

# Afbeeldingen uit De oplossingenmachine

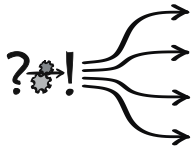




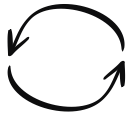
1.



2.



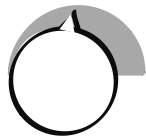
3.



4.



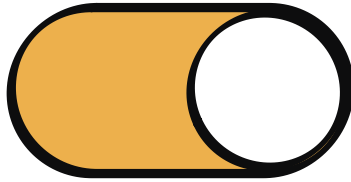
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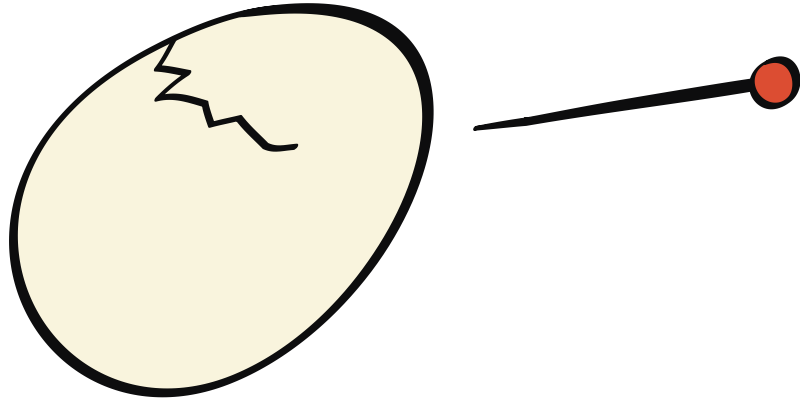


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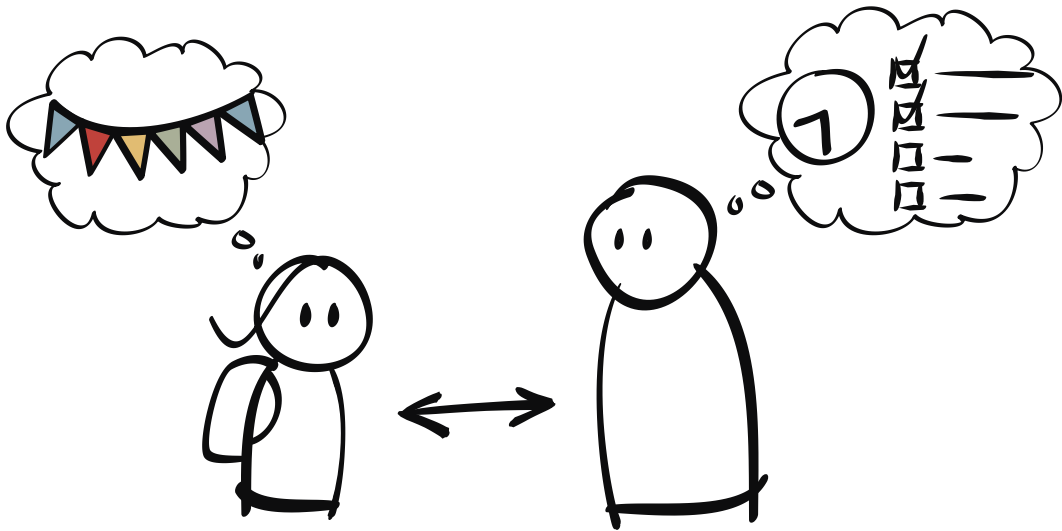


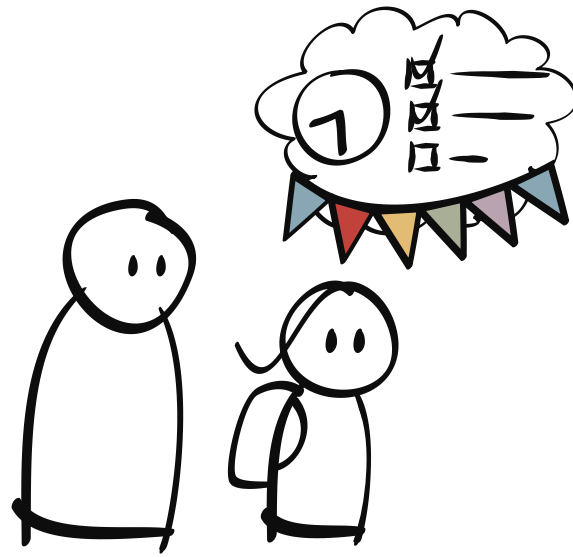
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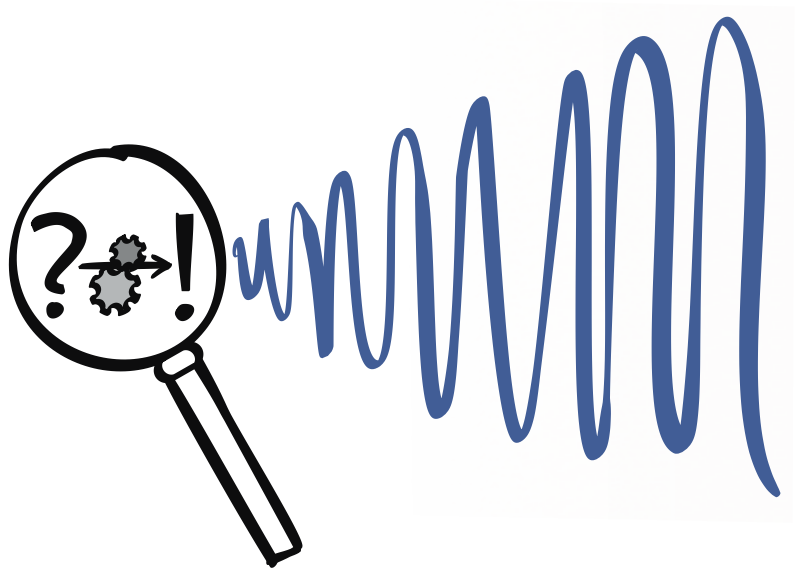




