

Orientation Transcript

I love this quote to get started. The world breaks everyone and afterward, many are strong at the broken places, but those that will not break, it kills. It kills the very good, and the very gentle, and the very brave impartially.

If you are none of these, you can be sure it will kill you too, but there will be no special hurry. I thought that was interesting. I went to Key West, I don't know, 20 years ago, maybe longer, and checked out Hemingway's place, and actually bought a copy of *The Old Man and the Sea*, which I had read about, I don't know, 30 years.

I read it in my 20s, and sat down in a pub and reread it again, and it just felt all creepy. I got chicken skin, as they say, and reading that story in the place where it was more or less written, and really enjoyed that. Went by Robert Frost, he's another one of my heroes.

You'll see his poems in some of my books, especially the one about purpose. And so I really enjoyed that quote from Hemingway, plus, I think it's amazing, such a great storyteller, so I really enjoyed that. We're here for orientation, so Micah, if you start that, maybe you did already, okay.

Is that a lapse time, Micah, or is that the timer? It's the timer, sir. Okay, great. So you set the timer when I started? Yes, sir.

Or when you started? When you started, sir. Okay. When I started, so I took five minutes going over that poem, my goodness.

Okay. Time flies when you're having fun. So folks, what we're doing here is we basically want to help you understand how to have the best experience that we can offer, and of course, this is an R&D experience, so we are making mistakes, and we're gonna work on Micah changing her nationality so her accent is more American, but actually, Micah, that was a joke.

We're just going to proceed forward and make some mistakes, and then we're gonna try to fix them in time for kind of what will be most likely a fall debut of the full LISTEN program, which will go into a little bit more depth than the LISTEN Lite does. So we're doing the orientation tonight, and we will work through the introduction next week, and then each of the following Mondays until we close on April the 25th, we'll go through the seven skills, and my attempt is to lay down some video that we can use for reference material. Obviously, we're evolving quite fast.

The dynamic inquiry is continuing to evolve, so we do wanna kind of lay down some mile markers, and this will be one of them. The LISTEN Lite program will consist of four segments of 10 minutes each and numbered with the call number first and the segment last, so maybe it'll help you. It helps me because I'm not, my inferior function in the MBTI is S, so I'm not very good at following procedures.

I'm not good at detail. I'm not good at all those things that Micah is, so Micah and Gary will help me out. In terms of what Micah did, the two-minute welcome, she will just, later on,

we're going to obviously use this program for certification, so we have to make sure we know who's coming, how long they stayed, that sort of stuff, so they can get the material.

We're gonna be adding probably post-tests or quizzes, probably pre and post a little bit later on. Our lesson plan kind of looks at pre and post, and then there'll be some compliance issues involved with certification and stuff like that, so you see the numbering we've got. The first call will be called, and segment one is Q&A.

We're gonna do Q&A in and Q&A out, so we give ourselves a buffer to run the session content and then apply the session content with the bookends of Q&A behind them. Q&A will pick up what we didn't get to last time. Q&A will pick up on the application session or the session content, and then whatever we don't get to will slide to the next call, rather than in just extending the calls.

We're gonna try to keep the calls to 40 minutes so people don't have to make a huge commitment. We will, through the program, maybe not the orientation call, I'm not gonna ask Gary to split this particular call, but I will start asking him to split the call so that people don't have to listen to any more than about 10 minutes on any particular topic. That seems to be a pretty good sweet spot.

I think five or six is better, like Victor David Hanson, is that his name, doing the daily call or something like that. Those are really good videos that he's doing. They're only like five, six, seven minutes long, so I really like those as a model.

Since segments have a 10-minute limit, any Q&A after the limit, 10-minute segment or a 40-minute call will be moved to the next call. Q&A from prior call, there's always catch-up to do and things you forgot to tell people and things like that, so we'll do that at the front end, kind of let people relax. Those that are late, come in, those kind of things like that.

The thing that we're gonna do optionally is we're going to conserve time or yield back time when we can so if we have a segment that's shorter, like maybe there's not much in Q&A, then we'll go right into the session and get in there and maybe shorten the call overall, which is, we wanna give the call the attention it needs, but we also wanna keep things tight for the videos and stuff like that. Let's see, in this particular segment, we're going to reset the timer now. I think, yeah, this is zero two.

I think Gary has that divider in the wrong place or I'm missing, oh no, I've actually got some more stuff to say in this call so we can't reset the timer. Mike and I are gonna be working on this because the timer's helped me. It's just too bad we can't have another one.

