

A 10x10 grid of circles. The circles are arranged in a pattern that resembles a staircase or a series of steps. The first row has 3 circles, the second has 4, the third has 5, the fourth has 6, the fifth has 7, the sixth has 8, the seventh has 9, the eighth has 10, the ninth has 9, and the tenth has 8. The circles are arranged in a way that they form a continuous path from the top-left to the bottom-right.

Drawn from Change Leadership – A Practical Guide to Transforming Our Schools; Wagner, Kegan, Lahey, Lemons, Garnier, Helsing, Howell, Rasmussen; Jossey-Bass; 2006
; 2006