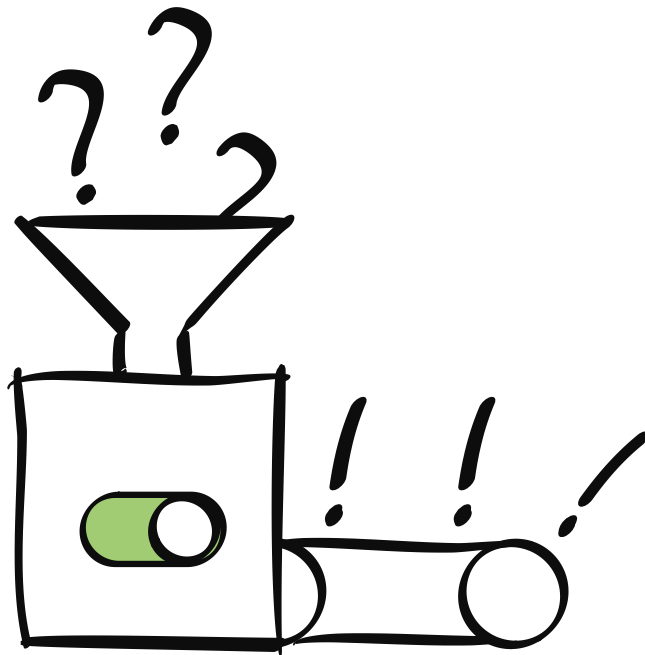


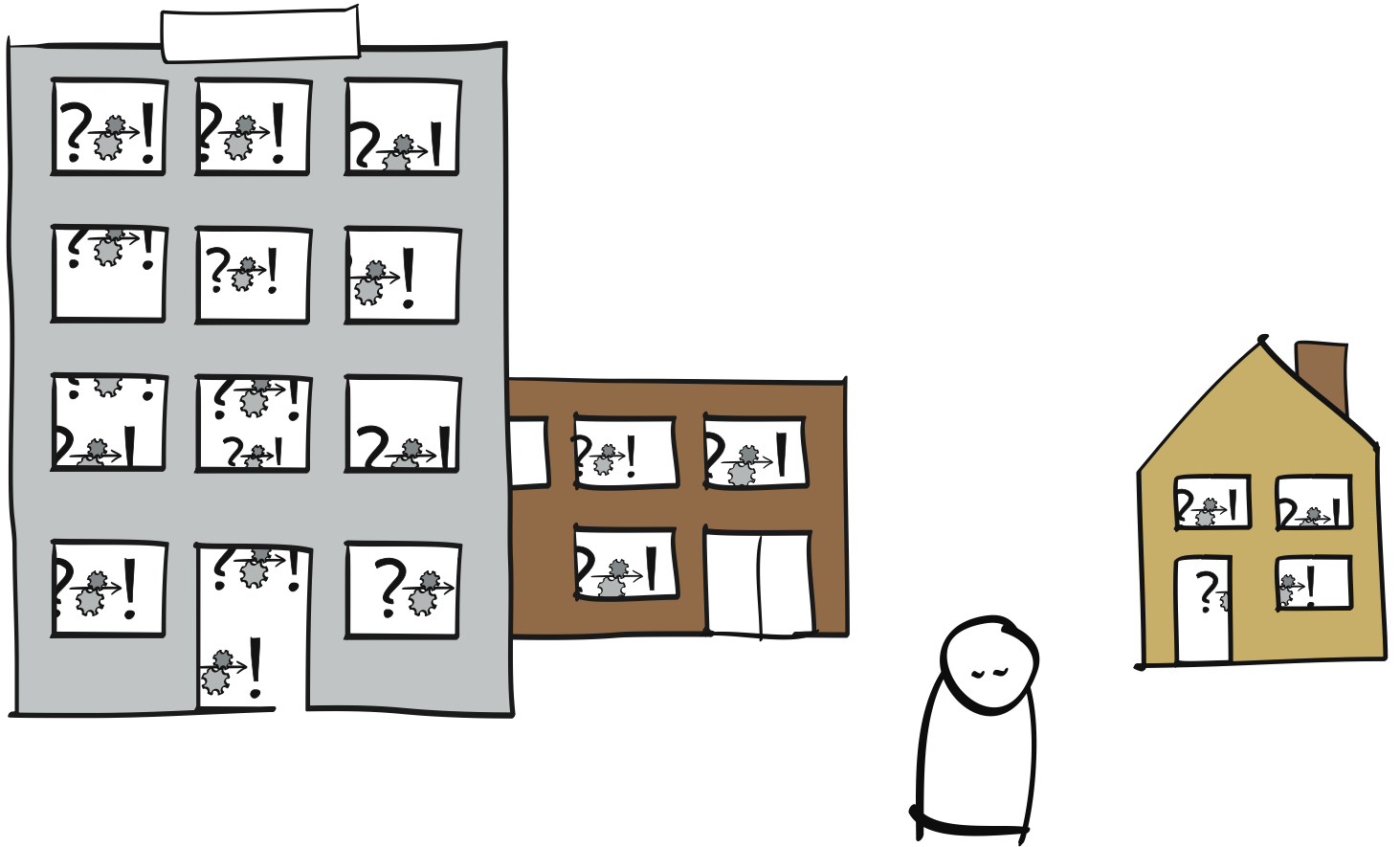












spannend vraagstuk



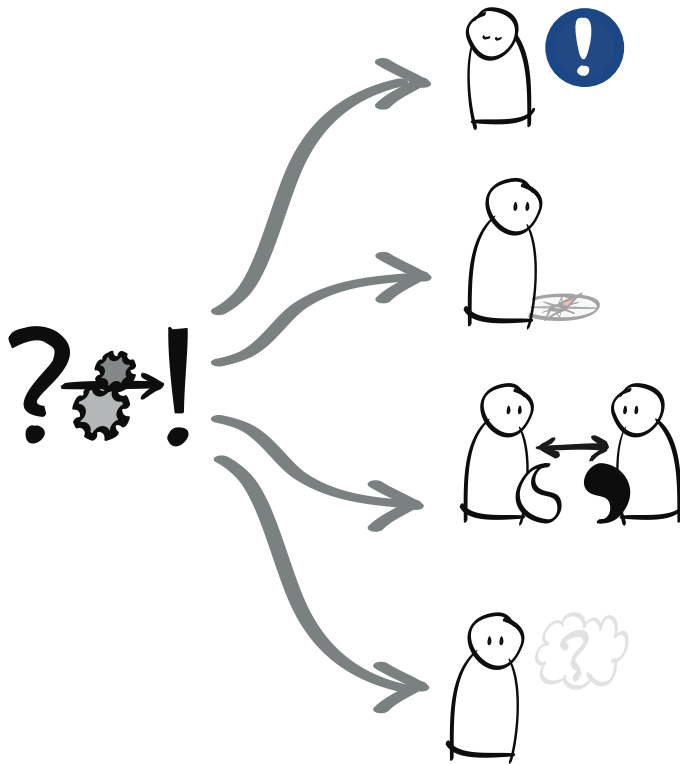
onzekerheid



verplaatsen regie



oplossing



1. gevoel van moeten

2. eigen kompas  
wordt uitgezet

3. tegengestelde belangen  
verschijnen

4. werkelijke vraagstuk  
raakt uit zicht

vanuit de oplossing

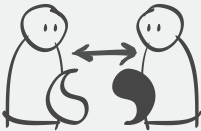
gevoel van moeten



eigen kompas  
wordt uitgezet



tegengestelde belangen  
verschijnen



werkelijke vraagstuk  
raakt uit zicht



vanuit het spannende vraagstuk



gevoel van willen



eigen kompas  
wordt aangezet

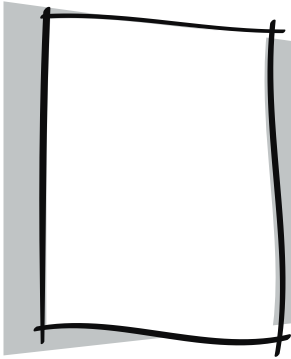


tegengestelde belangen  
verdwijnen

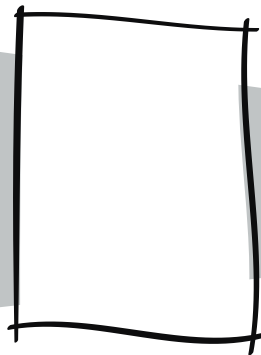


werkelijke vraagstuk  
blijft in beeld

teken



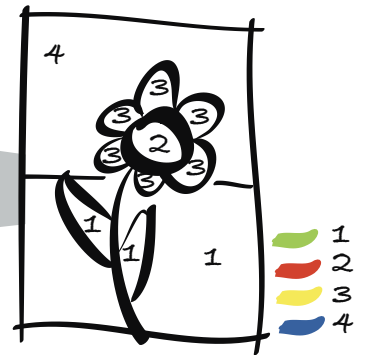
teken een bloem

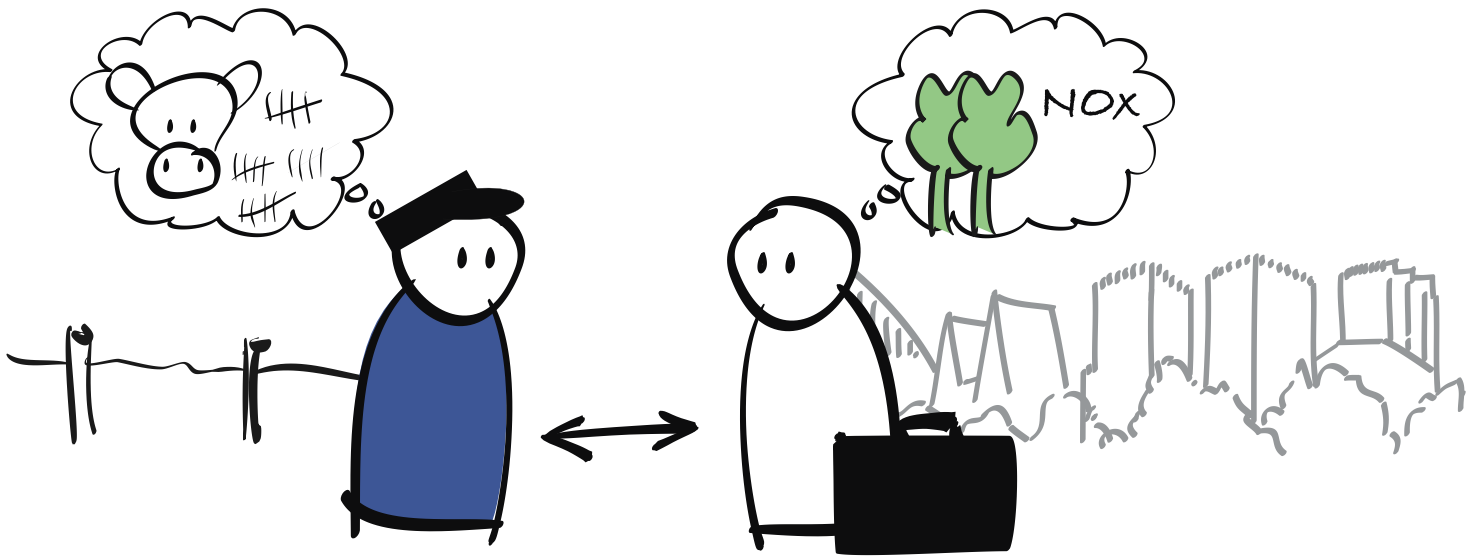


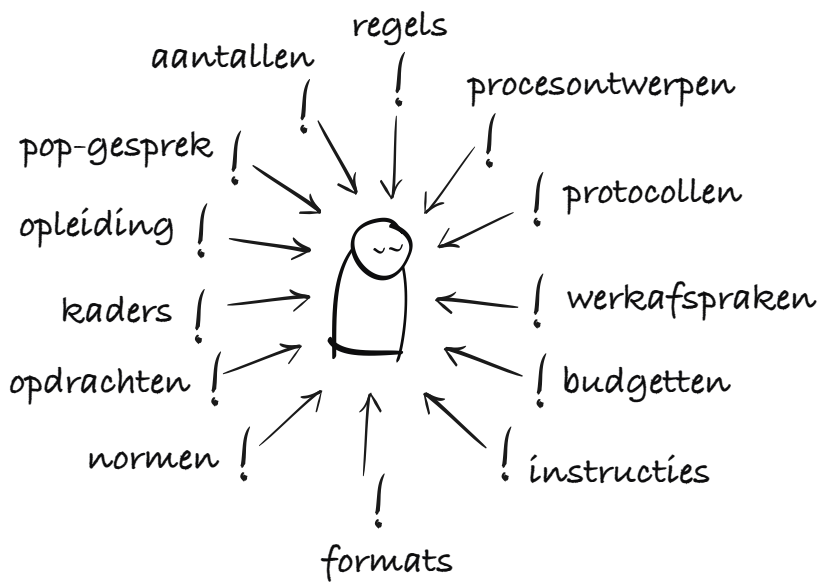
kleur in



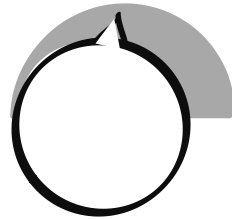
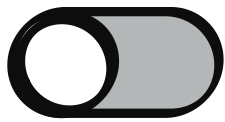
kleur de nummers







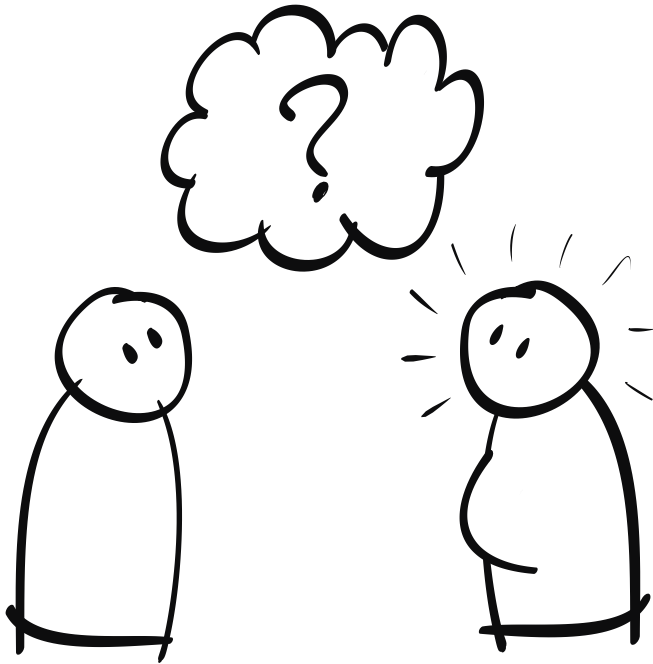






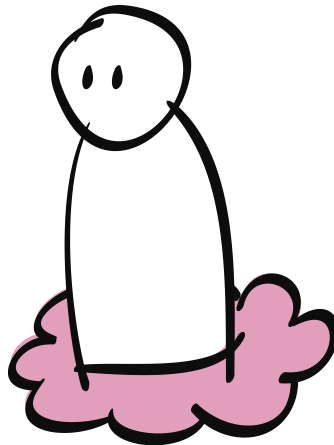
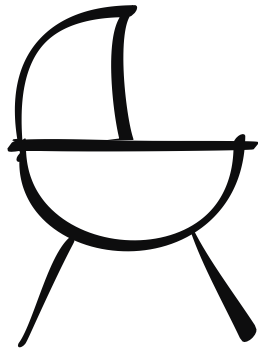


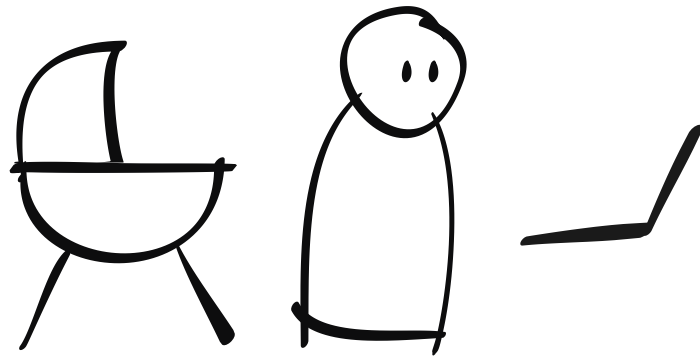
regelen



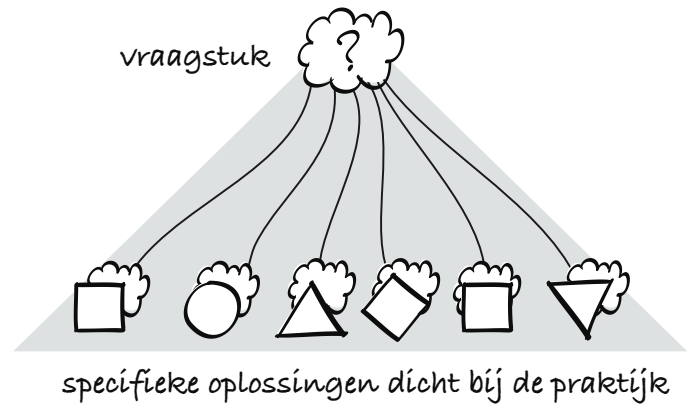
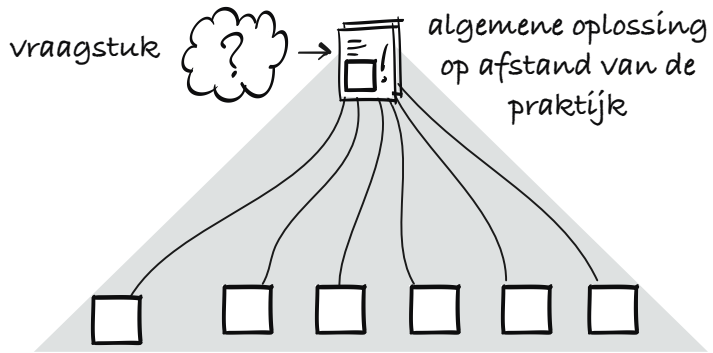
regeling



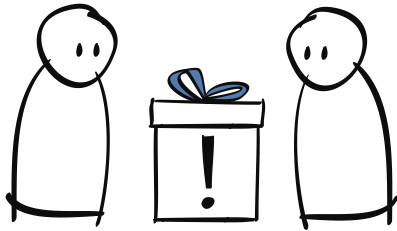




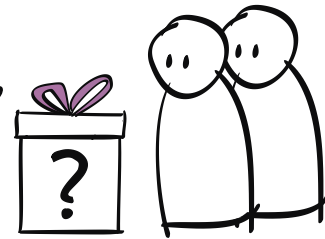
waar ontstaat de oplossing?



Geef niet de oplossing



Geef het probleem



reflex

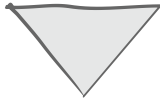
alternatief



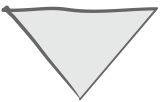




herken de oplossingenmachine

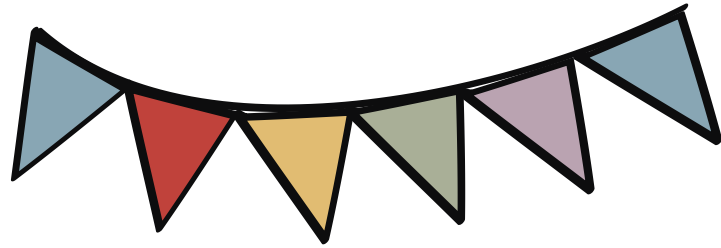


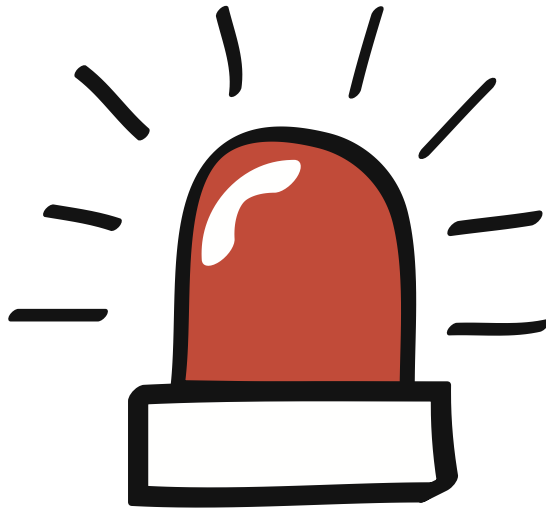
stop de oplossingenmachine



zet het probleem in het licht







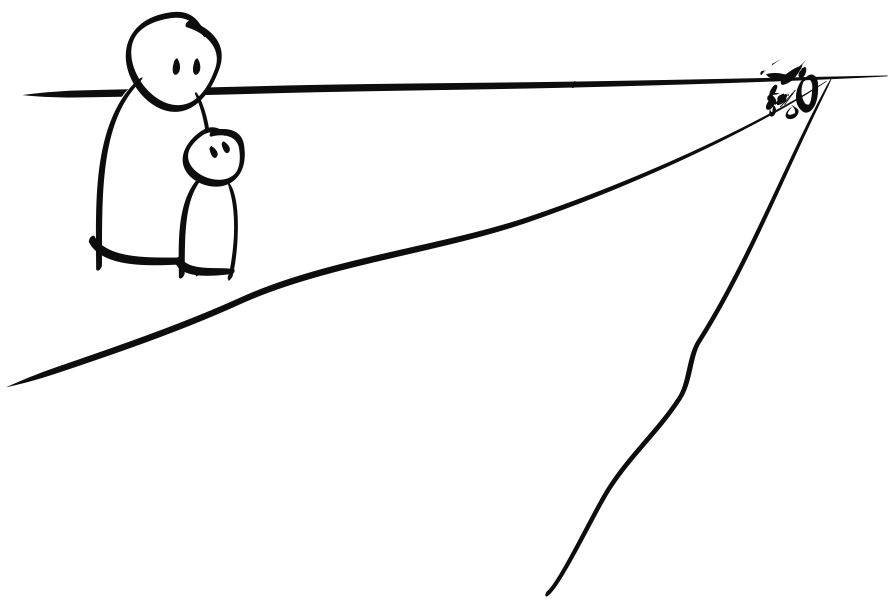


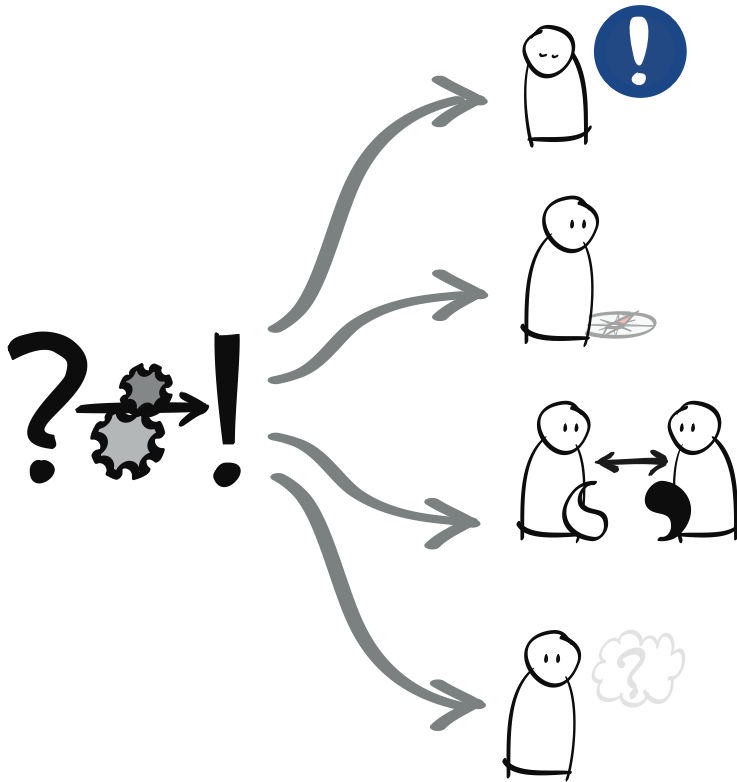


overal over  
nadenken

waar ben je  
echt goed in?

