

CREATING TYPE TWO (OUT OF THE BOX) SOLUTIONS

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TYPE ONE SOLUTIONS - “Type one” solutions are appropriate when you are able to solve a problem by changing the pieces around in a given “system” which is created by your underlying beliefs about the problem. If your solution fails to solve the problem or even makes it worse, you may need a “type two” solution.

TYPE TWO SOLUTIONS - “Type two” solutions emerge almost magically after you have changed the “system” under which you are operating by changing your underlying beliefs about the problem you are trying to solve.

KEY STEPS IN DEVELOPING TYPE TWO (OUT OF THE BOX) SOLUTIONS

- 1) Identify a situation where your solution to a problem is not working or even creating a new problem or set of problems. Examine the validity of your beliefs or assumptions about the problem;
- 2) If these beliefs or assumptions are erroneous, “brain storm” new beliefs or assumptions which might enable you to find a better solution to your problem;
- 3) “Test out” these new beliefs until it is apparent which one or ones result in a functional solution;
- 4) Continue to operate under the new belief system until it no longer works and then again embark on the proceeding evaluation process.

Please note that:

- 1) Because of their inability to change their perspective on a problem, people often stick with solutions which clearly do not work and often cause harm to themselves or others.
- 2) “Out of the Box” thinkers continually seek a new way to view their problems and are masters at creating “type two solutions.” They are therefore able to solve problems others have given up on.
- 3) Frequently, people try to solve problems that either they can not solve or that can not be solved by anyone. In this case, the only “solution” is to stop trying to solve the problem.
- 4) Creative people instinctively recognize which problems they can and can not solve and therefore use their energy efficiently.

- 5) Letting go of old beliefs and trying out new ones often involves a “leap of faith” which is extremely difficult for people who put a premium on maintaining a sense of control.
- 6) Creative people have the savvy and confidence to know when to let go of control. They recognize the paradox that sometimes the only way to maintain control is to let it go.
- 7) Highly creative people become so familiar with the terrain of belief change that they relish rather than fear the uncertainty it often creates.
- 8) There is often a period of time in between the letting go of old beliefs and the acceptance of new ones where people feel “ungrounded” and/or “up in the air.”
- 9) The rewards of effective problem resolution await people who have the perseverance and patience to forge ahead into the unknown rather than allow uncertainty to drive them back to the known.
- 10) “Type two” solutions often challenge conventional wisdom and are highly threatening to those who cling to the safety of the status quo.
- 11) Although it takes a lot of savvy and energy for effective leaders to get their organizations over the “hump” of actual change, “type two” solutions often create an internal momentum which is strong enough to overcome any resistance which develops.

