


Different Worldview, Different Person-Centered Plan

John O'Brien

Context defines the practice and contribution of person-centered planning. In *Reinventing Organizations* Frederic Laloux accounts for the evolution of organizational forms by describing the effects of a succession of worldviews. I've adapted his schema to distinguish two ways to conduct person centered planning and situate the difference in the effects of contrasting worldviews. Worldviews mix, so an organization operating in the context of a mechanistic worldview can intentionally create a space expressing an evolutionary worldview, perhaps as a development strategy or a crisis response.

Long-Term Care as a Machine

DRIVEN BY A REGULATED MARKET 

Person Centered Planning

tool to predict & control need for services

<p>Assigned responsibility</p> <p>Prescribed method</p> <p>Prescribed timing</p> <p>Value on efficiency & standardization</p> <p>Tends to maintain boundaries & structures</p> <p>Focus on measurable individual goals</p> <p>Reduce uncertainty</p>		<p>Have to: required as a condition of funding</p> <p>Tight links to...</p> <p>...resource allocation.</p> <p>...specification of services & provider selection.</p> <p>...compliance with rule & contract.</p> <p>...IT systems</p> <p>Weak link to social innovation & organizational change</p>
--	--	---

This worldview is solidly materialistic—there is nothing beyond what we can touch and count—so our longing for meaning, for being in touch with something bigger than ourselves, has no place to turn.

—Frederic Laloux

Long Term Support Serves Community Evolution

ATTRACTED BY HIGHEST PURPOSE 

Person-Centered Planning

activator of a search for what more is possible

<p>Want to: freely chosen response to life events & transitions.</p> <p>Encourages empathic listening & engagement</p> <p>Often requires time to develop relationships.</p> <p>Activates search for valued roles in community by inviting personal commitments.</p> <p>Governed by agreements & promises rather than formal contract or hierarchy.</p> <p>Tightly linked to generating social innovation</p> <p>Values emergence of a direction of travel from sensing possibilities & deep listening to multiple perspectives.</p>	<p>Multiple methods adapted to circumstances.</p> <p>Shaped by imagination, story & graphic images much more than by data.</p> <p>Supports action learning by testing prototype changes.</p> <p>Intentionally disruptive of practices, boundaries, structures, & mindsets that don't support inclusion & flourishing.</p> <p>Regulated by learning from reflection on action.</p> <p>Increase uncertainty</p>
--	---

*As humans we are born in the trust of loving and in being loved—within an ecology of the natural world and within the larger living cosmos. **Love is the co-arising of the other in the relational space between us.***

—Humberto Maturana