waar wil je dat mensen  
wel of niet over nadenken?





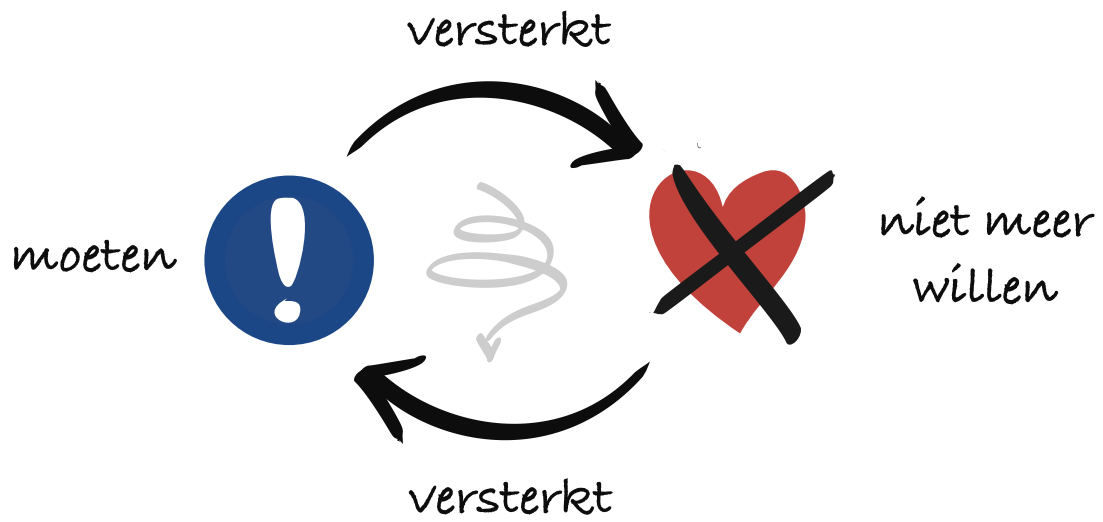
1. gevoel van moeten

2. eigen kompas  
wordt uitgezet

3. tegengestelde belangen  
verschijnen

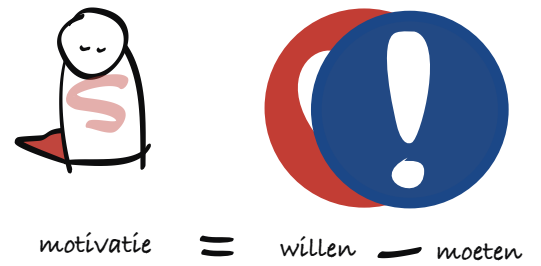
4. werkelijke vraagstuk  
raakt uit zicht



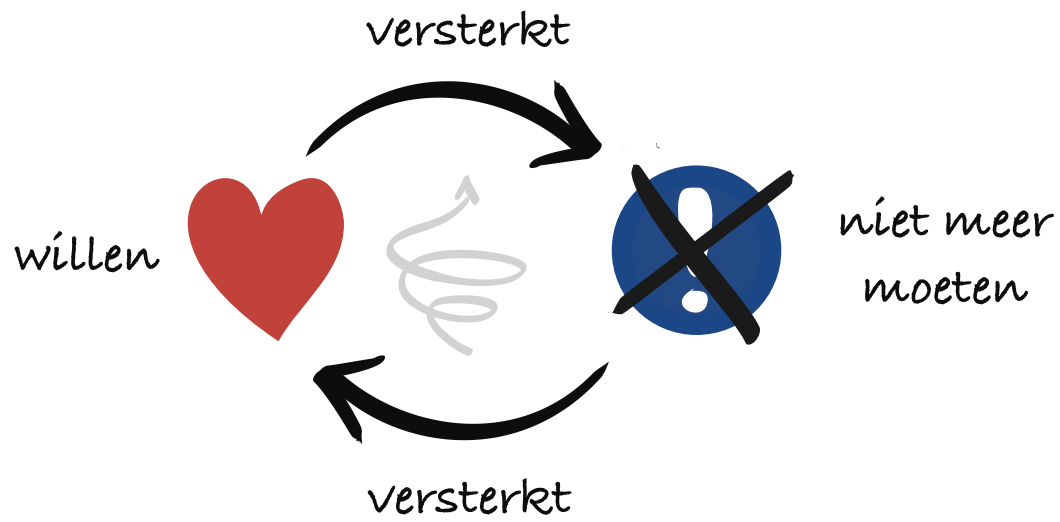




wat we denken



wat we voelen



spannende  
vraag



oplossing



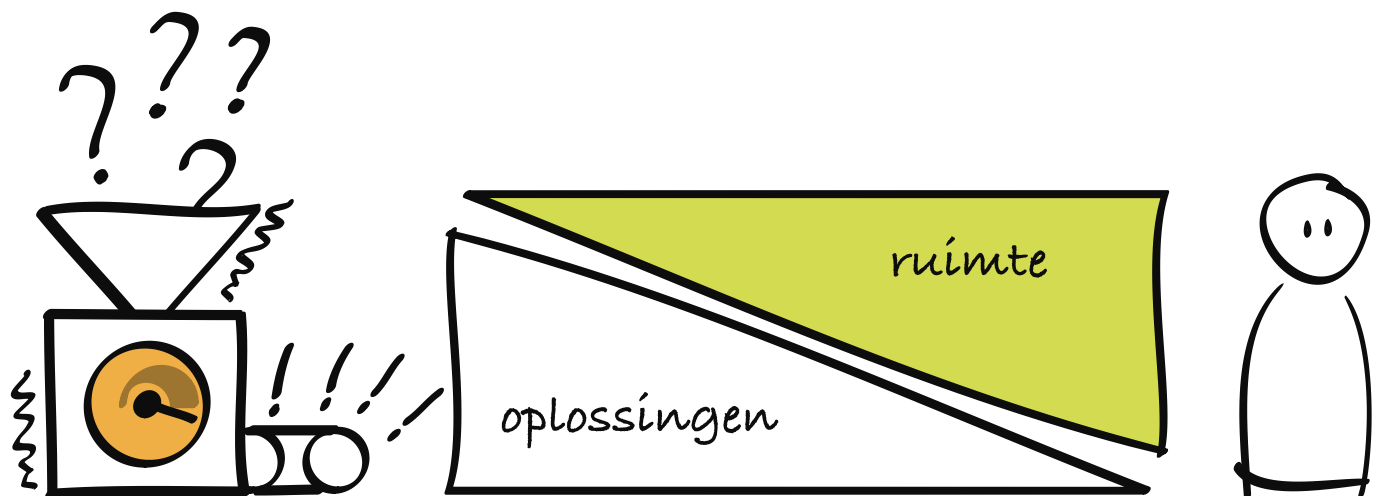
veroorzaakt

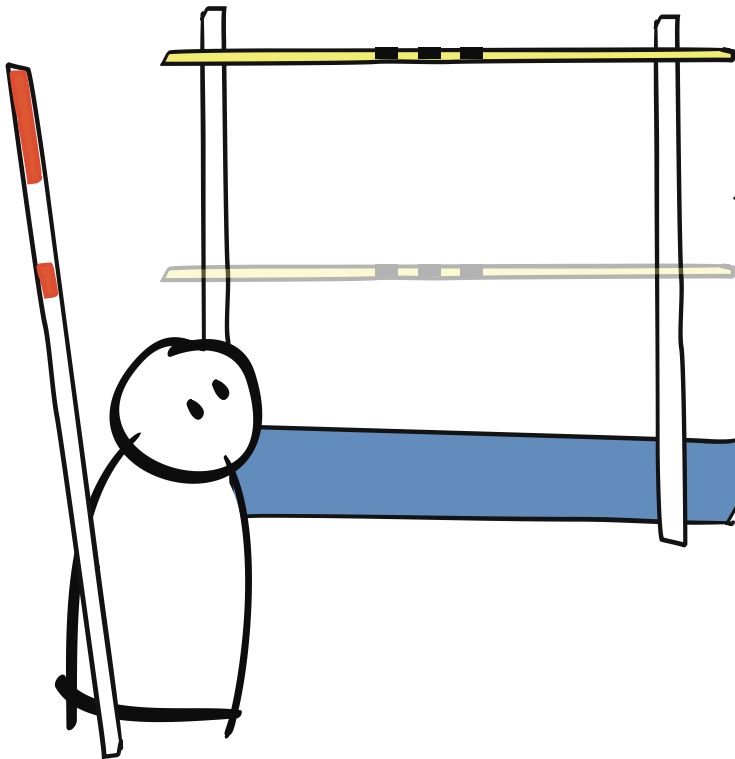


verzwakt  
kompas



legitimeert





Welke lat is hoger?  
Regels volgen of ruimte goed invullen?

Jouw oplossing past mij niet

+

Ik voel geen probleem hoor..

