

Navigating Espoused Values

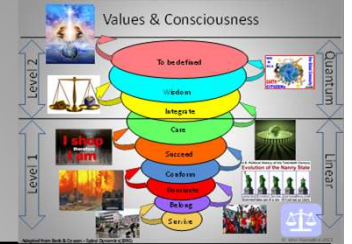


Presenter
John Harradine
5th October 2024





Discovering Who You Are?

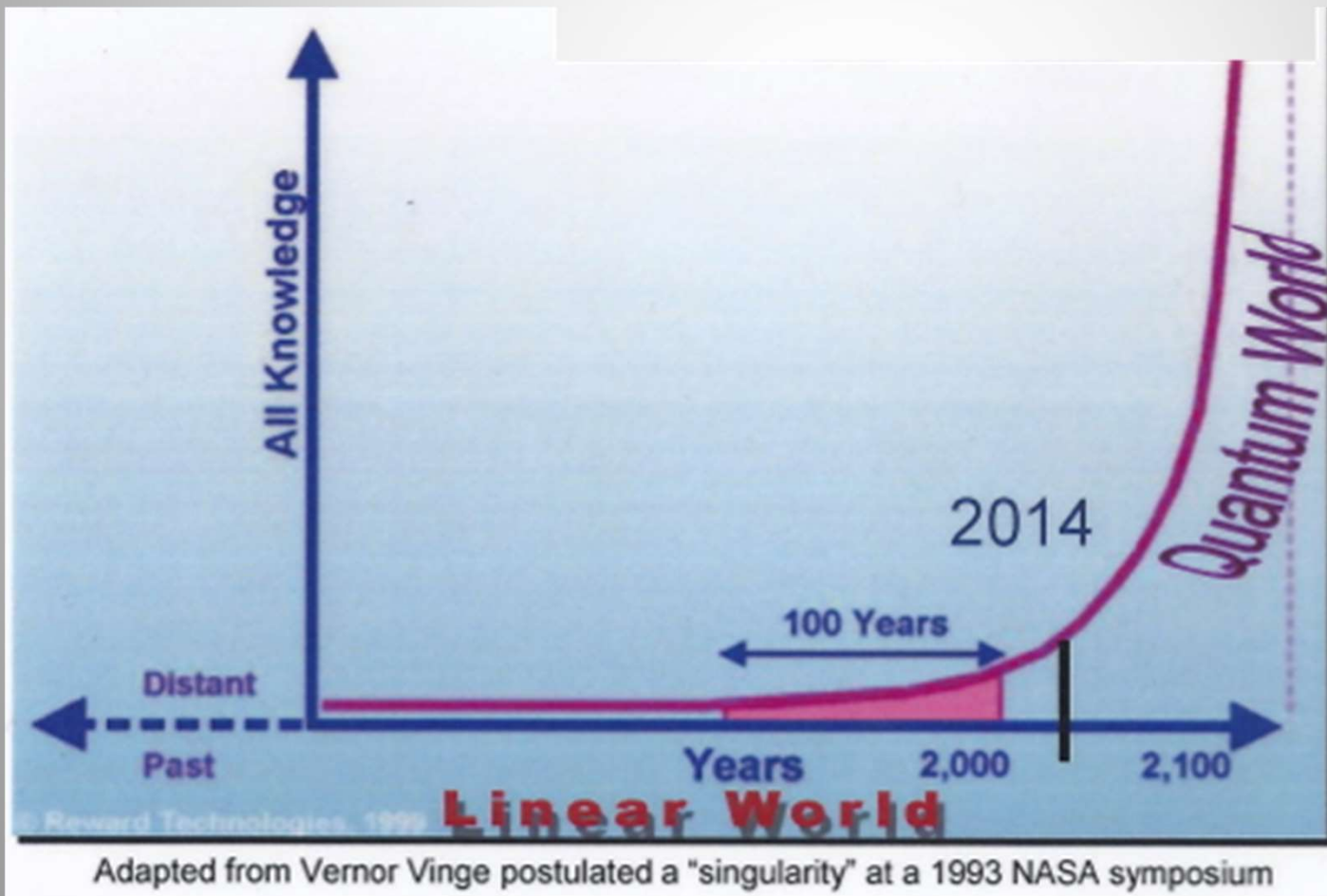




The Context of Change

From Order to Chaos to Chaordic - A Required Paradigm Shift ©

Today's world is moving faster than ever before. This requires unprecedented adaptiveness to achieve any agenda, let alone an ambitious one. The rate of change and unknowns requires our rational minds be combined with our intuitive hearts to be successful. This is a whole new and challenging paradigm for the majority of us.



"The significant problems we face cannot be solved at the same level of thinking we were at when we created them."

Einstein



The Case for Change



Singularity was founded in 2008 by Peter Diamandis and Ray Kurzweil.

<https://www.su.org/> |

Ray Kurzweil did the math and found that we're going to experience twenty thousand years of technological change over the next one hundred years. Essentially, we're going from the birth of agriculture to the birth of the internet twice in the next century. This means paradigm-shifting, game-changing, nothing-is-ever-the-same-again breakthroughs... happening all the time. As technology continues to accelerate our lives, we can't help but ask ourselves what will happen as the pace increases. These questions evolve with each passing month.

So much is happening in AI—[capabilities](#) continue to scale, experts warn of [model collapse](#), and the E.U.'s AI Act regulations are coming online. How do we find the right trajectory for a technology that could be a runaway train?

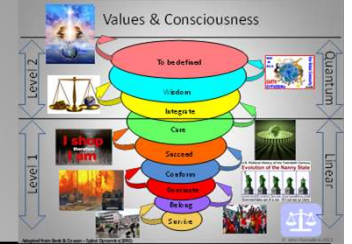
2024 has been a year of [breakthroughs](#) in quantum software and hardware. How would a radical shift in computing power and speed impact my work, and markets in general?

Exponentially accelerating technologies require ever more resources and materials. How do we [sustain](#) our physical world as innovation fuels never-before-seen demand for its assets?

There's so much happening right now that I'm not sure how to prepare for the next 5 years. How do I ensure I'm making the right choices as a leader?



Introduction



This report describes the framework that the Values Assessment Questionnaire (VAQ) is couched in. It highlights the contextual circumstances that surround how we form our values, which have both limiting and expansive attributes.

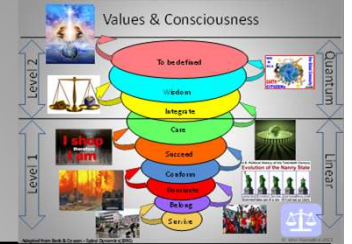
It's important to understand that, whilst espoused values may be an indicator of behaviour, we do not always behave in alignment with our values, which ultimately drive our inner world. In the end our behaviours are our ultimate values, no matter what we espouse them to be. This questionnaire is a reflection of your espoused values. When the term “values” are used throughout this report it is “espoused values” being referred to.

When our behaviour is out of sync with our espoused values it causes internal stress, and can lead to additional behaviours that amplify further stress. This can become a treadmill, but with greater awareness of how our whole system functions we can better arrest stress and build new ways to respond to life rather than simply react to it.

Your feedback (your story board) is provided at the end of the framework description.



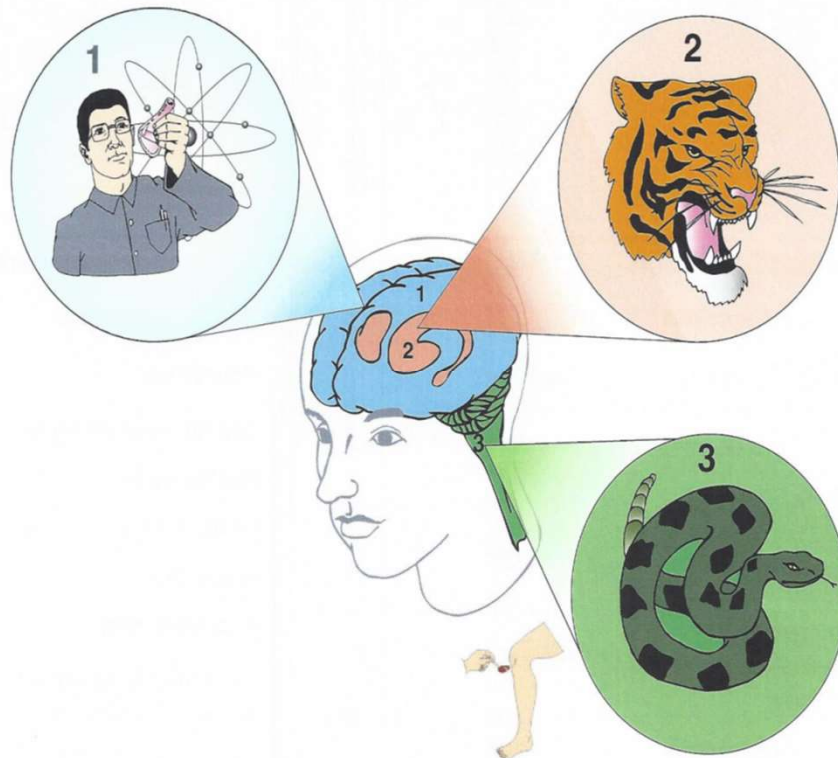
Values Framework



- Values and beliefs are informed by the life conditions that surround them (Beck & Cowen, 1996)
- As life conditions improve, our values, beliefs and consciousness have the opportunity to broaden and meet those life conditions
- Values and beliefs may be conscious or unconscious
- The more consciously aware we are of our beliefs and values, the greater our capacity for change and behavioural adaptation
- Bringing our unconscious values and beliefs into awareness and consciousness is a precursor to personal growth and ultimately personal fulfillment
- The more fulfilled we are the more we are capable of supporting others and adding value to our world

The Brain's Three Rs

Responds, Reacts & Reflexes



1. The NeoCortex – Responds

Questions are directed to the NeoCortex.

