The "Fool in the Middle" Workplace Dynamics Spread

Queen of Wands

King of Wands

Page of Cups

Knight of Wands

Knight of Cups

Ace of Wands

Page of Wands

Queen of Cups

King of Swords

Ace of Swords

Fool

Ace of Cups

King of Cups

Queen of Swords

Ace of Disks

Page of Disks

Knight of Swords

Knight of Disks

Page of Swords

Queen of Disks

King of Disks
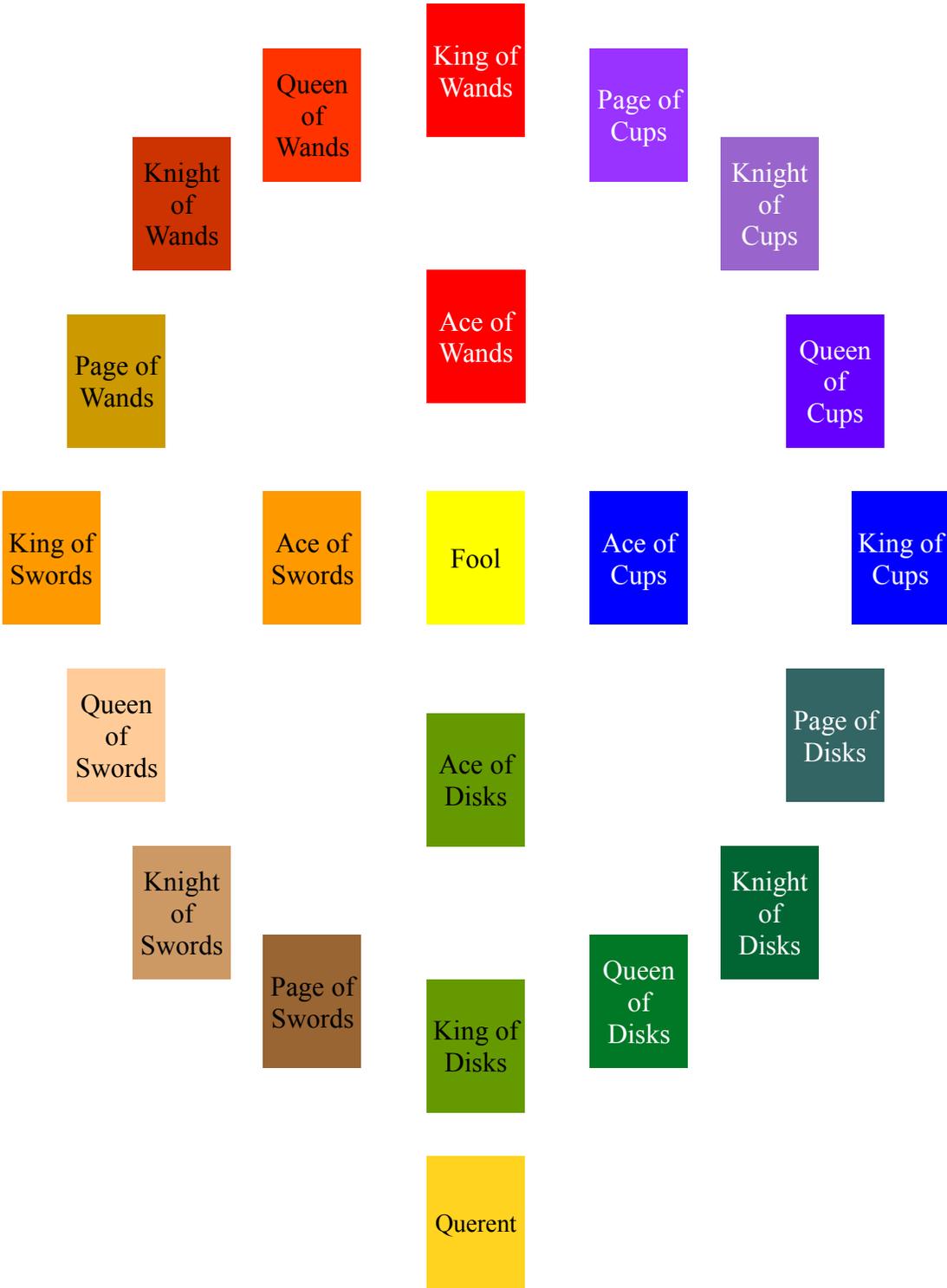
Querent

This spread is intended to show the organizational dynamics between an Employee (Querent) and a range of individual co-workers. If you choose, the spread positions can be "pre-loaded" with the cards shown in the position titles, using a second deck. Otherwise, they can be treated as static "houses" similar to the houses of the Lenormand Grand Tableau. The Querent card should be drawn from a second deck as discussed below.

The "Fool" position at the center represents either the "Big Boss" of the organization or, in larger companies, the senior manager with whom the Employee has the most interaction. The four "Ace" positions represent the next layer of supervision down the chain of command (direct reports or "henchmen"). If there are no intermediate managers, these positions can be assigned to senior co-workers or "lead" persons. The sixteen "Court" cards show a mix of individual co-workers.

There is no need to populate every position, since the reading will be conducted only between the Significator and the filled positions. Either leave unused positions empty or fill them with other peripheral individuals of your choice (regular clients, outside contractors, etc.) with whom an interface exists. If you require more than sixteen slots, create another partial spread for those extra positions; you may need a third deck for this. This spread can be used for organizational hierarchies other than corporations; for example, social or community volunteer scenarios.

Separate the deck into Trumps, Courts, Minors and Aces. Keep the packs face-down.

Shuffle the Trumps (cut if desired) and randomly draw one card for the "Fool" position. Reversals may be used to show "quirks" of character if you like. This card shows the "face" that the Fool (who is still a Fool at heart) presents to the organization. (If the thought of the Fool as senior leadership makes you wince, substitute the Emperor or Empress).

Determine which individuals are represented by the "Ace" positions, using qualities like observed behavior, appearance, management style and anything else that sets them apart in an "elemental" sense. Shuffle and cut the Ace pack, then deal one card into each position for which an individual was identified. The "house" position/card identifies the inner nature of those individuals; the "resident" card shows the face they present to the organization.

Determine which individuals are represented by the appropriate Court card positions. Don't worry too much about gender here; if there isn't a direct fit in every case, focus more on qualities like behavior, appearance, age, habits etc. Shuffle and cut the Court pack and deal one card into each position for which an individual was identified, starting anywhere you like. The interplay between the "house" positions/cards and the "resident" cards is the same as for the Aces.

The Querent card represent the Employee who is asking the question, and should be chosen in the same manner as above, including astrological indicators as part of the selection process when known and when so desired. This card is a "moving Significator" that should be placed sequentially in each populated position and read in combination with the "resident" card and the underlying symbolism of the "house" position/card. The Significator could also be placed between the two and treated as the "focus" card for Elemental Dignities, an excellent way to assess the capacity to "get along."

A narrative "profile" for each set of cards should be developed to describe how the Employee can be expected to relate to the various individuals in the workplace (or other group) environment, and may shed light on ways in which relations can be improved.