

## Deeper Thinking – Three Drawers

A model for progressively drawing on deeper thinking and reflection

### Top Drawer

What do you keep in the top drawer in your kitchen?

This represents your everyday skills and thinking, you use them all the time, business as usual.

### Second Drawer

What do you keep in the second drawer?

This represents the deeper knowledge that you may not be aware of unless you stop and reflect. What else could be happening here? How could I approach this differently?

### Third Drawer

What do you keep in the third drawer?

This represents the hidden knowledge that surfaces when you are probed repeatedly, think deeply, or gather ideas from the perspectives of others. Insights from third drawer can help you make holistic assessments, sound decisions, and solid plans of action.

### For Reflection

What are the times or ways that you move best into third drawer thinking?

What steps do you take to give your team members third drawer experiences when they come to you?

What is an example of how you have assisted your manager to move to third drawer thinking? What was the impact? How could you facilitate this to happen more often?

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