VERBAL TOOLS

2. The Mammalian Brain – Reacts

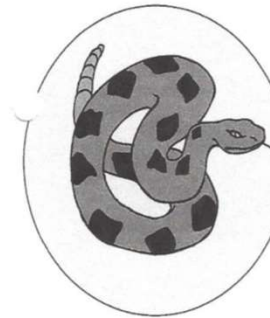
Suppositions are directed to the Mammalian Brain.

NON VERBAL TOOLS

3. The Reptilian Brain – Reflexes

Reflex tests are directed to the Reptilian Brain.

The astute practitioner monitors the outflow of all three brain's (all three are always stimulated to one degree or another), and pays *specific* attention to the resultant activity of the brain being directly addressed.



Reptilian Brain

Mostly

Unconscious

Survival Instinct
Exploring Our Environment
Responding To Danger

Feeding
Fleeing
Fighting
Reproduction

Instinctive or
Genetically-programmed
Behaviors

Primitive sensations

Aggression, territoriality,
and dominance

Hunger

Breathing

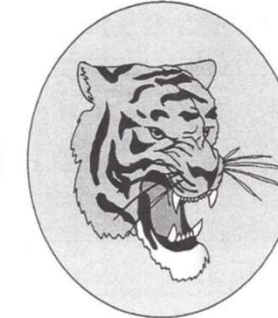
Heart Rate

Primitive Muscle Reflexes

Sensory Motor Functions

"It's all about me."

Dominant in Lying Position
a in Human Coma



Mammalian Brain

Mostly

Subconscious

Emotions
Emotion, Memory Formation
Short Term Memory and
Storage into ...
Long Term Memory

Altruism

Religious tendencies

Sexuality (difference)

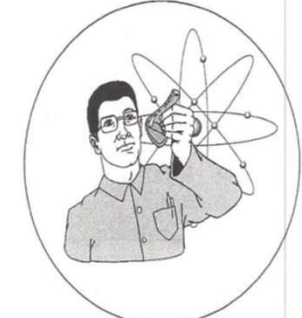
Complex Sensation and
Perception

Timeless—No Today,
Tomorrow Or Yesterday. All
That Ever Was Simply Is.

Hormones
Temperature Control

Perfectionistic/Idealistic
Relationship Oriented (good
or bad)

Dominant When Relating to
Another and in Quadrupedic
Position



Neocortex Brain

Mostly

Conscious*

Reasoning
Executive Decision Making

Mathematics

Composition

Invention

Understanding

Coordinates All Voluntary
Muscle Movements

Purposeful Behavior

Language

Nonverbal Ideation

Spelling

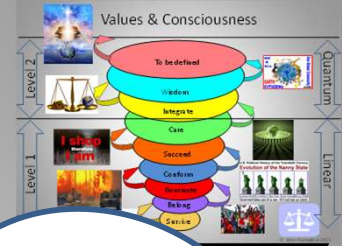
Grammar

Dominant When Engaged
in the Above Activities and
Standing Position

*Conscious - Actually selective
consciousness. Psychologists are in
general agreement that we are 80%
non-conscious of our motivations and
behaviours.



What's the Problem?



Don't Worry
I've got you!
(Protective Selves)

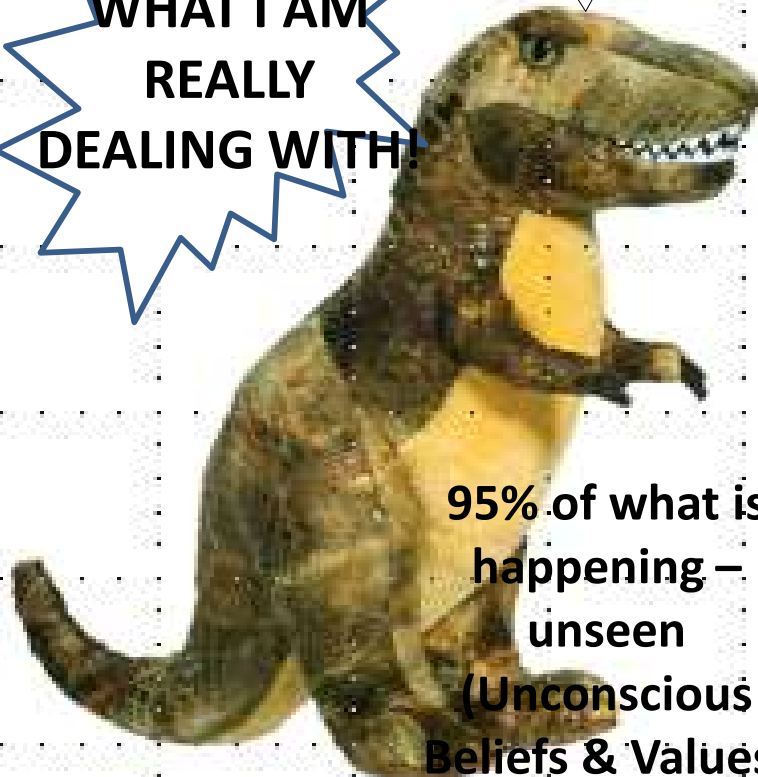


5% of what
is happening
- seen

What I
thought I
was dealing
with!



WHAT I AM
REALLY
DEALING WITH!

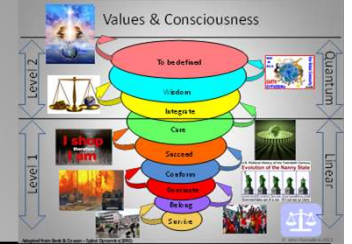


95% of what is
happening –
unseen
(Unconscious
Beliefs & Values)





Beliefs and Values Hold The Key



Values stem from deep-seated beliefs that endure over time through various life conditions. The life conditions presented inform the values that are held by those affected by them. Unconscious habits and responses to life that form very early in our development are either reinforced or challenged as we age. If we are steeped in a particular values and beliefs system, our growth and development can be fixed in time.

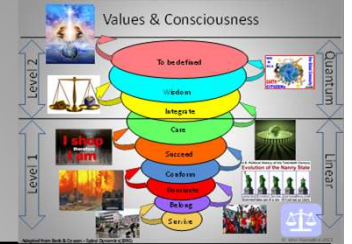
Our reaction to experience is governed by our unconscious mind that holds these values and beliefs sacrosanct – 95% of our “being” and 5% of our “doing”. Our conscious thoughts and behaviour – 5% of our “being” and 95% of our “doing”, stem from the values we hold.

To grow, we need to bring the unconscious into consciousness. Whilst the life conditions we experience inform our beliefs and values, our openness to growth and development is the key to lifting our consciousness, very often in the face of significant life challenges.

Lifting consciousness has us respond to life, rather than automatically react to it. We take charge of our “doing” and outcomes from the inside out to the best of our “being”.



Beliefs and Values Hold The Key



Behaviour

Thoughts

Emotions & Feelings

Beliefs & Values

Needs & Fears

5%



“The conscious mind offers us free will, meaning we are not victims of our programming and genetics but masters of our fate. To pull that off, however, you have to be fully conscious lest the programming take over.”

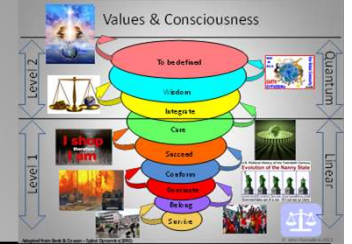
95%



“Positive thoughts have a profound effect on behaviour and genes, but *only* when in harmony with sub-conscious programming. The sub-conscious mind is a repository of stimuli response tapes – habits playing the same signals over and over again, represents 95% of our consciousness and a million times more powerful than our conscious mind.”



LIFTING CONSCIOUSNESS - SEVEN GUIDING PRINCIPLES



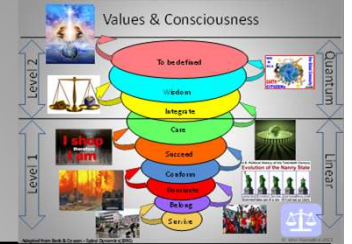
- Being aware of what you are aware of (meta-awareness) at deep levels of our consciousness, is a cornerstone for healing and growth
- Suspending judgements on ourselves and others, and not being controlled by our fears, leads us to discover compassion, empathy and forgiveness, which opens us to possibility
- Fully owning our strengths, a willingness to embrace our defences and limitations, and becoming life-long learners paves the way to sustain positive change in our lives
- Creating emotional safety first with ourselves and then with others, is a precursor to wellbeing and sustainable healthy relationships
- Unconditional acceptance of what is, is a foundation stone for a contented and fulfilled life
- Adopting these principles enables us to connect with ourselves, others and the world, live life with grace and ease, and to the best of our ability
- Continuing to build our ability to fully commit to these principles leads to love, joy, contentment and fulfillment



