The Sandwich Model

Three Levels of Communication and Connection in Organizations

(or "Why is it so much harder to get our work done than we think?")

"I" Intrepersonal

"You" Interpersonal

"We" Organizational

MY WORK

OUR WORK

Where Work gets Done!

Relationships?

What's my **effect** on others?

What's my spectrum of **responses** to triggers?

How fully do I **express** my needs met/unmet?

How fully do others **express** their needs met/unmet around me?

What's my **capacity** to see my part in a situation?

What's my **capacity** to help others see their part in a situation?

What's the level of shared reality about what I have **authority** over?

What **accountability** processes are in place to keep me in shared reality?

What's the level of **resources** available to address our agreed upon priorities?

What **information** are we tracking that shows how we are moving toward our shared **Source Needs**?

What are our agreements about internal and external **communication** and **decision making**?