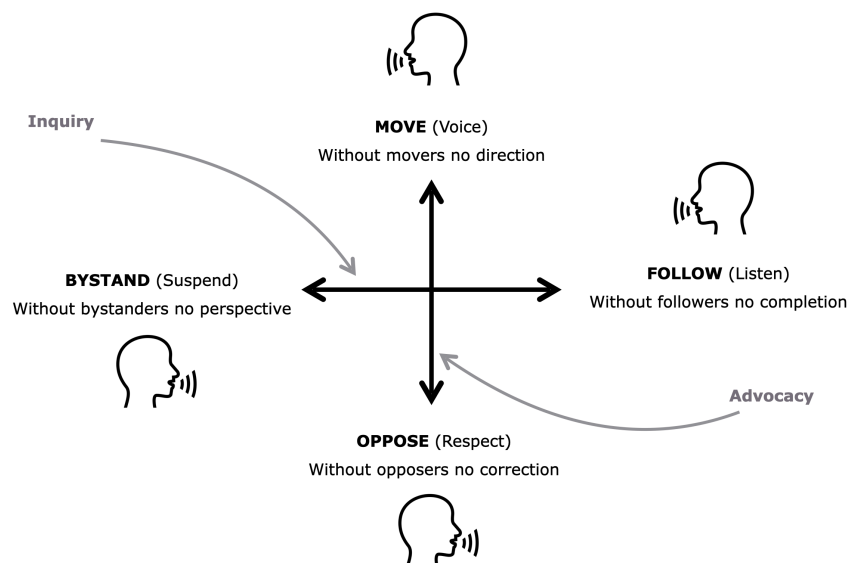


Dialogue (David Kantor)

The 'Four Player Model' by David Kantor is one part of a theory on how human communication does and does not work in human systems. It offers a way of understanding what's going on when people come together to try and get things done, and reading conversations.

Action propensities

Our vocal actions when we speak are important to understand because the impact of what and how we speak can be very different from our intent. Kantor says that there are four speech acts possible in any given conversation, all four are equally important, and that for a dialogue to occur all four must be present. We each have a natural preference for one or more of these 'voices', and can move between them moment to moment. Looking at the diagram below, which are yours? Once you notice which actions are present or absent in your group conversations, you can experiment with the dynamic by taking up those roles that are missing.



Move

This act establishes a direction and sets the team in motion, initiating action and moving the team or group along. Movers say things like... "I suggest we talk about..." "I think we should decide to..." "My proposal would be..."

Follow

The follow act provides support for the move and serves the function of completion. Followers say things like "I agree that..." "Let's do what Joanne Bloggs suggests..."

Oppose

The oppose act questions the move that has been initiated. Be careful not to unhelpfully label opposers as 'difficult' or 'obstructive' and exclude them. Opposers say things like "I disagree with..." "My concerns are that..." "I see things differently..."

Bystand

Bystanding provides perspective and invites the team to be more reflective. They say things like "I'm noticing that..." "It seems there's a dilemma here..." "What I'm observing is..."

The next time you are in a group conversation, try to notice which vocal actions are 'showing-up', with who, and which may be missing. If your conversations are feeling 'stuck' in anyway, it can be helpful to experiment trying out different vocal actions and supplying what's missing yourself. So if there's no by standing going on, for example, be that voice for the group.

- Learn more

Individual & Team Self-Assessment (By The Kantor Institute).
<https://www.kantorinstitute.com/instruments>