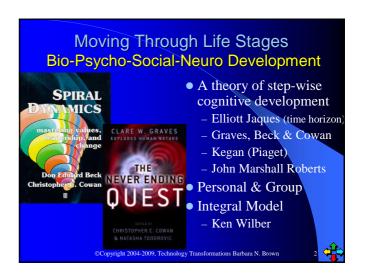
Helping the Modern Achiever
Worldview Self-Repair for
Sustainability & Prosperity

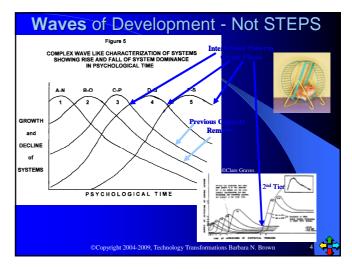
Developing Skillful Means for
Constructive Engagement
with the Modern Mind (Orange)

Barbara N. Brown

Instite





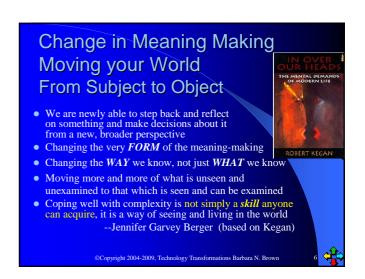


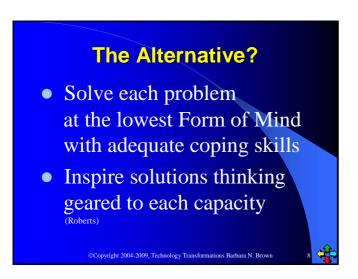
Wave-like Meta Attractors for Psycho-Social Value Systems

Cohesive packages of thought patterns
Resonance nodes or strange attractors

Correspond to discrete waves or levels of cognitive complexity

Discrete Forms of Mind

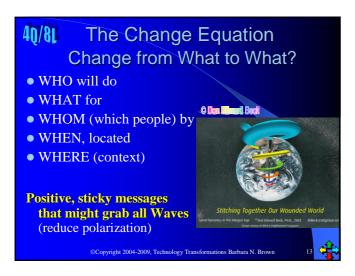


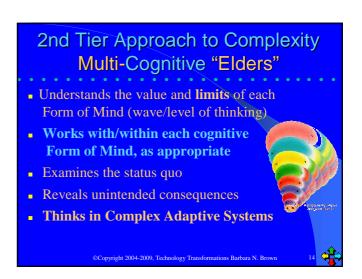




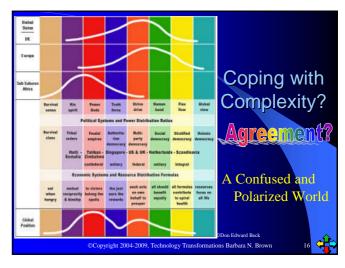














Constructive Engagement with the Modern Form of Mind

Look at the (Orange)
Modern mind in action

Medicine
Physical Comfort
Democracy
Communications

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Constructive Engagement with the Modern Mind

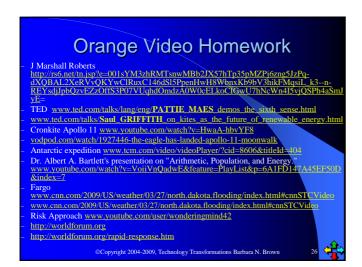
What do you remember about your own Orange "Modern" stage of development?













Developing Skillful Means to Engage the Best of the Orange (Modern Achiever) Worldview and Help It Self-Repair for Sustainability

The current economic and ecological crisis was predicable: stages of development become toxic before adherents grow into the next level. People run into complex, insurmountable problems and bump up against conflicting ideas and broader perspectives that are incomprehensible to their current Form of Mind^d. Obviously failing actions are recklessly repeated with increasingly ruinous results.

Kegan[†] points to the demands made by societies at different points in human history (the *Curriculum* of the society) as being helpful for understanding why so many of us are now "In over our Heads". Graves* looks at development as a Psycho-Social **Dynamic** between the current **Capacity** of an individual and the **Life Conditions** into which he is embedded. Both observers report that the majority of adults tend towards their societal mode. Today we'll explore the developmental fit between the *Curriculum* demanded by 21st century *Life Conditions* and the *Capacity* of adults within it to cope with the increasing complexity and rapid change.

Graves' theory of step-wise adult cognitive development proposes that growth allows us to step beyond innate preferences and current capacity to conscious use of other capabilities. As we move up to more complex levels of cognitive development, we have more options available for processing information and dealing with our environment. John Marshall Roberts points out that creating social change need not wait for development. Another approach is to inspire people where they are now.

Stages of Development – Forms of Mind^d / Bio-Psycho-Social Values Systems*

Diversity Generators (Individual)

Conformity Enforcers (Group)

Red: Sovereign Mind (Adolescent)

Self-Worth and Self Defense

Blue: Socialized or Traditional Mind (Civilized Adult) Truth, Stability, Limits and Planning

Orange: Self-Authored or Modern Mind (Renaissance Man)

Merit, Mastery of Nature via Objective Analysis, Principals, Solutions

Green: Self-Transforming or Postmodern (Communitarian Network) Situational, Compassionate, Egalitarian, Shared Purpose

Second Tier-Thought Era or Post-Postmodern View (Systemic Flex/Flow)

Integrative, Interdependent, Functional Response to Chaos, Competencies

Making substantive changes via *Conformity Regulation* (Green) has two inherent problems: 1) Consensus takes a long time 2) It produces overly complex, "rulesbased" solutions. In a "stuck" society, agreement is more important than solutions. **Diversity-Generation** (Orange) can produce quick solutions to real problems without the need for agreement on the problem or the solution.

