

THE PARENT PERCOLATOR

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Organizations seem naturally to evolve from the Child with enthusiasm, new ideas, and a sense of adventure. Then they move into the Adult to take care of business. But as the business grows in volume, committees are formed. Then control moves into the Parent, and rules and regulations take over.

These three stages in the rigidification of organizations can be illustrated with the transactional model. It is called the "Parent Percolator" (figure 1) to show how the focus of energy begins in the Child, percolates up to the Adult, and eventually ends up in the Parent. Even organizations dedicated to preserve the Child run the risk of making more and more rules that can, in effect, limit spontaneity. The result is that the Parent's demands for control become more important than Child needs.

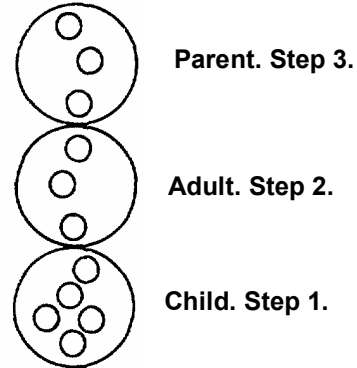


Figure 1. The Parent Percolator.

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