

DEVELOPING ADVANCED
PRACTITIONERS

**THINKING
ENVIRONMENT**

According to Thinking Environment founder, Nancy Kline, the quality of all that we do depends on the quality of the thinking we do first. The Thinking Environment takes the form of ten applications, each of which is facilitated in the presence of ten practice principles, or components (see overleaf).

When each of the components are in place and are supported and endorsed by those involved the Thinking Environment is created. Space is provided for individuals to be listened to with respect and genuine interest and to speak without interruption, so they can generate their own finest thinking.

The Thinking Environment can be used by Advanced Practitioners in a range of situations (see applications on the right) including one-to-one coaching sessions as well as with pairs or groups of colleagues.

For more information read:

Kline, N. (2009). 'More time to think: a way of being in the world.'

Burley-in-Wharfedale: Fisher King.

**EDUCATION & TRAINING
FOUNDATION**

THINKING ENVIRONMENT APPLICATIONS

FOR INDIVIDUALS: Thinking Partnership (coaching and peer-coaching), mentoring, interviews, tutorials

FOR PAIRS: Thinking Pairs, timed talk, dialogue

FOR GROUPS: Time to Think Council, The Diversity Process, presentations, Thinking Rounds

DEVELOPING OTHERS

TEN COMPONENTS OF A THINKING ENVIRONMENT

Nancy Kline has identified ten principles that when in place free participants to think for themselves. These have become known as the 'Ten Components of a Thinking Environment' and are explored in more detail below.

As a Thinking Environment coach I will:

1. APPRECIATION

...offer a genuine acknowledgement of your qualities, practising an appropriate ratio of appreciation to challenge.

2. ATTENTION

...listen to you with respect, interest and without interruption.

3. DIVERSITY

...welcome divergent thinking and diverse group identities.

4. EASE

...be comfortable with the pace that you choose to set, will welcome silence and will not rush you.

5. ENCOURAGEMENT

...encourage you to go as far as you want to go with your thinking.

6. EQUALITY

...assume that you and I are equal as thinkers.

7. FEELINGS

...give you space to show your feelings and time to resume your thinking afterwards to find new solutions.

8. INCISIVE QUESTIONS

...ask you the questions that will enable your thinking to break free and that will encourage you to be brave and remove limiting assumptions.

9. INFORMATION

...encourage you to supply the facts when you are ready, formulating questions that will help you to dismantle denial.

10. PLACE

...create a physical environment that clearly says, "You matter."