



# Sociocracy v. Human Nature

## May 6, 2021



## Technical Tension:

- Tension that can be solved by a technical solution.
- These tensions can often be resolved through operational meetings, implementing simple solutions, clearing up miscommunications.

## Example:

- **Working remote:** *How do we move to working remote without office infrastructure?*
- **Solution:** *Use remote based technology (laptops, zoom, slack, etc...)*



## Adaptive Tension:

- Tension that can only be solved with adaptive solutions.
- This type of tension often involves both technical dilemmas and broader systemic and/or interpersonal tension.
- They often take more time to resolve, are process oriented, and require all impacted parties to have a voice.

## Example:

- **Working Remote:** *How do we maintain our company culture while working remote?*
- **Solution:** *encourage employee self-care, empathize, listen, take more time to communicate, etc...*



PHOTO CREDIT: Florian Hahn

## **Adaptive Capacity:**

*The capacity of systems, institutions, humans and other organisms to adjust to potential damage, to take advantage of opportunities, or to respond to consequences.*

*In the context of ecological systems, adaptive capacity is determined by:*

- *genetic diversity of species*
- *biodiversity of particular ecosystems*

*In the context of coupled socio-ecological social systems, adaptive capacity is commonly associated with following characteristics:*

- *the ability of institutions and networks to learn, and store knowledge and experience.*
- *creative flexibility in decision making, transitioning and problem solving*
- *the existence of power structures that are responsive and consider the needs of all stakeholders.*

*(Definition adapted from [Wikipedia](#))*



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