

## The 10 components of a thinking environment – Nancy Kline

The quality of everything we do depends on the quality of the thinking we do first

The quality of our thinking depends on the way we treat each other while we are thinking

The ten behaviours that generate the finest thinking, and have become known as The Ten Components of a Thinking Environment, are:

Attention, Equality, Ease, Appreciation, Encouragement, Feelings, Information, Diversity, Incisive Questions, Place.

1. Attention: listening with palpable respect and genuine interest, and without interruption
2. Equality: treating each other as thinking peers; giving equal turns and attention; keeping boundaries and agreements
3. Ease: offering freedom from internal rush or urgency
4. Appreciation: practising a 5:1 ratio of appreciation to challenge
5. Encouragement: giving courage to go to the cutting edge of ideas by moving beyond internal competition
6. Feelings: allowing sufficient emotional release to restore thinking
7. Information: supplying the facts; recognising social context; dismantling denial
8. Difference: welcoming diverse group identities and diversity of thinking
9. Incisive Questions: removing untrue assumptions that limit our ability to think for ourselves well
10. Place: creating a physical environment that says back to people, 'You matter'.

Further explanation of each component [here](#).

<https://www.timetothink.com/thinking-environment/the-ten-components/>