

Line development in each quadrant for volunteers involved in the Reinventing Organization Wiki - just an example to make us think, feel, reflect!

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<p>Interior Individual Quadrant:</p> <p>In order to help publish articles about teal practices in organizations, which qualities, intelligences, values, dispositions and preferences do I preferably possess? And at what level of development should each of those preferably be? It probably varies a bit with what roles I take in the wiki organization, so a writer might need slightly different development of certain interior lines than the tech guy? Or maybe not...</p> <p>Eg.:</p> <ul style="list-style-type: none"> - Cognitive intelligence (What am I aware of? How many perspectives am I capable of taking? Level at Teal or higher?) - Intrapersonal intelligence (What is true of my inner experience? Am I able to assess what I think, feel and experience at any given moment? Am I able to do shadow work and pull back projections? Level at Teal or higher?) - Interpersonal intelligence (How should I act to facilitate our interaction? Can I express my needs in a way that others understand? Level at Green or higher?) - Moral intelligence (What should I do in order to serve both this purpose, myself, all people and planet? Amber or higher?) - Spiritual intelligence (What is of ultimate concern for me? Why am I doing this, how does it fit with my personal purpose? Amber or higher?) - Values (What is significant to me, how do I prioritize? Orange/Green or higher?) - Will power (What is my motivation and ability to carry out goals? Amber or higher?) - My ability to dive into different states of consciousness, depending on what the situation needs, for example: When generating ideas (access to subtle state visualisations), When holding space for emotionally charged energy (witness state and non-dual state), When resolving conflicts (changing between states during the course of one conversation), When dealing with my own stress (whatever works for me, maybe going for a walk, running, or meditating, etc.) - Being aware of my own typology, to see where it can assist or hinder the wiki purpose (Masculine / Feminine drives, Enneagram or MBTI types, etc.) 	<p>Exterior Individual Quadrant:</p> <p>In order to help publish articles about teal practices in organizations, which exterior (observable) qualifications and skills do I preferably possess? And at what level of development should each of those preferably be? It certainly varies depending what roles I take in the organization, so a writer need language and writing skills, where as the tech guy need various IT qualifications.</p> <p>Eg. for a Language Editor:</p> <ul style="list-style-type: none"> - Ability to understand the content of the article edited - Amber? (Which means that if the article is about Project Management, the language editor might not need to be an expert on this herself, but needs to understand enough to assess whether the language is fluent and easy to grasp. In some cases, the writer and the language editor might have to work together in order to accomplish this, especially if the writer has a technical writing style and the language editor doesn't know a lot about the article topic. Then they both need to be relatively high in Interpersonal intelligence, see former column). - Ability to understand the grammar of the language used to write the article (Fluent, not sure development levels make sense here) - Ability to fulfill the quality criteria of the wiki as specified here: http://reinventingorganizationswiki.com/Editing_guidelines . (This is both an inner and outer quality, where values, will power and skills merge - should be at at least Orange level?) - Ability to technically use the platform when editing (Basic IT / Web user knowledge) - Ability to post in the wiki facebook group when editing is done, to declare an article finished and ready (both inner and outer skills of willpower, values and tech skills, at Amber level or higher?) - Ability to ask for help when in doubt (both regarding writing issues and other issues, such as potential conflicts with others, tech problems, etc.) - Etc...
<p>Interior Collective Quadrant:</p> <p>In order to help publish articles about teal practices in organizations, which qualities, intelligences, values, dispositions and preferences do We preferably possess? And at what level of development should each of those preferably be? It probably varies a bit with what situations in which we interact. So there is one "we" if we work two and two together on certain articles, there is another "we" when the whole volunteer group discuss evolutionary purpose and new strategies, etc.</p> <p>Eg.:</p> <ul style="list-style-type: none"> - Cognitive intelligence (What are We aware of? How many perspectives are we capable of taking? Are we able to benefit from all the different perspectives in the group and pool them together, to get a broader overview? Level at Teal or higher?) - Intrapersonal intelligence (What is true of our inner experience as a group? Are we able to talk about what each individual think, feel and experience when relevant? And about how we sense our "we-space" (the feeling of being on the same page, feeling safe, moving forward as one, etc.). Are we able to do shadow work and pull back projections? Level at Teal or higher?) - Interpersonal intelligence (How should we act to facilitate our interaction? Can we each express our needs in a way that others understand? Level at Green or higher?) - Moral intelligence (What should we do in order to serve both the wiki purpose, all people and planet? Green or higher?) - Spiritual intelligence (What is of ultimate concern for us as a group? Why are we doing this, how does our work and the wiki purpose fit with our purpose as a group? Amber or higher?) - Values (What is significant to us as a group, how do we prioritize? Orange/Green or higher?) - Will power (What is our motivation and ability to carry out goals as a group? Amber or higher?) - How is our collective ability to dive into different states of consciousness, depending on what the situation needs, for example: When generating ideas (access to subtle state visualisations), When holding space for emotionally charged energy (witness state and non-dual state), When resolving conflicts (changing between states during the course of one conversation, eg. by using Theory U techniques or similar), When dealing with any individual's stress that interfere with the groups work (help them to see it and help them to deal with it, etc.) - Being aware of the group's "fingerprint" when it comes to our composition of typologies, to see where it can assist or hinder the wiki purpose (Masculine / Feminine drives, Enneagram or MBTI types, Belbin teamroles, etc.) 	<p>Exterior Collective Quadrant:</p> <p>In order to help publish articles about teal practices in organizations, which exterior (observable) systems and structures does the wiki organization preferably possess? And at what level of development should each of those preferably be? It certainly varies depending what purpose, market, types of customers / beneficiaries, types of colleagues, countries involved, etc.</p> <p>Eg. for the Wiki:</p> <ul style="list-style-type: none"> - Laws and regulations: Not sure any applies, as we are not a formal organization or business? If we had put in data about natural persons, we should observe related laws, but we don't. Can't think of anything right now... - Technological infrastructure: We have decided to use facebook as our dialogue tool (our "intranet", if you will), and a certain technology for the wiki itself that I cannot describe :-)) I just know that we decided against using Wikipedia as they base their content on the average consensus (revolving around Orange value meme), and not necessarily around Teal. When people meet in virtual meetings, they use the technologies they prefer, such as skype, zoom, etc. - Organizational infrastructure: We do not have a formal structure. The only thing is that we have suggested some roles that the wiki needs filled out, and some people originally did, but today, the energy has faded out and not much is going on except a little sharing in the facebook group from time to time... And then we have some governance guidelines, that can be found on the wiki under headlines "About" and "Contribution". - [I could go through all the articles of the wiki to see if other things would be relevant to mention, but I won't for now, I think you get the picture?]