

DiSCO **4 Levels of Engagement**

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Create a World That Works

We are all faced with a series of great opportunities brilliantly disguised as impossible situations.
~ Charles R Swindoll, American writer

The Four Levels of Engagement give us a structure for getting to the true essence of what is going on as quickly as possible.

Drama ↓

Drama lives at the surface. This is the story, the he said/she said stuff. It is easy to get caught up here and start reacting to the emotions of the story. Reacting can be a significant trap for us, especially when we want to be seen as understanding, caring, sensitive to what the other person is going through.

At the Drama level, the focus is usually on finding someone to blame.

Whose fault is this?

Can you believe he did that?

What were you thinking?

Bring up a story or event. Go into it. Go into the drama. How does it feel? What happens to your focus and energy? Play with it, how does your energy feel?

Now drop beneath this so you can begin to perceive and understand more clearly.

Situation ↓↑

From this perspective we can see what is going on much more clearly. What is really happened or is happening. Here are the facts. What is going on?

The focus on this level is damage control. We shift into Fix It mode. We often want to put this situation behind us and we address it and get out.

Notice how it feels to fix it. Notice how it feels to find a solution.

Many of us as parents reside in these two stages. Sometimes the proficiency of problem solving provides meaning to us personally and we can get stuck here by feeling accomplished at creating short-term solutions.

There is not a lot of learning that happens here, and as a result, we encounter similar situations or challenges like this over and over again. We get to fix things, or make small changes, however the underlying issues are rarely addressed at this level.

Management focused



Personal Ownership

Choice ↓↑

When we drop down into this level, we are invited into a level of consciousness. Consciously choosing how we want to approach each scenario, with curiosity and openness. Here we are not speaking of the choices about how to fix a situation, we are looking at who we will be in the situation – *our relationship to what is happening*.

Who am I within this situation?
What is my role in how this situation came to be?
What is my role in what is happening now?
How do I choose to engage going forward consciously?

I may not be able to change the situation, yet I can choose who I am in the situation, and how I want to experience the situation. This is a HUGE step beyond where most people go. Now we are claiming responsibility and choice in the matter, the door is now open for possibilities of transformation and sustainable change.

Opportunity ↑

This is the deepest level, the one we rarely get to in our culture, and the one where the most profound leadership and service is possible.

When we drop into opportunity, our first question becomes...
What is the opportunity here?
What wants to happen?

This is where our true power lies. This situation happened for a reason, it wants to tell us something – to help us clearly recognize what is not working or what want to change or heal. Drama is a wake up call alerting us that something wants to shift or transform.

The bigger the Drama, the bigger the opportunity.

Once we have identified the opportunity, we then choose how we want to engage with it and what role we will play. We move back and forth between Choice and Opportunity. Each level reveals more about opportunity, and the deeper we go into the opportunity, the clearer our choices become. As a result, our perceptions start to change. It starts forward movement.

Now how does it feel?

Is there a way you can begin to live in Choice and Opportunity?