



Archetypal Change Journey

R.C.Allen provides an Archetypal Change model, inspired by Joseph Campbell's work with cross-cultural mythology; she suggests that the heroic figures in myth are personifications of the creative energies alive in all human systems.

The model consists of eight cycles of archetypal change, which are:

1. Inertia
2. Call
3. Jump
4. Trials
5. Dissolution
6. Discovery
7. Integration
8. Application

1. Inertia

The blockage creates inertia. Usually inertia is temporary. Inner or outer circumstances usually send signals to prompt people or organizations to experiment with new information or new patterns of thinking and acting.

INQUIRY: What is immobilizing my creative energy?

2. Call

The call is an invitation to change which disturbs the normal routine. The disturbance is an awakening, an initiation or revelation of some relevant vision or knowledge. Now people are presented with choices. They have to decide which direction to take. They can retreat to old patterns or make a new choice.

INQUIRY: How will I respond to the call?

3. Jump

The jump is the act of venturing forward when people choose to accept the call into new and unknown territory. Once in unknown territory, people and organizations will encounter a diversity of challenges.

INQUIRY: How am I being with the challenges in this new territory?



4. Trials

The trials cycle is characterized by the diverse challenges that arise from energies trapped in outmoded self-organizing patterns. To release the trapped energies and achieve their transformational goals, people and organizations have to wrestle with or even ‘dance’ with these fearful forces.

INQUIRY: What dragons must be faced or challenged?

5. Dissolution

The dragons will only relinquish their treasure when people or organizations are willing to let go of or dissolve old patterns. Giving up familiar ways of thinking can generate fear and anxiety. Letting go leads to ease, energy and freedom.

INQUIRY: What patterns must be released?

6. Discovery

Letting go of old patterns creates space for discovery to emerge. After letting go discovery emerges. This is the realization of transformation and rewards. This is the cycle where the sudden flashes of enlightenment or insight occur. This entails a transition into a higher order of intelligence or consciousness.

INQUIRY: What new patterns and gifts must I receive or accept?

7. Integration

Archetypal change intelligence requires integration. The inner and the outer, the old and the new patterns now enter into a process of creating a synergistic community. The resulting synergy will enable people and organizations to formally launch new patterns and skills.

INQUIRY: What adjustments must be made to sustain the new patterns?

8. Application

New patterns and skills are mobilized and in use during the application phase. When these become ineffective for the changing conditions, a new cycle of the change journey will begin.

INQUIRY: What new cycle of change is emerging?