Maybe I should get one on my screen that's separate at times and that way I can tell total elapsed time without having to compute in my head. But basically, what we're gonna do is admin is gonna welcome and do equipment check, you know, that kind of stuff, the first couple of minutes like she did today and then 20 minutes before the call, Gary's gonna send out stuff just in case people are last minute or somewhere they're not going to be, something like that. Is there a way once admin opens the call at the scheduled time, two minutes, welcome period attendance, nice, needs a spreadsheet which she's built, we're going to have attendance whether you watch the video, review the notes beforehand.

So now we're getting down to where we can reset that timer. This is the second segment. What we're gonna do in the second segment of the call is we're going to, I'm going to do a lecture.

Yeah, that's the best I can say, a lecture or presentation on the topic of the session. So in other words, I'm going to tell you what I'm gonna tell you, I'm gonna tell you and then I'm gonna tell you what I told you and then we're gonna work on it through the application process. Actually, we've got those two reversed.

I'm not sure why we did that, but we did. Zero two is the second segment, that's the lecture. Okay, so application should be in zero three.

Anytime yielded back is announced and the new segment timer is begun. So I think we're pretty good on that cause we've been rehearsing that with Mike and she knows what she's doing even though I don't. So that's good.

In this case, the introduction to the video, just so you have a video there to look at, we're gonna do that introduction next time and look at that. So we're gonna slip into the app, what would be the application mode right now, which is another reason Gary won't have to split this because this call is not gonna run us 40 minutes. In terms of the application, so Gary, if you see this on the page, switch lecture and application around cause the lecture will come first then the application will come next.

What I'm gonna do is I'm going to grab a real life scenarios and then what I'm gonna do rather than trying to do those in real time, which is a bit difficult and we will do later on for certification in the longer session. But this is ListenLite and what I'm gonna do is I've got an inventory of these sessions and I'll go through it. Now, this is just put here as an example, it was a seven minute session that we did a couple of years ago live.

I think we actually have a video on this somewhere too. I may try to look that up and see where it is. We'll sanitize them as best we can, take away the names and references to people cause that's not what we're after.

But in this particular case, I did go to the trouble of sort of dividing this call up. I won't go over that right now, but you can see the format. I'm not sure I'll do this with all of them as far as dividing it up because maybe it's a better teaching method to ask you what I did as you begin to learn.

But in this particular case, nobody knows anything yet. So what we'll do is I'll go ahead and name them and I'll talk about this particular session next week in terms of what we're gonna do to introduce and how we'll introduce the program. I think the reason I picked this one is it was more formal in terms of the actual skills that I used.

Let's see, there's ping, there's permit, there's prompt, there's probe, there's permit, pause and breathe. There's ping and perturb. There's ping and pace change.

Pace change again, ping and probe as a combination and a natural close. So I know why I picked this. I picked this because this has all the elements and we'll gradually through the

next seven, actually it'll be eight because I'll do an introduction about the system and about how we're going to, let's just say, oh, my words don't work anymore.

Attack or exploit, those are all nice language for a person like me, but for most people, they don't work anymore. So I'll have to figure out some new words to use. But basically I could in the longer class, and I'm just thinking out loud right now, I could in the longer class actually put an audio there that was transcribed from, and like I said, I do have the, I think I have the video of this one.

I could put those and let everybody watch them and listen to them and then go through them. I'll think about that. That's kind of a lot of extra admin work, but it could be that I would do one or two of those so they'd be a good teaching point.

So people can actually see the non-verbals, they can see the interaction, and then they can listen. And of course that changes their perception there. So I may do that.

So Micah, we're gonna go ahead and conserve that six minutes and go into the Q&A discussion. Basically, we're going to try after I go through the application process, we're gonna try to talk about that a little bit. So it'll be informal and we'll just sort of say, hey, do you have any questions, suggestions, anything to improve? Maybe do a plus delta, look at something like that.

Just to note that Gary's gonna handle the chat. So you all will be muted during the lecture, the second segment and the third segment, you will be muted. Whereas in the first and the fourth segment, you will not, at least on purpose.

But purposefully, Micah will watch the lecture and the application session so that my little one brain cell doesn't get disturbed during the process and I can flow through the process as much as I can without sidetracks. And then one in four will be open. One, we'll talk about things in the beginning, anybody has any questions there, you can verbalize those.

In four, same thing there. But what I like to do is you're probably gonna have the questions during the lecture and during the application. What I would love for you to do is just drop those right in the chat box at that point in time.

You never know how your question may be the perfect question that either triggers me to say something I need to say or to help someone else learn. So if you have those little questions or those little triggers or those little things that the work that I'm talking about does to you, please share those. Those will be important for us.

They're also like kind of guideposts. I mean, we're running a little bit blind in terms of what's happening to people and that's always the case in a virtual environment. Although I've been doing it since 1999.

