

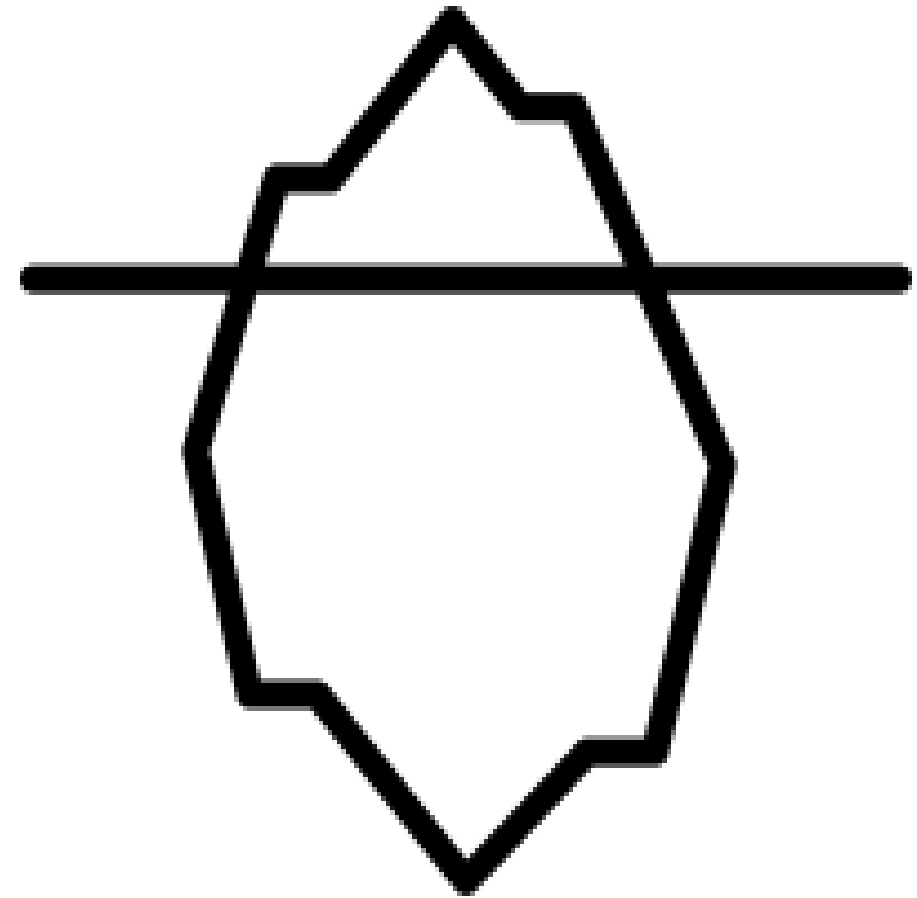
# Visioning Exercise: Iceberg Model

Understanding what  
matters for wellbeing



The Iceberg model is a tool to help illustrate or flesh out future visions

**Use this tool to help you think more systematically!**



# Session Progress

**Step 1:** guided individual visioning, either through story-telling, meditation, drawing or other creative means

- Set the frame – Is it 30 years in the future? Where in the world are you? Who should be there? (if anyone)

