# 8-PACE Change

OK, here we are. Listen light, pace change. We're nine sessions in and making progress for sure.

The quote of the day, and I'm assuming one could say men and women, be humane. That is your first duty. Be so to all.

Let neither art nor science nor even glory be worth the price of the peace of the heart. Thought that was interesting. I don't know much about Rousseau.

Of course, I've heard a lot about him, but I didn't study him. I always have these things flashing in my mind. When I went to my freshman year of college, I took a scholarship, which was right up the ditch bank.

And if you know irrigated farmland, you'll know what ditch bank means. I could drive from the ditch bank to the college. And I went there because I got a full ride in football.

And it was the only full ride, guaranteed full ride, that I had. I had a lot of basketball stuff, but I knew that I was limited there because of my stature. And the interesting thing was, as an athlete, with every school I went to, and I went to a lot, because there was always a fight amongst the advisors to get the football players, especially the ones who were going to have some notoriety, kind of like the old NIL system, or a system that preceded the current NIL system.

And so your advisor would just get you, because he wanted to have that on his own resume, I think. But they would let you take whatever courses you could. So I took a philosophy course in my freshman year, because I've always been weird.

And I remember writing a paper. And the reason I'm triggered by Rousseau, I remembered writing a paper. It was towards the end of the program, and I had not spent a lot of time studying.

I was not necessarily one of those conscientious people at all. And so I wrote this paper, kind of like I'm speaking to you now off the cuff. And when we got our grades back from the paper, my paper had an R on it with a big circle around it.

And I went to the professor and said, what's this for? And he said, this is for you can't have a grade, because this is ridiculous. So that's my experience with philosophy somewhat. In management, when I was in graduate school, I wrote a paper on trust.

And a similar thing happened, although I really wish I had a copy of that paper. And he gave me a low grade, because I didn't put the right margins. But that's what happens when you're sort of out of the box.

We're going to start to do a lot of out of the box things as soon as we finish this Listen Light program, which you would hardly think would happen with me going consistently off the topic. But for those of you that have just joined us or are joining us by recording, there's your pre-test. And you'll just want to look through that.

We intend to use these later for qualification and certification. So we're getting them ready and showing them to you. And of course, they tend to help learning for some personality types.

That's always the thing that you should hear when you hear people suggesting or recommending advice, is you should always hear some kind of disclaimer or caveat about individuals being different and individuals. Because too many people do blank slate. I see it now worse than ever now.

I just wrote a piece and did some work with AI that I'm trying to train to do hierarchical complexity scoring. And people are consistently thinking that because one person can do it, everybody can do it. And it's just not the way it is.

So some people will get something out of this pre-test. Others won't. But at the same time, the pre-test is a way for us to try to understand down the road for those people that come in where you are before you got the material.

Because when I pre-tested AI over the past year about where the patterns were that AI was trained on, it wasn't anywhere close, because it misinterpreted all of these particular skills, except for prompt. It did a good job on prompt, because interrogatory is the key skill that's out there. But all the rest of them, it only faked ideas about them.

It didn't really understand them. It was like hollow, this concept of hollowness, which I have to do a teachable point of view on. And that is that people can talk the talk because they've heard other people.

At the same time, they can't unpack, they can't integrate, they can't coordinate, they can't work on the stuff that makes up that idea of principle, teachable point of view. So one of the things we want to find out is what have you heard, what do you know before you come in, and then what will happen there. In terms of Q&A in, I just wrote the term first principles.

And the reason I wrote that is I'm going to be doing some work. And I'm really floundering on what work I want to commit to. Because when you get at this stage of your life, you don't want to do stuff that you did when you were young, and that is just throw spaghetti against the wall and see what sticks, which really worked good for a person like me who's very curious, interested in a lot of things.

Novelty is a key driver, all that sort of stuff. At the same time, I've continued to try to work, even as I started the blog series, on what is it that I want to do, and I'm honing in on that right now. And I wrote that little note to myself just to remember to continue to develop this.

And now I've actually figured out a mechanism with which to handle it, the idea of what I'll do since I've taken so much information because I am curious. And this information is probably a synthesis of what I already have known for a long time. I can give that synthesis as I add to my own association of the work and where we're going and stuff like that.

I used to do forecasts and stuff. Those became really tough, so I stopped it in 2007. Not tough in forecasting, just tough in preparing them.

