

Styles of consciousness

Purpose:

- explore six different styles of consciousness. These are worldviews that continue to evolve individuals, cultures, groups, companies, organisations and countries too
- each style has developed out of the previous worldview from 1 to 6. The first 4 have shaped the 20th century and are present today
- the first 3 are ego based. The last 3 are growth and transformation based
- understand moving away from basic values and move towards developing growth values is where future success will be built from
- Styles 5 and 6 (called 2nd tier) are beginning to emerge into business

Please refer to book: Developing High Performing Teams by Andrew Jenkins, SRA (July) 2017 for instructions how to use this as an exercise with teams to develop a growth mindset (available from Amazon)

In this list of words discuss any matches you recognise or observations you've made that might reflect your values as an individual, your colleagues, as a team or as a business..

Influenced from spiral dynamics

Financial performance,
Business growth, gross profit,
courageous, vitality,
*short term focus,
strength, respected,
*powerful, *competitive,
*greed, *exploitative, *micro,
Loyal, *control, *tyranny, *vanity
prejudice*

1. Energy and power

(Leadership style - action, conquest, gratification)

Red

EG Tribal militias,
Criminal gangs
Terrorism,
Some SME's

* = If overplayed these attributes can lead to dysfunction and a fixed mindset

Influenced from - *Frederic Laloux, Don Beck, Cristopher Cowan, & integration other authors, Richard Barrett, Clare Grave and Ken Wilber*

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Influenced from spiral dynamics

Hierarchy, stability,
*security of the group,
belief in the collective,
clarity, discipline, tradition,
loyalty to the group,
*duty, conformity, mediocracy,
belonging, family, courtesy,
*manipulation, *blame, *favouritism,
institutional, responceability,
honour, obedience to the rules,
authority, *cautious, *careful,
*jealousy, group think.

2. Order and conformity

(Leadership style – authority, rules, hierarchic and processes)

Blue

Catholic church,
Military,
most Governments,
Public Sector
Traditional large
companies

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Influenced from spiral dynamics

Goal-oriented,
drive, *pride, *self-reliance, achievement, results, merit
*power, *status, expert, excellence, recognition, options, independence
*image conscious, *ego driven, unemotional
*superiority complex, upwardly-mobile, Autonomy *materialistic, *driven by money, high expectations, ambitious, highly rational prosperity, reward, influence, intelligence, entrepreneurial, competence, *perfectionism.

3. Achievement and

success

(Leadership style – achievement, innovation, accountability & status)

Orange

USA,
Many of today's performing companies, Stock market

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Influenced from spiral dynamics

Consensus, teamwork, equality, participation, openness, generosity, fairness, trust, shared values, honesty, harmony, enthusiasm, creativity, commitment and collaborative, caring, supporting, open to feelings, cooperative, family, accepting, understanding, politically correct, belonging, right brained, emotionally intelligent, optimises culture, everybody matters mindset

4. Collaboration and

consensus

(Leadership style – empowerment, pluralistic, values-driven, finding meaning, cohesion and purpose)

Green

Working on these will lead to developing a growth mindset

Post modern era
Culture and values driven organisations,
Ben & Jerry's
Southwest Airlines

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Beyond ego, speaking up

for what feels right, working towards

inner calling, seeking authenticity,

okay with ambiguity, paradox and change,

wisdom from information, data and knowledge,

tuned into interests, insight, empathy, emotions,

non-rigid structures, integrity, being true to self,

accepting of others' ideas, taking time to work through

issues and decisions, inner moral compass,

learning and leadership development,

freedom, intuition, principled, pursue a life well lived, long

term orientation, fulfilment, grace, compassion,

big picture awareness, weighing up inner convictions,

environmental awareness, political awareness,

tolerance to uncertainty and paradox,

make the world better, make a difference, trust in

abundance, self-manning workforce.

5. Integrative and synergy

(Leadership style - mentor, make a difference)

Working on these will lead to developing a growth mindset

Influenced from spiral dynamics

New paradigm emerging called 2nd tier

forms of consciousness

Still

emergent,

Apple's

Tim Cook,

Tesla's Elon Musk

FAVI, Morning Star,

Patagonia, Buurtzorg

RHD, Sounds True

Sun Hydraulics

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Yellow

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Influenced from spiral dynamics

New paradigm emerging called 2nd tier forms of consciousness

Consequences of human actions, legacy eco-systems, ethics, interconnectivity, interdependencies, inspirations, service to greater good, future generations, forgiveness, responsible living, impacting humanity, compassion, humility, social justice, global awareness, humanity, macro, restorer of harmony, deep sense of evolutionary purpose, highly diversified, unfolding ultimate potential, information rich, wholeness and community, soulfulness, serve, support peoples' longing, nourish relationships

Working on these will lead to developing a growth mindset

Maybe intentions of U.N.

6. Holistic leadership

(Leadership style – authentic, serving to make the world better)

Turquoise

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