I remember in 1997, I did my first teleconference call with me being the only person on it. I've never worried about how many people attend my calls because I've always been able to record them or use them in some form. So I'm just not the type to worry about whether a lot of people are coming or one or two people are coming.

It doesn't matter if anybody comes. Like my father-in-law, my ex-father-in-law said when we were going over to eat catfish on Big Piney Lodge in East Texas over there in the edge in Louisiana. He said, Jay, he was from Texas and I was at Aggie.

So we automatically had a sort of a, what do you call it, contentious relationship. He said, Jay, you would argue with a sign board. You don't even need anybody.

So that's kind of true. In any case, Gary's gonna manage the chat. And so I'm gonna go to him and say, Gary, do you have any questions from the field? And he will go to that first before we open up the verbal Q&A.

And then we'll open up the verbal Q&A if nobody has any chat. And then if nobody has any chat, of course all of you know that by now I can talk about anything, anytime for any reason. And I'll decide whether or not I wanna make the time short, whether it's a natural close that we should stop or whether or not I can add some bonus work or bonus credits to the session.

Because there's always something that's coming up in my life that I need to talk about in terms of these systems because I'm very active in them right now with several commercial clients and things like that. So there's always something coming up. I just came from a session today where we had one of the best starts for intensive which is a week long, eight hours a day type of session with about 16 people.

And it'll be a marvelous session. We did our first triad today in the very first thing because one of the things that we do when we train this live is we put people into the visceral work right away even though they don't know anything because they can learn a lot by doing. Some people are like that.

Some people need more reflection. Some people need more theory. Some people need more experience.

At the same time, we automatically turn this on its side and begin talking to people about actually doing it. And when you do it, you learn it differently whether you're predisposed to learn that way or not. So that's the reason for the Q&A in and out.

We're still working on orientation of formal orientation. We'll have an NDA. We'll have a non-disclosure agreement.

We'll probably have some kind of, for those that are being certified, we'll probably have some sort of agreement and stuff like that. Spelling out what you gotta do to get through and what you need to do to certify and stuff like that. Because our intention is to use this to go global and to start teaching this at whatever level we can.

I know that we should teach it in school instead of just interrogatory. We should teach seven skills, not just one. But at the same time, that's a hard pull.

And it's like Sapolsky, it takes 500 years. So I'm gonna be alive another 20 or so maybe. And Gary will be alive another 80, he says.

So we'll have something to kind of push this along. The next session, which we'll always try to put the next session in there, will be the introduction. And then the pre-work for that is a real short introductory part of chapter one in the book, introduction.

I'm thinking that I'll ask Gary to make the entire first chapter introduction available for the book in its entirety, which is really a monster. But I think I'll make that because what's taken so long with the book? I mean, I've only been at it since about 2012 when I finished the other book, is I wanted to write down the information so it would be in the field of discovery. And also I've created so many new words and things to go along with it that I sort of just wanna put a stake in the ground.

But having worked on this for more than almost 12 years, there's been a lot of stuff that's gone on. And of course, what I started out with in 2012, and I actually went to Bangkok to sort that out in 2015. And I felt like I had a really good sense of things then.

And then as each year I rewrote it and I realized that I was talking to a group of one, which is myself. And therefore the last two years in my continuing rewrites, I have continued to rewrite, but I've also continued to add the newest and latest and all that stuff. Because some of this stuff is starting to come clear after about 15 years.

And of course I've been working on the concepts since 1988. And once you've been at something that long, things tend to fall in place, but you couldn't see them before. So what we're gonna do is we're gonna keep the book that I wrote and I'm actually gonna rewrite that book probably between now and May.

And then that book is gonna be a standalone manual. And then what I'm going to do is I'm going to take that book and I'm gonna truncate it and knock it down and change a little bit of the language and the models, not introduce all the models and things like that, except cursorily for a lay book. And that's what I've been working on for the last, oh, I don't know, year and a half.

So it's saying, what am I gonna put out there? And then what really helped me was a few sessions in terms of, well, instead of trying to make this clear, what I need to do is I need to write a book that just suggests and sort of gives an example and stuff like that. And then leave the hard stuff in the manual for the people who are gonna wanna go to another level. So I point out in the introduction, there's about 12 levels to this work.

And this is what we're teaching right now is probably in lesson light, what we call the basic level. And there's 11 more after that. So there's a lot involved.

But the good thing about it is if somebody survives even half the levels, they're gonna improve their ability to listen and also coach, train, and more specifically help people. And I think it's going to be a wonderful way in which people can do ego work and meditation and a lot of the things that we learned about in the Eastern world that are so difficult to put into the Western philosophy, but indirectly. So that is going to be a pretty good thing.

In terms of our deepest fear, I always love this quote. I didn't know who did it. I saw it first in Coach Carter when one of the boys in the gym said it.

