

The creative tension exercise shows what happens when an organization strives to improve its level of performance. This concept of creative tension is from Peter Senge’s book, *The Fifth Discipline*.

A main job of any leader is to manage the disequilibrium or tension in the organization. In fact, it is a main job to create it in order to improve results. Even when an organization is already there, there will always be pressure to stay ahead of the curve.

In the figure below, there are two parallel lines with an empty space between them. The bottom line represents the organization’s average current performance and the top line is where the organization wants the outcomes to be.