+

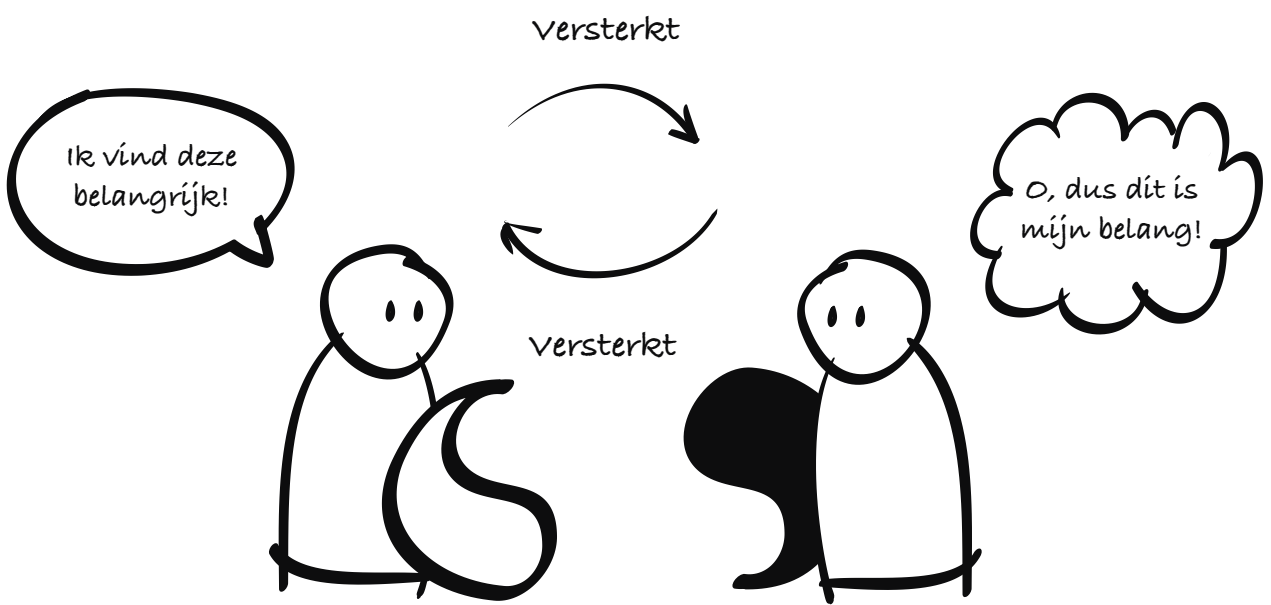
Ik deel jouw probleem niet

+

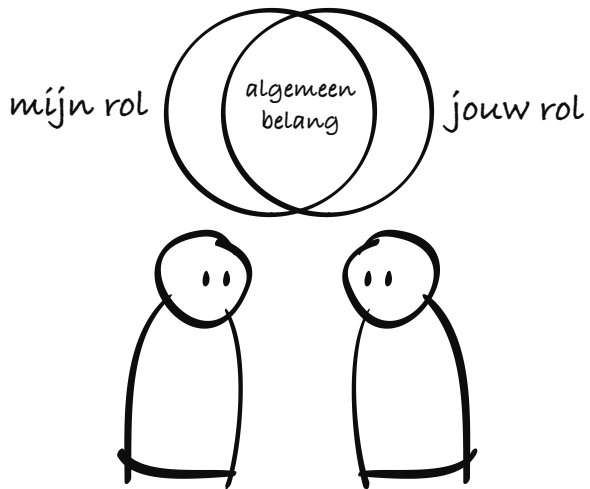
Het is niet mijn oplossing

=

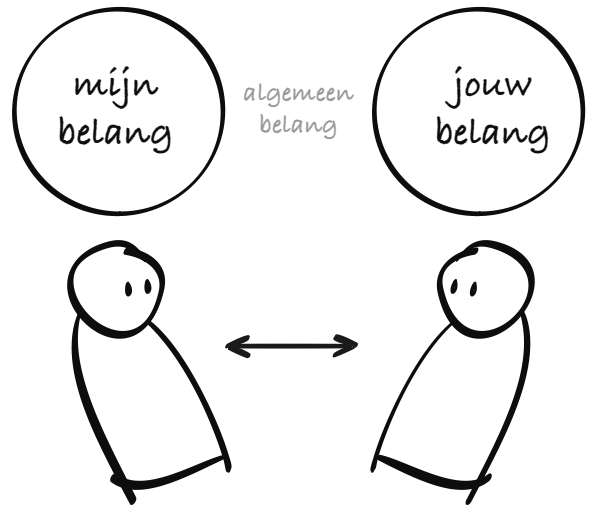
Ik wil het niet, maar moet het van jou








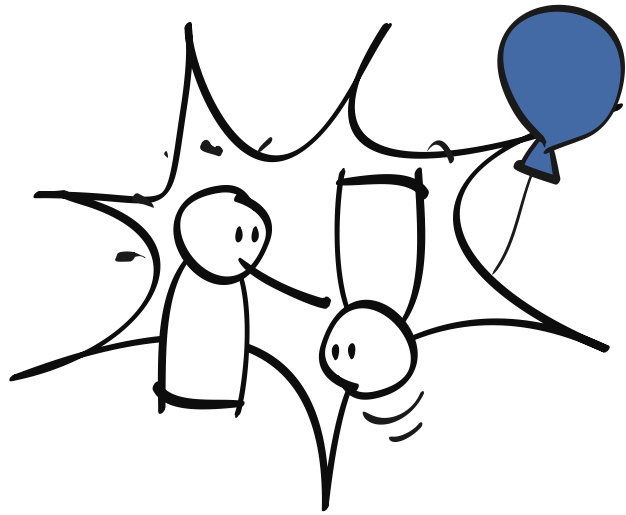
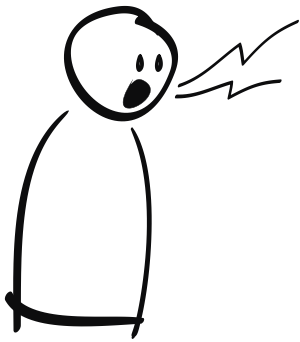
wordt  
→





Als ik ga staan voor mijn belang,  
doet de ander dat voor het zijne.

Als ik eerst kijk naar zijn belang,  
opent hij zich voor het mijne.







# De Oplossingenmachine!



met in de hoofdrol:

De Afpakker



De Oppakker



Calimero



Brave Hendrik

De Afpakker



De Oppakker



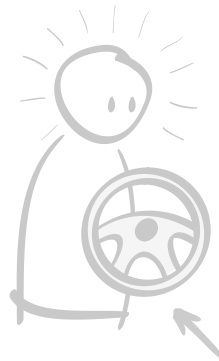
Brave Hendrik



calimero



teamleider



leraar



leerling







De Afpakker





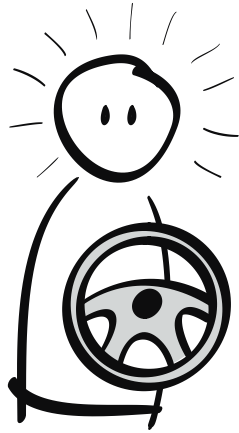
Brave  
Hendrik





De Oppakker

De Afpakker



De Oppakker



verwordt



triggert



legitimeert

triggert



legitimeert



verwordt



Brave Hendrik

Calimero



Brave  
Hendrik



braaf  
volgen



samen  
klagen

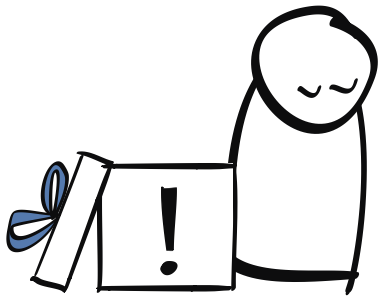


(stiekem)  
niet doen

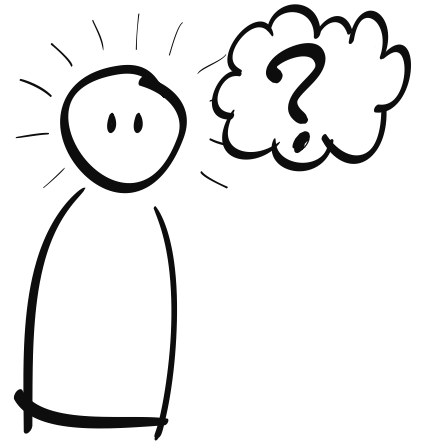


vechten

4 niet-functionele reacties vanuit de onderpositie



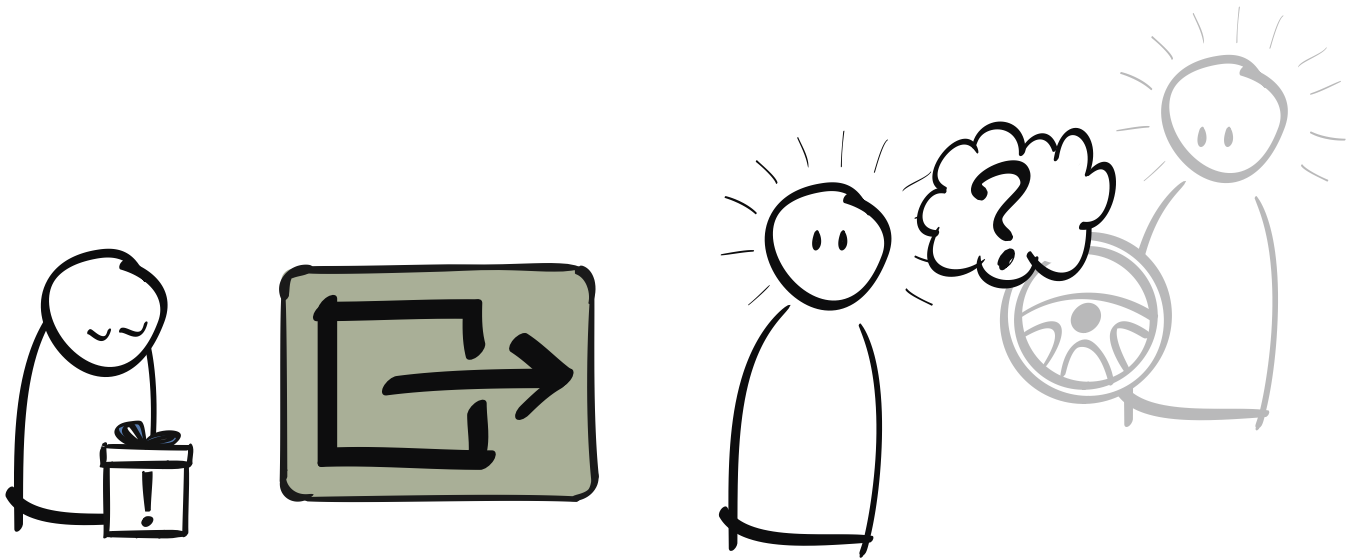
Accepteer niet  
de oplossing



Ga staan voor  
het probleem

Spannend  
vraagstuk





De uitweg voor Brave Hendrik: niet te volgzaam laten leiden door de oplossing van de ander, maar gaan staan voor het achterliggende vraagstuk.

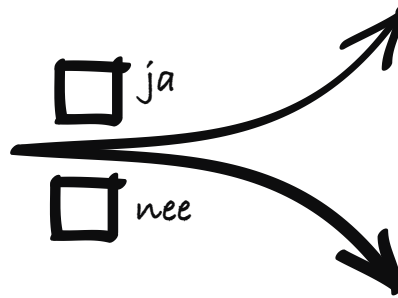


Neem jij  
verantwoordelijkheid?



ja

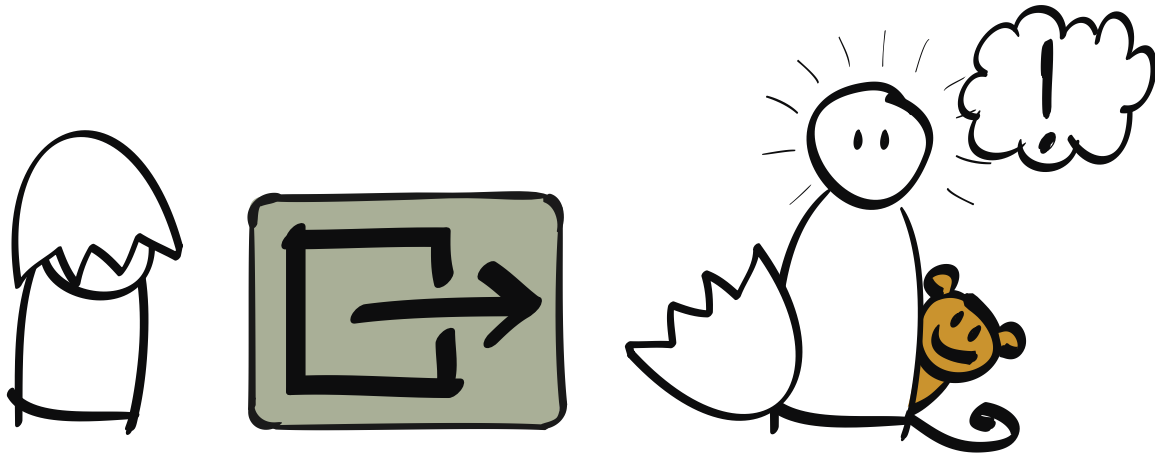
nee



meer zelf bepalen

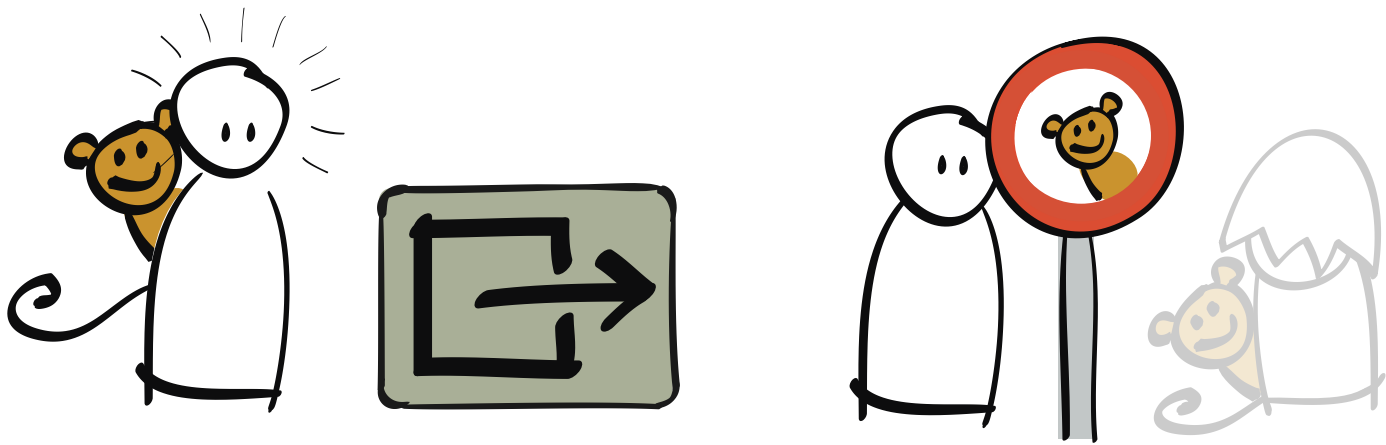


minder zelf bepalen



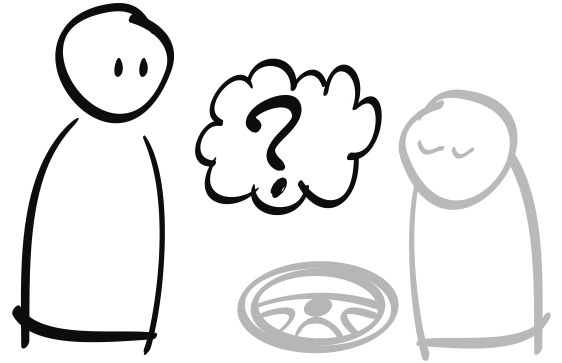
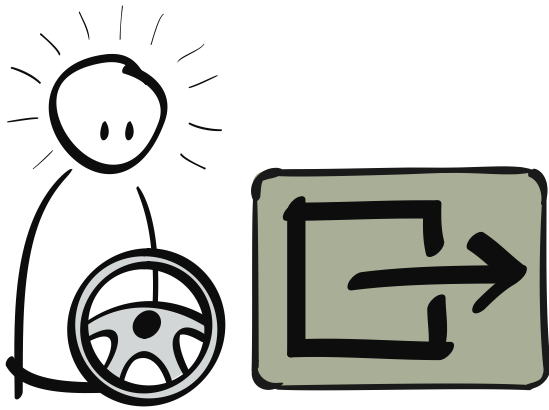
De uitweg voor Calimero: zelf voor het  
aapje zorgen.