I mean, it was so much detail work, and I'm just not good at that. I'm an inferior sensing person, which means I don't do well. Obviously, you can see a demonstration of that right now, as I can't even stay on track.

But the first principles thing was just to give me an idea about my own purpose and what I should say yes and no to, as I wrote about in Flawless Living, the work we did at Flow. And that's going to be really important, and I'm excited because I want to hear myself say that I finally figured it out. And so what you're going to see, as soon as we finish the work that we've got involved in this program, I'm going to put together a sequence of talks.

And you almost have to do it daily if you're going to build a channel anywhere, whether it's YouTube or Rumble or whatever you're going to do. You almost have to do it daily. People need to see you every day, which is they get in the habit of wanting to hear what it is you have to say or what it is you're going to do.

And then once you get them in that habit, they tend to say, oh, well, send it to my friend or something like that, or put it on social media. So I've got to do that. The other thing I've got to do that for is for myself, which is on purpose.

And of course, then I do believe in Covey's legacy issue, and only not in an ego sense, but in a sense of, I want to leave this for my kids and grandkids. So if they want to hear what dad and grandpas used to do or used to talk about, they can go listen or watch, which is very cool, by the way, because I really wish at times I could listen to my parents and grandparents and remember some of those things that they said that were so relevant now. And when you're young, you don't pay attention to much because you know more than everybody.

That's a quick reminder on that. In terms of content, we did a little video there for you. We're keeping these videos short.

This is our draft series of videos. In other words, this is kind of test the software, look at how it's changing. It's changing very rapidly.

Look at what we can do. What's the best input to give? How do we prompt it to get what we want? And then pretty soon, we'll have either somebody who's really good at video go through that. No, I'm guessing there's going to be just tons and tons of people out of work pretty soon, and then just go ahead and bring them from 90% up to 100%.

I think that's what I'm going to do. Rather than trying to do that now, it's so difficult and things are changing so fast. But there's a nice little video there on pace.

It's good that I have written them, and it's good then that we passed them through AI and said, OK, fix this if there's any issues. And then, of course, then you go back and edit the fixes, because if AI doesn't understand the patterns that you're doing versus the patterns it was trained on, it'll use its patterns. It won't say, wait a minute, I've got two things that are different here.

Maybe I should ask. So one of the things that we're moving forward in terms of dynamic inquiry is teaching AI to do dynamic inquiry. And then, of course, I've gone through the process to look at how to train my own AI, which I've talked about in a previous session.

So we'll get all the stuff ready for that and then move forward, but I can do a lot of work without having to invest a quarter of a million. But what I'm hoping to do is we'll get the book. The book is coming closer and closer and closer, because my idea of how I want to present it to the public is becoming closer and closer and closer.

And therefore, as this thing emerges, it will take us down a path that I then want to support through this work and the work that I'm doing every day. It's all starting to come together. So that's good to hear myself say that.

In terms of the script, there it is. We're not going to go through that. I will do a separate video where I go through and follow the script.

And I got a really good lesson on why I'm going to do this. I read a lot, and I get this piece from a guy that I've been reading for, I don't know, four, five, six, seven years, maybe. And every now and then, he says something that's very helpful, but he sent this out, and I said, oh, what's he going to say about this? Oh, he made a video.

So then he said, here's a transcript. So I took the transcript, dropped that into AI, along with some prompts about, well, let's look at this in terms of hierarchical complexity. Let's look at this in terms of modeling the solution versus modeling the problem.

Let's look at all the logical errors and stuff like that. And we just made a tremendous amount of project over the weekend with O3, because what O3 can do is look at everything in your chat, every chat that you've done with ChatGPT for the last, I don't know, two years, it can look at all those, and that's now in its memory. So it can become more like you.

Now, it doesn't happen automatically, and you've got to watch it very carefully, because there were several things I had to point out to it. Like it missed a couple of levels on this, and used an old system in this, and stuff like that. Because there's a lot of crap out on the web that's been updated and revised and stuff like that.

And sometimes the AI will fixate itself on the older or the not updated, and that's where the hallucination comes in, because it doesn't check itself. So that will change, obviously. But getting through this, I did all that work, took about four or five hours, but it was good for the AI, it was good for the training.

So we went through all that, and then I decided, well, will I give this feedback to the person? So I thought on that for a couple of days, and then I went back, which, as you know, is an extremely important revelation of development for me. I went back and listened to his seven minute talk. And what I found out was that the way it read the transcript was much different than what I heard.

