



Family
Office
Exchange

**POLARITIES:
Harnessing
Opposites to Achieve
BOTH/AND**

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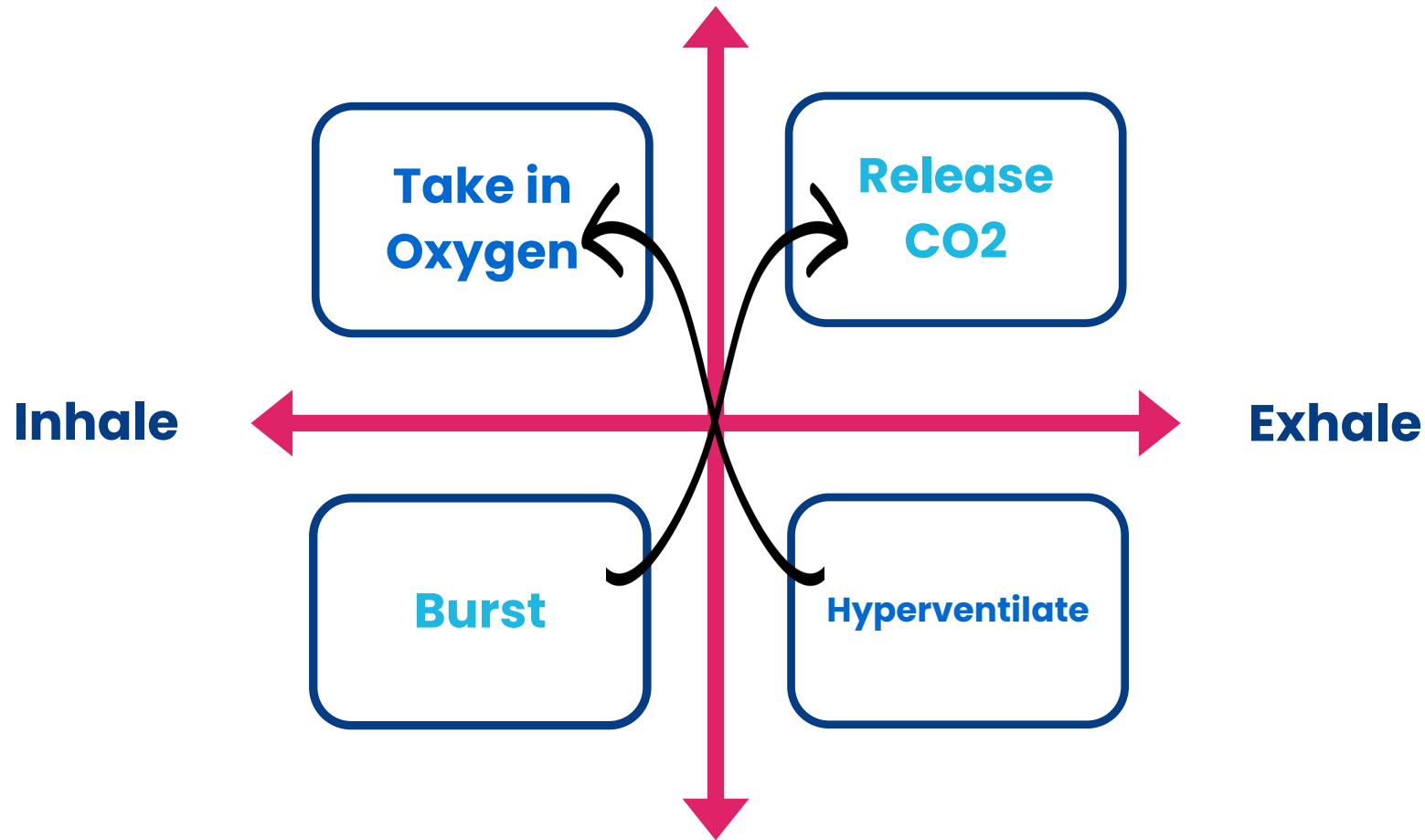


