



flint+

by tuanz

**Frameworks
& Tools**

Introduction

This framework and tool resource pack is designed to support you both in navigating your conversations, understanding group dynamics, and fostering impactful relationships.

How to Use This Pack

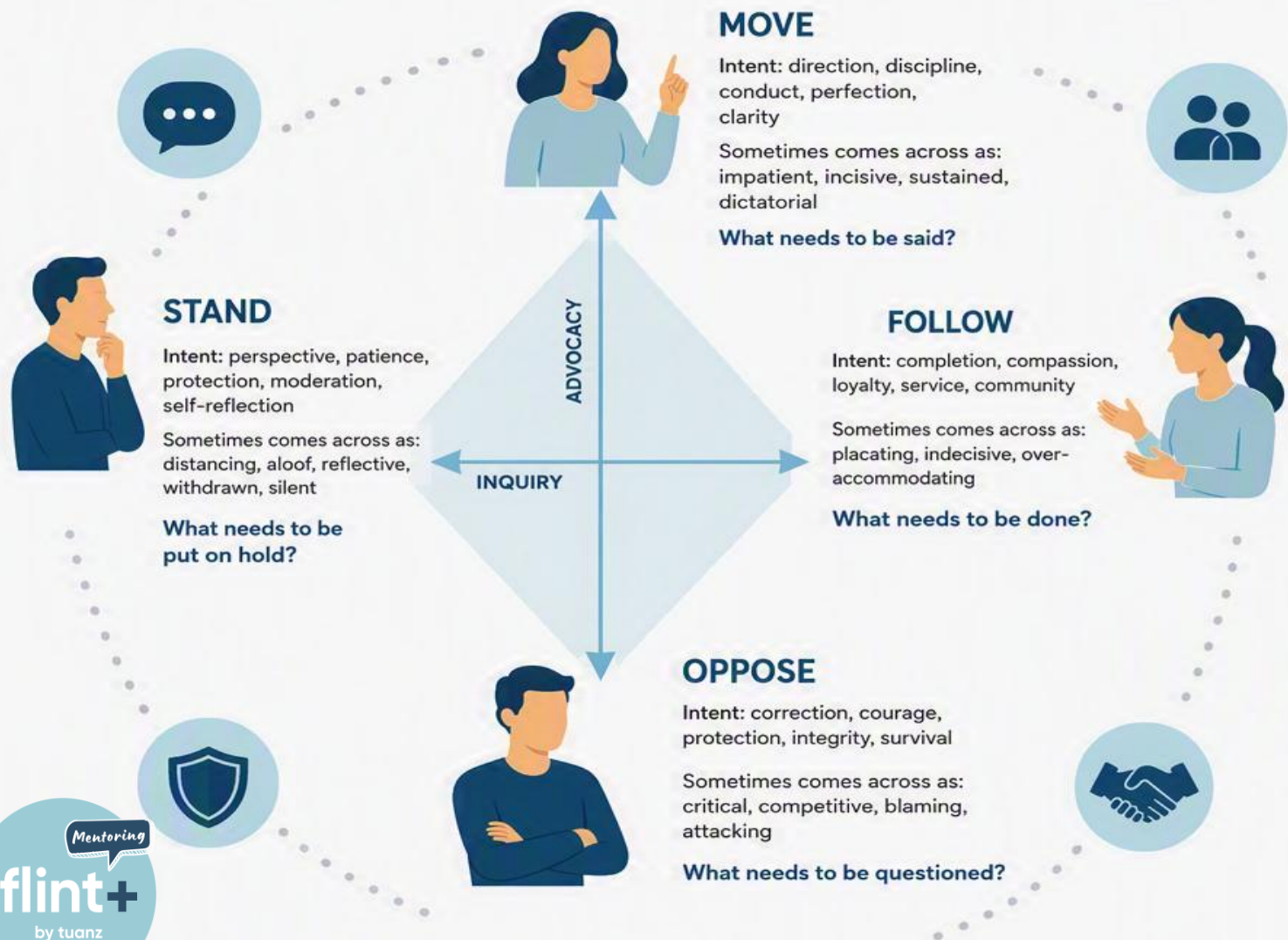
- **Explore Key Frameworks:** Dive into established models like Kantor's 4-Player Communication Model to decode team interactions.
- **Access Practical Tools:** Leverage structured activities and decision-making systems to drive collaborative discussions.
- **Engage with Multimedia:** Use the curated list of podcasts and videos embedded in the slides to deepen your understanding on the go.



