



SYSTEMIC SKILLS Development

FOUNDATION

Systemic Constellations

TRAINING

SYSTEMIC SKILLS
Development

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Systemic Constellations

THE DEVELOPMENT OF SYSTEMIC SKILLS
ENTAILS THE SKILL TO
UNCOVER 'HIDDEN' PATTERNS within a SYSTEM
which is to
DEVELOP SYSTEMIC 'SEEING'



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The clarification of the matter in the preliminary discussion

What does the facilitator need to know in order to be able to assign the question?

FAMILY CONSTELLATIONS	SYSTEMIC Business Related CONSTELLATIONS
What 'healing' does the client want?	What 'solution' does the client want? What are his expectations? What is its special goal?

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5-Step Process

1. Interview

2. Choose elements in the interview

3. Set up Map

4. Resolution

5. Debrief

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A selection of typical concerns

Clarity

I want to know what's going on. I want clarity.

Place

I want to know where my place is in the company? From which place can I give good advice?

Connections

I want to understand the connections. What's behind it?

Future

Where will that lead?

Decisions

Which decision is the right one? What can a decision look like?

Goal

How do I reach my goal? What is hindering me? What supports me

Conflict

What is the conflict about? How could I solve it?

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5-Step Process

1. Interview - Questions

Ask client

What is it you want to achieve today?

What is the goal?

What are the issues?

Take down all the issues and group them down to a max of 3 main issues

The client has lots of stuff going on in the head, so the interview is the first point of clarification.

What would support you?

Sometimes what the client thinks is the support may not be the support in the field.

Conclusion of the interview is the overall goal - clarify the goal; it may have changed.

Define EACH element to ONE WORD

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5-Step Process

1. Interview - Questions

Ask client supporting questions

What would support you?

Sometimes what the client thinks is the support may not be the support in the field.

What does the word 'support' mean to you?

What would it look like?

What would it feel like?

What would it be like?

If a client says "I don't know, I've never had support," then it's difficult to do a constellation for the client - you cannot go forward with the client.

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5-Step Process - *lacking support*

Clarify the intentions of the constellation work

1. Interview - Questions

What would be the next step towards the goal?

How can you tell that the goal has been achieved?

Then what is different? (*Often the goal is just a means to an end*)

If something changes, what is different?

What are you hoping for?

How do you notice that?

How do others recognize it?

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Client Types

Visitors with an unknown destination

Complainant with victim attitude

Customers who want to act

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The trust in the constellation work

How would you know if things are going well?

How do you know that things are not going well?

How would you know that you want to keep going?

When should a constellation not be set up?

When a client is not ready to express their concern
If the client sees constellations as another way of not acting
If the occasion/question is not adequate/appropriate (e.g.
manipulative purposes
When seriousness is lacking
If the necessary protection is not guaranteed.
When representatives are talking badly.

When should a constellation not be set up?

In cases of doubt, there is always the possibility of clarifying the framework conditions for constellations work, for example:

Is it good for me right now or is it not time yet to set up?

What protection/security do I need?

Which framework conditions are important to establish to set up a constellation?

Working out a clear concern is very important.

Ideally, the client should be able to formulate this in one sentence after a brief preliminary talk.

5-Step Process - *Lacking Support Process*

1. Get client to write their NAME, RESISTANCE and SUPPORT on three different pieces of paper. Each word needs to be completed with an ARROW POINTING DOWNWARD below the word. *This gives clear direction and safety for the client*
2. First clarify and get the 3 pieces of paper into a peaceful state
3. Then add the client's GOAL - client must write GOAL on a piece of paper with arrow beneath word pointing downwards
4. Then client places piece of paper with GOAL in the field.
5. Then ask the client to stand on their NAME and take in the field from that perspective. Client may comment on feelings regarding SUPPORT, RESISTANCE to SUPPORT. Then resolve this again until peaceful. Only then get client to stand on GOAL.
6. If the client is all over the place, then get client to step out of the field and sit down. Then get the client to pick up all of the pieces of paper and start from the beginning again. Get the client to place SUPPORT first and then RESISTANCE.
7. Any person who is traumatised cannot deal with too much information at a time. It is overwhelming. Rather get one issue clarified.
8. Then investigate the GOAL first. Bring in a MAXIMUM of 2 ELEMENTS.



I look forward to
seeing you in the next
session.