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*It's in our hands to redesign work to be
more effective, collaborative, daring, and joyful.*

Structural Dynamics analysis

for teams and individuals



Background

Structural Dynamics is not a new theory, but recent developments in its research allow it to become available to teams worldwide.

It is an impactful tool for teams in a business setting and for individual contributors and leaders alike in their continuous improvement journey.

What is Structural Dynamics?

Structural Dynamics is a trusted framework which was developed by David Kantor, Ph.D., founder of the Kantor Institute and author of Reading the Room.

It looks at the structure of conversations, instead of limiting the view to their content alone.

More on Structural Dynamics in [this YouTube clip](#).

How can it help my team?

When applying the structural lens, team members become aware of patterns that emerge in their interactions. Your team can move towards more productive, inclusive, and meaningful discussions.

On a personal level, team members become more self aware of their structural tendencies, which they can then address in other contexts beyond their direct team.

The bMaps model

Assessing Structural Dynamics using bMaps

bMaps is a proven instrument designed to assess team dynamics using the structural lens. It was scientifically designed by Dr. Kathryn Stanley, who worked with David Kantor to develop bespoke diagnostics for business teams.

Kathryn is an Organizational Psychologist and Executive Coach to Fortune 50 leaders at Harvard Business School.

The Middle works directly with Kathryn on everything Structural Dynamics - assessment, support, and advice.

The survey

bMaps can be used by individuals or whole teams for self assessment.

It's proven as both reliable (i.e. consistent results) and valid (i.e. measures what is sets to measure).

The survey is filled out individually by team members, which takes about 15 minutes.

Participants get an annual access to the tool so they can retest over time or in different contexts even without external support.

Putting it to use

The debrief

Whether an individual or team assessment, a report is created with detailed and actionable breakdown of structural patterns.

During a debrief session, we'll uncover the meaning of these patterns and learn how we can design more effective team interactions going forward.

What's under the hood?

Using bMaps, participants work on 4 structural levels:

- ✓ **Acts** - are we engaging in a productive discussion? are we blinded by group-think?
- ✓ **Communication domains** - do we understand why a team member is triggered by something we said? what silent driver stands behind their expressed idea?
- ✓ **Operating systems** - do we all value the same forms of conversation? Is there a mismatch between how different team members might like to receive/give information?
- ✓ **High stakes** - in which situations team members get out of their comfort zone, where they become more anxious, uncomfortable, tense, or angry.

Examples

A few examples from the bMap report

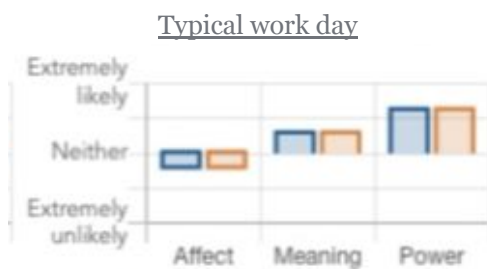
Speech acts



With the team, this specific leader is balanced and effective. He/she uses a healthy mix of initiative, counter arguments and reframing.

With their supervisor, the interaction becomes about exploring the supervisor's ideas more than anything else, making the conversations less effective.

Communication domains



In a typical work day, this individual's interactions are focused on execution and efficiency. There's also a lack in giving space to interpersonal language.

When difficult things happen, they become more effective and heighten their use of language around emotions, feelings, and the connection to the bigger picture.

Thanks.

Questions?

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