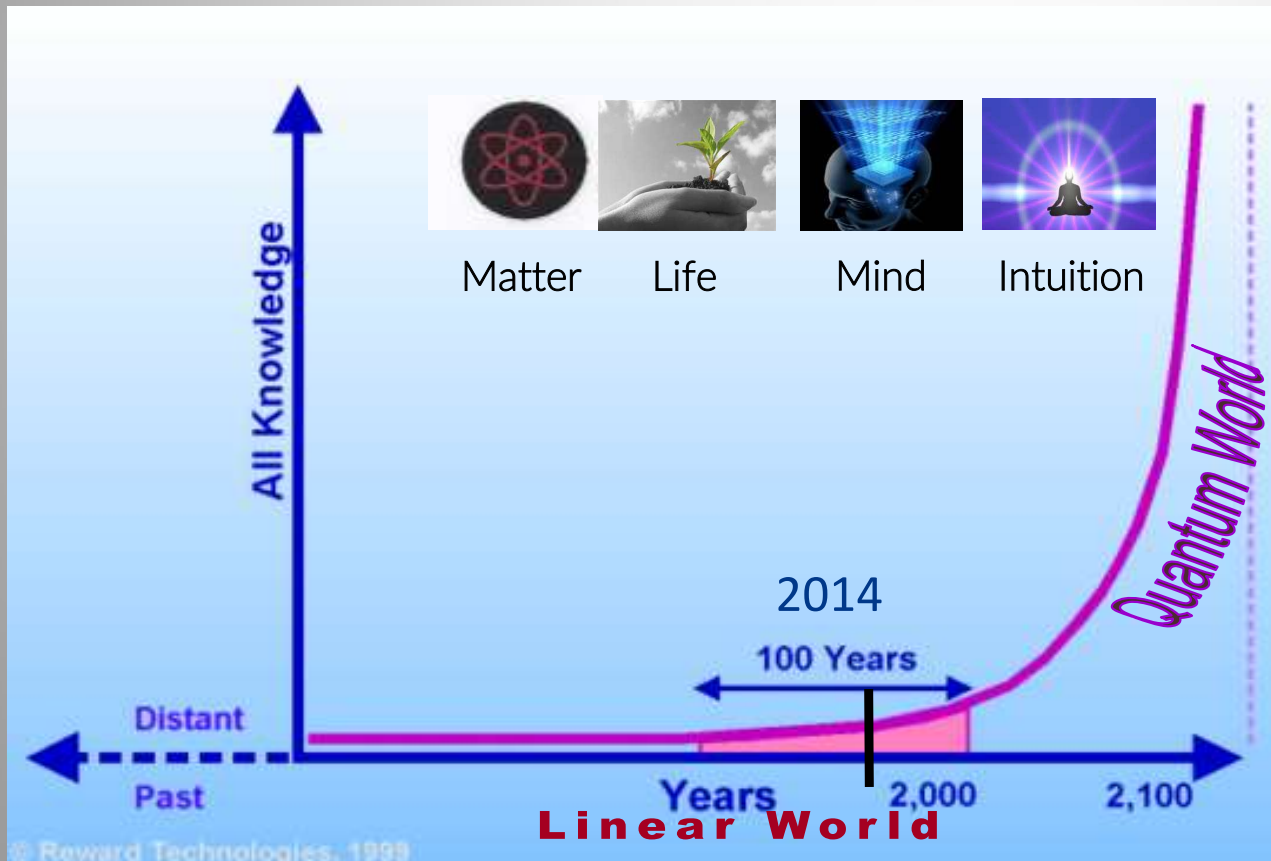
Change begins and ends with me,
and it doesn't matter what
happens to me in life; what
matters is what I do with it!



Values in a Chaordic World



Today's world is moving faster than ever before. This requires unprecedented adaptiveness to achieve any agenda, let alone an ambitious one. The rate of change and unknowns requires our rational minds be combined with our intuitive hearts to be successful. This is a whole new paradigm for the majority of us



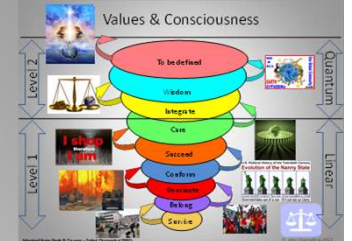
“The significant problems we face cannot be solved at the same level of thinking we were at when we created them”

Einstein

Adapted from Vernor Vinge postulated a “singularity” at a 1993 NASA symposium



Values and Consciousness

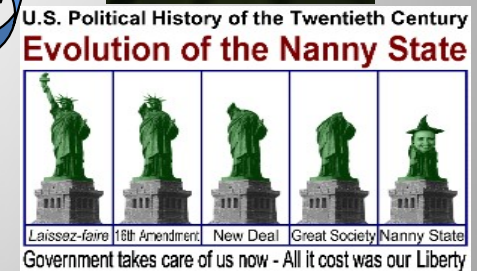


Tier 2

Tier 1

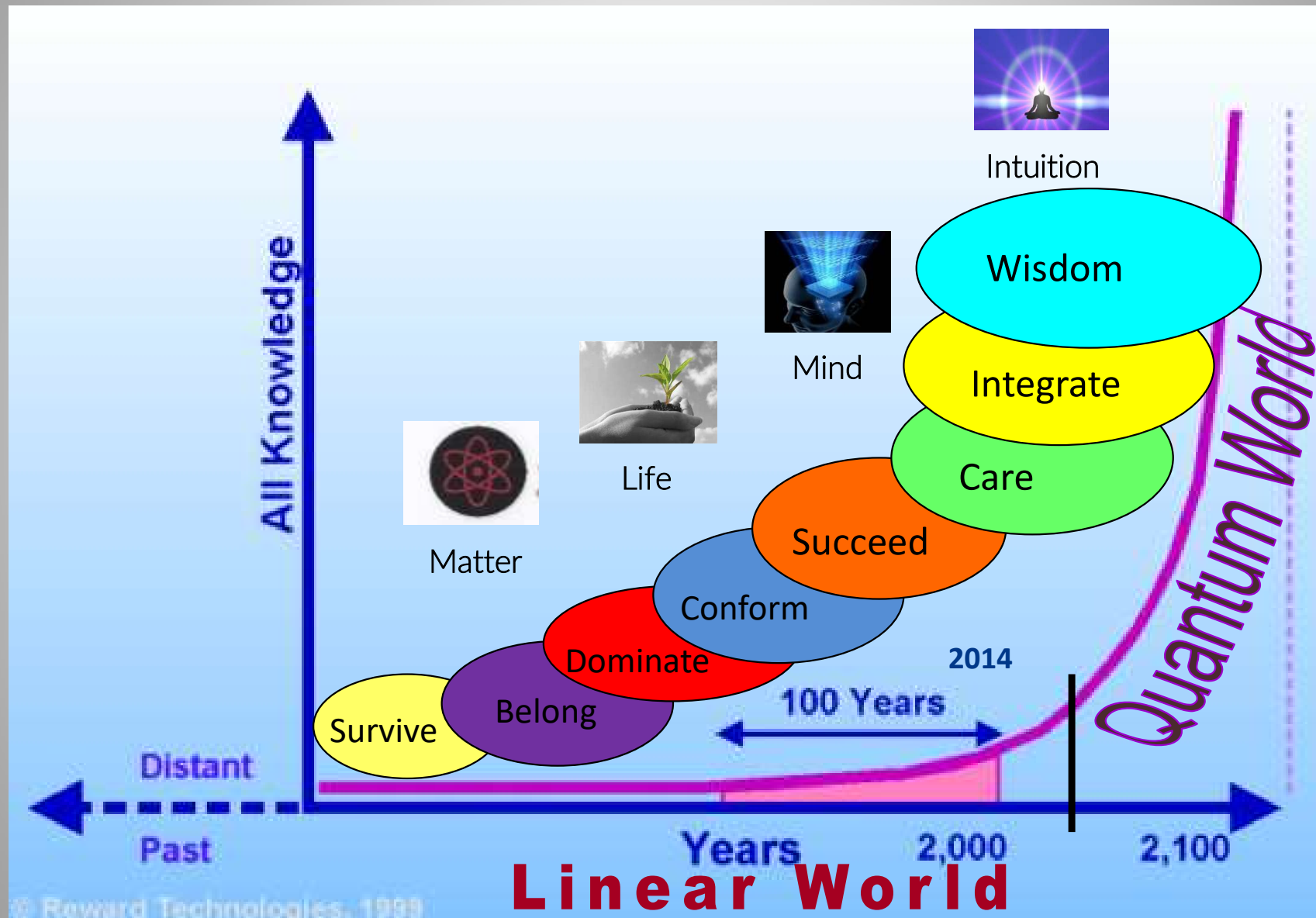
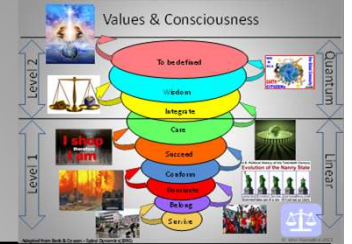
Quantum

Linear





Values Through the Ages

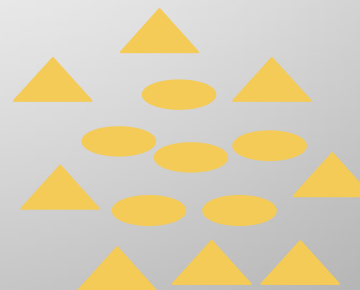




Surviving

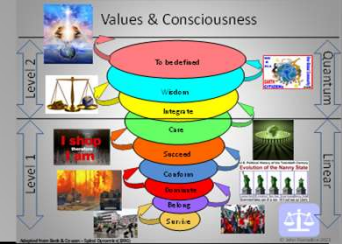


- Limiting beliefs
 - I must stand alone
 - I must be wary
 - I must move
- Expanding beliefs
 - I can take care of myself
 - I am strong
 - I am vigilant
- Focus
 - Automatic, autistic, reflexive
 - Satisfaction of human biological needs
 - Driven by deep brain programs, instincts, and genetics
 - Little awareness of self as a distinct being (undifferentiated)
 - Lives 'off the land' much as other animals
 - Minimal impact on or control over environment (p. 197)
- Challenges
 - How do I pay my bills?
 - How do I protect myself?
 - How do I stay safe?
- Structure
 - Individual





