

# The KDVI Clinical Paradigm

*There is a logical explanation behind every action, even those that seem irrational*

1. Human development is an intra- and inter-personal process.
2. Though hidden from rational thought, the human unconscious affects conscious reality.
3. Nothing is more central to who a person is than the way they regulate and express emotions.
4. Personality is formed early in life but can be nudged later.
5. Groups are subject to dynamics that arise from a collective unconscious response to needs and motivators.
6. Human behaviour is a symptom, as well as a cause, of system dynamics.
7. Systems seek homeostasis. Change is unpredictable, therefore a threat to stability.
8. Change is not linear. It is endemic: recursive, emergent, and cannot be prevented nor imposed.

## Related theories

1. Inner theatre, family script, attachment, transference & counter-transference, leader-follower dynamics
2. Blind spots, “unthought known,” repression, Gestalt
3. Repression, regression, transference & counter-transference
4. Introversions, extroversions, pseudo-extroversions,
5. Dependency, fight-flight, pairing, “singleton”, on-task, anti-task, primary task, primary risk, leader-follower dynamics, attachment
6. Archetypes, valences, conflict, collusion, Jung
7. Homeostasis, social defenses, resistance
8. Complexity, paradox, negative capability, paradoxical intervention



# The Leadership Onion: a useful metaphor