That was very important, because I intend to go through and do these transcripts the other way around, which means that I will create them from the script, sticking close to the script, not deviating from it, not telling stories, stuff like that, like I'm doing here. And the thing

that that will do, that attaches itself to a different mode of learning. And the meaning that I took from what I listened to versus what was said was not 180, but it was certainly 90.

And that taught me something right there, that you've got to be careful about which mode or modality that you use to gauge meaning making. So that's very important. That's a very important first principle, by the way.

So with that said, we won't go through that. And what I'll do is I'll do another read through and edit before I do the talking version of this, which will be available separately. So my intention was, for those of you who have told this before, is to do the literal, which is the teleprompter, and then do the figurative, which is what you're hearing right now.

So you can hear me as a human being, not as someone who's reading a script. Even though, as I read the script, I will have a different tone, a different pitch, a different measurement, a different set of conveyed feelings, those kinds of things like that, which I think may be helpful then, because this figurative approach, where I'm jumping around like a water bug, drives sensors crazy. In fact, a lot of them, they don't even listen.

So what I'm hoping to do is to address that portion of people who I'm hoping will begin to get on the wagon. So we'll do that. And so that's what I've created there.

I've got some good notes in Pace. Pace was one of the latter skills. And the reason it's so critical is that Pace, like advice, wrong is not actionable.

And that's a real key. If you look in suggestions for practice or in closing, change has a rhythm. I'm still getting used to the AI foisting on me this idea of rhythm, because my brain and my system do not work off that.

But as I get more and more used to it, I'm beginning to realize that I do buy into cycles. I do buy into all the oscillations. And I do buy into the fact that all this stuff probably is resonance.

So rhythm is maybe not a bad way to describe it. So I'm letting it go for right now. And I'm living with it.

It's something that's uncomfortable to me, or I wouldn't say it that way. So change has a rhythm. Every system, person, group, or culture has a tempo.

That's good. Your job is to feel it, match it, disrupt it if necessary, and guide it. I might even say leverage it there.

That would be a good way to add it. Because even though you may not want to get as agentic as guiding, you certainly want to understand that, oh, a nudge here, a nudge there, which I don't necessarily think is guiding yet, might be important. So that's important.

It says, as you practice this week, observe how your pace interacts with those around you. Am I rushing? Am I dragging? What would alignment look like? And then pace yourself. That's OK.

I'll probably add a few pieces there, like I indicated. In terms of the application, one of the things I wanted to get in process here was to help you all understand that the teachable points of view that I listed in the introduction, we have added a few because I've heard myself say them and think them, those kind of things like that. So what I'm doing is making sure that we have most of the important teachable points of view in the process, certainly in the training of the AI, because it does work very well with these patterns in terms of understanding what a teachable point of view is once you explain it to it, or once you correct it, or once you know what it is.

It tends to do well with it and be able to bring it up out of the ether almost anywhere to use it again, although sometimes it brings up those that you really don't want to see that much. So this is what we're talking about. And there's no order to this, because this is a constellation.

It's a network, so there are network effects. So some are going to be used by some people because they learn differently and are differently motivated in terms of what it is that makes sense to them and their meaning, making journeys with others, with themselves, that sort of thing. But this is going to serve as sort of a glossary type of thing.

So I just wanted to put them down. In other words, how many paces are there? So there's a lot of them that we drew from. And these are important because these are all models.

I would not say these are first principles, but they are certainly secondary or tertiary. And so therefore, the first principles would tie into the value structure that's objective versus the subjectiveness of the values themselves, which are also important. You need a subjective-objective balance.

So these are going to be important. We're not going to call them principles right now. We're going to call them teachable points of view, as I have for the last, I don't know, 30 years.

But I put them all in one place. And as I gather these and put them all in one place, it's very helpful for me to see, one, why people won't understand this easy, which is why we've got to go to AI. Because AI can hold all these in our minds.

Because one, it doesn't necessarily have a motivation or a valuing system where some are better than the other. It just sees them all as stuff. And that's good, even though there is some valuing and things like that going on with AI.

But basically, algorithmic value, where they're setting parameters and boundaries and stuff like that. But they're still valuing. So this is the stuff that I've put together.

We've just got such a powerful list that has emerged over the last, I don't know, 35 years or so. It was so funny. I started out with right performance.

