



“We know more
than we can tell.”

Michael Polanyi *The Tacit Dimension*

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An iceberg floating in the ocean. The small tip above the water represents explicit knowledge, while the much larger mass below the water represents tacit knowledge. The image is used as a metaphor for the two types of knowledge.

Explicit knowledge can be captured, written down and presented in documents and databases.

Tacit knowledge

Is the knowledge in our heads. It is much less concrete and more difficult to document and measure, however, it is more valuable because it provides context.

Tacit knowledge requires personal contact and trust to share effectively.







