

## Constellation Exercise

Visually drawing or visually representing a model of otherwise invisible dynamics produces a living map of your inner image of a relationship challenge or issue. With a view of the system's dynamics, you are empowered to see from a different perspective and design or initiate changes.

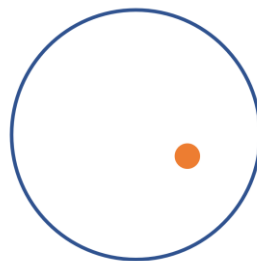
### Materials

Use a pen, markers or pencil and paper, or a white board and markers, or post-it-notes, or an electronic drawing method, or any combination that works for you. Another method is to use objects, such as small stones or figurines to represent the participants or members of the system.

### Steps

1. Think of the situation or relationship in its current state.
2. Draw a circle. The circle represents the *relationship system*. Participants or members of the system can be placed:
  - in the system, somewhere within the circle,
  - at the heart of the system, in the middle of the circle, or
  - outside the system, outside of the circle.
3. Use the following symbols to represent participants or members of the system.
  - Man = Triangle
  - Woman = Circle
  - Thing or Event = Square
  - Note: The use of color is optional; sometimes color is used to differentiate functions, departments, etc.

Place yourself in the system. Are you at the center of the circle? Are you close to the edge of the circle? Here's an example:

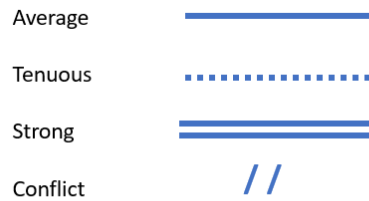


4. Now place the other participants and members in the system. Participants and members are people, events, forces or other things that impact the relationship system.

As an example, the drawing could now look like this:



5. Use lines to describe the strength of the bonds between the participants and members:

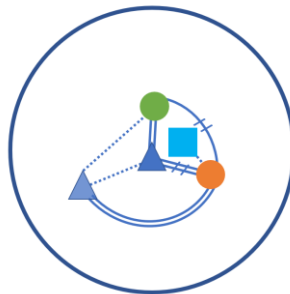


Source: ORSC Dojo Workbook, CRR Global Inc., 2015

First, draw lines to connect yourself to the other participants and members of the system.



6. Now, starting with the most important person in the system, connect other key participants and members with each other. Note: It is not necessary to connect all participants and members as too many lines can be confusing.



7. Reflect

- What do you see when you look at the constellation?
- Do you notice groups or clusters? What is the meaning?
- Do you notice what or who is close together? Far apart? What is the meaning?
- What do notice from looking at the lines?
- What did you learn?
- What is clear?
- What needs to change?

8. Repeat the exercise, placing the participants and members as you want or as you envision the future state.

- What do you notice?
- What needs to change?
- What's your next action?