Surviving



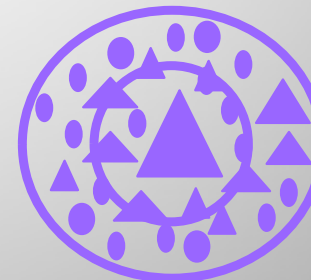
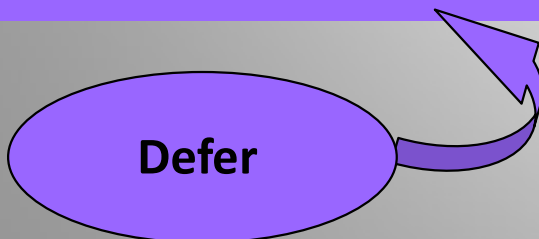


Belonging



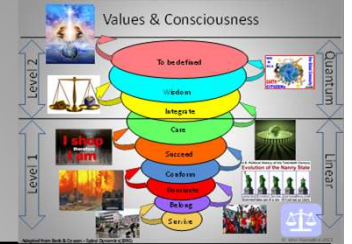
- Limiting beliefs
 - I must belong
 - I must obey
 - I must submit
- Expanding beliefs
 - I am connected
 - I am accepted
 - I am safe

- Focus
 - Obey desires of the mystical spirit beings
 - Show allegiance to elders, customs, clan
 - Preserve sacred places, objects, rituals
 - Bond together to endure and find safety
 - Live in an enchanted magical village
 - Seek harmony with nature's power (p. 203)
- Challenges
 - How do we stay together?
 - How do we protect ourselves?
 - How do we stay safe?
- Structure
 - Circular





Belonging





Dominating



- Limiting beliefs

- I will be overpowered
- I must win
- I must dominate

- Expanding beliefs

- I am powerful
- I can win
- I am in charge

- Focus

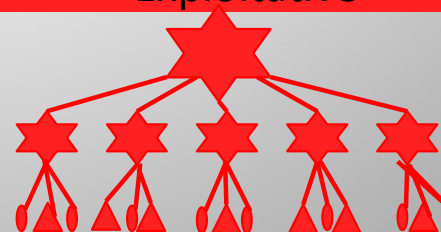
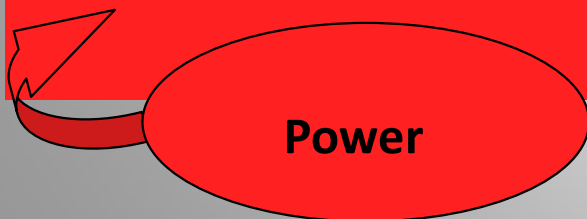
- In a world of haves and have-nots, it's good to be a have
- Avoid shame, defend reputation, be respected
- Gratify impulses and sense immediately
- Fight remorselessly and without guilt to break constraints
- Don't worry about consequences that may not come (p. 215)

- Challenges

- How do I come first?
- How do I dominate
- How do I control others?
- How do I protect what's mine?

- Structure

- Exploitative



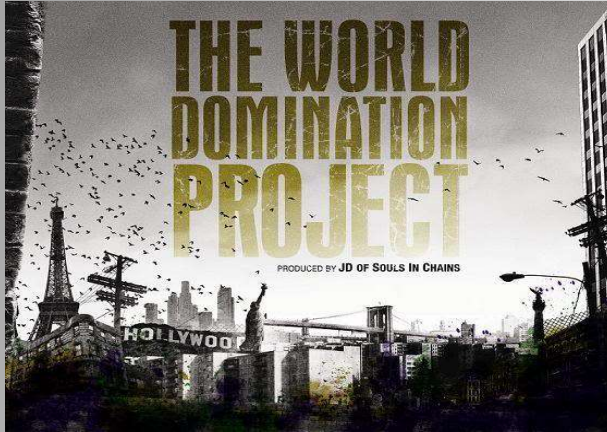
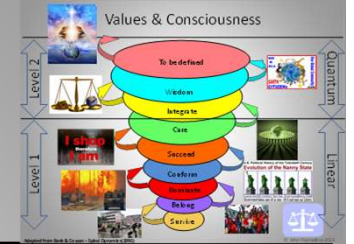


Roar

Dominating



King



Mergers and Acquisitions.
In-depth coverage.

We live in FINANCIAL TIMES





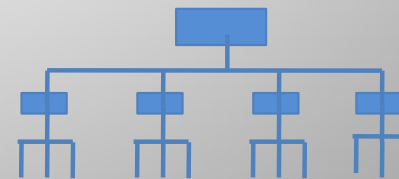
Conforming



- Limiting beliefs
 - I must conform or comply
 - I must follow the rules
 - If you are not with me you are against me
- Expanding beliefs
 - I am supported
 - I know what is important to me
 - I am of value

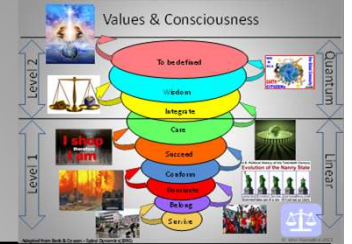
- Focus
 - Find meaning and purpose in living
 - Sacrifice self to the Way for deferred reward
 - Bring order and stability to all things
 - Control impulsivity and respond to guilt
 - Enforce principles of righteous living
 - Divine plan assigns people to their places (p. 229)
- Challenges
 - How do we have rules and processes all will follow?
 - How does our culture support our desires?
 - How do we make sure everyone's role is clear?
 - How do we protect what's ours?
- Structure
 - Hierarchical

Our Truth





Conforming





Succeeding

I shop
therefore
I am

- **Limiting beliefs**

- I must have more than enough
- I must be competitive
- I must be seen to be successful

- **Expanding beliefs**

- I am skilled, confident and successful
- I have the resources to be successful
- I know how to thrive

- **Focus**

- Strive for autonomy and independence
- Seek out 'the good life' and material abundance
- Progress though searching out the best solutions
- Advance living for many through science and technology
- Play to win and enjoy competition
- Learn through tried-and-true experience (P. 244)

- **Challenges**

- How do I stay competitive and win?
- How do I grow my financial wealth?
- How do I perform to contribute to my organisation's profit?
- How do I make sure I am/we are the best?

- **Structure**

- Matrix

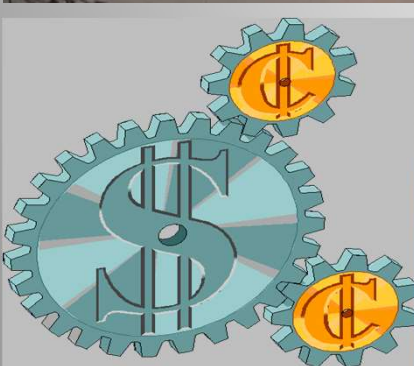
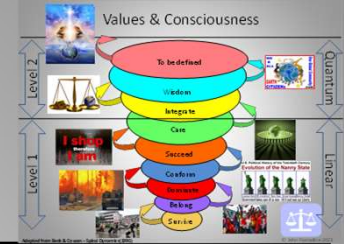




Succeeding



Money,





Caring



- **Limiting beliefs**

- I must take care of everyone
- If I don't show care I will be rejected
- I can never do enough for others

- **Expanding beliefs**

- I am a loving, caring human being
- I support my community
- I know how to value people

- **Focus**

- Explore the inner beings of self and others
- Promote a sense of community and unity
- Share society's resources among all
- Liberate humans from greed and dogma
- Reach decisions through consensus
- Refresh spirituality and harmony (p. 260)

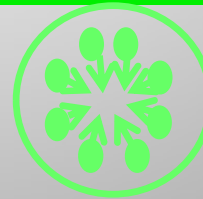
- **Challenges**

- How do we support our community and environment?
- How do we ensure our stakeholders are cared for?
- How do we support each other to grow?
- How do we create consensus?

- **Structure**

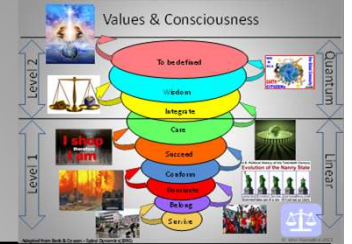
- Social Network

Humanitarian





Caring



SAVE THE PLANET





Integrating



- Limiting beliefs

- I can't hold to my integrity in all situations
- It's too hard for me to always be ahead of the game
- I am not big enough alone to do this

- Expanding beliefs

- I am strategic
- I add value
- I believe in myself

- Focus

- Accepts the inevitability of nature's flows and forms
- Focusses on functionality, competence, flexibility, and spontaneity
- Finds natural mix of conflicting 'truths' and 'uncertainties'
- Discovers personal freedom without harm to others or excesses of self-interest
- Experiences fullness of living on an earth of such diversity in multiple dimensions
- Demands integrative and open systems (p.275)

- Challenges

- How do I/we continually add value to the world?
- How do I/we create a sustainable future?
- How do I/we ensure all learn from our efforts
- How does everything I/we do contribute to a greater good?

