

## Chaordic Stepping Stones Process Overview

The Chaordic Stepping Stones is a spiralized planning process that helps create the minimal structure needed to complete a given task. Excess structure often retards innovation and contribution, overloads certain individuals/components, and stifles learning, while too little structure can lead to ineffective and uncoordinated action, overwhelm and frustration. Both too little and too much structure can mean the end of even the most well-intentioned project. Below are the nine steps that comprise the Chaordic Process, a description of each, as well as the objective for each step.

- Need:** The compelling reason for doing anything. It is the thing served by the work you will be doing.  
**OBJECTIVE:** Create a condensed Need Statement that clarifies the reason for which any project is being undertaken.
- Purpose:** From the need flows the Purpose.  
**OBJECTIVE:** Create a concise Statement of Purpose for this project/organization.
- Principles:** Crisp, co-owned and well understood statements of how we agree to operate together.  
**OBJECTIVE:** Create a list of the Principles that govern your team's decisions, actions and methods of communication.
- People:** Map the network of people involved and that need to be brought in.  
**OBJECTIVE:** Create a 'people map' for the project, complete with names, needs and feedback loops.
- Concept:** A high level look at the shape and patterns of our endeavor.  
**OBJECTIVE:** Establish procedures for conducting meetings and brainstorm patterns of workflow.
- Limiting Beliefs:** Questions the unquestioned models of behavior that may limit us fulfilling our true potential.  
**OBJECTIVE:** Acknowledge potential pitfalls in advance, commit to help all team members overcome limiting beliefs.
- Structure:** Create the structure that will channel our resources - time, money, energy, commitment, zones of stewardship, and attention etc.  
**OBJECTIVE:** Identify necessary structures - legal, formal, informal etc.
- Practice:** The 'nuts and bolts' of how we work with one another in alignment with Need, Purpose and Principles.  
**OBJECTIVE:** List the ways you will work with one another and the community within which the project is held to optimize the contributions of all vested parties.
- Harvest:** Describe what fruits the project will yield that will create the desired impact in the world.  
**OBJECTIVE:** List what your work together will yield, how it will meet the need and fulfill the purpose, and how you will know when it is 'ripe for the picking'!