IP BEST PRACTICES

The Value Square

A best practice shared by Peter Schlatt.

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The Value Square

Enables individuals and teams to reflect on behaviours by showing how strengths can become weaknesses when overdone, restoring healthy tension through a balancing 'sister virtue'.

Key steps

Draw a simple four-field square: core value (top left), its balancing value (top right), and their exaggerations (bottom fields).

Identify a core value you see in yourself or others (e.g., honesty, courage, discipline), then name the distortion that appears when the value is overused (e.g., honesty becoming bluntness).

Find the balancing value that keeps the original strength constructive (e.g., honesty plus tact), and use the square to deepen empathy, resolve conflicts and build more conscious, balanced behaviour.

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