

Dispositions of Improvers: Personal Reflection

| Disposition | Description | 1. What are my strengths in relation to this disposition? | 2. What aspects of this disposition do I want to develop further? | 3. What conditions in my context enable cultivating this disposition? |
|---|---|---|---|---|
| <i>Engage in disciplined inquiry</i> | A desire to build evidence to test initial theories | | | |
| <i>Adopt a learning stance</i> | Ability to be open to learning, to make mistakes, and to see early ideas and initial trials as opportunities to advance one's understanding | | | |
| <i>Take a systems perspective</i> | Seeing problems holistically and as a result of the design and structure of a system; the ability to see interconnections of key processes; refraining from identifying people as the root causes of problems | | | |

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|---|---|---|---|---|
| <i>Seek the perspective of others</i> | The desire to gain the perspective and learn from the experience of others in the system | | | |
| <i>Possess an orientation towards action</i> | The inclination to attempt small system changes even if ideas are imperfect; having a high tolerance for ambiguity | | | |
| <i>Persist beyond initial improvement attempts</i> | Having the confidence that improvement is possible, and the willingness to devote adequate time to solving complex problems | | | |