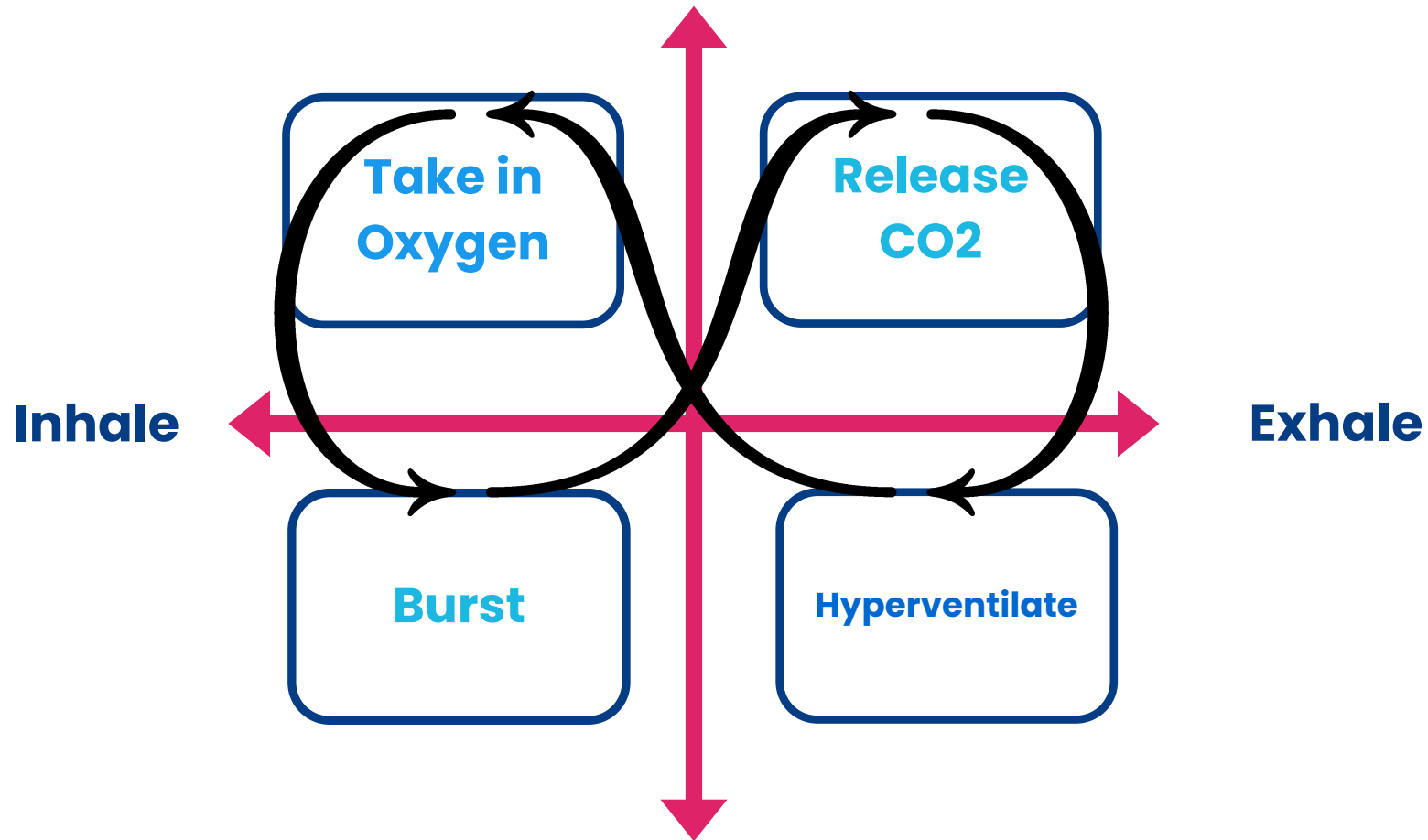
Thriving

**Either/Or
Thinking**

**Both/And
Thinking**

Paralysis





POLARITIES

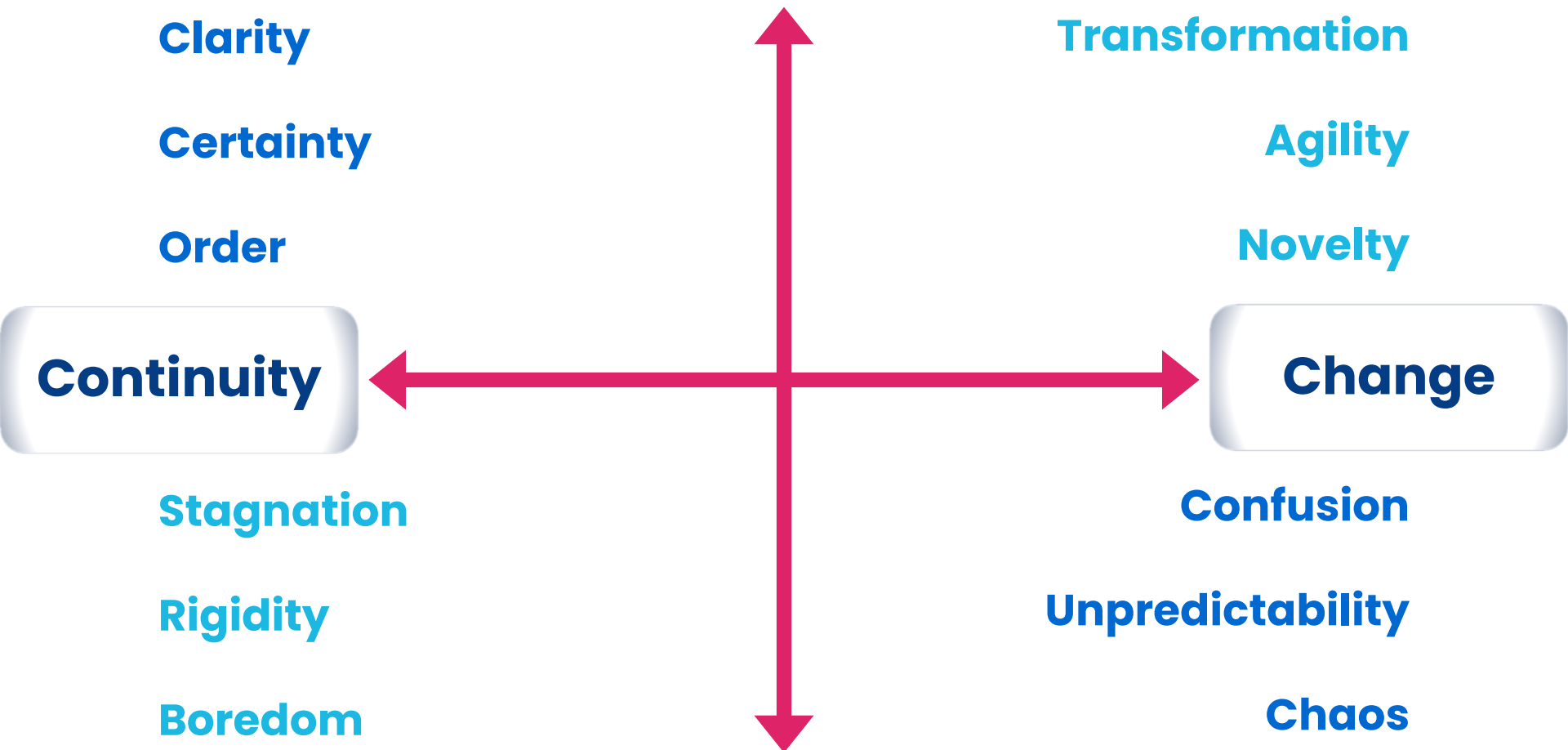
**4 THINGS TO
REMEMBER**

Ongoing

Unsolvable

Interdependent

Diagonals



Continuity

Change

Transformation

Agility

Novelty

Confusion

Unpredictability

Chaos

Clarity

Certainty

Order

Stagnation

Rigidity

Boredom

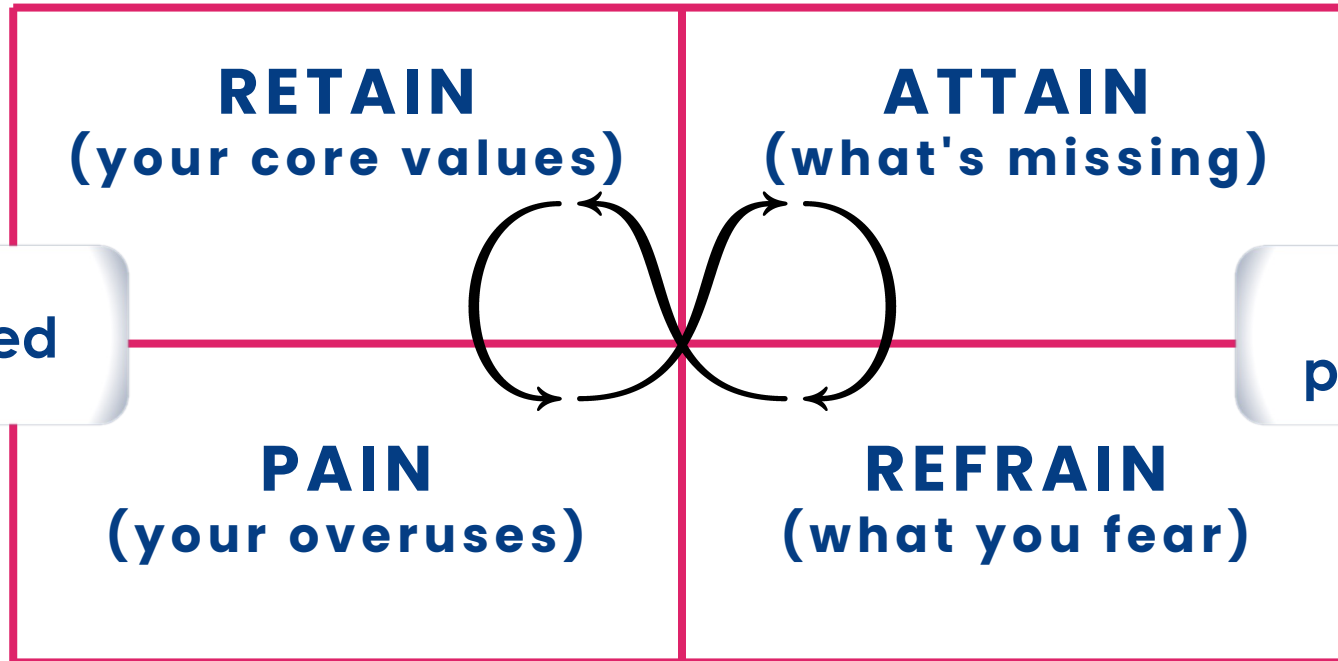
EVOLUTION

Continuity

Change

EXTINCTION

IDENTITY OVERLAY



Preferred

Non-preferred

Preferred

**How I want to be
known and seen**

**Additional qualities
worth developing**

**Non-
preferred**

**Criticisms I have
received**

**I'd hate to
described like this**

Some polarities you're likely to encounter

Continuity
Candor
Execution
Action
Short-term
Task
Individual
Structure
Direct
Save



Change
Diplomacy
Vision
Reflection
Long-term
Relationship
Collective
Flexibility
Empower
Spend

How to IDENTIFY a polarity

