

The Centre for Human Relations and Community Studies presents

Change Below the Water Line

Social Fields as a Key Leverage Point for Change

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Eva Pomeroy

Affiliate Faculty, Applied Human Sciences
Concordia University



The term “**social field**” illuminates the interiority of social systems and describes these systems both from the outside (the third-person view) and from within (the first-person view). It investigates the interior conditions under which social systems shift from one state of interaction to another.

(Scharmer, O., 2018, p. 34)

Bourdieu

Social field “a force field as well as a field of struggles.”
(1990, p. 143)

Lewin

All behaviour (including action, thinking, wishing, striving, valuing, achieving, etc.) is conceived of as a change of some state of a field in a given unit of time, (dx/dt).

(Cartwright, 1951, p. xi)

Common to early field theorists is
“their faith in underlying connections”

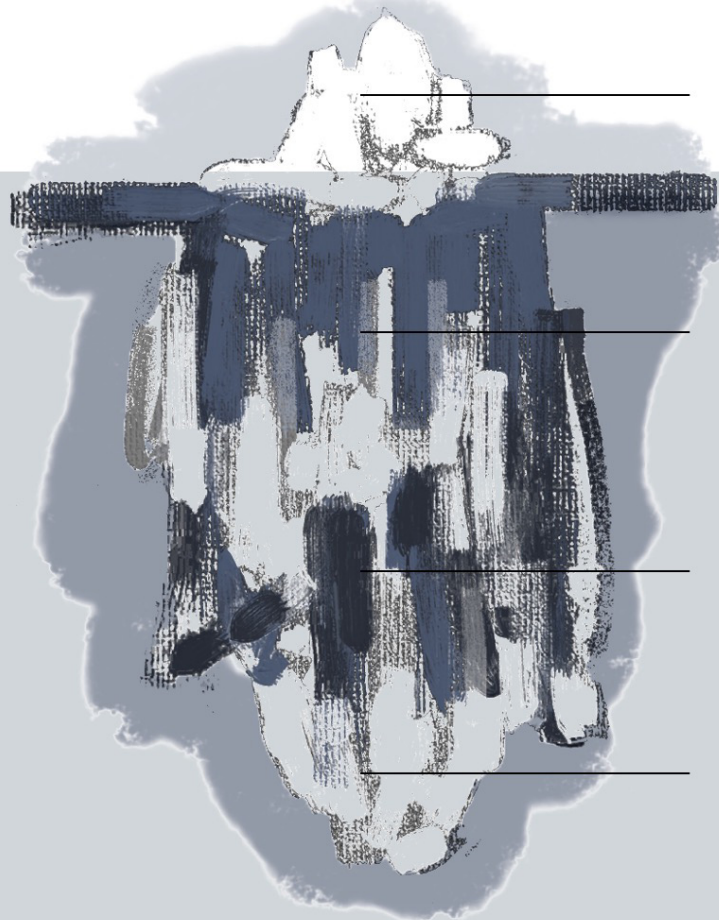
(Martin, 2003, 28)

Awareness-Based Systems Change:

Working with the social field

The field can be known if we...

