

<b>LEVEL OF PERSPECTIVE</b>	<b>CURRENT REALITY</b>	<b>DESIRED FUTURE REALITY</b>
<b>VISION</b>	What is the current vision-in-use?	What is the espoused vision of the future?
<b>MENTAL MODELS</b>	What are the prevailing assumptions, beliefs, and values that sustain the systemic structure?	What assumptions, beliefs, and values are needed to realize the vision?
<b>SYSTEMIC STRUCTURE</b>	What systemic structures are producing the most dominant pattern of behavior in the current system?	What kinds of systemic structures (either invented or redesigned) are required to operationalize the new mental models and achieve the vision?
<b>PATTERNS</b>	What is the behavior over time of key indicators in the current system?	What are some key indicators whose pattern of behavior shows that the desired vision is a reality?
<b>EVENTS</b>	What are some of the specific events that characterize the current reality?	What are some of the specific events that illustrate how the vision is operating on a day-to-day basis?

### **CURRENT REALITY**

- What are some specific events that characterize the current reality?
- Are those specific events indicative of a pattern over time? Do other stories corroborate this repeated pattern?
- Are there systemic structures in place that are responsible for the pattern? Which specific structures are producing the most dominant pattern of behavior behind the current results?
- What mental models do we hold that led us to put such structures in place? What are the prevailing assumptions, beliefs, and values that sustain those structures?
- What kind of vision are we operating out of that explains the mental models we hold? What is the current vision-in-use (what does it look like)?

### **DESIRED FUTURE REALITY**

- What is the espoused vision of the future?
- What sets of assumptions, beliefs and values will help realize the value?
- What kind of systemic structures are required (either invented or redesigned) to operationalize the new mental models and achieve that vision?
- What would be the behavior over time of key indicators if the desired vision became a reality?
- What specific events would illustrate how the vision is operating on a day-to-day basis (what would it look like)?

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