

OUTLINE OF 'THE FIELD' – A CONSCIOUSNESS RAISING SOCIAL NETWORK TOOL

Overview

The Field is a social network tool that incorporates game elements to engage participants in personal, group, institution and system development.

It solves the challenge of getting people to engage in development work that usually has a medium to long-term payback period by enabling people to participate in an online community that tracks and rewards effort applied.

Core

At its core, The Field provides mechanisms similar to other social networking tools such as Linked In or Facebook:

- Users sign up and create a profile
- Users connect with friends and colleagues
- Create groups that represent e.g. teams at work

In addition, each user can nominate a coach who will also have visibility of the users assessments, feedback and goals as described below.

Assessment

For providing an assessment of the current level of consciousness, The Field provides the capability of conducting a 360 evaluation based on the questions outlined in the document 'Assessing consciousness across the 4 entity levels.pdf'.

In addition, institutions and system are continually assessed through ongoing evaluations provided by e.g. employees, suppliers, customers or other stakeholders.

Goal Setting

Goal setting can happen at two levels:

- Long-term goal setting based on the results of the assessment described above.

- Short- to medium-term goal setting, based on the number of points to be ‘won’ through giving feedback or performing activities, as described below.

Feedback

The Field’s feedback tool offers a mechanism for providing qualitative feedback to individuals, groups, institutions and systems. This feedback can be given publicly, privately or confidentially and in the case of individuals and groups, sent directly to the individual/group or sent only to the coach associated with the individual/group.

Individuals are incentivized to provide feedback by rewarding them with points when doing so.

Activities

Individuals and coaches work together to specify activities that the individual should engage in. The same would be true for groups. For institutions and systems, the activities may be chosen in consultation with stakeholders or consultants.

Carrying out an activity, and having it verified by the coach and/or the collective, results in points being rewarded. The number of points associated with each activity reflect the amount of time required to perform the activity.

The choice of activities is entirely up to the individuals, groups, institutions and systems and will likely be heavily influence by the coach. There are numerous communities of coaches that are accessible through e.g. The Presencing Institute and Integral Coaching Canada, which have well-developed approaches. The purpose of the following list is therefore simply illustrate some of the possibilities.

- Individual
 - Reading

Numerous books and articles exist that provide relevant insights, including authors such as Otto Scharmer, Robert Kegan, Joseph Jaworski, Eckhart Tolle, Ken Wilber, John P. Milton, as well as more ancient texts.

- Journaling
 - Journaling practices provide an opportunity for self-reflection on whatever the activity is that the individual is engaging in.
- Active listening exercises
 - Active listening exercises help the individual build the capacity to suspend judgment to avoid filtering out information that directly challenges their current beliefs.
- Stakeholder interviews
 - Stakeholder interviews allow the individual to step into the shoes of his/her stakeholders, a practice that can help the individual build the capacity to see themselves from the perspective of others.
- Shadowing
 - Shadowing another individual for a short period of time enables the individual to observe and learn from others and to connect to people facing similar challenges.
- Empathy walks
 - Empathy walks train the individual's capacity to engage empathically by placing them in situations where they have to dialogue with people from different backgrounds.
- Meditation, Yoga, Qigong, ...
 - Various practices like meditation, Yoga, Qigong, Tai Chi etc. can help the individual retrain their attention.
- Presencing exercises
 - Presencing exercises help the individual connect with their authentic self and their true purpose in life.
- Giving feedback
 - Feedback is a gift that individuals should give generously. By offering a mechanism for giving feedback, the individuals are encouraged to give that gift.
- Group
 - Group reading and reflection
 - Similar to individual reading, groups can engage in reading and collective reflection on the material read, helping them learn a shared language and gain shared insights.

- Feedback sessions

Similar to personal self-reflection, allocating time to give feedback to each other is a key technique in developing team capacities.
- Dialogue exercises

Exercises that engage the team in inquiry and dialogue enable the team to go beyond debating and to engage more empathically.
- Case exercises

Case exercises, where teams are presented with a scenario and asked to provide a solution, give the team an opportunity to experiment with the capacities they are building.
- Prototyping exercises

Prototyping exercises can teach the team to immerse itself in a context as well as engage deeply with each other to shape the future that is emerging.
- Institution
 - Stakeholder interviews

Stakeholder interviews with internal and external stakeholders enable the organization to see itself from the perspective of these stakeholders.
 - Dialogue interviews

Dialogue interviews with internal and external stakeholders can help the institution gain a better perspective on the challenges and questions these stakeholders face and the organizations opportunity and role in addressing them.
 - Management experiments

Experimentation can lead to new discoveries and insights that enable the organization to evolve.
 - Action research

Engaging proactively in raising awareness of problems, trying out solutions and institutionalizing these solutions is a fundamental aspect of organizational development.
- System
 - Sensing journeys

Sensing journeys provide an opportunity for a group to immerse itself in the system and to experience it from the perspective of different stakeholders.

- Stakeholder interviews

Stakeholder interviews with internal and external stakeholders enable the system to see itself from the perspective of these stakeholders.

- Dialogue interviews

Dialogue interviews with internal and external stakeholders can help the system gain a better perspective on the challenges and questions these stakeholders face and the systems opportunity and role in addressing them.

- Governance and policy experiments

Experimentation can lead to new discoveries and insights that enable the system to evolve.

Game Elements

The Field contains the following game elements to create engagement:

- Reward users with points for carrying out activities and providing feedback
- Define 'levels' to allow users to show their progress and status in the community
- Provide achievement badges to individuals that do something exceptional
- A leaderboard that compares the user to others in the community or their group / institution
- Employers may provide coupons for purchasing goods as a way of rewarding efforts