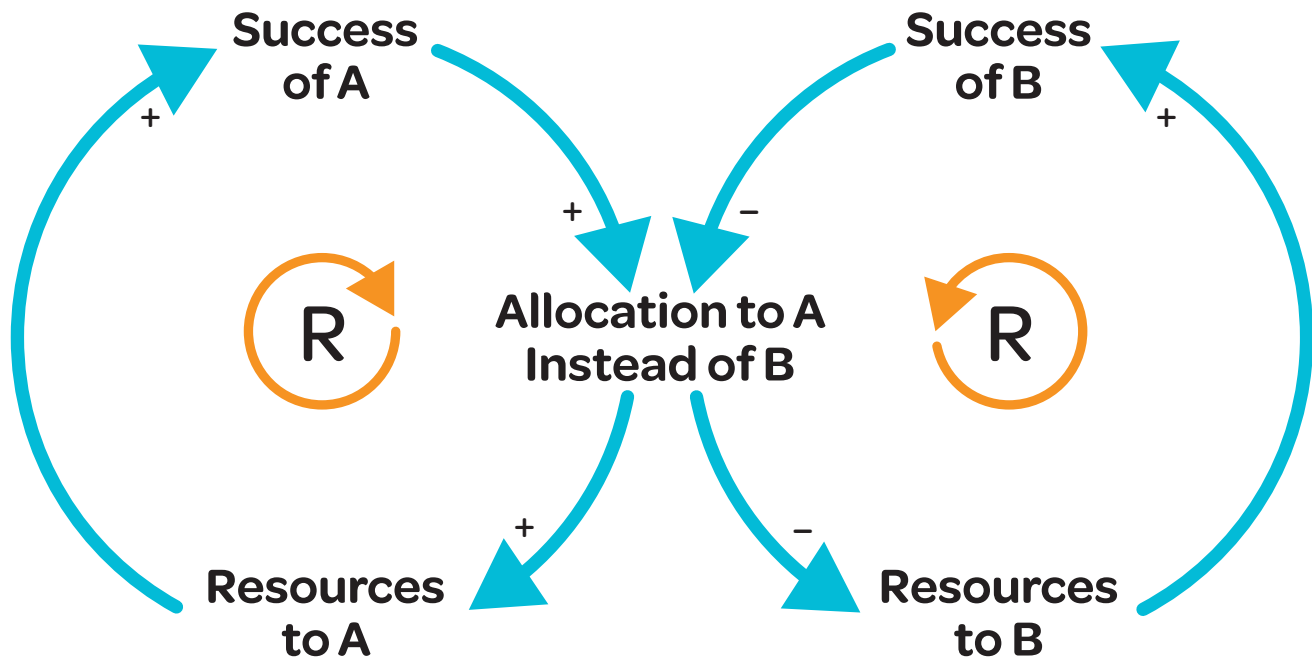


Success to the Successful

When one party receives resources because of past success, which decreases the allocation of resources to a comparable party



Description

In a success to the successful scenario, one party has an increased chance of success when compared to another because the advantaged party continually receives more resources. An initial level of success seemingly justifies the awarding of additional resources. Systems tend to invest in entities that have demonstrated success. The comparatively lesser success by those who do not receive as many resources reinforces the justification of resource allocation to the more successful entity.

Examples

- Animal Farm, pigs vs. other animals
- Resource allocation to individuals or departments in an organization

Ways out

Encourage collaboration and make efforts to seek equity. Address the tendency for groups to be labeled as winners or losers. Eliminate the designation of "A" and "B," and bring all parties to one reinforcing feedback loop that tells the story of fair allocation of resources and success for all.

As a tool for prevention

The success to the successful archetype is helpful when groups who do similar work tend to divide into competing groups when resources are limited. In order to minimize competition for resources, seek ways to have resource allocation be fair and mutually beneficial, or have the groups involved in deciding resource allocation equitably divide amongst themselves.

Questions to ask

- What options exist when allocating resources?
- What results can we anticipate when resources are allocated?
- How can we anticipate and avoid a potential "gain for one/loss of support for another" scenario?