**Step 2:** in small groups, talk about the individual visions, for a common blended vision

**Step 3:** still in small groups, identify the events (top of the iceberg)

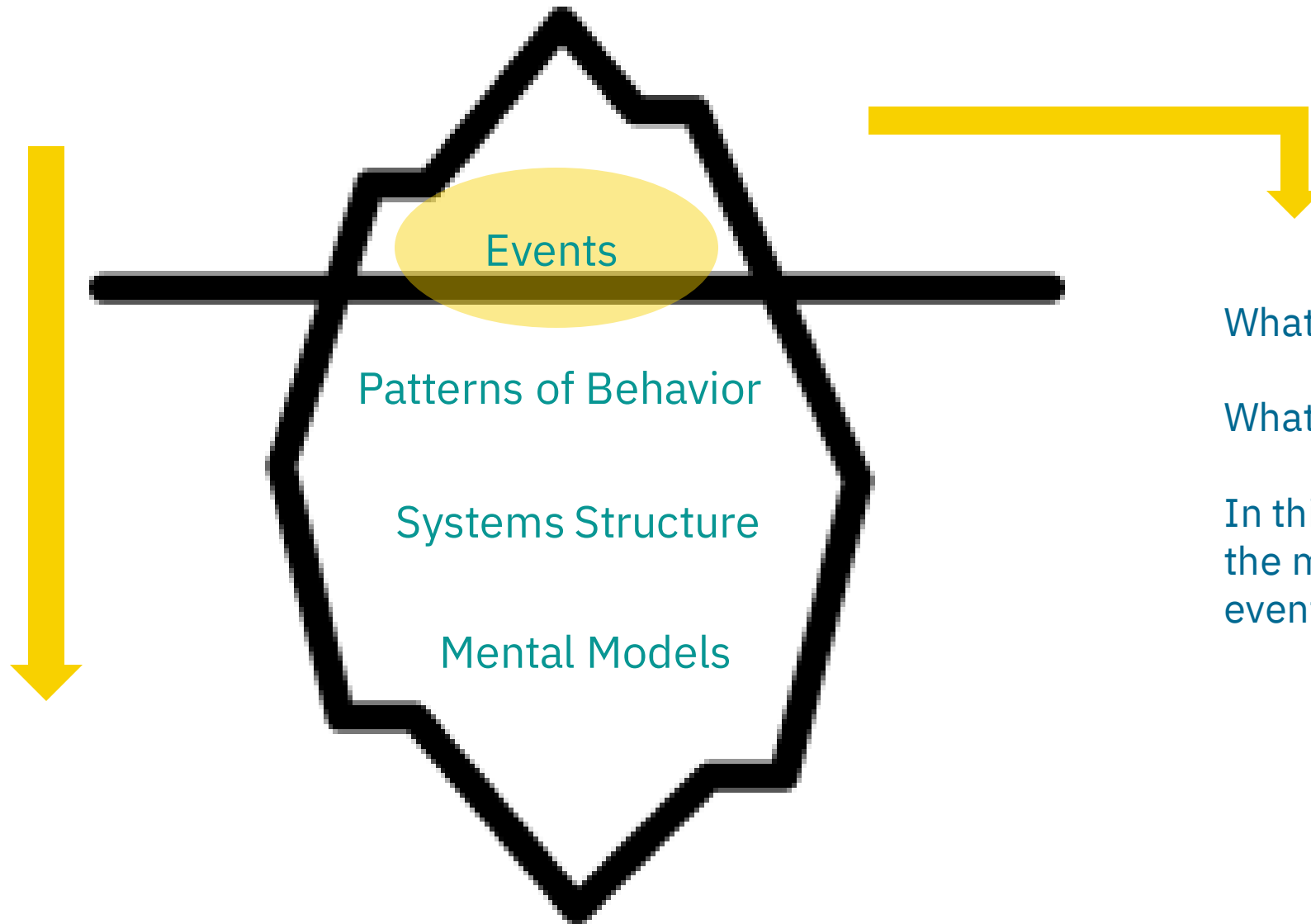
**Step 4-7:** go deeper step-by-step

**Step 8:** plenary: