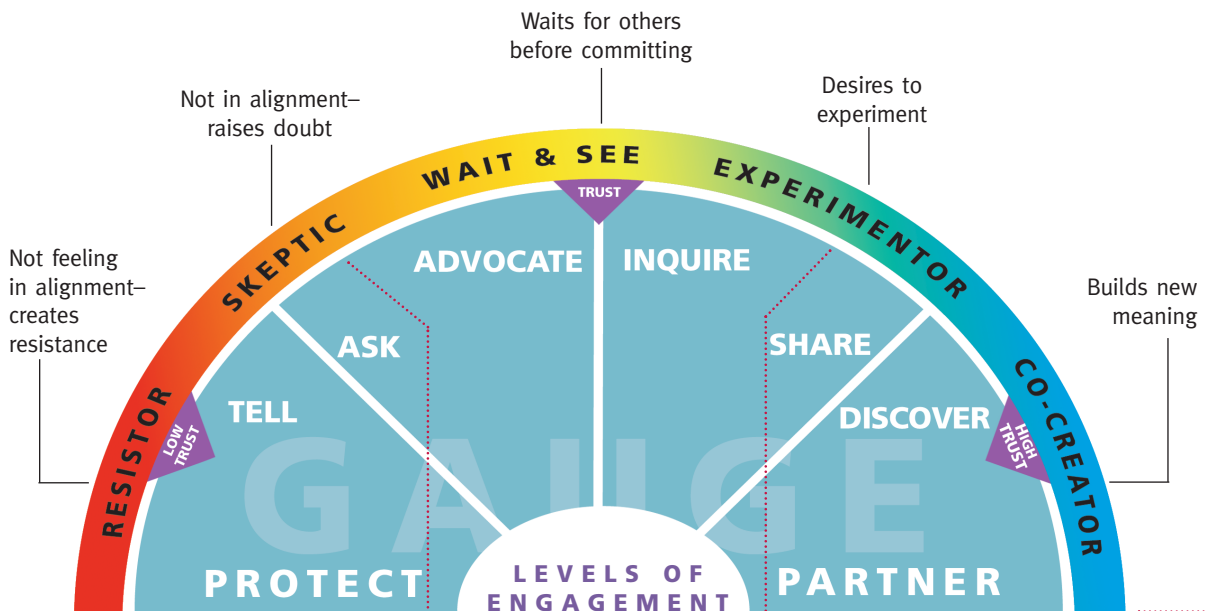


## TOOL: THE GAUGE & ARC OF ENGAGEMENT

**THE ARC OF ENGAGEMENT** is a tool for measuring organizational *states of engagement* by showing how open, ready and trusting people are to move into co-creativity.



### LEVEL 1: INFORMATIONAL CONVERSATIONS

*"I give you information; you give me information."*  
Low commitment.  
*Tit for Tat.*

### LEVEL 2: POSITIONAL CONVERSATIONS

*"My goal is to influence you to get what I want."*  
Conditional commitment.  
*Win at all costs.*  
*Give and Take.*

### LEVEL 3: RELATIONAL CONVERSATIONS

*"How can we create new possibilities together?"*  
High commitment.  
*Open to influence.*  
*Letting go response.*

**THE GAUGE** is a tool for measuring your *style of engagement* which affects the brain's ability to change, grow, and innovate. **Sharing** and **Discovering** have the most powerful and positive impact on achieving co-creation.

**Protecting:** If your style is Protecting, you are most likely triggering survival instincts—excessive 'telling or advocating': flight, fight, freeze, acquiesce, avoidance cover-ups, even lying or manipulating.

**Sharing:** If your style is Sharing, you are most likely triggering vital instincts—sharing what is on your mind: being vulnerable, giving, getting close, connecting and being open and honest.

**Discovering:** If your style is Discovering, you are most likely triggering vital instincts of curiosity and wonder: asking each other open ended, stimulating questions and being innovative and creative.

**Partnering:** If your impact is Partnering, you are most likely getting into sync with others: 'feeling in tune', synchronizing, co-creating, feeling connected, like on the same wave length.