1. **Is the tension ongoing, like breathing?**
2. **Listen for “versus” language**
3. **Are there opposing preferences / values?**
4. **Do you need the benefits of BOTH over time?**

Coaching Qs to help your clients navigate

1. **Will this be solved with what you've been doing so far?**
2. **What tells you this might not working?**
3. **What needs to be preserved?**
4. **What's missing that could be added?**
5. **What would be helpful to stop doing?**

Coaching Qs to help your clients navigate

- 1. Will this be solved with what you've been doing so far?** Both/And
- 2. What tells you this might not working?** Overuses pref pole
- 3. What needs to be preserved?** Benefits pref pole
- 4. What's missing that could be added?** Benefits non-pref pole
- 5. What would be helpful to stop doing?** Overuses pref pole

SUSTAINED SUCCESS

BENEFITS of focusing on the **short term**

BENEFITS of focusing on the **Long term**

Short term

Long term

DOWNSIDES of over-focusing on **Short term**

DOWNSIDES of over-focusing on **Long term**

FAILURE

SUSTAINED SUCCESS

Execute on tactics

Execute on strategy

Achieve quick wins

Build loyalty w/ vision

Respond to emergencies

Cultivate people + projects

Short term

Long term

Lose sight of strategy

Fail to make progress

Lose motivation

Miss opportunities

Under-develop resources

Fail to adapt

FAILURE

BOTH/AND RESOURCES

Article

BOTH: The Legal Profession's Struggle to Leverage Stability & Change
(<https://www.hnlr.org/articles/>)

Books

Navigating Polarities: Using Both/And Thinking to Lead Transformation
(<https://www.navigatingpolarities.com/>)

And (Volumes I and II)

(<https://www.polaritypartnerships.com/new-products>)

Keynotes, Facilitation, Coaching, KPI Debrief

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Learn more about the KPI (<https://andiron.com/key-polarity-indicator/>)

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