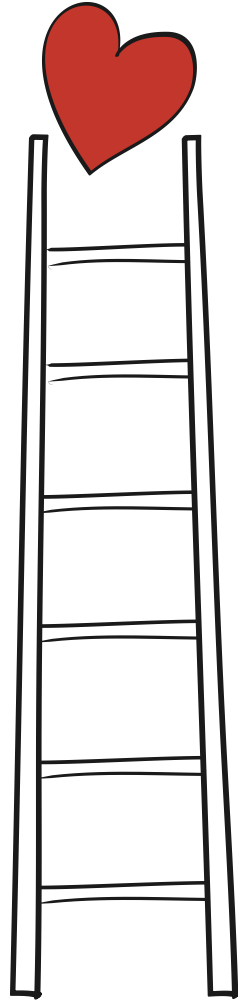
De uitweg voor de Oppakker: gun de ander diens eigen leerproces.





De uitweg voor de Afpakker: Geef niet de oplossing, geef het probleem







herken de oplossingenmachine



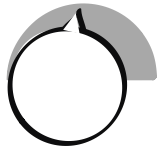
stop de oplossingenmachine



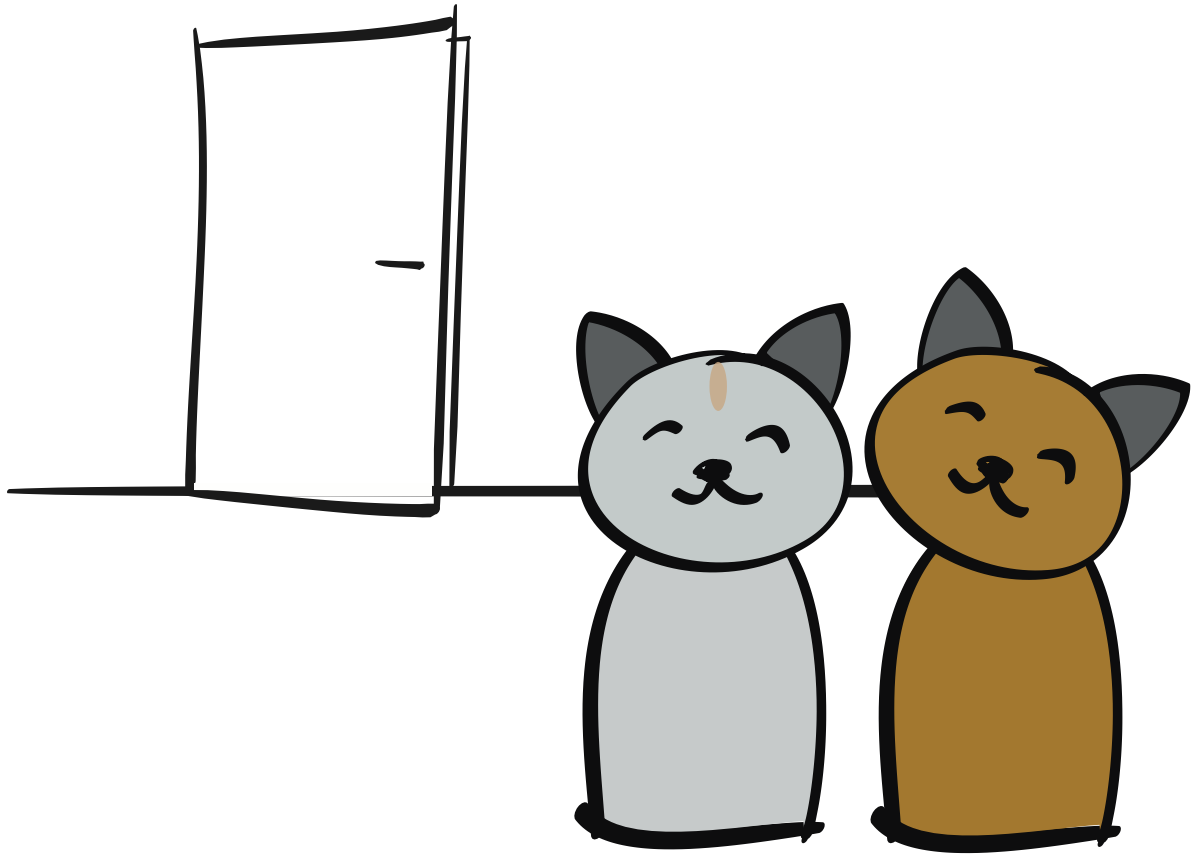
werkelijke vraagstuk in het licht

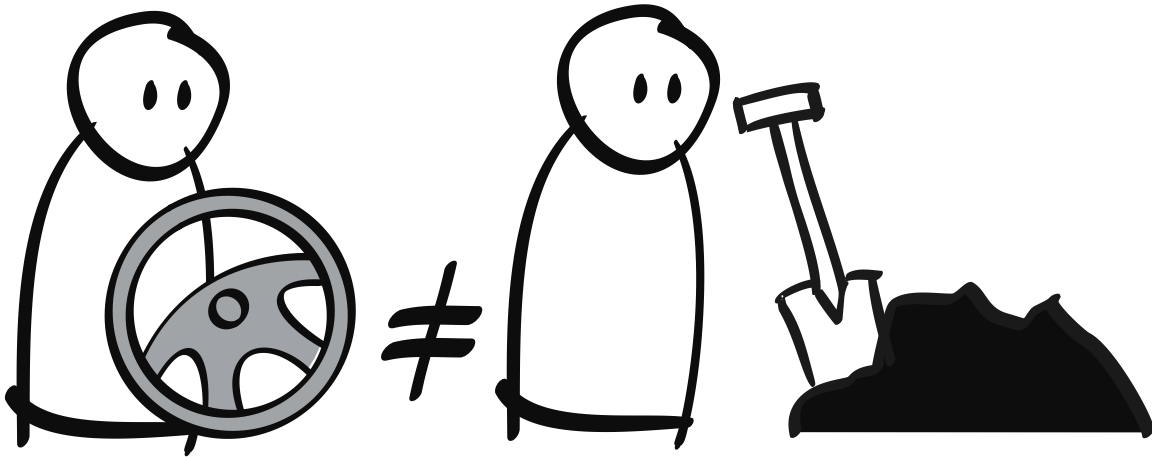


van **wie** is het (echt)?

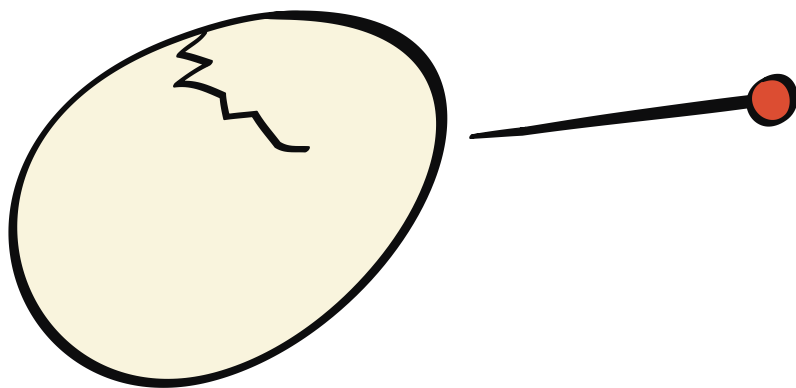


wat **helpt**, niet te veel, wel genoeg





Als je de regie houdt, betekent dat niet dat je alles zelf moet doen.



