

Implications Wheel

Type of Activity:

Small group

Teaching Objective(s):

To illustrate ways in which the change from a manufacturing economy to a service economy has had a ripple effect on the U.S. labor market.

Behavioral Objective(s):

Participants will have a greater awareness of the declining work opportunities in manufacturing industries and the growing number of positions in the service industries. They will incorporate this knowledge into their career counseling.

Estimated Time to Complete:

45 minutes

Points to Introduce Activity:

1. Change does not occur in a vacuum; each cause has an effect that produces a chain reaction.
2. The change from a manufacturing to a service economy has many effects, or implications, especially for career counselors.
3. Let's begin with the statement that most new jobs will be in service industries; make this statement in the large center circle, or hub, of your wheel.
4. There are many implications, or effects, of this trend; write them in the medium-sized circles that are attached to the center.
5. Add new circles to the diagram as you consider the implications (for counselors and their clients) of each circle that you add; the objective is to widen the circle by generating as many ideas as possible.
6. Be specific when you list your implications. For example, "more computers" is not as helpful as "computers will play a greater role in the work place and in the career counseling process."

Materials and Preparation:

1. Illustration of a large wheel on a blackboard or flip chart to introduce the wheel concept.
2. Large sheets of paper and markers for each group to construct their own wheels.
3. Board or flip chart to summarize the outcomes of the activity.

Activity:

The participants will brainstorm to consider the economic implications of having new jobs in the service industries.

The participants will break up into small groups of three or four to discuss and design "Implication Wheels" that will portray the many effects of this economic change from a manufacturing to a service economy using information.

Adaptations:

The implications wheels can be constructed around any change in the labor market, such as: more women in the work force, more technical skills needed, more minority participation, an older work force, a plant closing, a large business relocation, etc.

This activity can be done as an individual or large group activity.

Questions for Discussion:

1. What are some of the most important implications on your wheel?
2. At what points on your wheel might career development facilitators or their clients exert some influence or control?
3. What implications on your wheel are controlled by outside influences? What are they?
4. What are some of the more desirable implications on your wheel? What can be done to implement them?
5. What are some of the undesirable implications? What can be done to diminish them?
6. How could you use this activity with your clients?

The Implications Wheel® IS and IS NOT

Through out most of the 20th century, people talked about the “chain of events” and many of us were trained in that kind of cause/effect thinking. But that “Linear” thinking does **not** reflect the way the world works.

Change affects the world like ripples in a pond. When a change occurs or an event happens, implications go in all directions, both for good and bad. The Implications Wheel® tries to capture that pattern of change. It helps you explore and document these ripples of possible implications in a fast and effective way.

By scouting the future using this pattern we can discover and evaluate both positive and negative consequences well before they actually happen. We also increase our capacity to find “unintended consequences” which so often cause major problems.

The Implications Wheel® records and provides access to information generated during Implications Wheel® strategic explorations. Its visual display offers a focused, compelling map of the implication spill-out from the Implications Wheel® center.

The Implications Wheel® strategic exploration tool enables users to rapidly identify potential long term positive and negative implications or consequences that come as the result of change.



The Implications Wheel® is NOT AN OUTLINE

The elements of the Implications Wheel are not subordinate to one another. It does not ask you to create large categories and then add subcategories below them.

- I. _____
- A. _____
- 1. _____
- a. _____

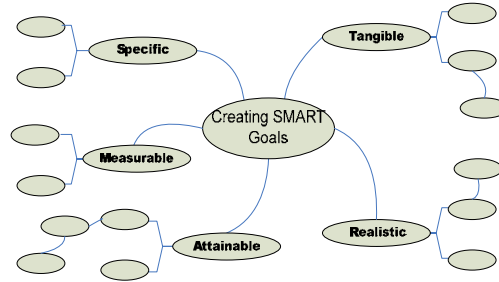
IMPLICATIONS WHEEL® IS:	OUTLINE IS:
Radial Generates implications that move from immediate to long term Implications often get stronger as you go along	Linear Generates an order of things from large to small Outline subsets typically get less important as they go along

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The Implication Wheel® IS and IS NOT

The Implications Wheel® is NOT MIND-MAPPING

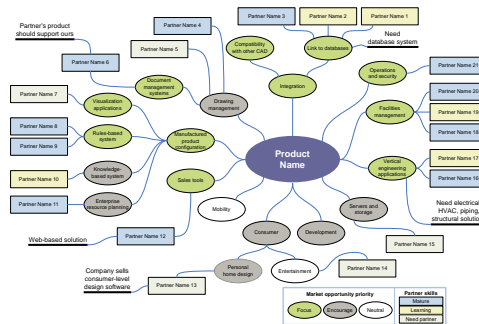
Although the Implications Wheel and the Mind Map both use a circular shape and spokes, their purposes are profoundly different. The I-Wheel is not an organizing device for putting many different elements into categories and relationships.



IMPLICATIONS WHEEL® IS:	MIND MAP IS:
Radial format focused on Implications Orderly process focused on Implications Spokes and circles imply open & expanding	Radial format focused on diverse topics Random process focused on any topic Lines and boxes tend to confine

The Implications Wheel® is NOT BRAINSTORMING

The Implications Wheel® does not allow for open-ended, non-connected ideas. The only elements that are part of an I-Wheel are implications that are possible. The I-Wheel™ has a specific order and structure to it. All of that violates the basic rules of brainstorming which is random and errorless.



IMPLICATIONS WHEEL® IS:	BRAINSTORMING IS:
Implications only Structured Specific order – 1 st , 2 nd , 3 rd etc. Rule driven - right and wrong answers	Anything goes Unstructured Any order Random & errorless