rigidity
Blindly-driven by clock-tick time
World reduced to bits and bytes

PATTERNS OF THINKING
Mixed Systems 8-10
Strong Points
Translates idealism into realism
Absorbs complexity/reduces to simplicity
Roams the terrain yet waters the trees
Expands strategies/refines tactics
Blind-Spots
Pragmatism endangers principles
Everything to everybody' wears thin
Torn 'betwixt and between' two worlds
Moderation snuffs out creativity

PATTERNS OF THINKING
Analog Ranges – 0-8 "Right Brain"
Strong Points
Accesses the kaleidoscopic "whole"
Zigzags through complexity
Driven by dreams and visions
Lives on uncharted "frontiers"
Blind-Spots
Details "fall between the cracks"
Bias toward ideation not action
Lives on emotional roller coasters
Trapped in a world of fantasy