The Domains and States of Reversal Theory

The structure of Reversal Theory rests upon four domains, each of which has two opposing motivational states. One of the two in each pair is active at all times. In other words, you are in one state or its opposite within each domain at any given moment.

Serious

Future Goals, Achievement



Means/Ends

Focus is on both the intention and the significance of an activity—and whether motivation comes from achieving an important goal (Serious) or experiencing the process itself (Playful).



Playful

Process, Passion, Fun

Conforming

Belonging, Rules



Focus is on rules and norms—and whether we are motivated to act within rules, roles, and expectations (Conforming) or to move against or outside of them (Rebellious).



Rebellious

Freedom, Change

Mastery

Power, Ability



Transactions

Focus is on interactions between people—and whether they are motivated by power, ability, and control (Mastery), or by care, emotional support and connection (Sympathy).



Sympathy

Relationship, Care

Self

Self-oriented



Relationships

Focus is upon whether one is motivated by fulfilling one's own needs (Self) or another's (Other).



Other

Other-oriented

Te spend our lives moving between the different motivational states in each domain, producing an ever-shifting series of state combinations.

When you change from one state to its opposite—from Serious to Playful, for example—the change takes place all at once. It is not a gradual process, but one that immediately occurs. It is like a toggle switch—always in one position or the other, moving, when it does, almost instantaneously from one to the other. This is why it is called a reversal. Helping you to understanding these

motivational states and what triggers a reversal from one state to another is the goal of this fieldbook.

Now, we walk through the four pairs of states one by one. Later on, we will talk about how these states work together, and how you can use reversals to change how you perceive a situation, and the emotions that go along with it.