- Structure

- Flex-Flow



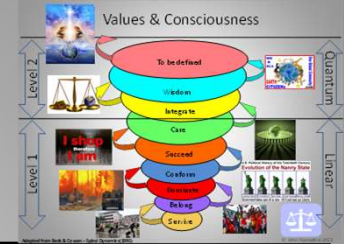


Affirmation

Integrating



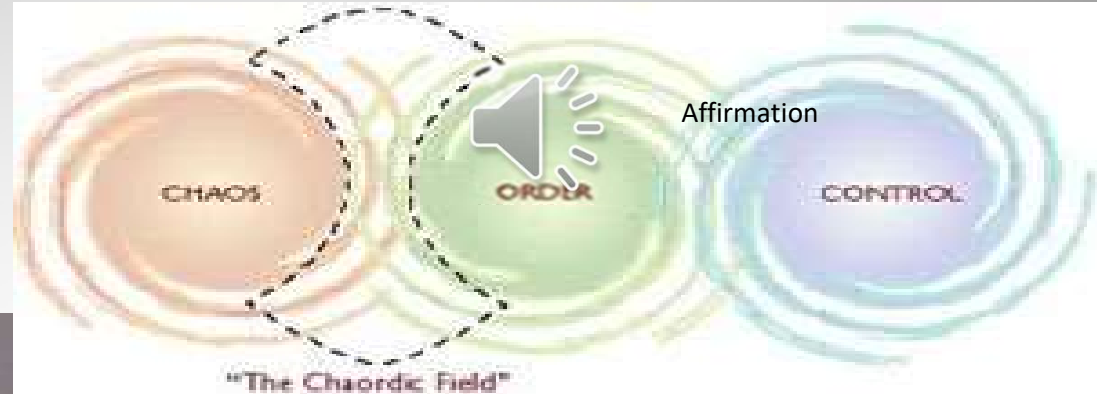
Breakthrough



Remember...

1. Whoever comes are the right people.
2. Whatever happens is the only thing that could have.
3. Whenever it starts is the right time.
4. When it's over, it's over.

Sir Richard Branson





Wisdom

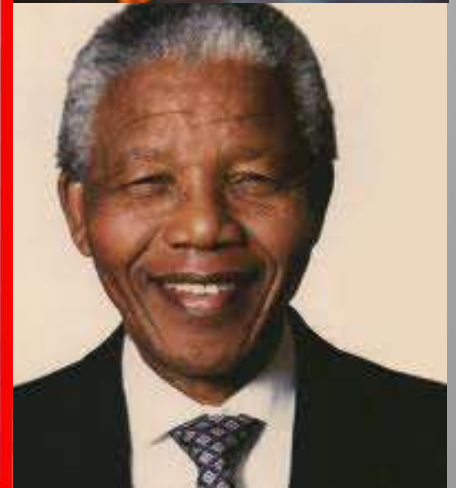
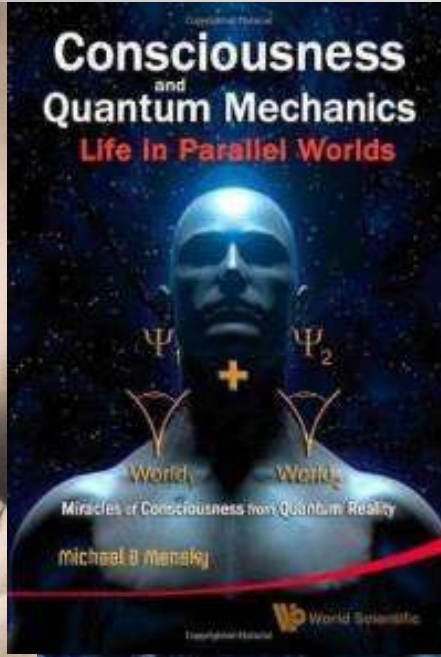
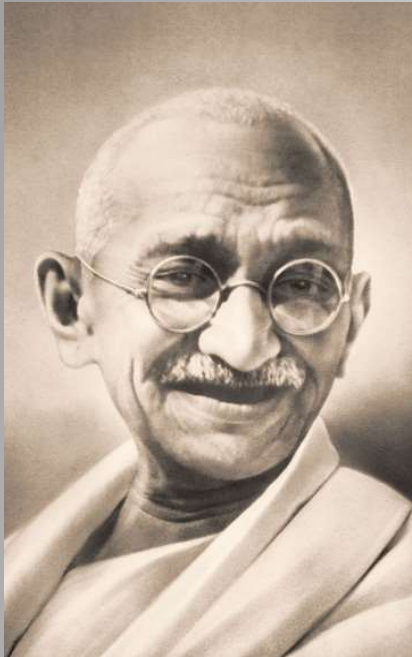
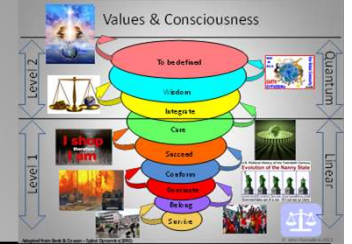


- **Limiting beliefs**
 - What I have to sacrifice is too great
 - I can't change the world
 - It's too hard for me to stay loving
- **Expanding beliefs**
 - I am whole
 - My loving lifts others
 - I am intuitive and wise
- **Focus**
 - Blending and harmonising a strong collective of individuals
 - Focusses on the good of all living entities as integrated systems
 - Expanded use of human brain/mind tools and competencies
 - Self as part of a larger, conscious, spiritual whole that also serves self
 - Global networking (and all value sets) seen as routine
 - Acts for minimalist so less is actually more (p.287)
- **Challenges**
 - How do I/we leave a legacy for future generations?
 - How do I/we share what we have such that we all have enough?
 - How do I/we find the value in all philosophies?
 - How do I/we support 'one world' thinking
- **Structure**
 - Holistic Organism





Wisdom





Spiral Wizardry – Navigating Complexity & Uncertainty

Synthesis

Process

Caring

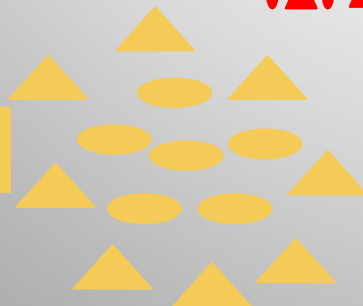
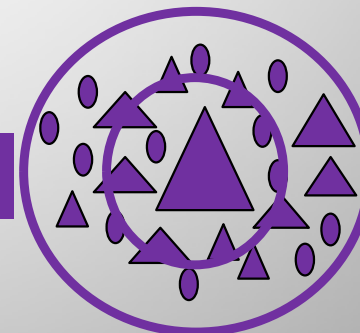
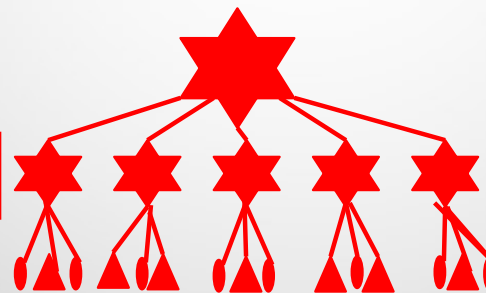
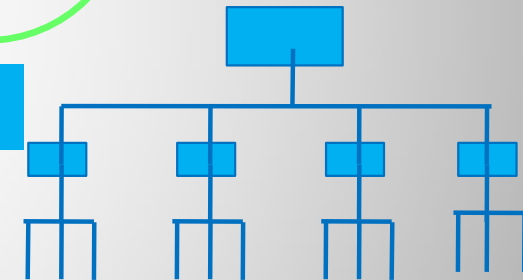
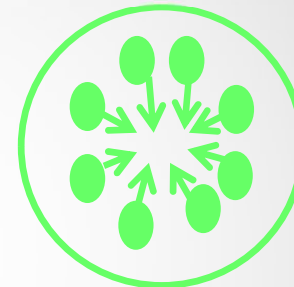
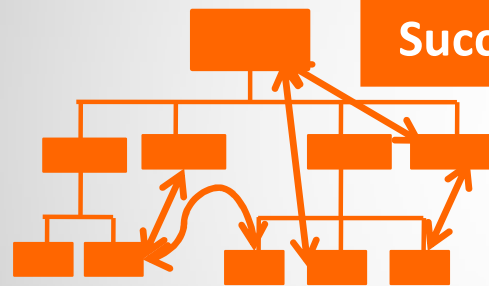
Success

Order

Power

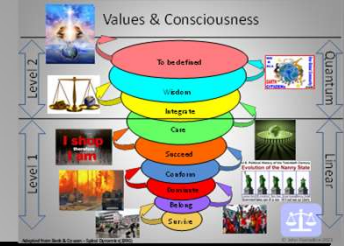
Safety

Instinct





Your Story Board Introduction



Our job is to bring the unconscious into consciousness. Whilst the life conditions we experience inform our beliefs and values, our openness to growth and development is the key to lifting our consciousness, very often in the face of significant life challenges.

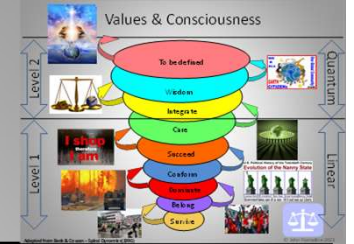
Lifting consciousness has us respond to life, rather than automatically react to it. We take charge of our “doing” and outcomes from the inside out to the best of our “being”.

Higher levels of consciousness build towards ‘Wisdom’. The working theory is that higher levels of consciousness also create better and greater good outcomes. That is not to say that positive outcomes do not occur from earlier values sets. However, these outcomes are confined to the values sets that define them.