Group Dynamics & Communication



KANTOR'S 4-PLAYER MODEL OF COMMUNICATION



What is David Kantors Structural dynamics?

A framework that helps mentors and mentees understand how people communicate, collaborate, and build stronger relationships.



Why it matters.

It helps you lead with awareness, improve conversations, and create more effective, supportive mentorship relationships.



Podcasts:
[Listen to me](#)



YouTube:

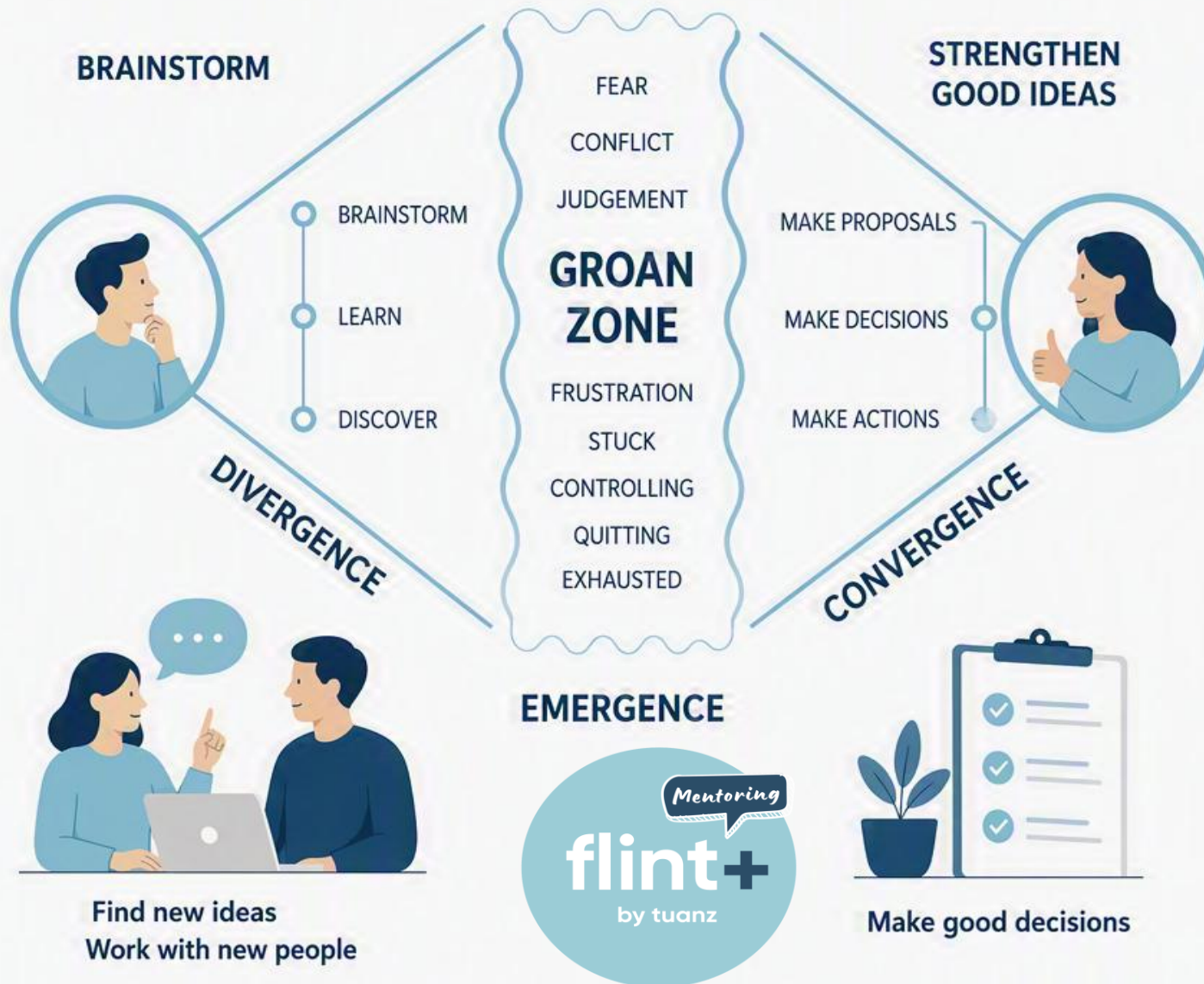
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Collaboration & Decision Making



DIAMOND OF PARTICIPATION



What is the Diamond of participation?

