

transformational psychology and facilitation

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“I would *love* to do that”

“Come on, that’s nothing for you”

“it’s going wrong ... again...”

“Keep cool, inch by inch, it will work”

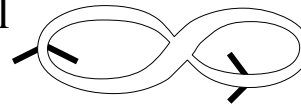
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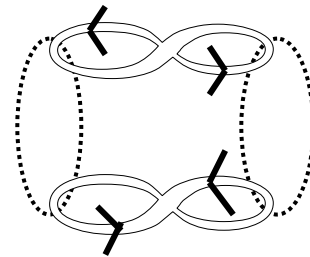
- welcome and introduction

- the consciousness model
opposites



- experiencing

- effects in relations,
as in facilitation
as in organisations



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the consciousness model in transformational psychology:

experiencing inner selves

awareness:
neutral observer

operating ego /
aware ego-process

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primary selves:

protector/controller

pleaser

pusher

inner critic

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disowned selves:

vulnerable child

magic child

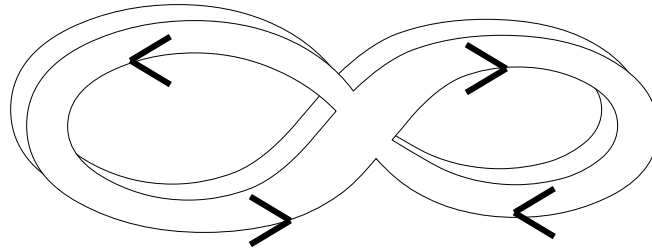
instinctive energies

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awareness



aware ego

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opposites

perfectionist

chaotic

pusher

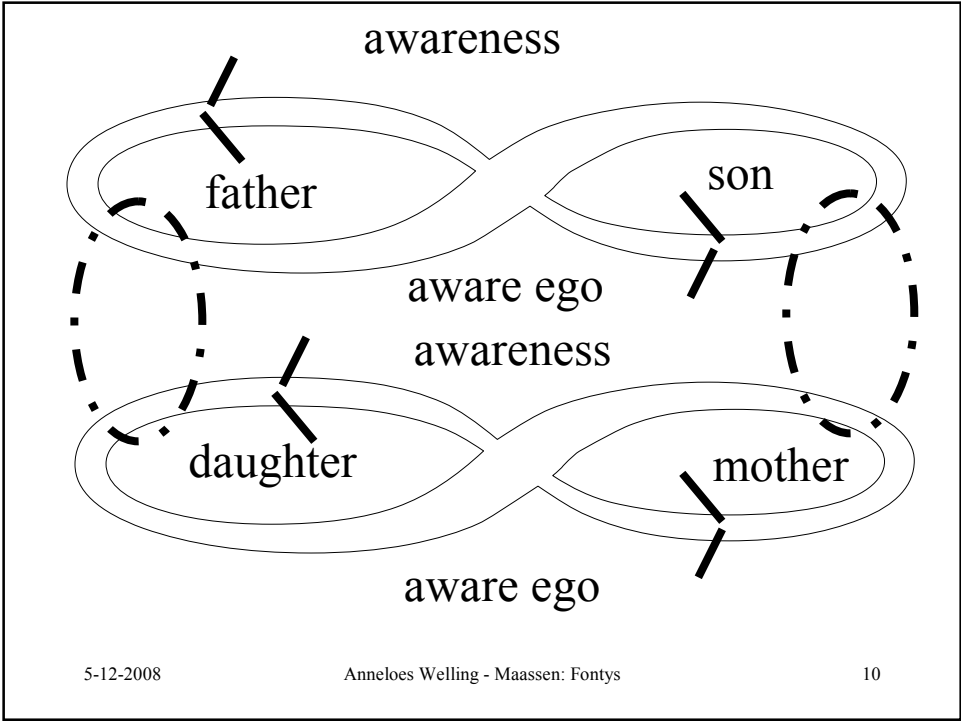
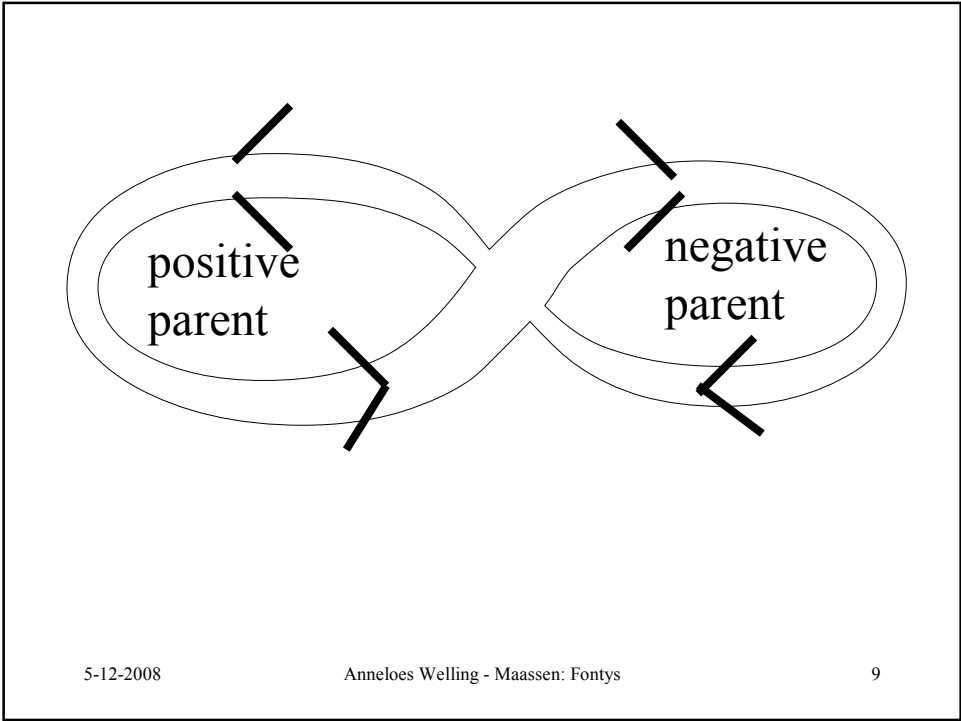
beach bum

