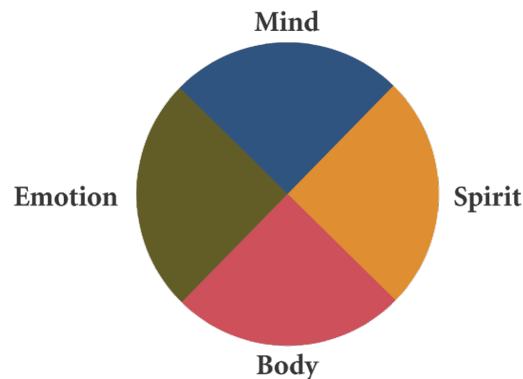


Four Domains Model

One of the patterns that we develop, either purposefully or not, is to live and learn in primarily one mode. That mode becomes the primary lens through which we view the world, channel communications, participate in relationships and govern our own behavior. Understanding that there are more domains than our primary one and its polar opposite (in which most of us have some awareness only as a balance of our primary) provides access to new ways of learning and expressing.

The Four Domain model below provides a framework for understanding our own learning style and level of awareness. The model has many applications, including a structure for personal and organizational change. This introductory tool will assist in building awareness of the domains and your own comfort level in each. It is important to understand that for leadership to be both authentic and sustainable, some facility is needed in each of the domains.



Mind – The mental domain is associated with rational thought and reason. Its view is logical and based on clear thinking. The mind or mental domain seeks to create systematic processes and solve challenges through reason and analysis. Linear processes and logical problem solving are primary mental disciplines. The clear physical association is with the head (brain) as the seat of reason.

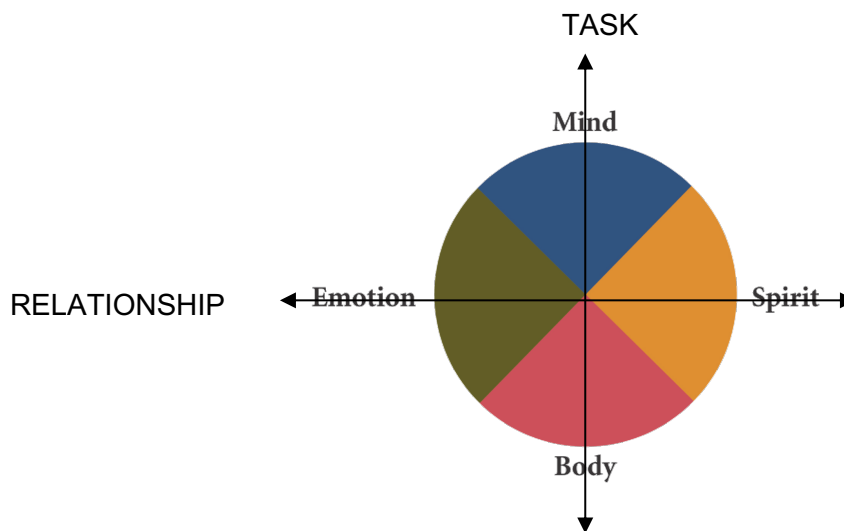
Spirit – The spiritual domain is concerned with creativity and imagination. Connection with art, music, and other creative pursuits are engendered largely from this domain. For leaders, this domain also houses critical capabilities of inspiration and creative thinking. The spiritual domain allows leaders to remember that while an idea may make logical sense, others must see the vision and become inspired in order to move into action. This is the realm of new beginnings and ideas.

Body – The body domain is associated with the physical body, and as such, with tangible physical reality. This is the domain of embodying ideas into plans that create physical outcomes. Senses and physical pleasures as well as ability to sustain physical processes reside in this domain. It is in this domain that ideas take form- through plans and action. The physical domain also has to do with the personal physical body and somatic wisdom available to us there.

Emotion – The emotional domain is about an inward journey. It is in this domain that we meet with internal struggles and resistance. This domain teaches us to overcome and even partner with resistance and is the seat of emotional intelligence. The process of refining ideas and plans to strip away what is not useful, both internal and external is a function our facility in the emotional domain.

Using the Model

Note that each of the domains is balanced by another with which it shares a polarity. Similarly, as human beings we are normally more adroit along one axis than the other, and within that axis, more so at one end than another. Often, by increasing our focus into domains in which we are not comfortable, we can gain access to wisdom we otherwise would not have. We can summarize the polarities in a way commonly used to distinguish leadership from management, task vs. relationship.



An initial tool to use in understanding where our comfort zone lies is to listen to our own language. When seeking an opinion, are you more likely to ask “What do you think?” or “How does that sound?” Perhaps you would enquire, “How does it feel to you?” or “Do you have a different idea?” The tools we use to solve problems are our clearest indicator of where we are most comfortable, and where our opportunities for deeper leadership lie.

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