present icebergs

**Step 9:** What is needed to change the mental models, all make suggestions for all other icebergs

# Annex: Iceberg model explained

**Increasing  
Leverage**

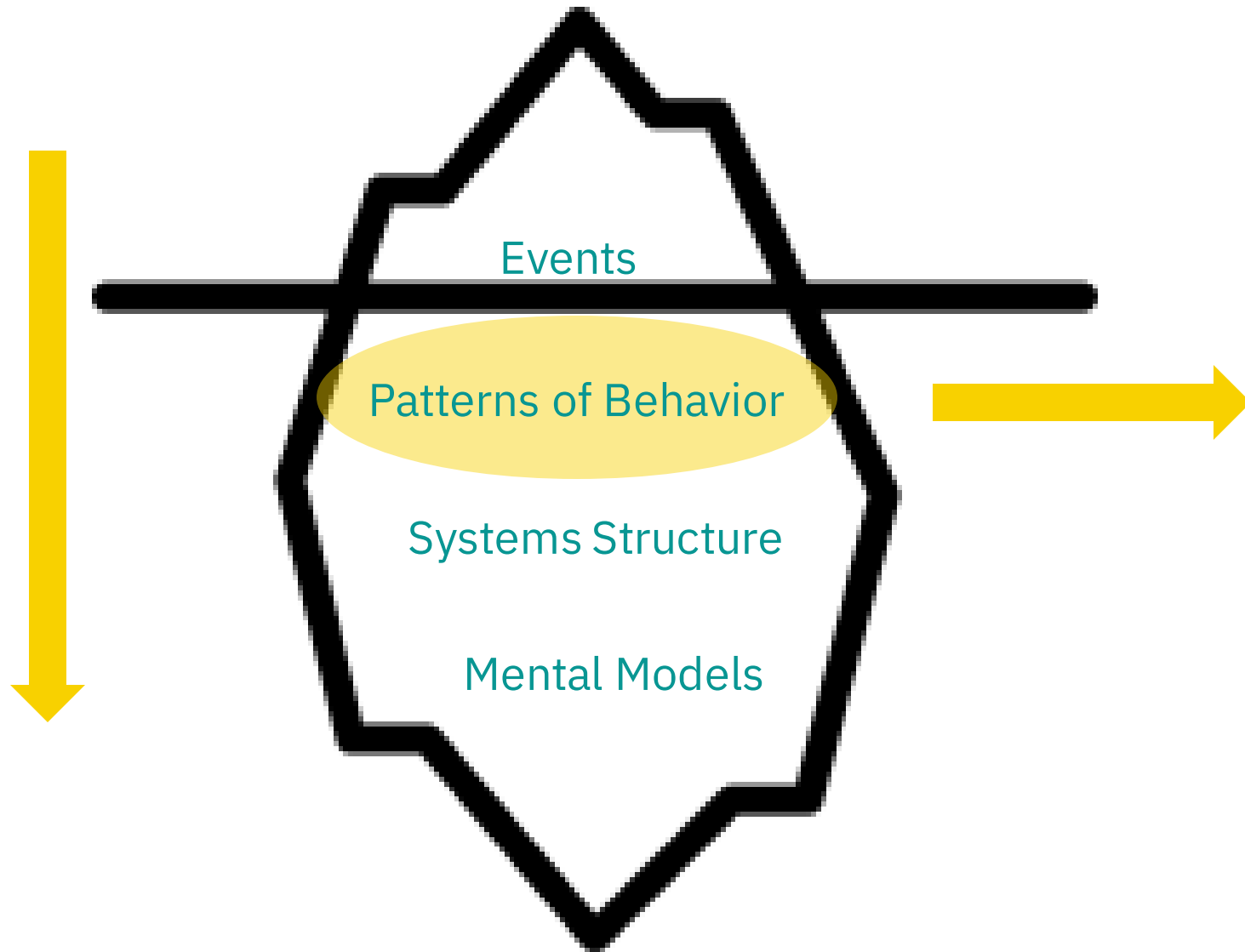


What is happening?

What we see right in front of us?

