

The At-Risk vs. At-Stake spectrum

Use this tool for 'checking-in' and assessing individual or collective feelings that may be driving behaviours, decisions, and other actions.



AT-RISK

- Grounded in fear
- Reactive ('triggered')
- Unconscious
- Automatic
- Fight, flight, freeze, fawn
- Protective, defensive, aggressive
- Scarcity mindset
- "What I/we could lose"



AT-STAKE

- Grounded in hope
- Responsive ('curious')
- Conscious
- Deliberate
- Present, aware, competent
- Open, engaging, compassionate
- Abundance mindset
- "What I/we could gain"

The At-Risk vs. At-Stake spectrum

Use this side to capture underlying feelings, emotions, and beliefs you may be holding to help make sense of behaviours, decisions, and other actions. A great team activity too!



AT-RISK



AT-STAKE