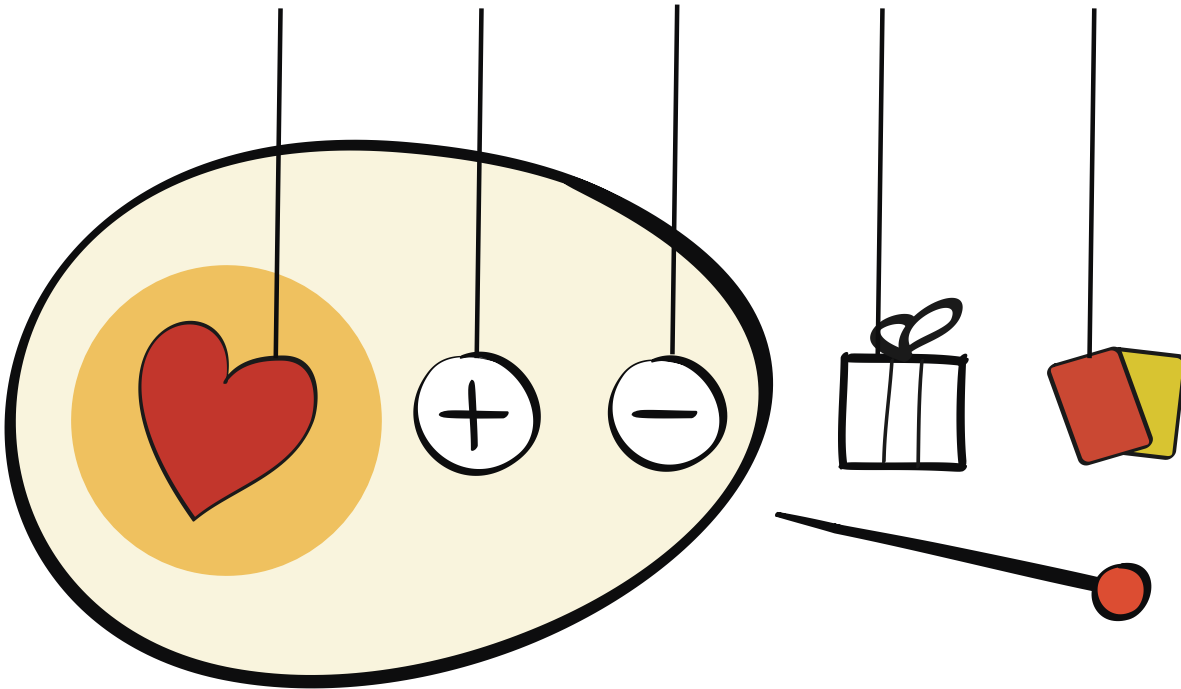
Verlangen

Positieve bijvangst

negatieve gevolgen  
voorkomen

belonen

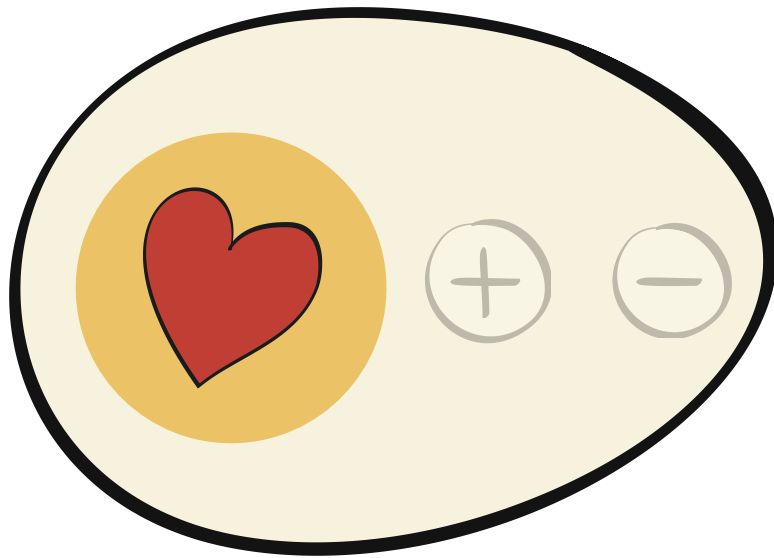
straffen

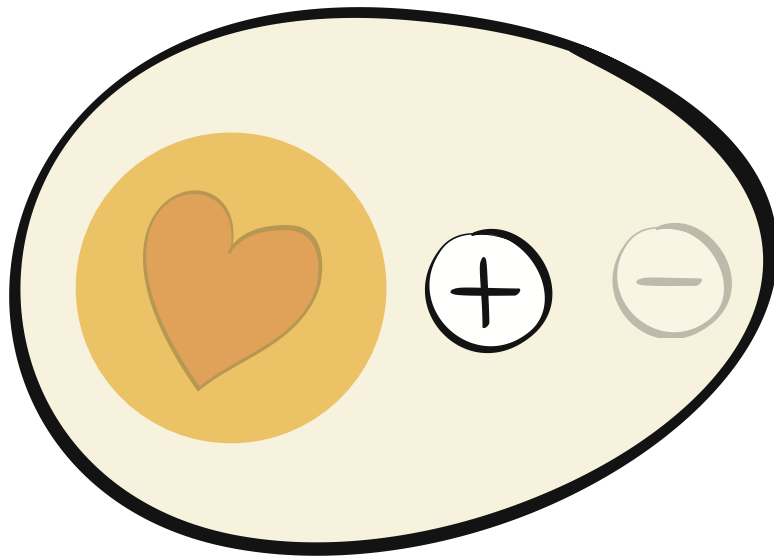


willen

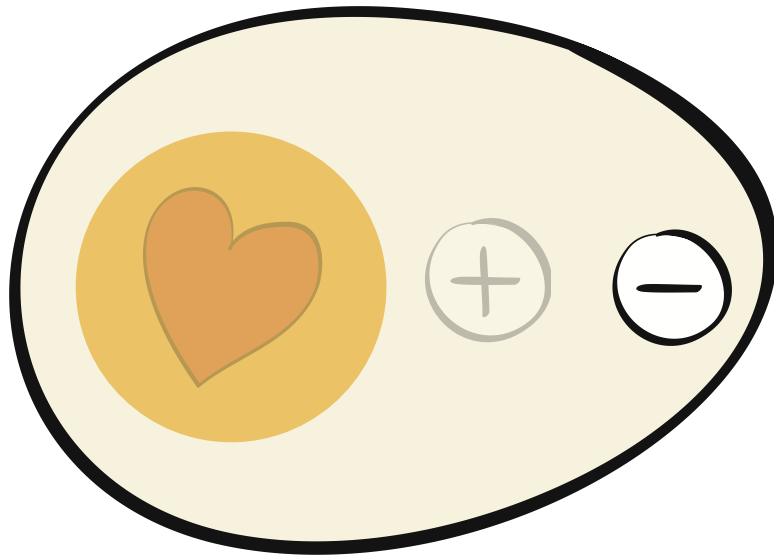


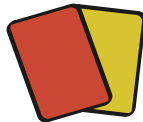
moeten

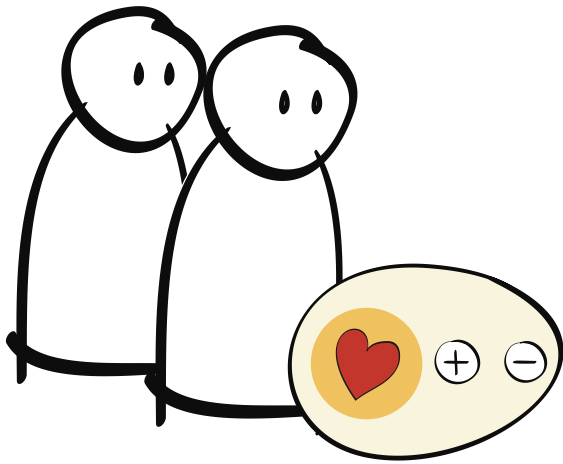




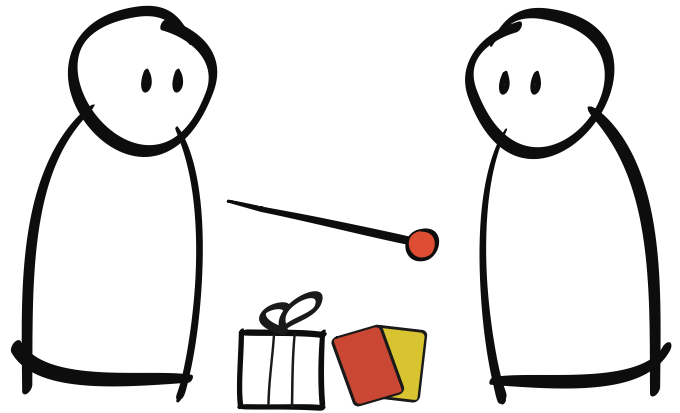




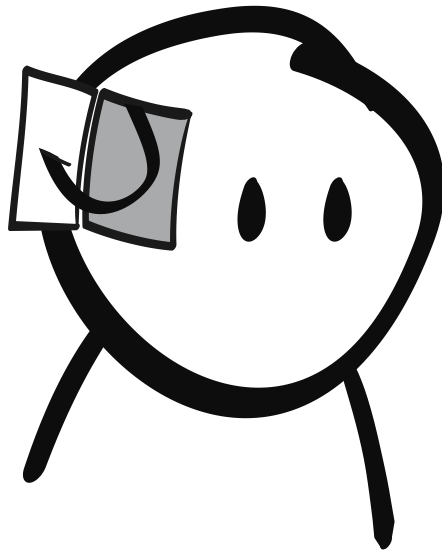




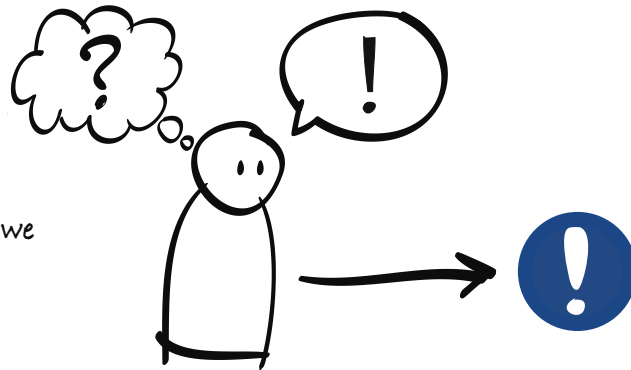
naast elkaar



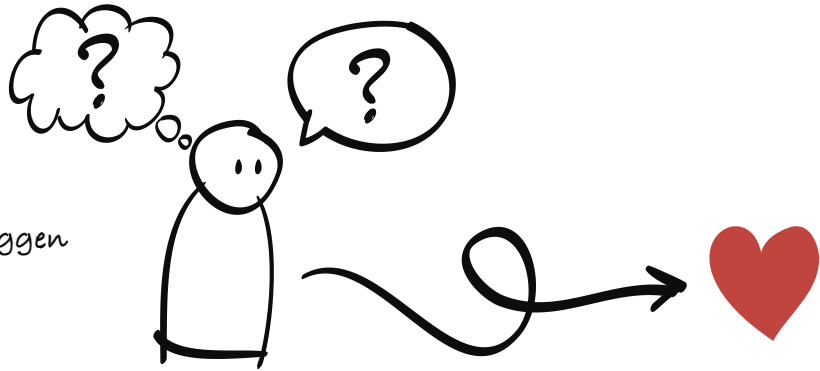
tegenover elkaar

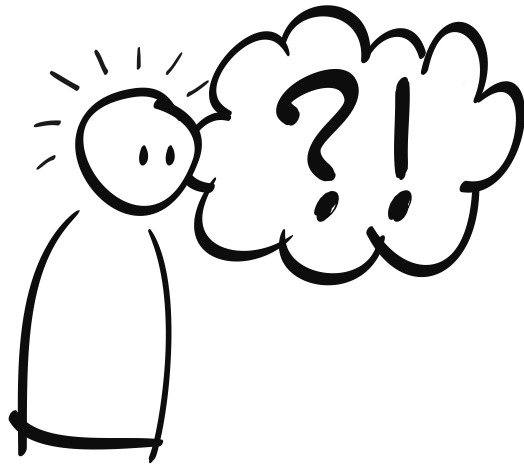


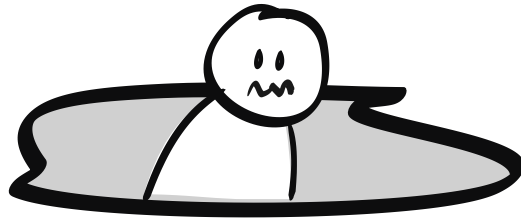
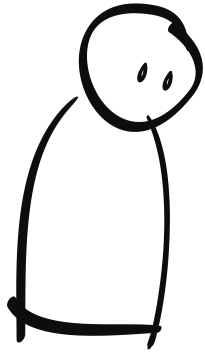
vaak communiceren we  
alleen de oplossing



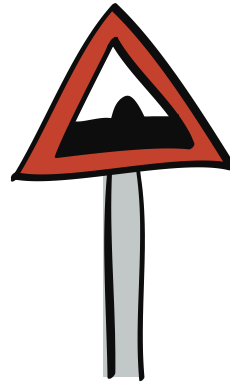
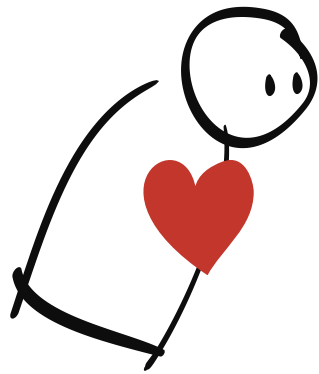
Lukt het je om echt te zeggen  
wat je bedoelt of beoogt?

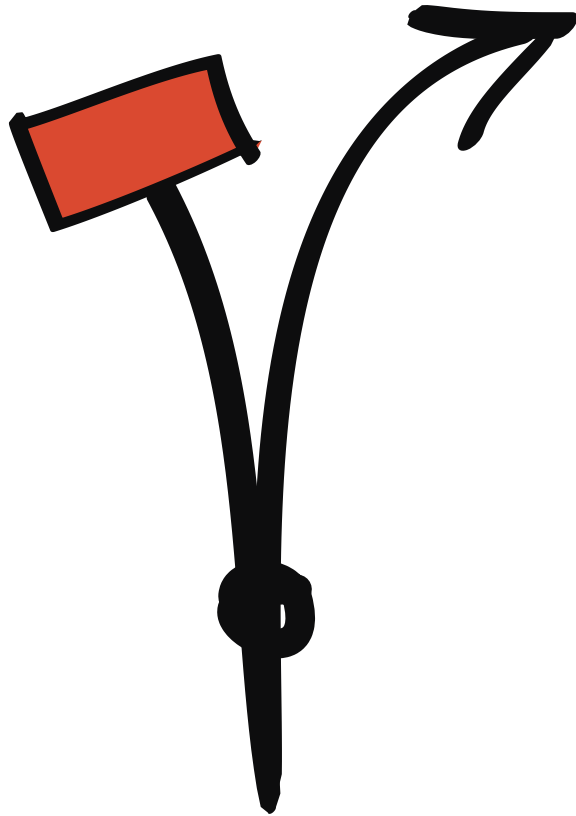


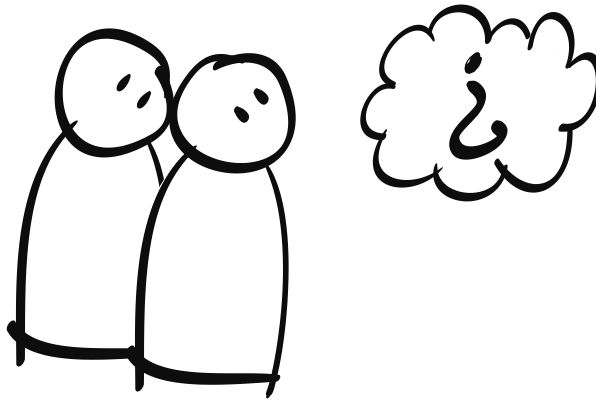




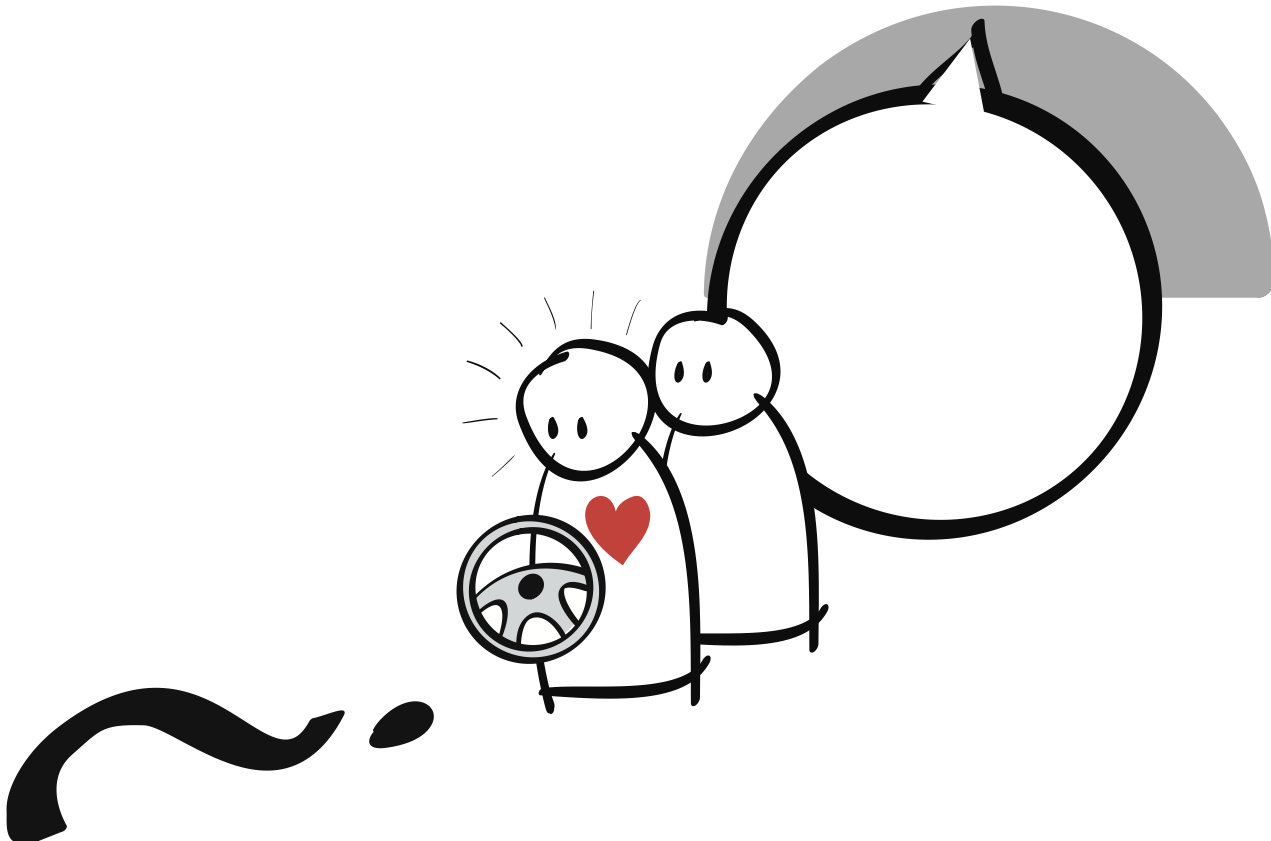








Je ziet misschien de ander.  
Maar zie je ook wat de ander ziet?



herken de oplossingenmachine



stop de oplossingenmachine



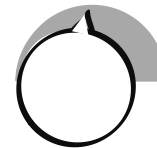
werkelijke vraagstuk in het licht



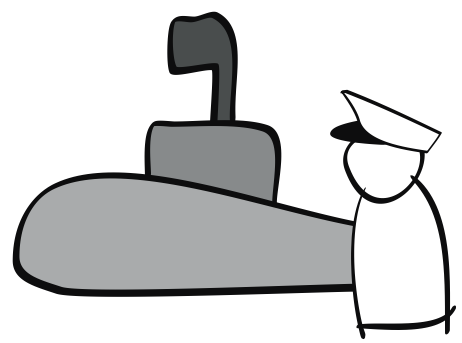
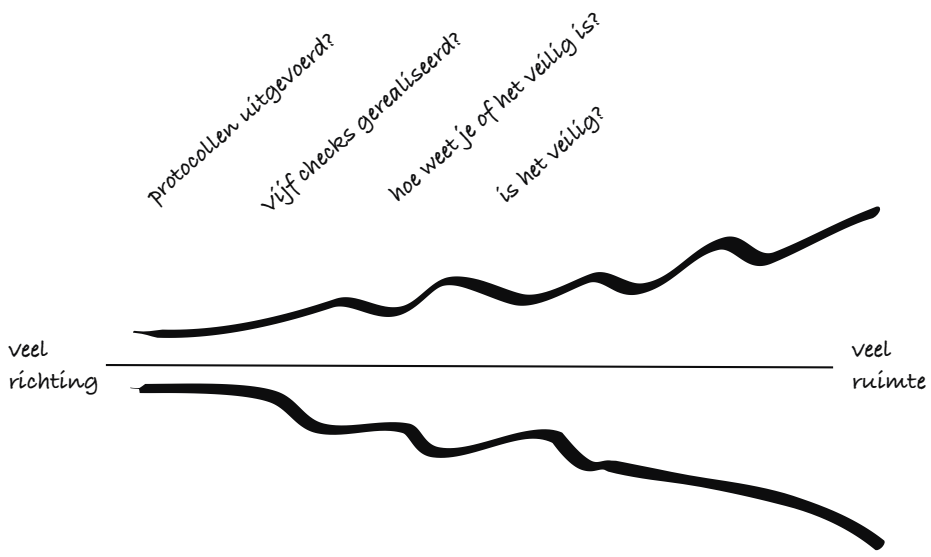
van **wie** is het (echt)?