A simple model that helps us move from open exploration to clear decisions—together.



Why it matters

It creates clarity, builds trust, and helps us deliver better outcomes as a team.



Podcasts:



YouTube:

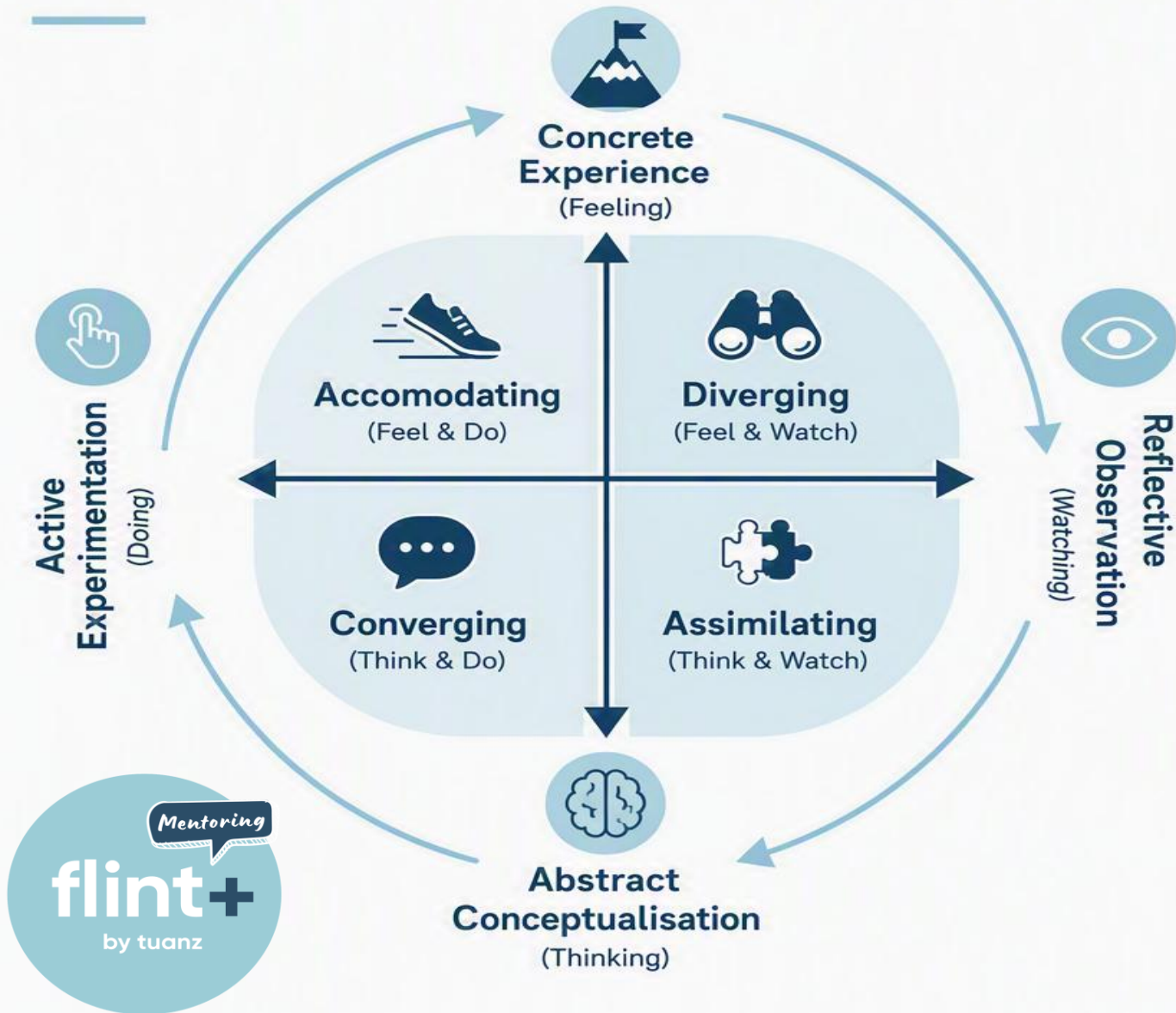
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Individual Learning & Psychology



Kolb's Experiential Learning



What is Kolb's Experiential Learning?