Today's goal is to learn how to activate the innate strength of the Modern (Orange or Self-Authored) Mind - See Problem ⇒ Solve Problem ⇒ Apply Solution to **Similar Problems** – in service of guickly building sustainability.

Constructive engagement with the Modern Mind

Co-create problem analyses and solution propositions to sustainability issues (energy, climate, economics, etc.).

Use language/symbols that are attractive and meaningful to the stage of development known as the Modern/Achiever mind (SDi Orange, Kegan's Self-Authored).

Goals: Each of us will individually become attuned to Orange "bashing."

We will be able to distinguish between positive and negative manifestations. We will try to own our personal negative contributions (including omissions).

Learn to see the creative solutions generated by the Modern Mind.

List examples of the language you hear/read when Orange is on a roll.

Individually and as a group get in touch with all the positive things Orange has done for our civilization.

We will start with a look at positive Orange/Modern in action.

Medicine

Physical Comfort

Communications

Democracy

What do you remember about your own "Modern" stage of development?

Develop a shared vision of a bright, vibrant, diversity-generating Orange community engaged in solving global issues.

We will break into small working groups around several key issues: Climate, Energy, Economics, Pollution, Other?

Each group will try to write a succinct statement of the problem they are addressing. Once the issue is clear, the group will list a few obvious Green solutions.

Rewrite each problem statement in positive Orange "Opportunity" language.

Goals: 1) Each of us will learn to reframe what we say in a way more likely to elicit positive action and problem-solving behavior from Modern minds.

Goals: 2) We will have a standard set of positive "opportunity statements" and responses we think might be attractive to Orange that we can distribute for the ILiA community to use when discussing issues with the business community.

Form of Mind [†]	Perspective-taking	Authority/Demands of Society
Self-sovereign Adolescent/ War Lord Red	Concrete understanding. The only perspective a person can take is his own. All other people are mysterious; helpers or barriers on the road to getting your desires. There is only the present. Alternate futures (ifthen) are not comprehended.	Authority is in arbitrary rules and regulations made by those in power to benefit themselves. Follow the rules while others are looking; get past them when you can. Friends don't lie to each other because of a fear of retaliation.
Socialized Traditional Blue	A person becomes embedded in the perspectives of other people/theories, etc. Socialized minds see the world through others, judging right and wrong, good and bad, from the perspectives of those more worthy to determine truth. Truth holds over time and discontinuity is confusing. The past leads to the future, so make the right sacrifice now for future gains.	Authority is in an internalized value/principle/role which comes from outside oneself. When those important external principles conflict, one feels an internal tearing, as though parts of himself were pitted against one another. The Socialized are loyalty to the group and have the ability to put the needs of the group before needs of the self.
Modern Achiever Orange	A person can take multiple, strategic perspectives while maintaining his own. He can understand the views and opinions of others and often uses those to modify and strengthen his own argument or set of principles. People own their own ideas and work, become self-motivated, make their own decisions. Competence and expertise are valued. Prosperity is assumed.	Authority is found in the self. The individual determines rules and regulations for himself. When others disagree, it can be inconvenient or unpleasant, but is not internally wrenching. Because they don't have leaders whom they blindly trust, Modern people must find other ways of knowing how to raise children, do their jobs, and be citizens in the world.
Transforming Post-Modern Green Second Tier	A person sees and understands the perspectives of others and uses those to continuously transform his own system, becoming more expansive and more inclusive. He does not fine-tune his own argument or principles; he puts the entire system at risk for change with each interaction with others. Subjectivity is the way of life, and objective Facts simply privilege one way of life over another. These minds appreciate and work with all previous levels in respectful	at which a problem can be resolved.
	harmony. Complexity and interdependence are embraced. Peril is confronted with cautious confidence.	Those with the most understanding tackle the critical issues. Jobs are assigned based on individual capacity.

Clare Graves predicted stages of development become toxic before the adherents grow into the next level. It is too easy to criticize such toxicity, instead of offering more compelling, inspired alternatives. A practical criticism of Green "enlightenment" traditions is their idea that we need to get everybody to a higher Form of Mind before we can make progress. Graves suggests you can't push this kind of evolution until individual people are ready.

Unless people stop having babies, humans must move through every development stage on their way to 2nd tier enlightenment, implying our responsibility is to meet people where they are, on their own terms. A major job of change efforts is developing effective techniques to keep the entire personal growth path healthy. The appropriate response to the current crisis is then to help the Modern, Achiever mind flourish as itself, not to force it to evolve into something else.

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Henning Mankell, Swedish mystery writer – his theme is changes in culture (to Green)

Session Architect: Barbara Brown

Barbara is a tireless advocate and connector, facilitating collaboration for mutual success among startup business and freelance consultants in the Houston area. Her current passion is working with small businesses to develop more sustainable, integrated, 2nd tier business strategies to grow smaller, profitable, stable businesses. Barbara hopes these new business models will attract Modern followers by offer a compelling alternative to the toxic workplaces of megacorporations. [Post Post-Modern Yellow/Green]

Over the last 20 years, Barbara N. Brown has applied innovative strategic planning, systems theory and organizational development methodologies to drive optimal application design and effective implementations. This multidisciplinary approach to planning cross-functional IT projects allows companies to enable an agile organization by deploying cost-effective IT applications targeted to supporting the user's critical business processes. [Modern-Orange]