And of course, most of you probably wouldn't have watched Coach Carter, but our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. And I would say that's subconscious.

It is our light, not our darkness that most frightens us. And I think that's where we get the world of psychiatrics. We get the world of pathology when we don't understand what's really happening to us.

It is our light, not our darkness that most frightens us. We ask ourselves, who am I to be brilliant, gorgeous, talented, and fabulous? Actually, who are you not to be? You're a child of God. You're playing small, doesn't serve the world.

There's nothing enlightened about shrinking so that other people won't feel insecure around you. We are all meant to shine as children do. We are born to make manifest the glory of God that is within us.

It is not just in some of us. It is in everyone. And as we let our own light shine, we unconsciously give other people permission to do the same.

As we're liberated from our own fear, our presence automatically liberates others. And that's a quote by Marianne Williamson. I really like that.

There's a lot of angles on that. It's a multi-level program, poem. And so I thought it fits good at this point in time as we begin to enter into the thing.

I did add a little lanyard, which I will, so we have time because I got about 12 minutes left. So I'll just continue on here. Micah, you restarted the thing.

So Gary can pick this up either in the earlier segment or he can pick it up as a separate segment as lanyard. Lanyard is a Cajun word that means something that you didn't expect that we gave extra. In this particular case, I wanted to tell you this short story that is really a long, in-depth, two-decade story.

I got involved in Spiral Dynamics in 1996 when I caught the book coming off the press. Read it, a couple of years later called Don Beck and said, hey, let's talk about it. He said, that's great because we're doing these seminars now and you should come to one.

And so I went to one, I think in 1999, 1998, somewhere in there, and had a chance to visit with him, learn a little bit more about Spiral Dynamics. And it started off what must have been an exchange of 20,000 emails until Don Beck died. We had a wonderful relationship.

Neither one of us were afraid of each other. And we consequently talked about this stuff. We did one workshop together called Spiral Next because I discovered some things in the work and research that I did that led to what you're seeing here, which is a pretty good way of describing what Spiral Dynamics, which was a offshoot of the Gravesian work.

And I call it altogether SGD rather than SD, Spiral Gravesian Dynamics, which is the Beck side. Cowan, who also worked with Don Beck in the National Value Center there in Denton, they had different personalities and therefore Cowan was more comfortable as a purist. In other words, taking Graves stuff and keeping it pure.

And Beck was much more, I would say, liberal in terms of how he used this. He traveled back and forth to South Africa 63 times. I've now exceeded his trips, using my trips to the Philippines, been more than 70 back and forth.

But the idea was, is going from one culture to the other, trying to understand what was going on and things like that. What I did was, I created a system and of course you have to do this or you run into copyright problems. You've got to create systems that are a little bit like something, but not a lot like it.

So what I can do is I can fold Spiral Dynamics into this system and I have in several ways. I have got, I think I sent Gary the four, the first four in tier one, the sheets. There's a one page front and back on each of these systems.

And I think it's kind of cool because when we're talking about conditions, culture, conditions, requirements, producing psychology, then it's helpful to understand what that resultant is. In other words, Graves thought there was the psychology or neurology and he thought there were the conditions. And then when those two met, they corresponded to what he called resultants.

And I suppose you could call them outcomes or culture or whatever. But the interesting thing about that is, I have one sheets on those and they're colored up and I'll make those available to you. So you can just kind of understand how I've related what I coined the term as humaning in the first tier of being, doing, having, becoming, which we're all doing.

And that's the existential tier. Once we get past that, once we've got enough, once we are enough on purpose to be able to turn away that which is not. And once we do enough or are doing and having and becoming, which is, you'll be surprised at the system that becoming is tied to, because it's a system where we're just never quite there.

It's like in the IWAM, the assessment on work motivation. You're convinced after a period of time, which means that you're never quite convinced. So the skeptics are in the becoming stages always.

So that's pretty cool. We haven't, I haven't done much with tier two other than the first one there, which we would attribute to yellow, which is contribution. The relating, guiding, resilience, key to other systems and conditions, but we're not there yet.

We only have some of those conditions in a small, very tiny percentage of the population. And consequently there's, by even telling people what they are is actually kind of creating an illusion because nobody's gonna spend much time in there or go there. But I suspect, after a couple of hundred years, if we make it that long, we'll probably begin to be able to talk about tier two.

So the whole idea between being, doing, having, becoming, and it's certainly at contribution stage is to help people lead generative lives. The idea behind generativity is not succession and not so our kids are doing better in the next generation. The idea is, is so that the things you do become generative for others.

They become, they add value. They help people move along in their journey, those kinds of things. So I coined the term generativity back in 1980.