I remember the exact moment that I used right performance the first time in a talk that I was doing actually in North Dakota. And I remember that moment. Cold as heck, too.

So right performance evolved into right action, obviously over time. In the 2000s, after I spent my Eastern trips running around in Asia, IMO was good. Paradigmatic Dynamics is a new name, but I love it.

So I've realigned that Generati 2025 back to Generati about 1996. Somewhere between 96 and 2025, I got capability in there. And capability is a subset of something else.

So relationship actually supersedes capability. It's a more complex topic. So I need to write more about that, and I will.

Yeah. Got the seven Ps. Directional development, we haven't talked about that very much.

But that's really quite important, because you get the NLP work from towards and away from, which is very, there are a lot of people talking about that in society. Although I mentioned if people know what NLP is, and all the young people have no idea. So that didn't carry forward at all.

And it used to be big in the 70s. In fact, there's scientific basis behind it. You can track brain movements with eyes, everything.

With and against, I added. With is affiliative, against is power, and then towards is achievement, and away from is avoidance. So those fit back into another system, which I probably should add as a teachable point of view, because I didn't put, per se, the spiral in here.

Although, if you go back and look at humaning, oops, I'm going the wrong way. If you look at humaning, you will see the spiral built into there, into that. So here in humaning is the spiral.

And we talk about the being system. And basically, the being system is green. Interesting that I have that color, green.

And the doing system, we all know that's red. OK? And the having system is the orange system. That's achievement.

And the becoming system, which most people would not really understand, is actually the blue system, DQ blue, OK? Because they're always becoming. They're never quite convinced. They're the skeptics.

They're the people who are always preparing to go somewhere, whether it's up or down or whatever. And then contribute is where you lose existential fear. And there's a line here.

And this is your one tier. And this is your two tier. And then contribute is yellow, GT.

And then relate, obviously, is turquoise. And that's a very important system. Guiding, we move that up.

And that's what some people call coral, OK? And then the whole idea of resilience is the next system. And I think some people call that teal. So there's another T in there.

And then wealth actually translates, believe it or not, into tier three. So the idea of well-being, and I don't know what color they've used. If this was GT, this is HU, this is IV, this is

JW, maybe? What the heck is coral? Because what he did was he said, look, we have conditions.

Conditions, which we talk about as culture conditions and requirements, CCR. And rightly so, versus or with personality dynamics. In other words, neurology.

You can call it everything you want. But I call it personality dynamics. So there's always a tension between these right here.

And so he numbered them. So the A started with conditions, I believe. And the N started with neurology.

And that's your Bayes system, which we don't talk about here. Because that's a survival system. A lot of people are going to be talking about that.

So the whole spiral system, and I call this spiral next, which we did it. While Beck was alive, we did a show on this. But the thing I noticed is that people who have built systems when they are younger do not walk away from when they're older.

And I have always tried to remind myself. I've talked to a lot of gurus who are like that. And I've always reminded myself, please don't be like that.

If you find something better, please use it. The idea of Generati lives in this next. And this is why the AI people are so interested in Generati.

It lives in tier three. So we don't really have, I mean, we do have numbers for them. Because we could use his system to go through and find out what these are.

But that's important. So I was just letting you know that a lot of the models that I've approached over time are built in to the models that you're seeing as teachable points of view right now. So I don't know if that was helpful to you or not.

But it was fun for me to do that. I really love talking about it. And of course, I haven't figured out this system yet.

OK. I will, at some point in time, go through all this stuff. There's your post-test.

The reference has to do with the teachable points of view. There's your post-test. Different than the pre-test.

And there's your answer keys. And then Gary will put the video of the class, the audio of the class, transcript of the class there. It's a nice touch for people who are looking at this later on, want to go back and check something, want to hear the whole thing in context, want to see what it is we're doing.

If you have a comment, let me go ahead and show you where that is. There's the comment. Please comment if you want to.

And we're not so fired up about this now. But as you're listening to the recording, this may still be up. You may be able to get that $6.97 price in advance.

And certainly, my hardcover with an autograph, that's what we use to finance this. Obviously, it's a giveaway. But if you know how much time and effort and mind space I put in this, you would say that's pretty cheap.

In any case, that's it for today. I'm glad you're here. I'm glad you shared the time with us.

Please be sure to click on some of the other videos, the ones that we've made, and take a look to see if that's not a better learning process for you. And we'll close it up right there.