

Basic Concepts for Teamwork and Worldwork

(Worldwork is constantly being developed, check with process work web sites, also see Army's "Sitting in the Fire", and "The Deep Democracy of Open Forums") and www.aamindell.net for more

- O, 1st and 2nd Trainings. Briefly, the zero state means experiencing with out being aware. In the 0 Training, you know and can express to yourself or others what you experience. In the 1st training, you are aware of your experience as a fact +role, as well as other roles + vectors. In the 1st and 2nd training, you are able to shapeshift at least briefly into the Big U and Process Mind and facilitate with Deep Democracy. In the 2nd training you can do this most of the time.
- Big U: The Big U is a system-mind concept. U stands for Universe, or the biggest part of a group or of a person. A system can be the whole world, or a group, or an individual, or even a particle. In any and all cases, the Big U connects to the piloting-guiding function of the system's mind (or more exactly, its quantum mind). It is experienced as a kind of dreamlike organizer of the system and includes all of the parts, people, and situations involved.
- Compassion: Gaining access to the Big U is a crucial part of worldwork facilitation. The Big U is the potential facilitator; it is a compass, which is open to all directions and sides and has compassion, meaning a combination of "compass" openness and interest in all vectors. Compassion mixes both openness and awareness.
- Consensus: The facilitator can help gain consensus by discovering what direction the group would like to go first, knowing that all of the issues and feelings are important and need to be discussed at some point. Whatever theme is chosen, it is a large umbrella topic that has many sub-themes within it, some of which may include other topics mentioned by the group during filtering.
- Deep Democracy: Deep democracy is a basic concept as well as an elder's multidimensional metaskill (feeling attitude) towards life which recognizes the basically equal importance of: consensus reality issues and concerns (facts, issues, problems, people) dreamland figures (roles, ghosts, directions), and the essence (common ground) that connects everyone.
- Double Signals: A double signal means that someone is conveying one message that they are identifying with or intending in a given moment, while simultaneously expressing something else with their words or body that is further away from their awareness. For example, I might say verbally that I want to relate to you. That is my intention. However, at the same time I look down and do not look at you. This is a double signal. It can be very helpful to focus on double signals, to give the person time to investigate what that signal is expressing and to bring that information into the conversation.
- Ecology: the science of "our home" includes the entire biosphere. Now, in process-oriented ecology, "Home" means not only the geology, biology, sociology of the biosphere, but mythic figures and feelings as well as the sense of the earth or universe's ineffable wisdom, namely the processmind. Ecology is a multidisciplinary subject whose final definition is yet to be completed. Ecology is more complex then just the "environment" and requires Deep Democracy to process.
- Edges: An edge refers to a moment when someone speaks but is unable to complete what she or he is saying due to personal reasons or because of actual or felt group restrictions. It can be very helpful to ask the person why it is so difficult to speak and, if circumstances allow, to help the person go over that edge and complete what she or he is trying to say. Alternately, the facilitator can help the person by imagining and going over that edge for her or him.
- Eldership: A universal metaskill; coming from your deepest self and its direction. This skill involves Deep Democracy plus the sense the world is your child – interweaving the sense of the equal importance of individual viewpoints and the grand mystery behind it all. This metaskill arises from the compassion of the Big U.
- Entanglement; A metaphor borrowed from quantum physics meaning the individual or group experience in which parts are connected not only directly, but through magical or "nonlocal" means as in Jung's synchronicity.
- Flirts: We use the word "flirt" in the most general sense of something trying to catch our attention. A flower for example, may "flirt" with us (and vice versa!). The flirt happens so quickly that we usually pass it by or forget it. Yet in communicating, the flirt plays an important role as the predecessor to signals, and potentially difficult communication situations.
- Framing and Levels: The facilitator can frame a discussion by remarking about the different levels or dimensions people are speaking about. E.g. One person may speak about (consensus reality) issues and outer action while someone else is speaking about feelings (dreamland). Then, someone else might speak about a common ground (essence) that unites us. This clash of levels can be the source of conflict itself! The facilitator can frame things by saying that there are many levels arising simultaneously; one person is talking about outer action while another is speaking about her feelings. Ask which direction to focus on while remembering the others.
- Ghost Roles: Ghosts are a part of dreamland. They refer to those things that are spoken about but not directly represented by anyone in a given group. Some typical ghosts are ancestors who are spoken about but who are no longer present, the "bad" person who is not in the room, the environment, etc. Getting into,

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representing, + expressing the views + thoughts of ghosts can be important keys to processes. And it is important to know that everyone shares these ghost roles.

