**Causal Loop Diagram (Systems Thinking)**

**Concept: Supervisor Communication ↔ Team Performance**

**Visual Explanation:**  
This causal loop diagram demonstrates how the frequency and quality of supervisor communication directly influence team morale and performance, forming reinforcing or balancing feedback loops.

**Causal Loop Diagram Description:**

* **Supervisor Communication → Team Clarity → Task Completion → Higher Morale → More Communication**
  + **Reinforcing Loop** (R1): Clear communication boosts morale and productivity.
* **Lack of Communication → Unclear Goals → Delays → Low Morale → Less Engagement**
  + **Balancing Loop** (B1): Poor communication degrades performance and motivation.

**Systems Thinking Application:**  
This reflects Senge’s (2006) principle of feedback loops in organizational learning. Supervisors who engage in transparent communication enable teams to self-correct and improve.

“Cause and effect are not closely related in time and space. Leaders must see the bigger picture and influence patterns over events” (Senge, 2006, p. 73).

**References**

Senge, P. M. (2006). *The fifth discipline: The art & practice of the learning organization* (Revised ed.). Doubleday.