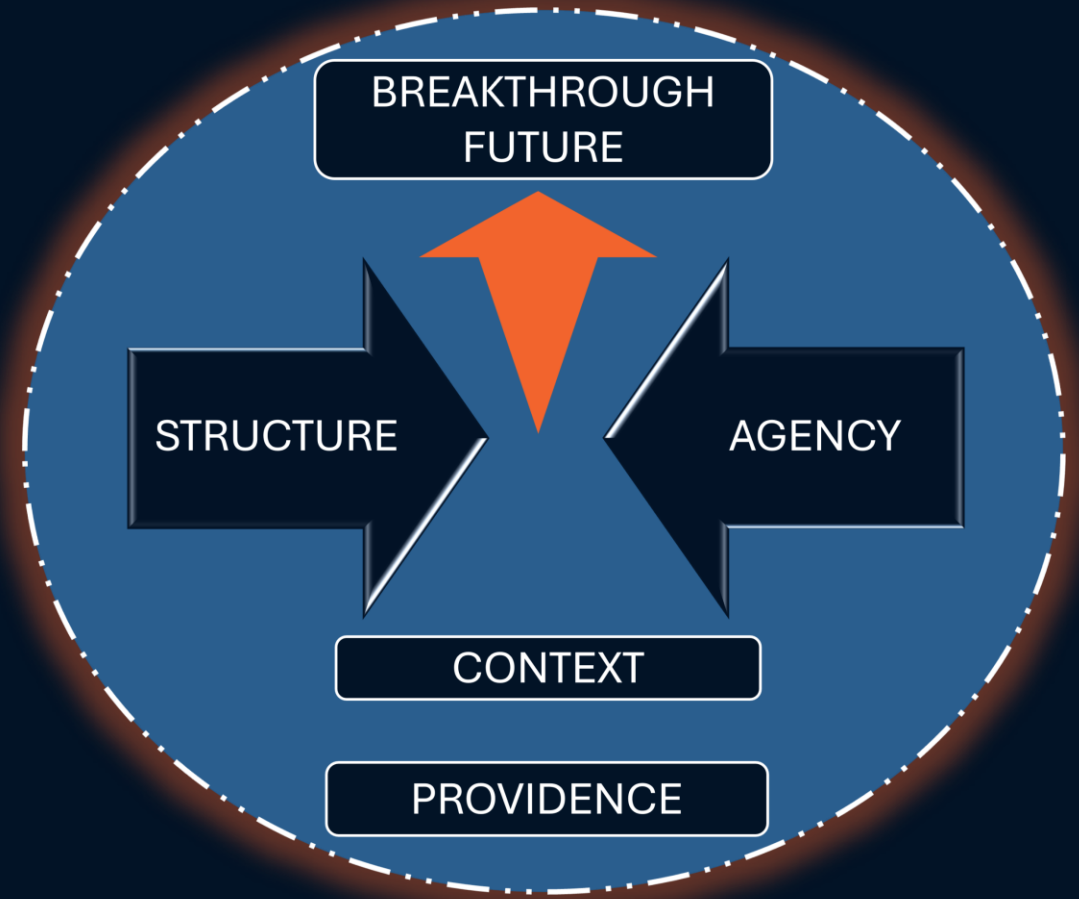


What Actually Drives Breakthrough?

The 5 Forces of Collective Breakthrough Intelligence

From *Flourishing Together*

Breakthrough Intelligence (BIQ) is the capability to recognize and work with the hidden forces that actually drive sustained organizational flourishing. Most leaders operate blind to these deeper causal dynamics, focusing largely on what's tangible and visible. BIQ enables teams to discern what's really shaping their results and work with the forces generating breakthrough.



THE 5 FORCES

BREAKTHROUGH FUTURE A desirable yet seemingly impossible future reality your collective works from, not toward. Not incremental - transformational by orders of magnitude, so audacious it disrupts the status quo and calls forth something new.

Key question: Does your team have a breakthrough future it works from - that feels impossible from today's vantage but inspiring enough to mobilize collective energy and courageous action?

SOCIAL STRUCTURE The formal and informal mechanisms that shape behavior - roles, norms, policies, meeting designs, reward systems. These aren't just background; they actively enable or constrain what feels possible for your team.

Key question: Do your structures enable collective breakthrough or reinforce old patterns and past priorities?

AGENCY The capacity of individuals and collectives to reflect together and act intentionally. This isn't just the sum of individual capabilities - it's the emergent ability of your team to operate as a collective, not just report to each other.

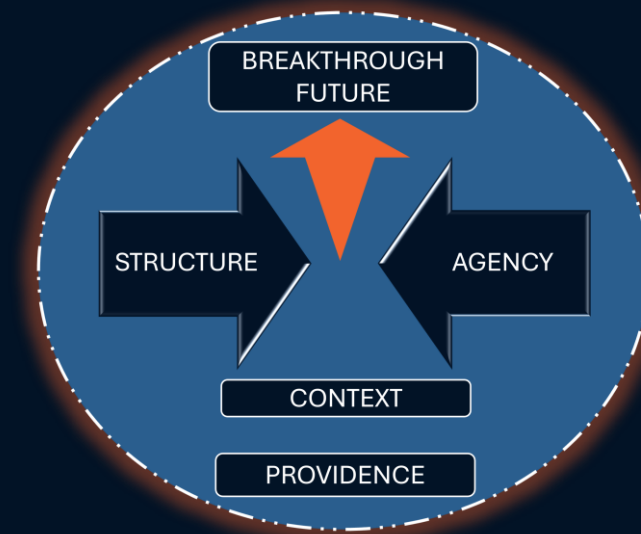
Key question: Can your team truly operate together in ways that are synergistic, or do they just stay in their lane and share updates in a room?

ORGANIZATIONAL CONTEXT The situational factors and environmental conditions surrounding your work - market pressures, competitive dynamics, internal culture and conditions. Context isn't passive background; it's causally active in shaping what your team can achieve.

Key question: Are you working with your context strategically, or ignoring forces and conditions that are actively shaping your results?

PROVIDENCE Openness to transcendent guidance and resources beyond human control - wisdom, timing, connections, and support that can't be manufactured. Organizations that exclude this may systematically constrain their capacity for breakthrough.

Key question: Is your team open to providential guidance and resources beyond what you can directly control?



A COMMON PATTERN

Many teams show this imbalance: **Strong on individual Agency, weak on Collective Agency and on the other four forces.** They hire excellent people, hold them accountable, reward individual achievement - but collective performance suffers. Individual excellence can actually create collective dysfunction when the other forces are neglected.

YOUR NEXT STEPS

- ❑ **Diagnose Your Team's Pattern** Take the BIQ Scorecard to assess your balance across all five forces and identify your specific gaps. [URL]
- ❑ **Get the Full Explanation** Read *Flourishing Together: The Hidden Science of Collective Breakthrough Intelligence* for the full framework. [Amazon URL]
- ❑ **Identify Your Stuck Patterns** Download the Team Breakthrough Diagnostic: 11 patterns that keep teams from achieving breakthrough. [URL]