

Levels of Responding to Change – Otto Scharmer

The different levels are:

- Reacting
- Redesigning
- Reframing
- Regenerating

Fundamental problems, as Einstein once noted, cannot be solved at the same level of thought that created them. Learning to pay attention to our attention and to illuminate the blind spot, according to Scharmer, is the key leverage point to bring forth the profound systemic changes in business, society and in science so needed now.

And here's what the process actually looks like:



The basic premise of the theory is that we need to work through the different levels of response to effect the most change.

The point is that you learn to move through the U, changing how you think about problems and challenges in the future.

As change is introduced to a system, we may move through all four levels, but what's important is to move towards the fourth level as quickly as possible.