



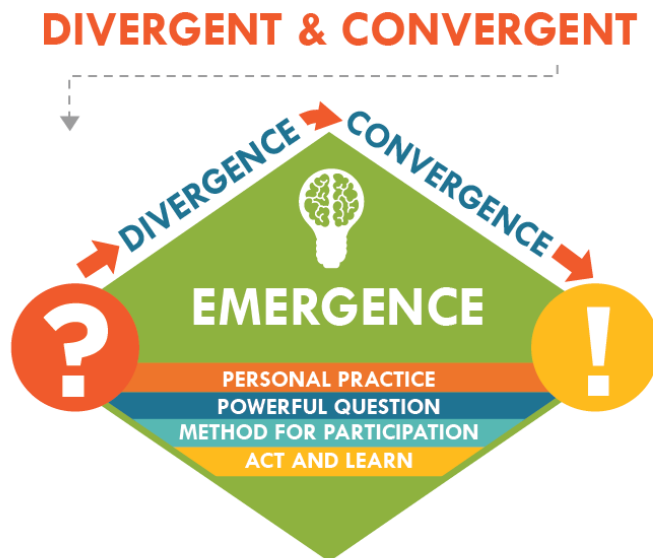
## Divergent/Convergent

In the design and delivery of any participatory intervention we operate with three different phases in the process - divergent, emergent and convergent. Each of these phases is different, and it is important to know where we are in the process and what is needed in each phase.

In the divergent phase, there is as yet no clear goal. This is a "goal-seeking" phase where asking the right questions and a clear shared purpose gives the collective direction. If you close the divergent phase too soon, the level of newness or innovation will be less.

The convergent phase is goal-oriented and focused, linear, structured and usually subject to time constraints. It is focused on getting results and may require quick decisions. Convergent thinking means evaluating alternatives, summarizing key points, sorting ideas into categories and arriving at conclusions.

The emergent phase is where different ideas and needs are integrated. It may require us to stretch our own understanding to hold and include other points of view.



### Video:

Toke Moeller on Divergent / Convergent: <http://youtu.be/gDxQ1VdHDA4>

Tim Merry on Divergent / Convergent: <http://youtu.be/FY0UdBBE5ug>