In this level, we perceive just the manifestation of a situation/event

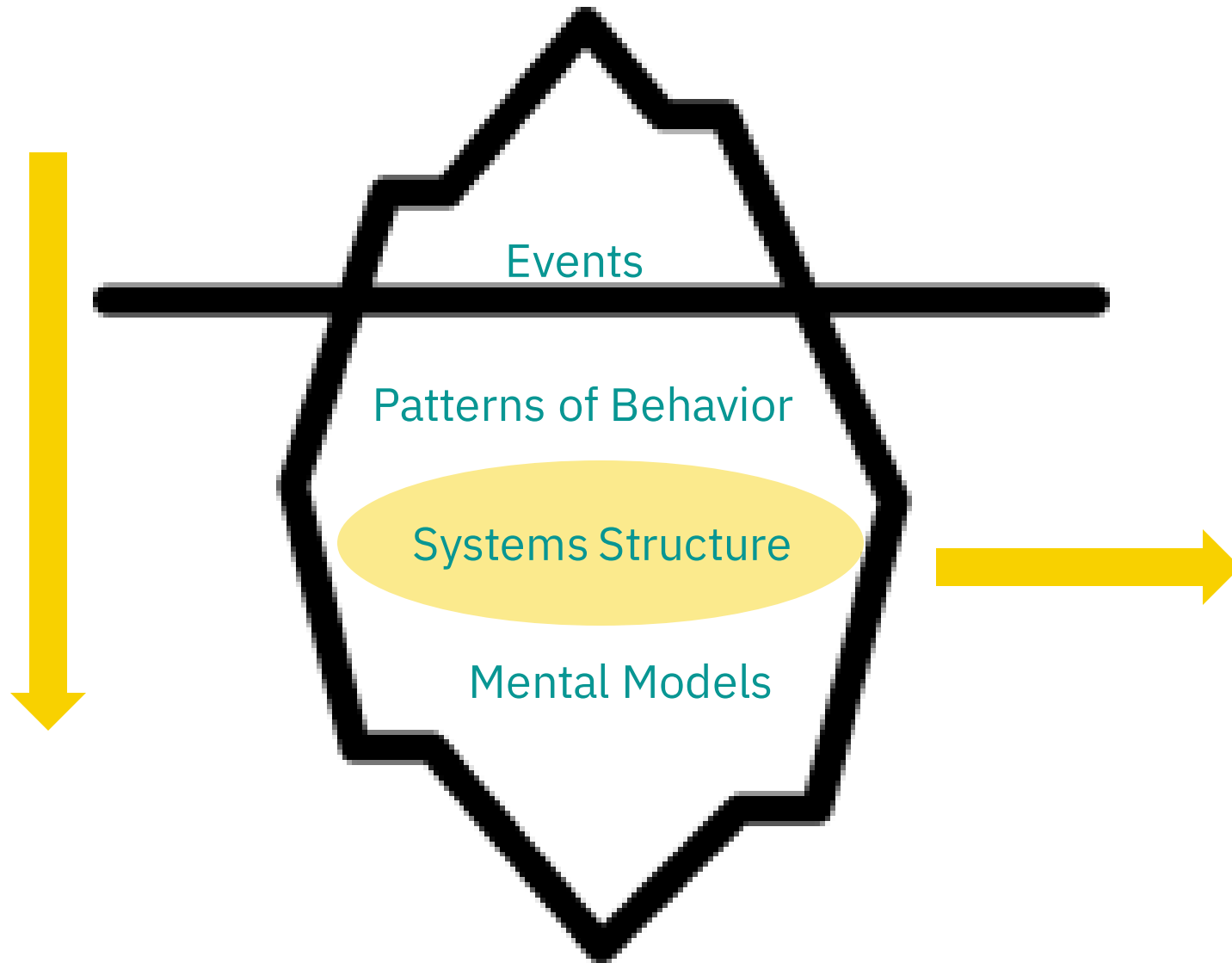
**Increasing  
Leverage**



What trends are there over time?

