

**WILLIAM KAHN'S DESCRIPTION OF
HOLDING ENVIRONMENT CONDITIONS (2001)**

Facilitating conditions for creating and sustaining holding environments	Points of failure in holding environments (areas of vulnerability tied to each facilitating condition)	Three key dimensions of holding behaviors
<ol style="list-style-type: none"> 1. Optimum range of anxiety 2. Trusting movement towards others 3. Available holding 4. Competent receiving 5. Resilient boundaries 6. Positive experiences and outcomes (pp. 266–270) 	<ol style="list-style-type: none"> 1. Overwhelming situations – too much anxiety disabling capacity to seek support 2. Inability to move trustingly toward potential holders 3. Lack of potential holding 4. Lack of receiving competence 5. Lack of temporarily impermeable boundaries around dyadic or group holding environment 6. Lack of positive experience and outcomes for all participants of holding environments (p. 272) 	<ol style="list-style-type: none"> 1. Containment expressed through accessibility, attention, inquiry, compassion, and acceptance 2. Empathetic acknowledgment expressed through curiosity, empathy, and validation 3. Enabling perspective expressed through sense-making, self-reflection, task-focusing, and negotiated interpretation (p. 269)

Source:

Kahn, W. (2001). Holding environments at work. *Journal of Applied Behavioral Science*, 37(3), 260–279.