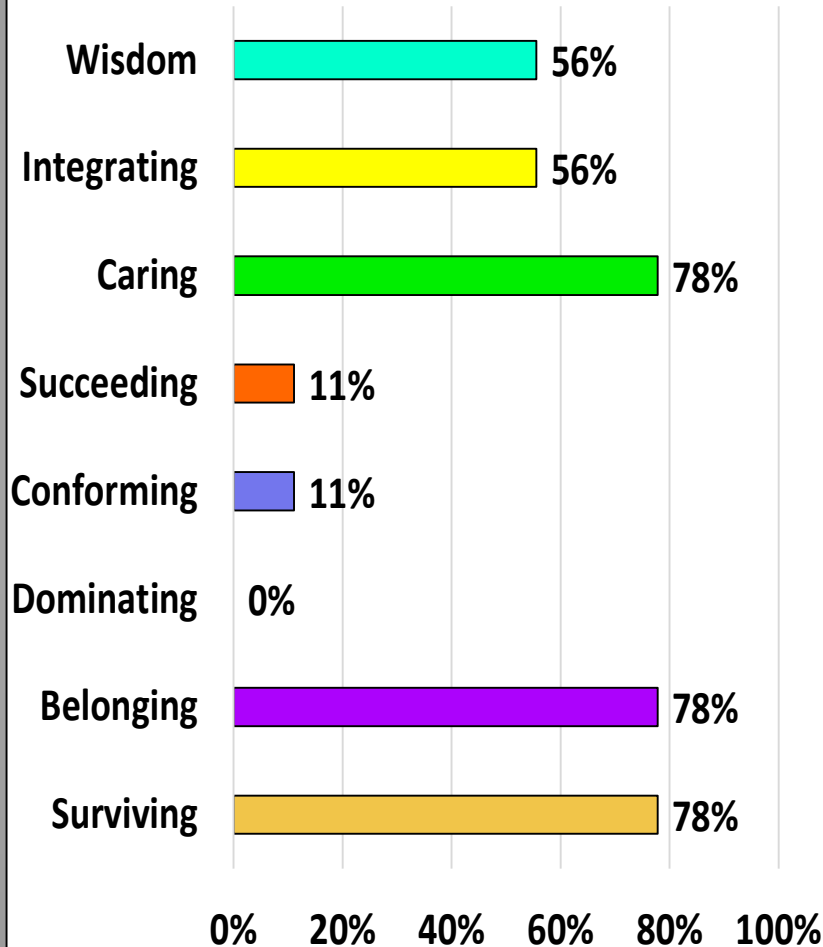
The following story boards are examples of how our values are distributed across the values spiral.



Sample Story Board



Values Summary



SUMMARY

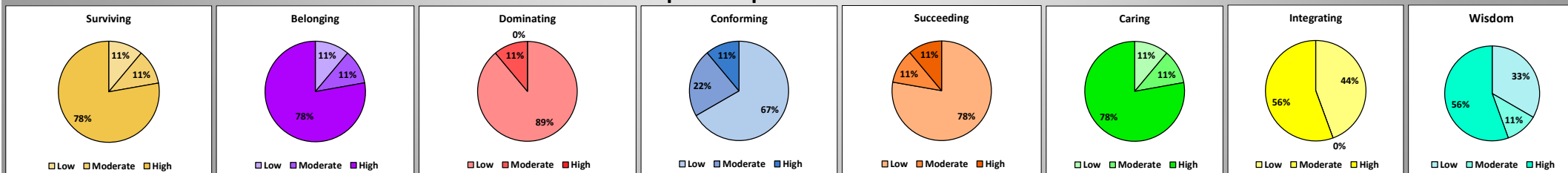
Your results show identification with Tier 2 values (Integrating and Wisdom). This offers the potential to operate in a thoughtful and strategic way about life's presenting issues and opportunities. These results (56%) are marginally prominent and may warrant some additional focus to lift your strategic thinking, making a difference for the longer term, especially when group efforts can be focussed on more personal agendas. You particularly indicated a strong focus on looking for the greater good, holding your integrity, learning from mistakes and how we should all do our part for greater good change, even though it can be hard.

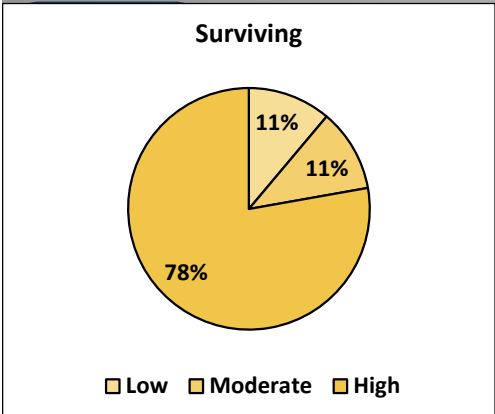
There were a few areas in this Tier 2 set that may inhibit you stepping even more into elevated strategic thinking. You responded "rarely" to the following: finding value in all philosophies, leaving a legacy, thinking about adding value to the world, looking proactively for support to build a sustainable future, and not feeling big enough to make a difference. "Very rarely" you believe you can make a difference or you feel a sense of place in the world. Whilst the scope of these notions are large, it could be said that is reasonable to respond this way. However, values transcend scope and it is important how you might transpose the questions to your world and determine if they still hold true.

The overall focus on Tier 1 values (56%) was equally and moderately as prominent as Tier 2 values (also 56%). However there were some conflicted splits among them. The individually focussed values (Survival, Dominating, Succeeding) averaged 30%, and the collective values (Belonging, Conforming, Caring) averaged 56%, consistent with the overall average for both Tier 1 and 2 value sets.

The preference for collective effort has implications for how you develop your sense of self in group settings, especially in conflicted circumstances. Even within the individual and collective sets there is significant diversity. Collectively, Belonging and Caring averaged 78%, yet Conforming only 11%. Individually, Survival scored 78%, Dominating 0% and Succeeding 11%. This spread of results may indicate you are challenged to hold your position and perspective both within yourself and in group settings. Empowering and standing for yourself is challenging with these results. Survival in particular at 78% can influence decisions that may not even be related to that need, especially if your life conditions do not warrant such consideration. If that is the case the Survival value set is an internally focussed belief structure, not reflected in real life circumstances. Freeing yourself from the limiting beliefs this set is steeped in will enable greater clarity in other areas of your life, as well as being more aspirational and purposeful. The Dominating value set at 0%, disavows assertiveness, a prerequisite for standing for yourself and empowerment. Conforming at 11%, does imply a need for independence. You "rarely" want to follow rules, leaders or authority figures, conform or comply. "Very rarely" do you need to know if your values match those of your community, yet "rarely" do you feel of value to it and "often" need to understand your role in it.

The Tier 1 values overall may result in confusion, ambivalence, indecisiveness and even isolation, challenging your strong sense of Belonging and Caring. Being open to standing out more in healthy, assertive ways may be a challenge, but necessary to hold your integrity and manifest the strategic thinking you already have, bringing it to the forefront. Developing continued awareness and understanding of how your behaviour mirrors each of your value sets in various situations will assist lifting functionality, effectiveness and responsiveness to life, beyond reacting to it. You have the insight for this; what might add is your resolve to step out of the limitations of some of your values, especially Survival, into the strengths that you do carry in Tier 2 – "to think (and act) outside the nine dots." Examining any fears and specific associated beliefs that hold you back might be an early step in this process.





Your Story Board

Surviving

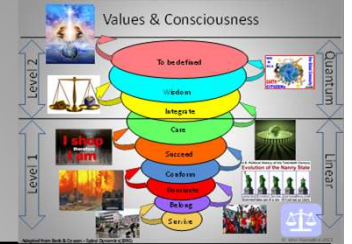
Your Responses



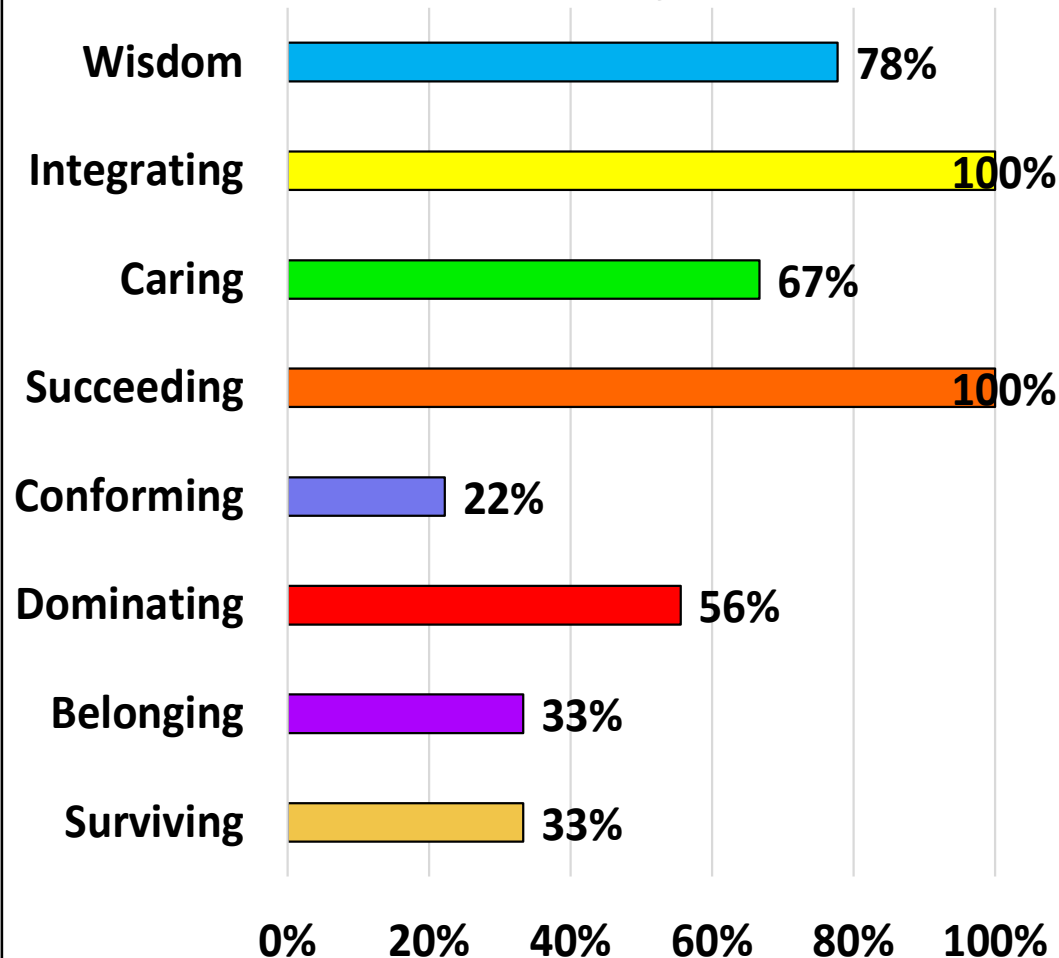
Statement ©John Harradine - Adapted from Spiral Dynamics, Beck & Cohen(1996)	Response				
	Vary Rarely	Rarely	Sometimes	Often	Most of the Time
I must stand alone to survive				X	
I must be wary				X	
I must keep moving			X		
I must do everything for myself				X	
I must be strong				X	
I must be vigilant				X	
I am afraid I will not be able to pay my bills				X	
I must protect myself		X			
I must be able to be safe				X	