A learning cycle with four stages where experience leads to reflection, thinking, and action—then the cycle begins again. It helps learners build deeper understanding and adaptability.



Why it matters.

It turns everyday experiences into meaningful learning, supports different learning styles, and helps mentors guide mentees through reflection, insight, and practical application.



Podcasts: [Listen to me](#)



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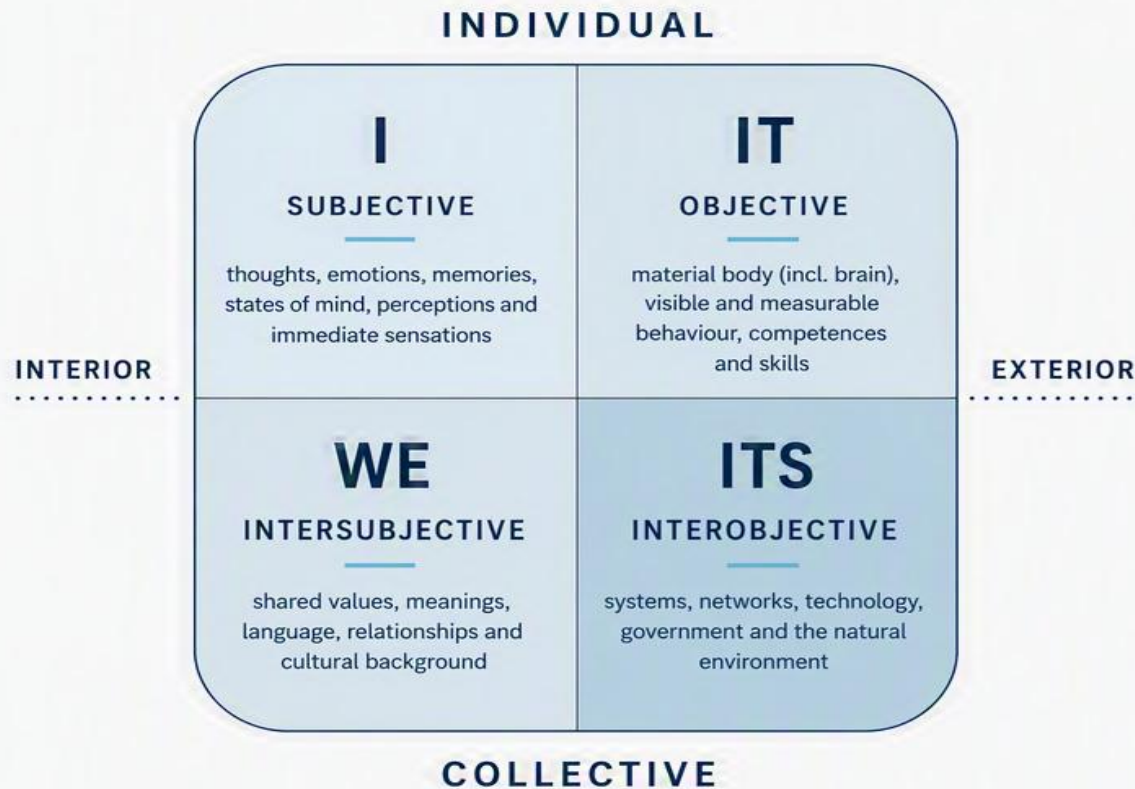
Meta-framework



INTEGRAL THEORY

(Ken Wilber)

A framework for understanding development across multiple dimensions—within and around us.



WHAT IS INTEGRAL THEORY?

Integral theory is a comprehensive framework developed by Ken Wilber that maps human experience and development across four quadrants: individual and collective, interior and exterior.



WHY IT MATTERS.

It helps us see the full picture—mind, body, relationships, systems and culture—so we can lead, learn and create change more wisely and effectively.



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