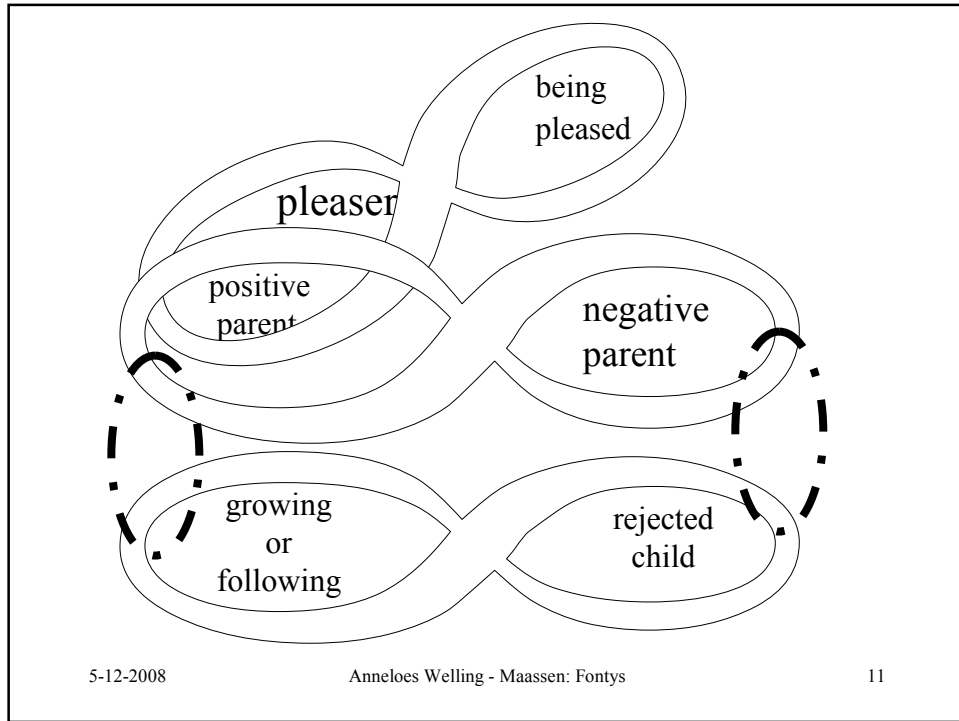
there is no need to get rid of anything
and
nothing is lost

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opposites within the organisation

traditional
wished

innovative
wished

traditional
undesirable

innovative
undesirable

contribution to facilitation:
on **individual** level

self-reflection / self-consciousness

authenticity

a way of understanding what's going on

→ empowering

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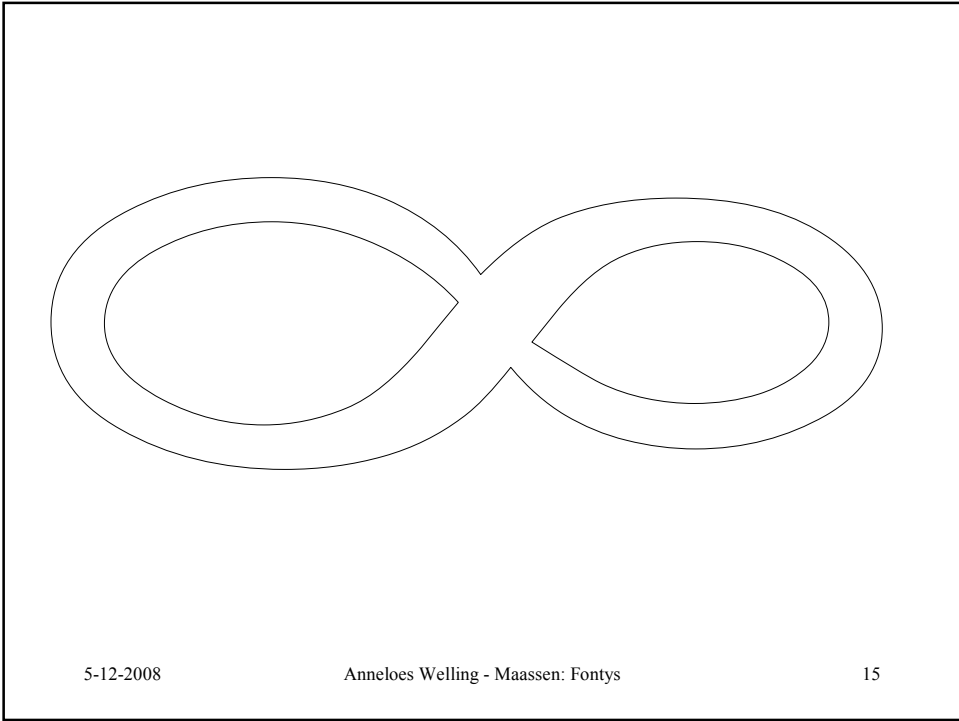
contribution to facilitation:
on the level of **organisation**

- recognize energy patterns in the organisation
- workshops: e.g. working with inner critic
- working with opposites within an organisation; respecting the primary selves

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