Move the Middle

A systematic model to create personal and academic excellence in your organization

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What does it take to move the middle?
We are always in motion either moving toward or away, attracted or repelled.

☐ Say what you ________________________________.

☐ Know what you ________________________________.

☐ You must be the ________________________________ of your organization.

☐ You are the ________________________________ of the organization’s integrity.

☐ Humility is an ________________________________ and a ________________________________.

☐ Profound ________________________________.

☐ Remember the power of ________________________________.

☐ Relentlessly ________________________________ and persistently ________________________________.
Teams who play on their home court have a statistically proven advantage over their opponents.

**Safety:** With whom do I need to build stronger ________________?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

**Support:** To whom and about what do I need ________________?

A______________________________

C______________________________

T______________________________

**Belonging:** What ________________ can we establish as a team?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
A model for systematic transformation of organizational culture.

What **expressions** (actions, words) am I noticing?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

What **expectations** (beliefs, mindsets) are driving those expressions?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

What **experiences** (activities, situations) are fostering those expectations?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
A frame for navigating a ‘move the middle’ conversation.

**O**
I've seen, heard, experienced ....

**T**
I’m thinking, coming to understand, wondering ....

**F**
I’m concerned, curious, excited ....

**A**
The next steps are ....

**A**
We’ll check in again ....