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Experiences with and reflection on the use of futuring I positions

In the development of the Dialogical Self, the development of promotor positions is crucial. Promotor Positions create stability and change at the same time. (Hermans, Konopka, 2010; Hermans, Gieser, 2012). When personal development is defined as creating and changing Self as fitting with the environment, creating a promotor position can help to open up new opportunities, new positions in life and at the same time keep the connection with positively valued I positions.

We explored in practice the use of future I positions. Can a future position function as a promotor position? Or can it promote some change that moves to the creation of a new promotor position? In this workshop we present descriptive material. We gathered experiences in several workshop with several groups: professional coaches (2010); Chinese women wanting to strengthen themselves as a 'woman leader' (2011); and successful Chinese entrepreneurs who reached the goals they set 20 year ago but now facing a future with repetition and with an empty feeling.

Future positioning is in the research on culture a dominant dimension. In research done on successful cultures and successful organizations, the dimension of having a perspective of future orientation comes out as an important discriminating factor. (House, 2004). In our practice with managers we explored the working of 'future I positioning'. We present descriptive examples and share our first analysis. We hope this will contribute to a better understanding of the processes involved in the creation of promotor positions and the implications for personal growth.

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