In this level, we explore what trends/patterns that created that event we are able to respond

**Increasing  
Leverage**

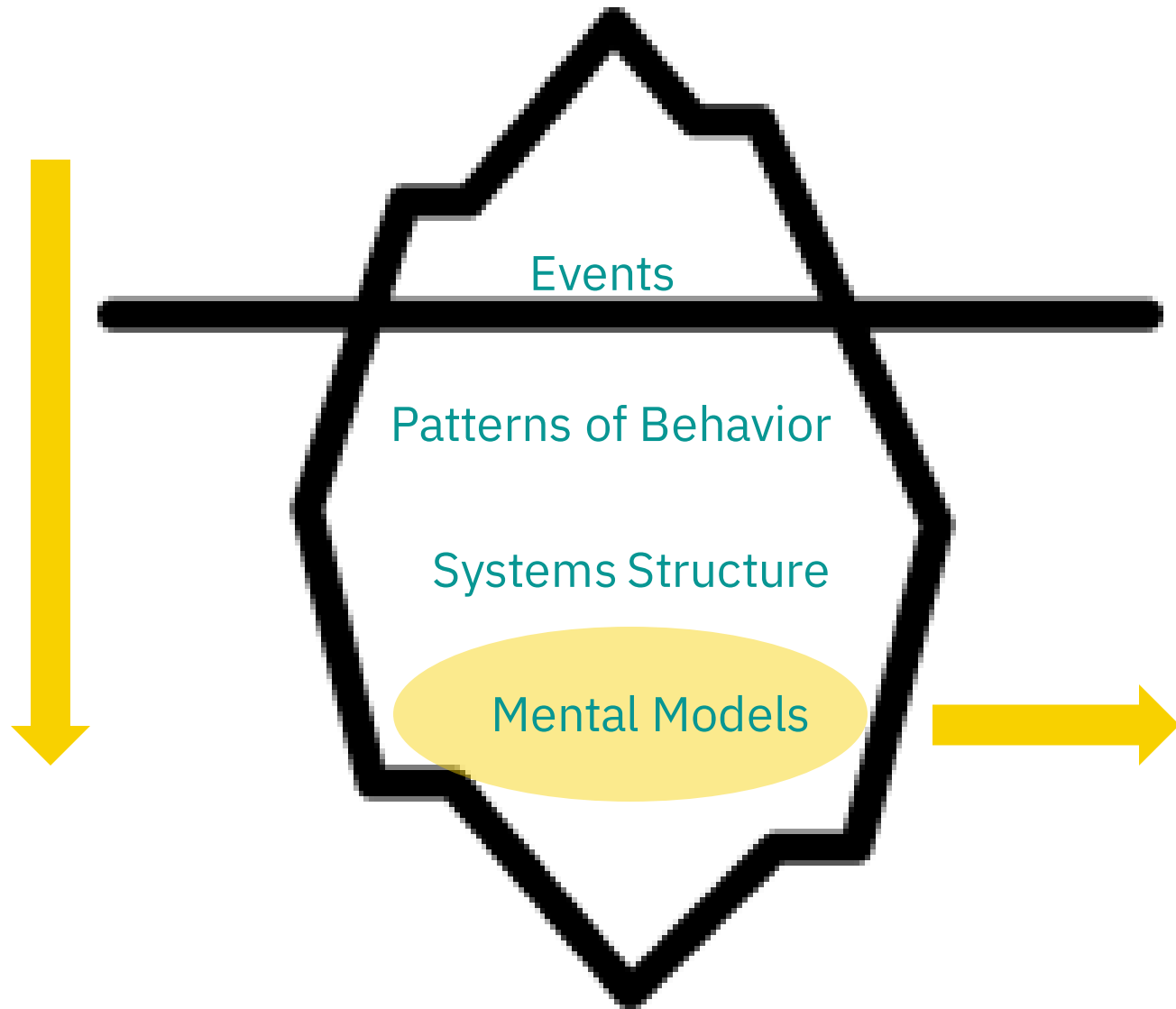


How are the parts related?

What influences the patterns?

In this level, we explore design challenges. In short, structures (“rules of the game”) that are causing the trends/patterns that result in the event

**Increasing  
Leverage**



What values, assumptions and beliefs shape the system? What community assets might be invisible because we do not know how to look?

This level support all other levels

Questioning what keeps the system in place further opens a window to perceive community assets that might be invisible to us

**Transformation is in this level!**