

Levels of Commitment

Adapted from The Fifth Discipline: The Art and Practice of the Learning Organization, Peter Senge (1990)



Commitment

Wants it. Will make it happen.
Creates whatever "laws" (structures) are needed.



Wants it. Will do whatever can be done within the "spirit of the law."



Does everything expected and more.
Follows the "letter of the law." "Good soldier."

Formal compliance On the whole, sees the benefits of the vision.

On the whole, sees the benefits of the vision.

Does what is expected and no more.

"Pretty good soldier."



Does not see the benefits of the vision. But, also, does not want to lose job. Does enough of what is expected because they have to, but also lets it be known that they are not really on board.



Does not see benefits of vision and will not do what's expected. "I won't do it; you can't make me."

Neither for nor against vision.
No interest. No energy.
"Is it five o'clock yet?"





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