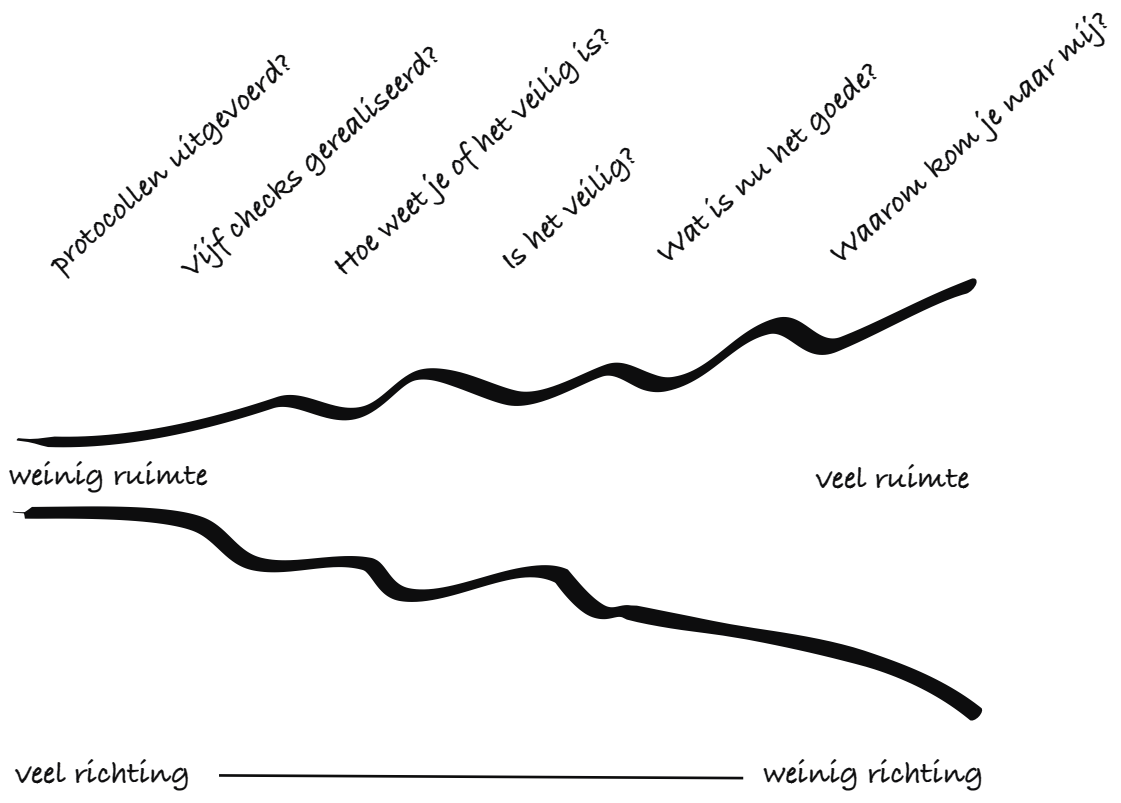


wat **helpt**, niet te veel, wel genoeg

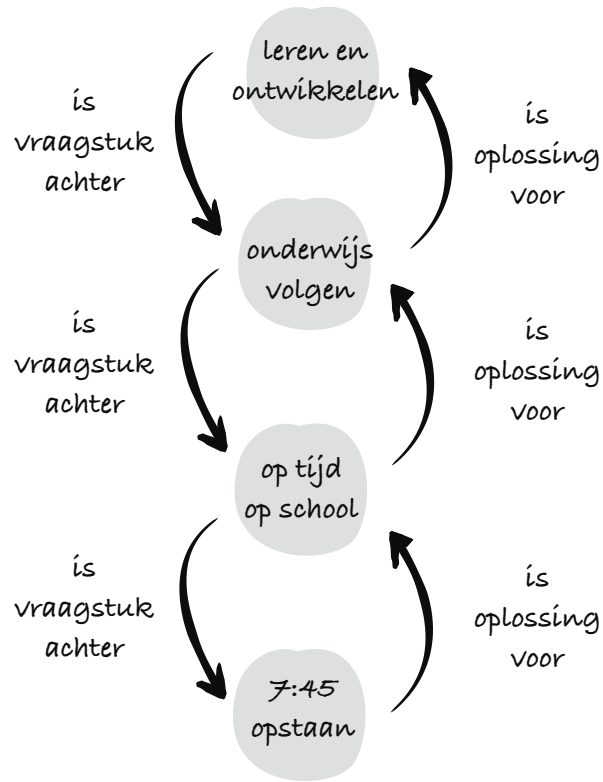


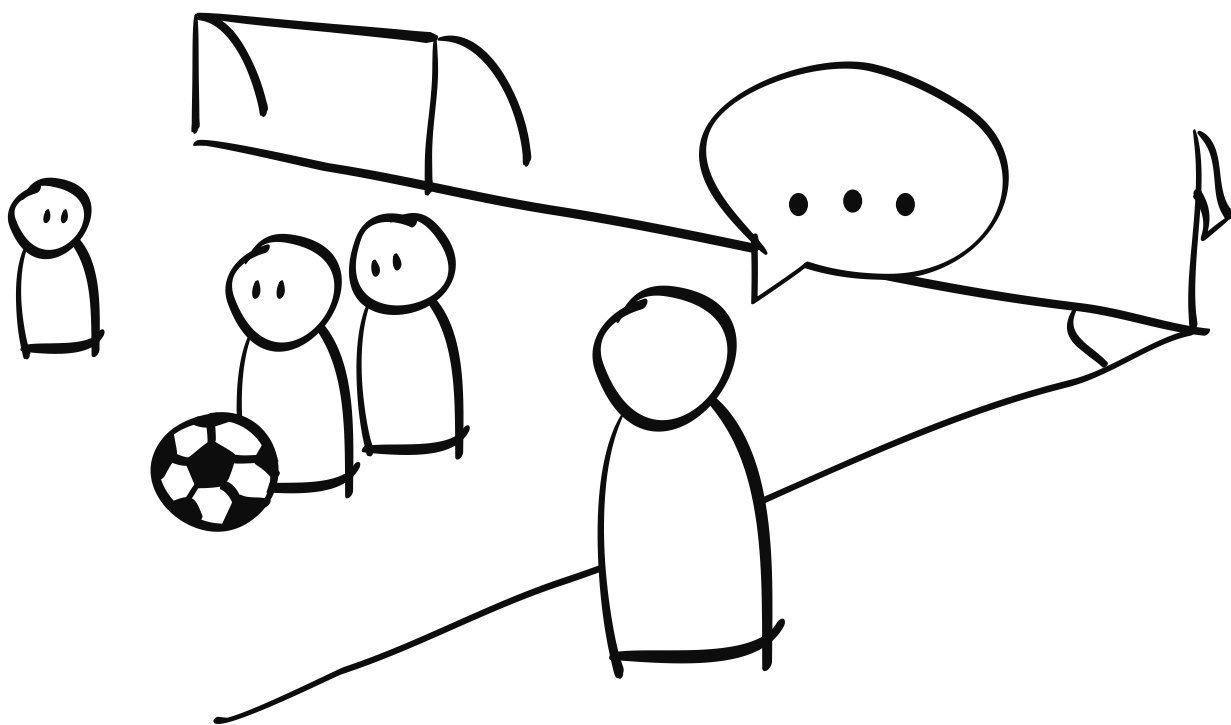


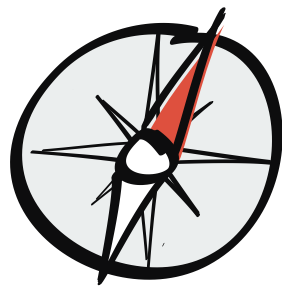


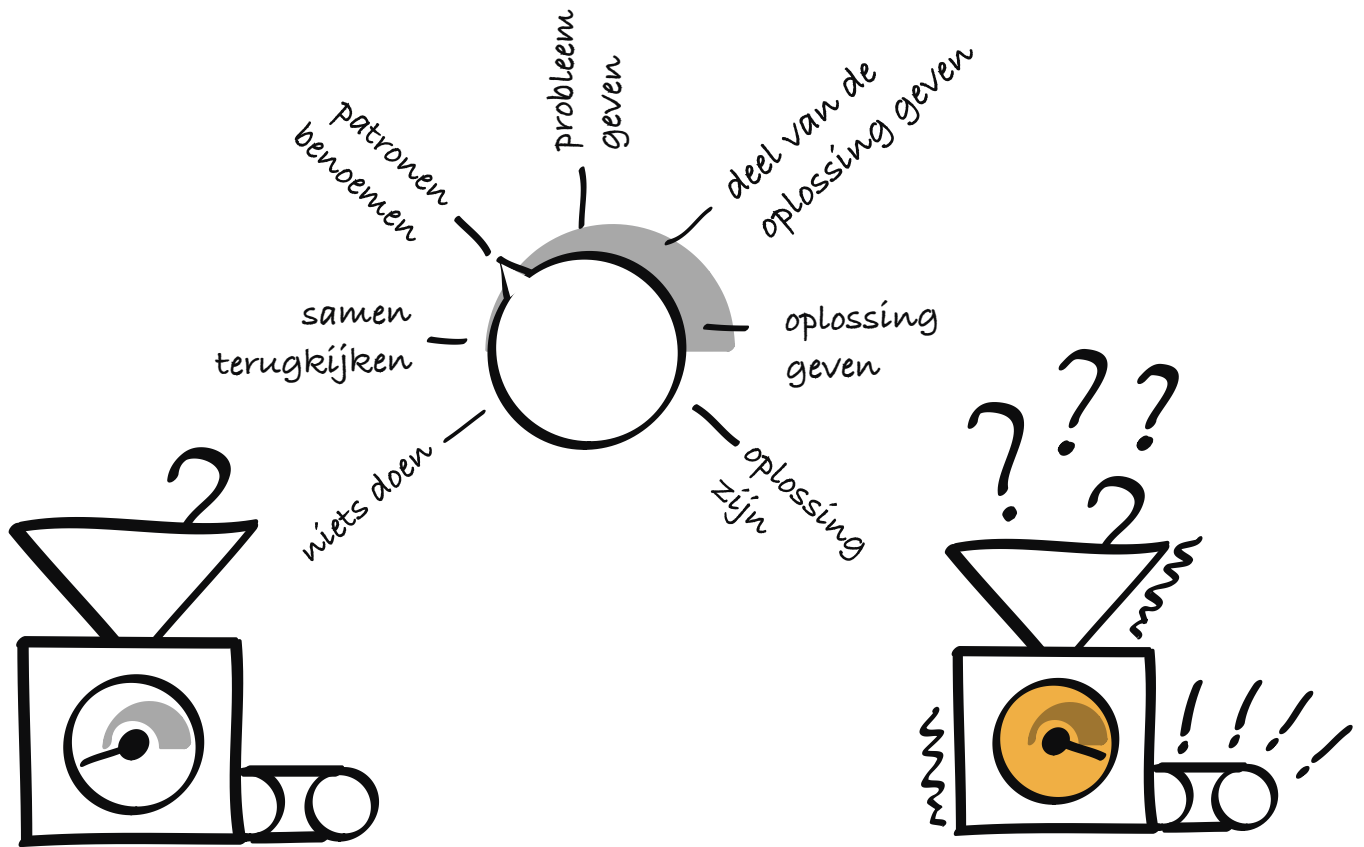








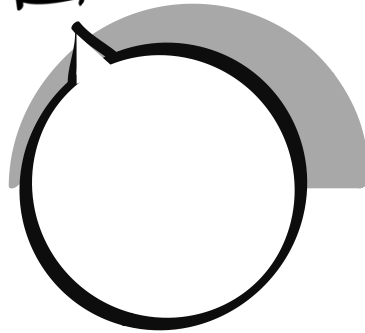


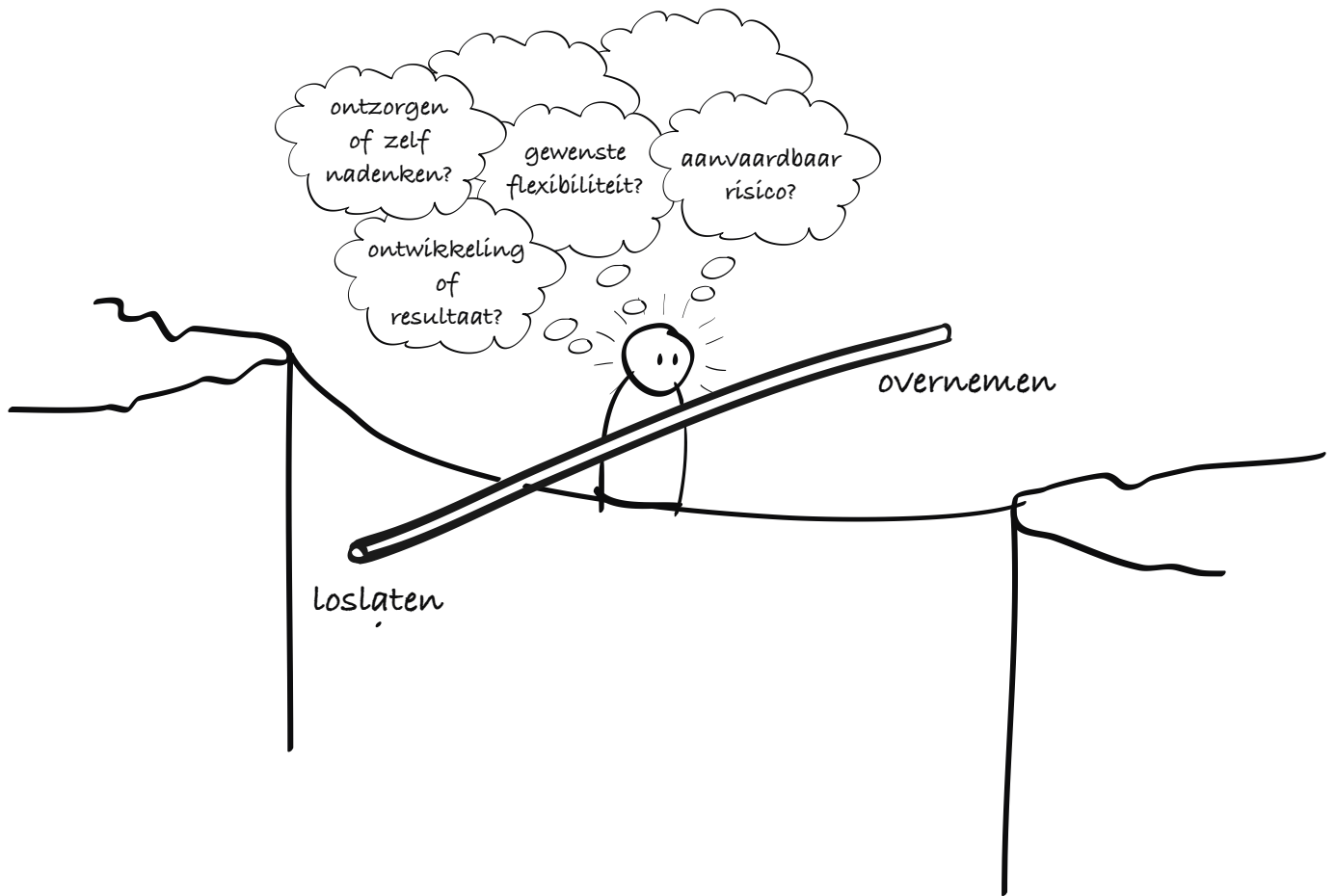


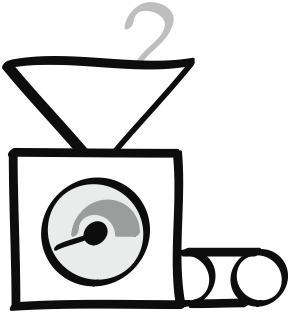
Maar wel genoeg



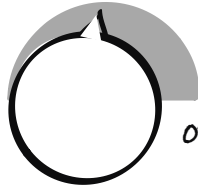
Niet te veel







oplossingenmachine zachter:



oplossingenmachine harder:



veel ruimte noodzakelijk



weinig ruimte noodzakelijk

nadenken



ontzorgen

ontwikkelen



resultaat

veel ruimte aankunnen



weinig ruimte aankunnen

laag risico



hoog risico

heldere oplossingsrichting



onduidelijke oplossingsrichting

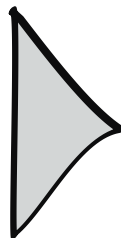
veilige omgeving



onveilige omgeving