Sample Story Board



Values Summary



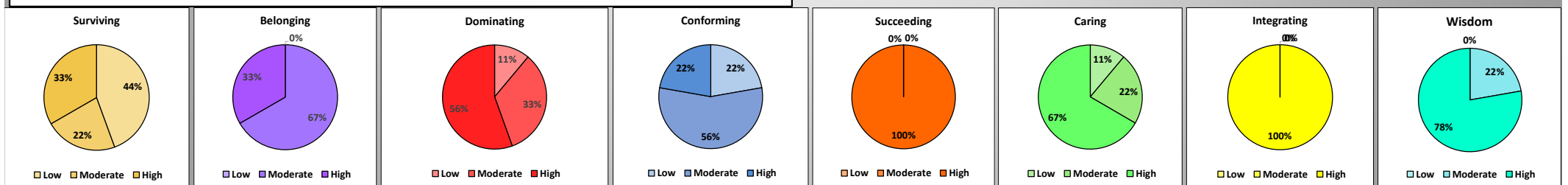
SUMMARY

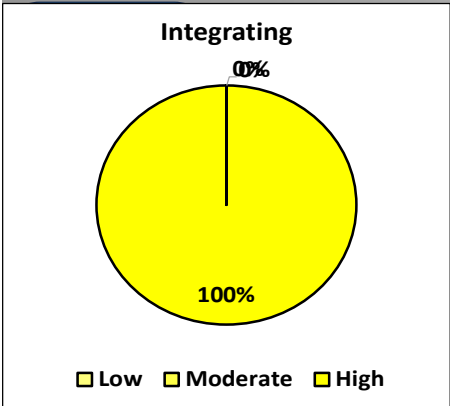
Your results show a strong identification (89%) with Tier 2 values (Integrating and Wisdom). This offers the potential to operate in a thoughtful and strategic way about life's presenting issues and opportunities.

There is a moderate emphasis on all Tier 1 values (52%) taken together. The exception to this is the Success value set (100%), along with the Dominating value set (56%), denoting a strong sense of independence that may undermine your broader strategic thinking when personal circumstances might be compromised.

The lower levels of Belonging (33%) and Conforming (22%) support your independence but could separate you from those who strongly hold these values, and that you are dependent on to achieve your aims.

You may seek "win/win/win" (I win, you win, we win) outcomes. Interdependence asks us to continue to hold a win/win/win intention especially when a win/win/win outcome may not be possible. Developing interdependence, especially in complex and/or conflicted situations will add to the strategic thinking you already carry. Your profile is well suited to leadership roles that can make a difference in your world.

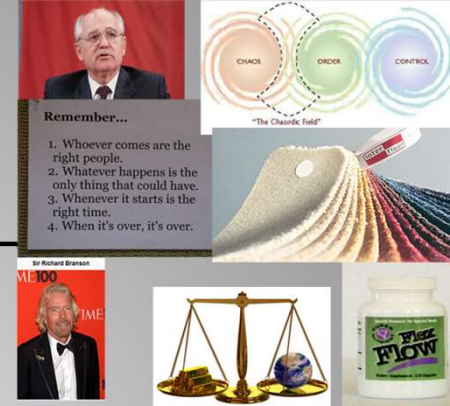




Sample Story Board

Integrating

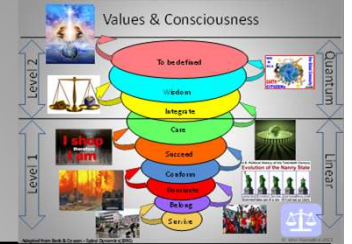
Your Responses



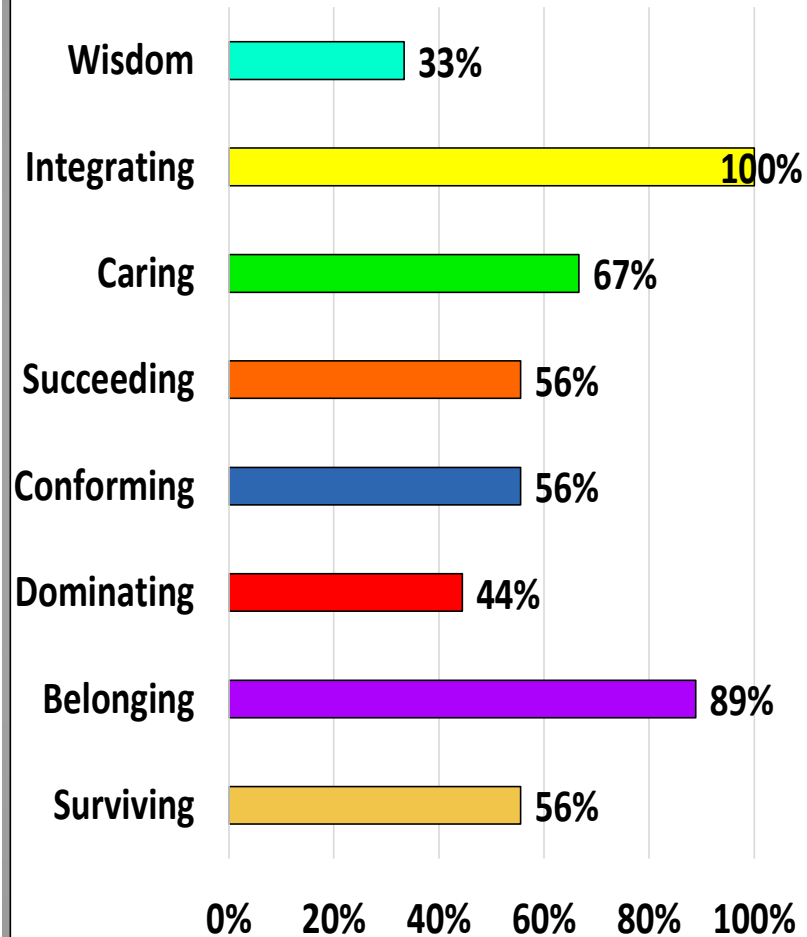
Statement	Response				
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
It is important to me that I hold to my integrity in all situations				X	
Whilst challenged to do so it is important for me to think ahead of situations				X	
I know I am not big enough alone to solve problems and I am open to support to solve them					X
I focus on being strategic considering many sides of important situations					X
I trust I can add value to challenges and opportunities that affect myself and others					X
I believe in myself to make a difference					X
It is important to me that we think about our added value to our world					X
I proactively look to support efforts that contribute to a sustainable future				X	
I seek to learn from my mistakes and those of others for a greater good					X



Your Story Board -13



Values Summary



SUMMARY

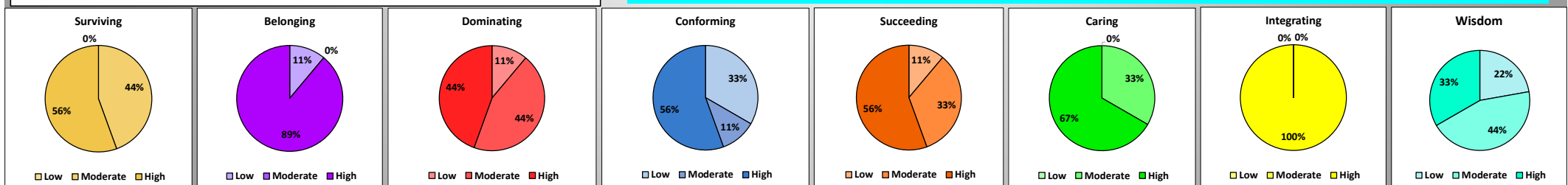
The main themes emerging from this profile include: how you maintain independence, cooperate, lead, and protect yourself, both internally with yourself as an individual and externally with others.

You have the capacity to think strategically about some of the juxta positions indicated in your responses. Your need to belong and be dependent on others can conflict with your need to individuate and be independent. Ultimately the growth potential is in learning interdependence i.e., a sense of successfully navigating conflicting agendas and needs, by staying the course, appropriate assertiveness with a strong sense of self – who you are, not so much by what you do or don't do. Trusting your intuition and wisdom, especially in uncertain circumstances is key here. Without that a by-product can be protracted decision making.

Whilst consensus is important to you and you can see how it can influence greater good outcomes, it is hampered by a lower sense of self in your world and not feeling you belong in your community. Also there is strong sense of protecting what is yours and what belongs to the community, which can restrict openness to new, "outside the dots," ideas and possibilities if they challenge what needs to be protected. Your Integrating values will have you see possibilities others may not identify

Investing in developing your inner confidence will assist you to navigate what essentially is an ambiguous, even chaotic, world. Pathways to that include not avoiding but embracing the limitations of the Surviving, Belonging, Dominating and Conforming value sets, in particular, and building methods and processes to release them.

What can also add, is further identification with the Wisdom value set, not just using your intuition to navigate pathways out of challenges, but also to lift the bar on what is possible. As you build a stronger sense of your authentic self your insights will start to take hold and better manage barriers in the way of your direction and what you want out of life.