Hot Spots: An intense moment in which there is a strong emotional clash between individuals or the whole group or when something forbidden or intense happens that causes everyone to become silent or frozen. When hot spots are not focused on, they are the source of future escalations. Therefore, it is helpful to notice hot spots, to slow down, and go deeper into the feelings of each side of the conflict. Hot spots can be the doorway to deepening the process.

Metaskill: The meta-quality, or feeling behind the use of a skill. The "way" you say something or do something is a metaskill which can be harsh, helpful, compassionate, playful, scientific etc.

Non-Locality The experience of interconnection or synchronicity, beyond time or space, also the sense of being not only located in your body, but spread out through the universe.

Open Forum: Structured, person-to-person or cyberspace, deeply democratic meetings, in which everyone feels represented and which includes social issues as well as the deepest feelings and dreams of the participants. The Open Forum method emphasizes the more linear style of worldwork in which the facilitator helps events go more slowly and intervenes more often.

Parallel Worlds. Each feeling, each vector is a "parallel world" in the sense that it is usually not directly in touch with the world of the other vectors and feelings. This is a central worldwork situation. One group of people frequently lives in a "parallel world", relative to other peoples. We live next to one another, but like parallel lines, don't often meet.

Participant Facilitator: In WW, the concept of leader and facilitator is understood basically as a shared role. Therefore the old concept of participant changed, we call the new participant or "citizen" a "participant facilitator." (just as the leader/facilitator is leader-follower etc.)

Process Mind; this the deepest part of ourselves, can be associated with a part of our body, and the spirit of an earth location. Just as the earth underlies all forms of human and natural processes in the biosphere, the process mind is the dreaming intelligence behind all our experiences. The "PM" is a key all facilitators need to work with all worlds and peoples.

Rheology: The science of flow, which in process work is both a science and an art connected to fluidity and movement between levels and parts.

Roles: The concept of roles belongs to the dreamland aspect of group process. While each role such as "boss", "underling", "patient", "helper" seems to be located with a given individual or group, it is actually a "timespirit" that needs to be filled by many of us. In other words, each role is much greater than any one individual or group. And, each of us is bigger than any one role. In other words, people are not roles.

Role Switching: There is a natural tendency to role switch. That is, we find that we may identify with a particular role but then at a given point notice that we feel pulled to represent another role, or that we are in another role. For example, someone in a social service organization who is identified as a helper for others who are suffering and in need of care, may begin to speak about her or his own suffering. At that moment, she or he has switched roles into the "others" who need care. Noticing and allowing yourself to switch roles is an awareness practice; sensing when you are in one role and when you begin to move to another. This is another aspect of dreamland in which we share roles.

Second Training. The 1st training stresses grasping information that can be easily expressed verbally and shared with others such as issues, signals, hot spots and roles. In the 2nd training emphasis is placed on following ineffable guidance from mythic sources such as the land.

Team Work: A team is a group of "beasts of burden" (Webster). Teamwork is a team process where everyone knows the team's Big U.

Vectors: Arrows. Vectors are the mathematical term for arrows. We use vectors to mean your subjective or dreamlike sense of earth-based direction. The earth pulls or moves you in certain directions at different times. When you walk and follow the direction or vector of any experience, you may feel a sense of energy, power, and rhythm, which may tell you about the meaning of the path.

Worldwork (WW): is a small and large group method that uses Deep Democracy to address the issues of groups and organizations of all kinds. To resolve reality problems and enrich community experience, worldwork methods focus on employing the power of an organization's or city's dreamlike background (e.g. projections, gossip, roles, and creative fantasy). Worldwork facilitators listen to the land, do innerwork, practice outer communication skills involving role consciousness, signal and rank awareness to enrich organizational life. WW has been successfully applied to the analysis of, and work with multicultural, multileveled, Aboriginal communities, universities, small and large international organizations, city hot spots and world conflict zones. Worldwork awareness requires access to the "Process mind."

➔ **YOUR TERMS:** Tell a+a (at www.aamindell.net) and others, about your WW developments.