- a. Conceptualize it differently
- b. Draw on different forms of knowing

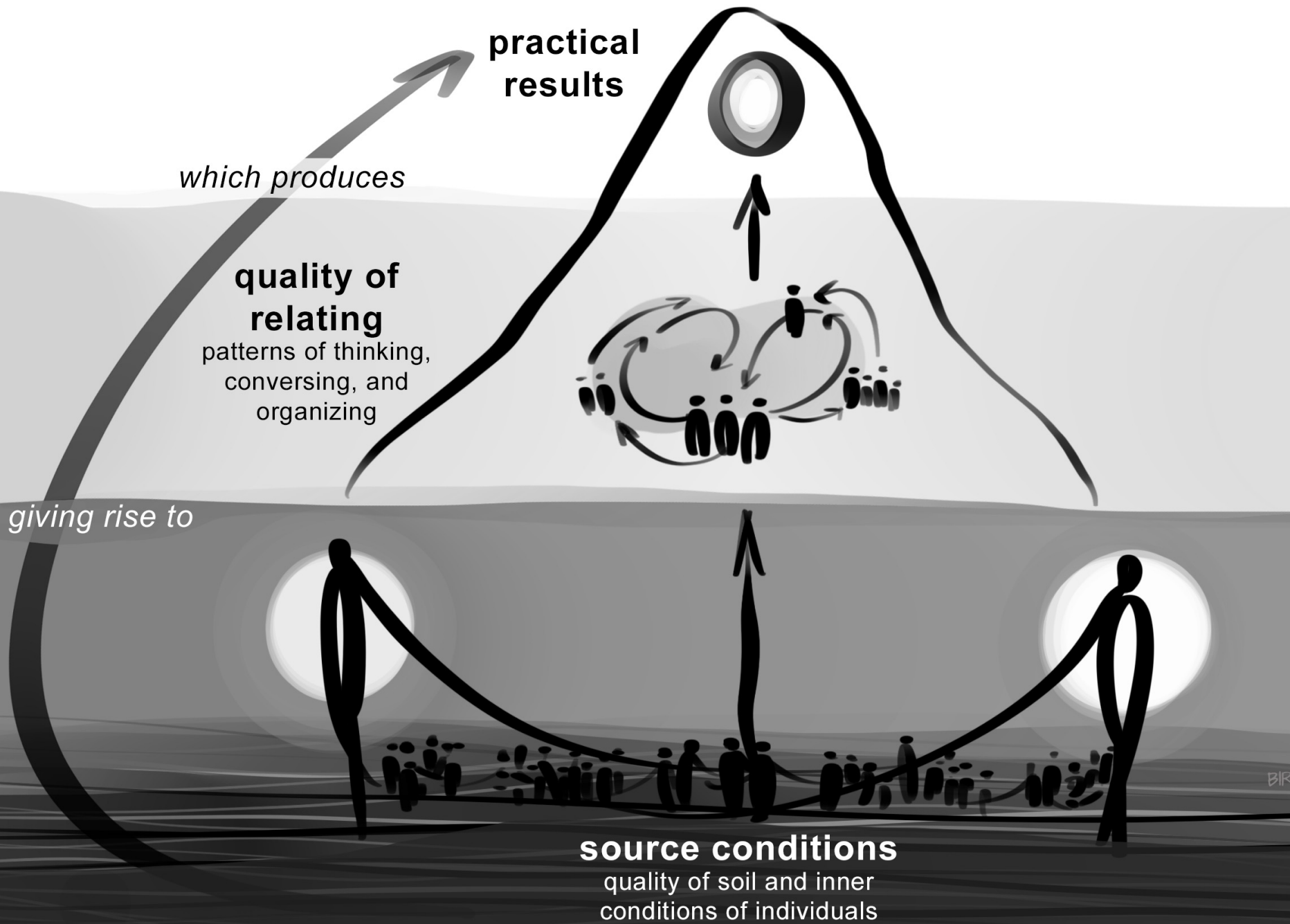


What Appears:
Visible Behaviours

What Does Not Appear:
Structures

Paradigms of Thought

Sources of Inspiration



The **social field** can be thought of as

“...the entirety of the social system with an emphasis on the *source* conditions that give rise to patterns of thinking, conversing, and organizing, which in turn produce practical results.”

(Scharmer, Pomeroy & Kaufer, 2021, p. 5)

Culture is shaped in the day-by-day and moment-by-moment ways of thinking and interacting.

(Boell, M. M. & Senge, P., 2016, p. 17)

Four Levels of Listening

(Scharmer, 2016)

Level 1 ----- **Downloading**

I listen to confirm what I already know.

Level 2 ----- **Open Mind** ----- **Factual Listening**

I listen for what is new to me and potentially disconfirming.

Level 3 ----- **Open Heart** ----- **Empathic Listening**

I listen to connect and see through the eyes of another.

Level 4 ----- **Open Will** ----- **Generative Listening**

I drop into a deeper state of listening, no longer listens “for” something but instead holding space for new possibilities to emerge.

References

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Thank you for joining this evening.



Image by <https://kelvybird.com/>

Upcoming Programs

Montreal, Quebec

Registration is open



HI
Human Interaction
Learning Laboratory

October 16 – 20, 2022
A five-day **foundational** workshop designed to enhance your understanding of how you show up and interact in order to improve your personal and professional effectiveness



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A six-day **advanced** workshop designed to build greater self-knowledge and fluency in using boundaries and choice to be more of the person you want to be at work, at home, and in the world



**Identity,
Belonging
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June 18, 2022
This half-day session is an invitation to unpack how our identities and anchoring to places and spaces of belonging grounds us and how our choices to exercise agency moves us towards whatever we are called and destined to be and do.