

TOOL DESCRIPTION

Systemic Triangle



The Systemic Triangle is a powerful perception and movement exercise that allows a systemic interaction to become tangible. It is an exciting exercise that does not involve speech, but still enables an enormous amount of communication.




The aim is to experience and understand that:

- organizations have an "inner order/structure" and often invisible connections that are relevant for change (e.g., relationships, dependencies, communication structures).
- changes in one place can have effects (and therefore also relevant stakeholders) in other, unexpected places.
- organizations always strive to achieve a stable state and resist change to ensure this stability.

The goal of the exercise is thus to make it easier to perceive systemic interactions.
The exercise can be used both indoors and outdoors.

Duration 15–20 min	Participants 14–50 people	Facilitation no special material needed
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Systemic Triangle | Process

Collect and pick 2 min 	Form triangles 3–10 min 	Evaluation 5–10 min 
<ul style="list-style-type: none">• The whole group walks around the room with their eyes on the floor.• At some point, the individual participants are given the task of choosing two people from the circle of participants.• The participants keep their choice to themselves, still keeping their eyes on the floor; no verbal or non-verbal signs are given to reveal who each individual has chosen.	<ul style="list-style-type: none">• Everyone has the task to: "Form an equilateral triangle with the two chosen people without letting them know and communicating.• The side length of the triangle is arbitrary, as wide as the space allows or as narrow as the 3 people can manage.• If trios find each other too quickly, they are asked to mix again.• Once a stable trios has formed, you can remove one person from the trio to observe the group.	<ul style="list-style-type: none">• Depending on the size of the group or room, a stable equilibrium can be reached after about 3–15 min.• Finally, evaluation questions can be asked.• Evaluation questions examples:<ul style="list-style-type: none">– What happened?– How did some people find each other so quickly without communicating?– What have we learned about organizations?