

Shifts to Authentic Community

PSEUDO TEAM		AUTHENTIC TEAM		GATEWAYS
From		To	Through	
Complaining	→	Healthy responsibility		Truth and openness Commitment Accountability Vulnerability Discomfort Fear Risk and betrayal Risk of embarrassment
Concealing	→	Revealing		
Facade	→	Authentic feelings		
Entitlement	→	Appreciation		
Conflict	→	Creativity		
Defensiveness	→	Curiosity		
Control	→	Participation		
Knowledge	→	Wisdom		
Rules	→	Compassion		
Being right	→	Being present		

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