

# Principles, Patterns and Practices for Creating Healthy Community Change

turning to one another

there is no power greater  
than a community discovering  
what it cares about



# 12 Key Principles

For Creating Healthy  
Community  
Change

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Principle #1:



People support  
what they  
CREATE.

Question:

Are we engaging  
all those  
who have  
a stake in  
this issue?



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Principle # 2:

People act most responsibly when they care.



Principle #3:

Conversation is the way humans have always thought together.

In conversation we discover shared meaning.



How often do we use conversation rather than a more technical problem-solving process?



Where do our conversations occur, for example inside our meetings or only outside in the parking lot?





Principle #4:

To change  
the Conversation

Change  
WHO is  
in the Conversation



Are we stuck in this  
conversation?



What new  
people could we  
invite into the  
conversation?



Principle # 5:

Expect leadership  
to come  
from

ANYWHERE



When have we been surprised  
about who stepped forward  
as an informal leader?

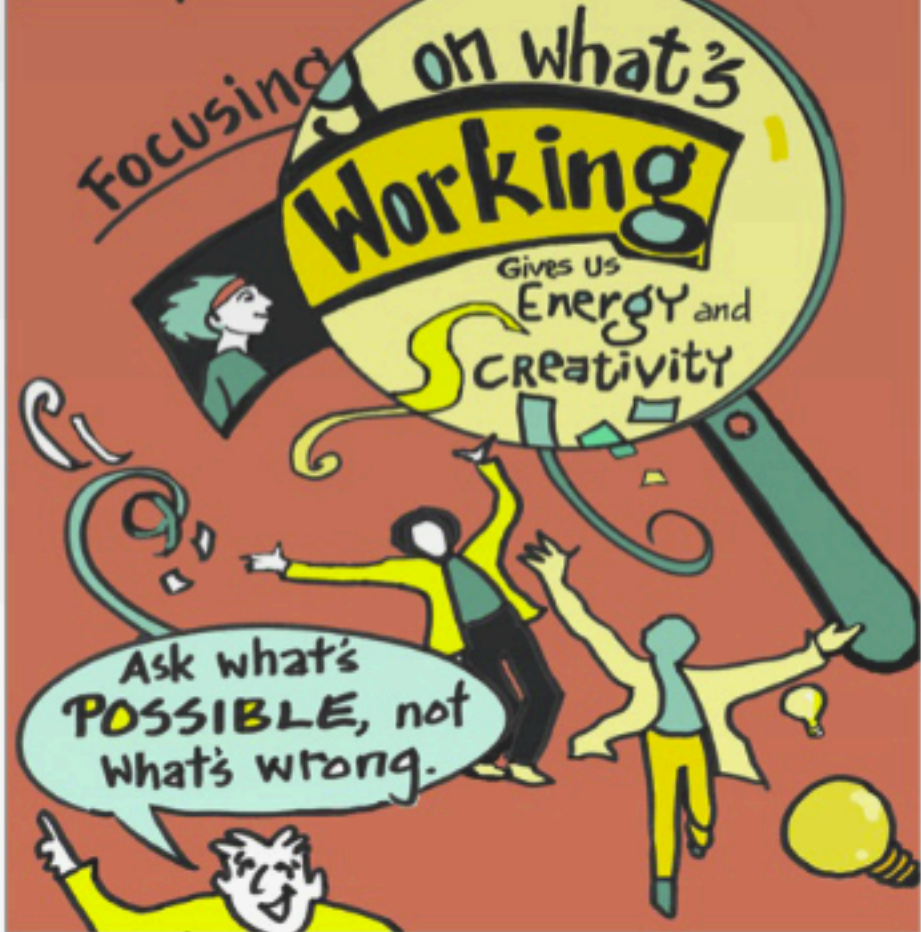
What caused  
them to step  
forward?



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Principle #6:



When have we  
been most

energized

for our work?

Why  
did we  
have so  
much  
energy?

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Principle #7:

The Wisdom  
resides

Within  
us.



Do we **first**  
look inside our community  
expecting  
to find the  
answers  
there?

Or do we  
**instantly**  
look outside  
for best  
practices  
?



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Principle #8

Everything's  
a failure  
in the  
middle.

Change  
occurs  
in cycles:

One step  
forward,  
two steps  
back

Two steps  
forward,  
one step  
back.