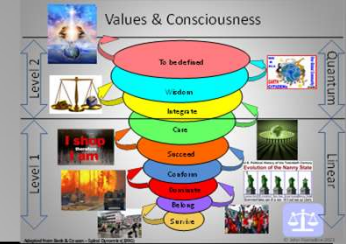
Statement ©John Harradine - Adapted from Spiral Dynamics, Beck & Cohen(1996)	Response				
	Vary Rarely	Rarely	Sometimes	Often	Most of the Time
It is important we share what we have such that we all have enough					x
Consensus is very important to me					x
I need to know that my values match those of my community					x
It is important to me that my community has rules and values we all want to follow				x	
It is important we lift our world view to find a greater good				x	
I know I am not big enough alone to solve problems and I am open to support to solve them					x
I seek to learn from my mistakes and those of others for a greater good					x
I trust I can add value to challenges and opportunities that affect myself and others				x	
It is important to me that we think about our added value to our world				x	
I need to contribute to my community protecting what is ours				x	
I have a sense of place in my world		x			
I feel supported by my community		x			
I must follow the rules		x			
I need to follow my leaders and authority figures		x			
It is important for me to have the resources I need to be successful					x
It is important for me to be successful					x
I need to be confident and successful					x
I like being competitive				x	
I need to outperform others				x	
I will not be overpowered					x
I need to be powerful and influential				x	
I need to be in control				x	
I look to my intuition and wisdom to find my way forward for myself and those I affect		x			
I need to protect what is mine				x	
I must keep moving					x
I must be strong					x
I must be able to be safe					x
I am afraid I will not be able to pay my bills				x	
I must protect myself					x
It is important to me that I hold to my integrity in all situations					x
Whilst challenged to do so it is important for me to think ahead of situations					x
I focus on being strategic considering many sides of important situations					x
I believe in myself to make a difference					x
I proactively look to support efforts that contribute to a sustainable future					x



CHANGE AND THE SPIRAL

SUMMARY OF CHAPTER 4 SPIRAL DYNAMICS

BECK & COWAN



Principles of Spiral Change

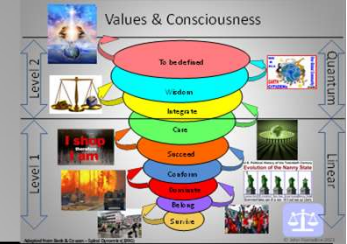
- The Spiral is best viewed as a moving picture, not a snapshot in time For each meme, several technologies for change have been used as approaches for change, however none of these works for the whole Spiral.
- Each core Meme on the Spiral has characteristics which dictate the strategies required to subdue or soften it, check it, reframe it, or 'change it's mind' and alter the contents.
 - At Purple one finds diminishing fear, weakening bonds, and merging ego; with Red, questioning of personal power and a need for structured discipline; with Blue, hunger for autonomy, lack of purpose or paralyzing guilt; with Orange, a need for significance, contribution, and positive achievements; with Green, feelings of alienation from the group and internal discord; with Yellow, a sense of knowing the great questions but needing coordinated action to implement answers.
- The first Condition for Meme Change – Potential
 - All people are not equally open to, capable of, or prepared to change. The human normally lives in a potentially open system of needs, values, and aspirations. We tend, however, to settle into what appears to be a closed state wherein we operate in a consistent, enduring steady way. Once reached, we tend to stay in these zones of comfort – unless powerful forces induce turbulence.



CHANGE AND THE SPIRAL

SUMMARY OF CHAPTER 4 SPIRAL DYNAMICS

BECK & COWAN



Estimating the potential for Change: OAC Status

Research has demonstrated that people vary in terms of their change potentials along a continuum from Open to Arrested to Closed (OAC).

- Open: potential for more complex level functioning
 - Healthiest form with most possibilities for adjustment
 - History and capacities conducive to movement
 - Open state thinking changes as conditions/realities change
 - Deals effectively with barriers
 - Doesn't present as sharp a picture of the level as Closed ones
- Arrested: caught by barriers in self/situation
 - Possibility for change only if barriers are overcome
 - May lack insights that explain what is happening
 - Will require more dissonance be created to spark change
 - Makes excuses and rationalizes the status quo
- Closed: blocked by biopsychosocial capacities
 - May lack neurological equipment or necessary intelligences
 - Historic traumas may have triggered closure
 - Unable to recognize barriers, much less overcome them
 - Threatened by change and fights to stay put or else



Discover Who You Really Are

The world will ask who you are, and
if you don't know, the world will tell you (Carl Jung)

WHO DO I WANT TO BE?



I choose to



I love to



I need to care



I need to succeed



I need to conform



I need to win



I need to belong



I need to survive

WHO AM I?

Life conditions inform our values and beliefs. Stress occurs when our behaviours are out of sync with our values. With conscious awareness we can better arrest stress and build new ways to respond to life rather than simply react to it – **choose to/love to!**

WHO'S IN CHARGE?

- How do you identify or not with these value statements?
- How do your values limit or expand you?
- When do you behave in opposition to your values?
- How empowered do you feel in your life?

If you are wanting answers to any of these questions, the **Values Assessment Questionnaire (VAQ)** is for you. Contact us to find out more.:

john.harradine@infinitebalance.net.au

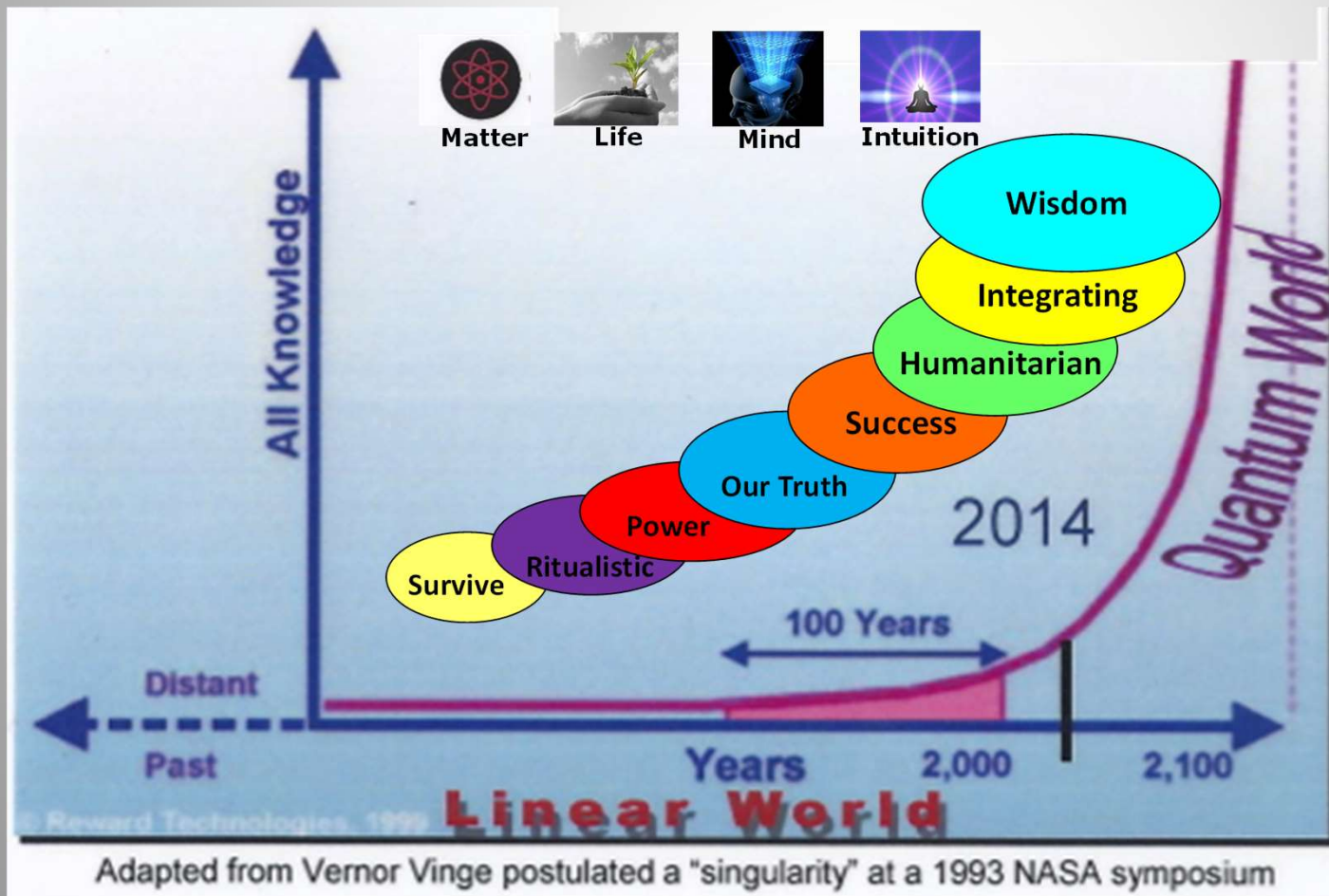
IT DOESN'T MATTER WHAT HAPPENS TO
YOU IN LIFE; WHAT MATTERS IS WHAT
YOU DO WITH IT!



THE CONTEXT OF TRANSFORMATION

From Order to Chaos to Chaordic - A Required Paradigm Shift ©

Today's world is moving faster than ever before. This requires unprecedented adaptiveness to achieve any agenda, let alone an ambitious one. The rate of change and unknowns requires our rational minds be combined with our intuitive hearts to be successful. This is a whole new and challenging paradigm for the majority of us.



"The significant problems we face cannot be solved at the same level of thinking we were at when we created them."

Einstein