



THE FOUR ROOMS OF CHANGE

Personal Dialectics with the Outsider Scale©

The Outsider Scale© was the very first diagnostic tool that Swedish psychologist, Claes Janssen developed as part of his groundbreaking research on individual and collective self-censorship and defense mechanisms in the 60s and early 70s with the Swedish Film Institute. The research showed that there are two very distinct perspectives or views of reality and that people on either end of the spectrum have either a willingness or unwillingness to censor reality. Claes Janssen came to the conclusion that this polarization might be at the root of many conflicts within the individual, between individuals, groups, organizations and social systems. The Outsider Scale© captures the individual's experience of reality and their willingness or unwillingness to censor reality for the sake of belonging.

Dialectics refers to the tension between opposites (thesis and antithesis) that leads to synthesis by stepping back and taking a broader perspective. This approach is also referred to as differentiation and integration by Marvin Weisbord who is known for his development of the 'Future Search' methodology. Weisbord has described Future Search as 'a journey through the Four Rooms of Change'. The Four Rooms of Change is a theory that deals with change, with what happens with people and organizations in change and transition and with how they can influence the change process. The four rooms - or psychological states of mind – are known as Contentment, Self-Censorship and Denial, Confusion and Conflict and Inspiration and Renewal.



The Outsider Scale© therefore captures an individuals tendency to seek contentment and experience self-censorship and denial versus their tendency to seek inspiration and renewal and experience confusion and conflict. It also captures the individuals ability to integrate each of the four rooms – or psychological states of mind and their level of comfort with what is known as the 'yes/no conflict'. This has been referred to as the ability to 'keep the doors open' between the four rooms.

This is an assessment designed to help individuals explore the self and their relationship with others. The tool is excellent for management training, team development, one on one consulting, and life and career planning. This assessment also has several other applications for individuals and relatively small groups up to approximately twenty people. The Personal Dialectics with the Outsider Scale© may only be administered by a certified facilitator who has gone through a rigorous training program and is committed to applying the tool in an ethical way. For more information on the Four Rooms of Change® please go to www.fourroomsofchange.com.au .

Ander & Lindstrom Partners
Drottninggatan 55
SE-111 21 Stockholm, Sweden
Tel: +46 8 677 00 30
info@andolin.com
www.andolin.com

Ander & Lindstrom Partners
200 South Peyton Street
Alexandria Va 22314, USA
info@andolin.com
www.andolin.com

Clarion Learning P/L
13 Wakefield Street
North Manly NSW 2100, Australia
Tel: +61 2 9939 7017
Fax: +61 2 9939 7016
info@clarionlearning.com.au
www.clarionlearning.com.au