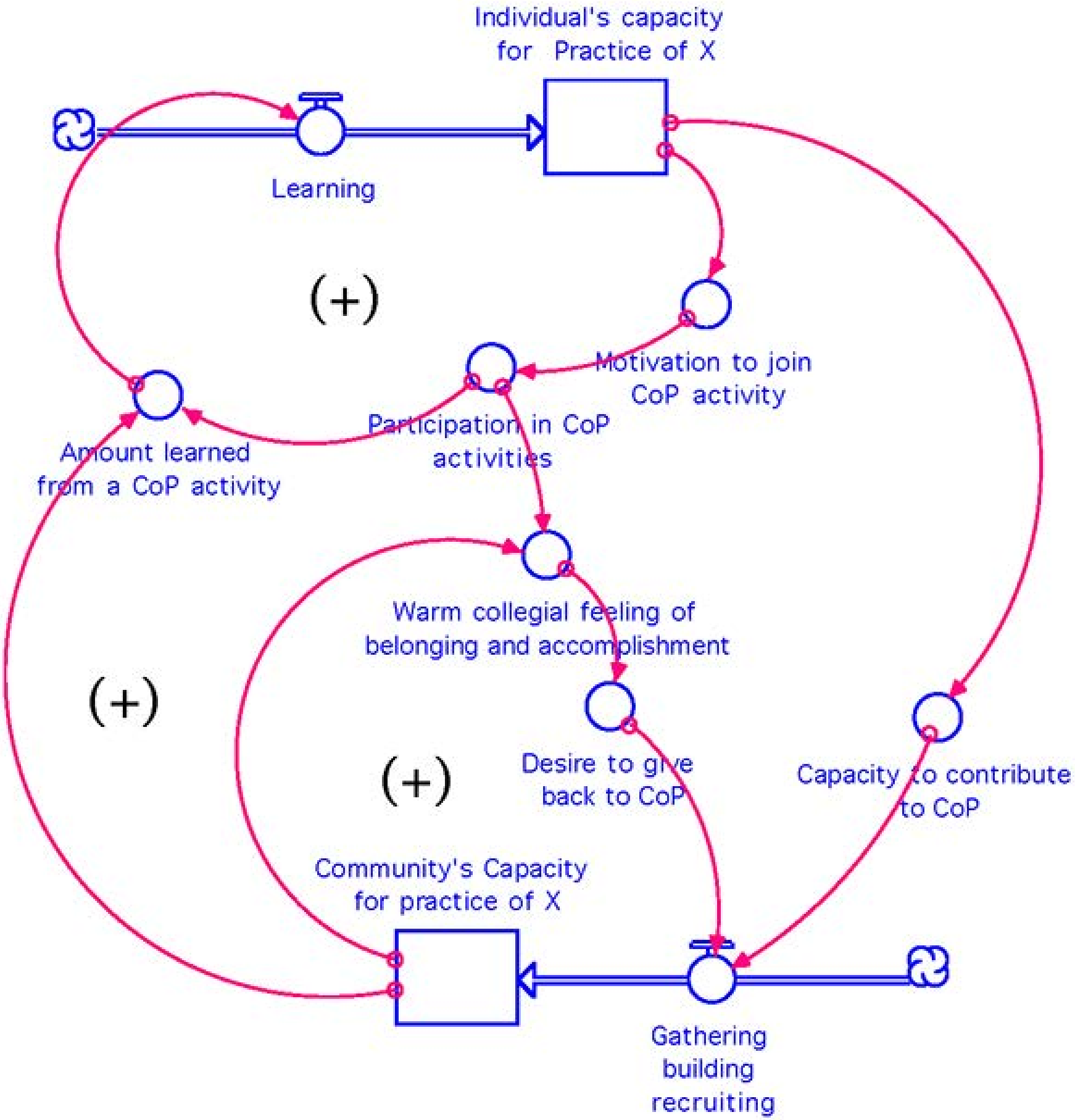
Individual's capacity
for Practice of X
Learning
(+)
Motivation to join
CoP activity
Participation in CoP
activities
Amount learned
from a CoP activity
Warm collegial feeling of
belonging and accomplishment
(+)
(+)
Desire to give
back to CoP
Capacity to contribute
to CoP
Community's Capacity
for practice of X
Gathering
building
recruiting