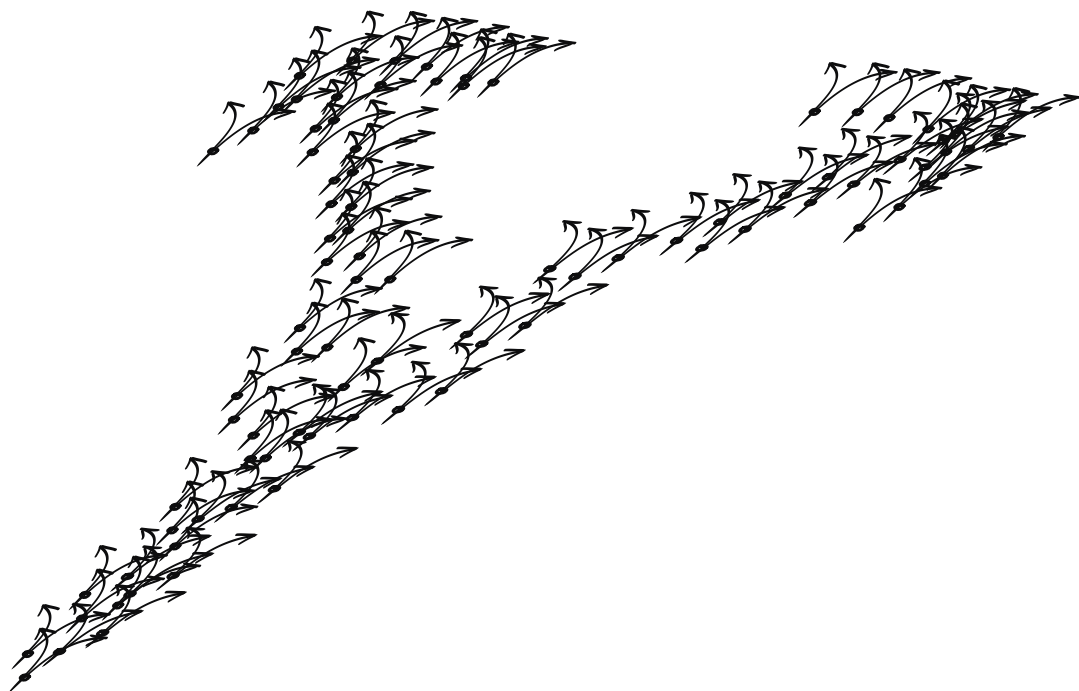
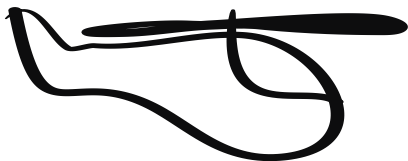


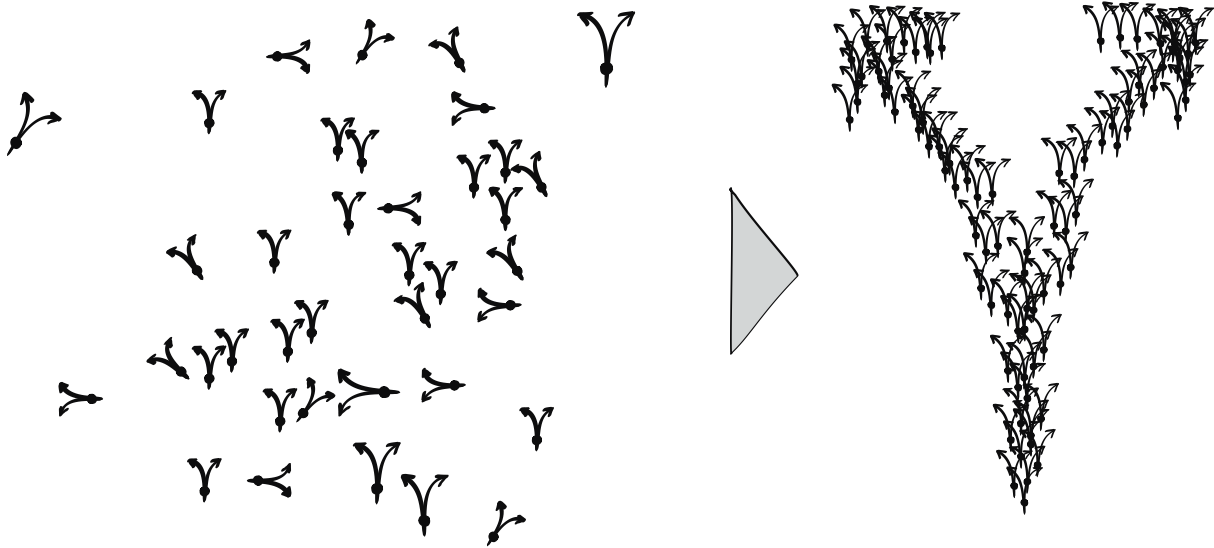
Kwaliteitsdocument:  
contracteren op de oplossing,  
vraagstuk uit beeld.



Kwaliteitskaart:  
contracteren op de niet-  
vrijblijvende opgave,  
oplossing als hint.



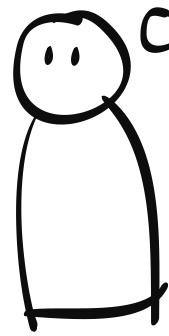
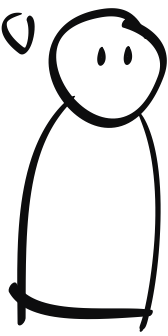


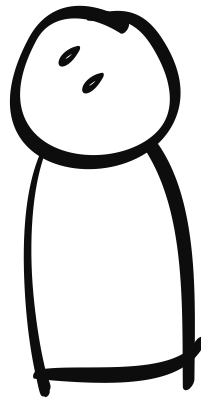


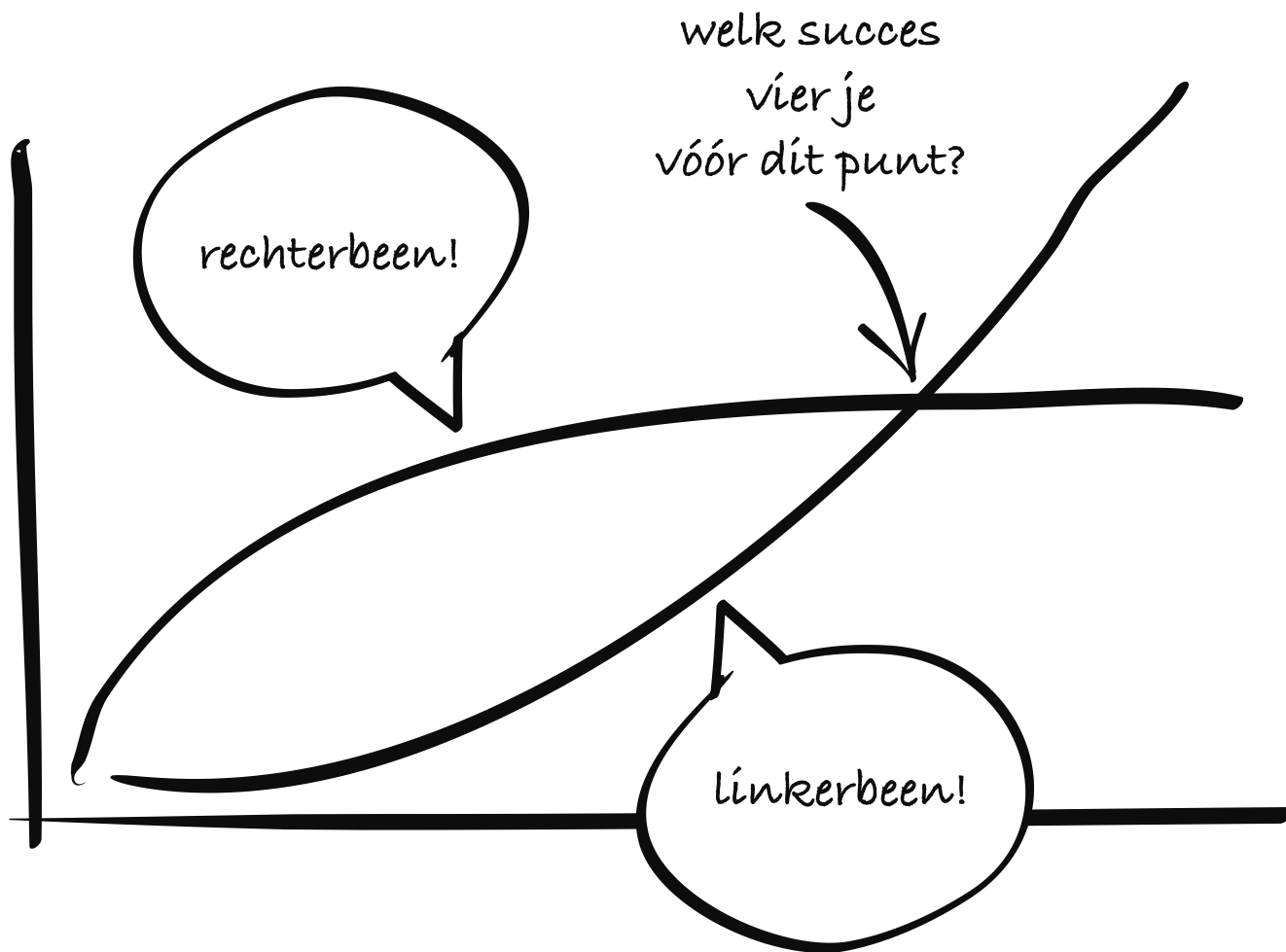
*van continue corrigeren, naar soms patroon stevig duiden*



ja, leuk,  
vakantie!



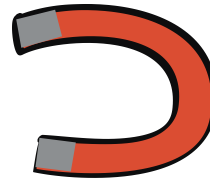
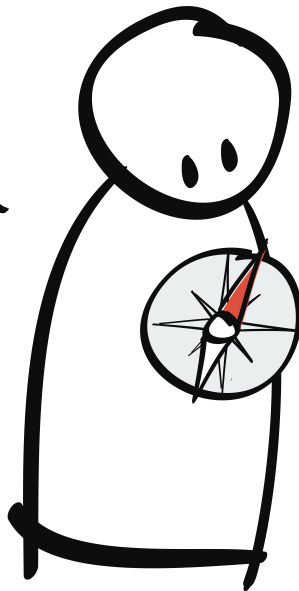








wat wordt er van  
me verwacht?



welke werkwijze geeft me  
de grootste kans op succes?

hoe stevig sta je als het spannend wordt?

Lange termijn  
ontwikkeling



Korte termijn  
resultaat