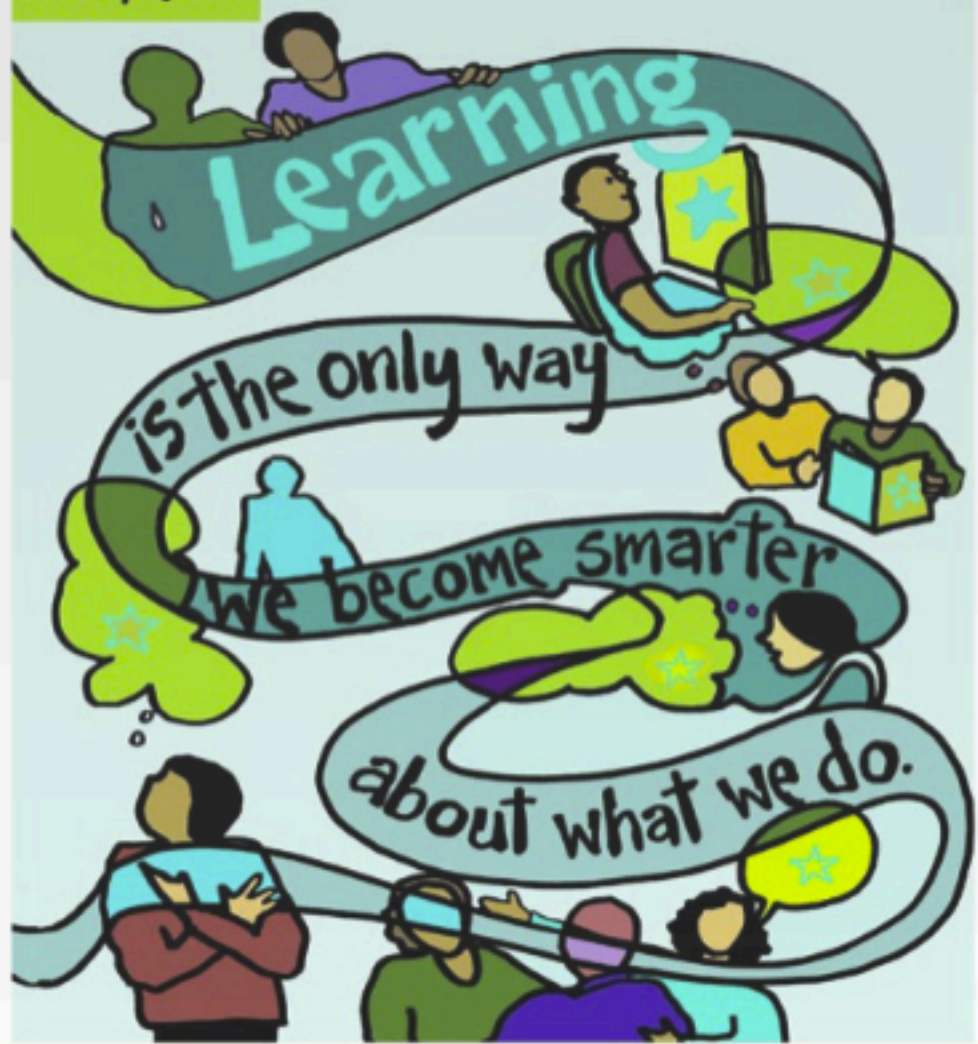
How do we react to  
times of  
failure  
when we  
see our  
progress  
suddenly

disappear?

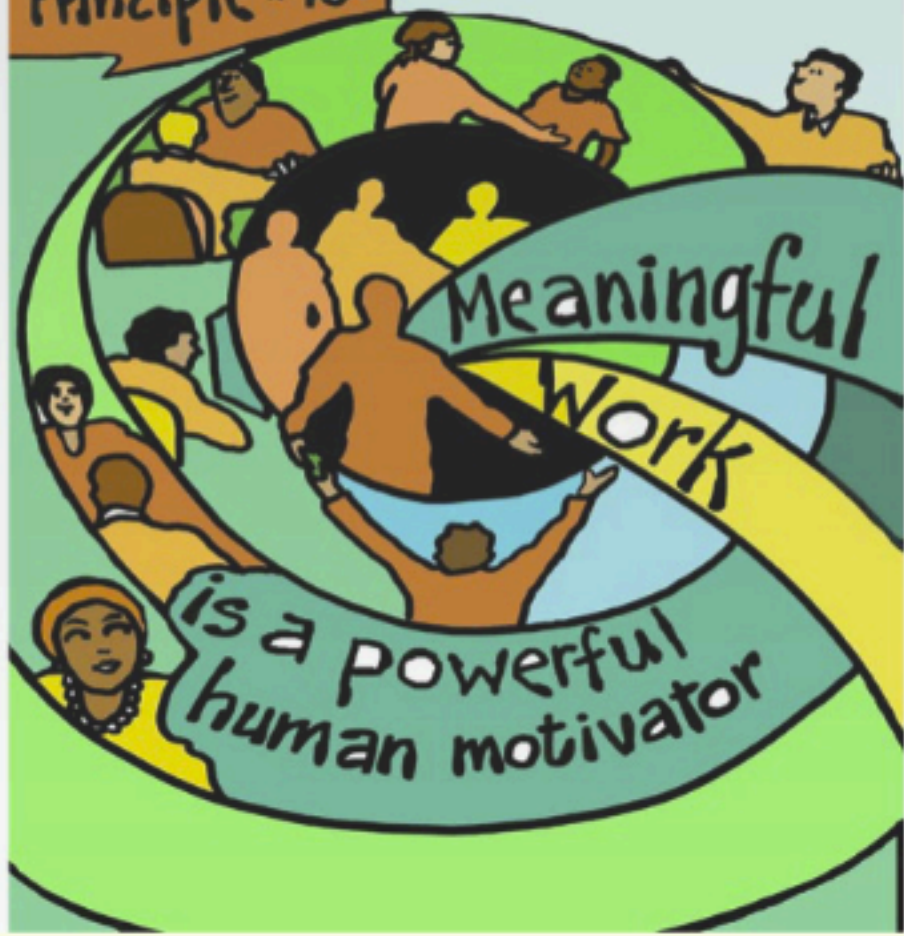
Do we blame,  
deny, or  
gather to  
learn?



Principle #9



Principle #10:



is a powerful human motivator

How often do we talk about and



remember



the deeper purpose that called us to our work?



# Principle # 11

Humans  
can handle  
anything

as long as we're  
together.



Are we  
paying  
attention  
to our  
relationships?

Are we  
supporting  
each  
other?



How often do we gossip,  
judge or scapegoat?





Principle #12:



If someone would observe our community...



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