

Characteristics of Organizational Systems



Painful Systems

1. No-talk rule
2. Internalized feelings
3. Unspoken expectations
4. Entangled relationships
5. Manipulation and control
6. Chaotic value system
7. Rigid attitudes
8. Rigidity in holding onto past traditions
9. Grim atmosphere
10. Frequent chronic illness
11. Growth of dependent relationships
12. Jealousy and suspicion

Healthy Systems

1. Open communication
2. Open expression of feelings
3. Explicit rules
4. Respect for autonomy and individuation
5. Freedom highly valued
6. Consistent value system
7. Open-mindedness
8. Room for creativity and flexibility
9. Pleasant atmosphere
10. Physical health
11. Respect for independence and interdependence
12. Trust and love