Awareness Based Collective Action

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www.GAIAjourney.org
www.presencing.org
www.ottoscharmer.com
1. You cannot understand a system unless you change it (K. Lewin)
2. You cannot change a system unless you transform consciousness
3. You cannot transform consciousness unless you make a system see and sense itself
4. To do all this, we need to be the system (Ubiraci Pataxó)
Blind Spot 3
Blind Spot 2
Blind Spot 1

Apathy: Not Acting
De-sensing: Not Feeling
Denial: Not Seeing

Frozen Will
Stuck In One Will

Frozen Heart
Stuck In One Skin

Frozen Mind
Stuck In One View

Depression, Destruction: Fear, Fanaticism
Othering: Cynicism, Hate
Blinding: Ignorance, Bias
Systemic Racism, Trauma

Three Types of Violence:

Direct: Killing. Lynching. George Floyd, Breonna Taylor, Ahmaud Arbery, ... 400+ years of racism

Structural Violence: Shocking levels of inequality. Slavery--> Broken promises--> Today.

Attentional Violence: Not seeing others in terms of who they are and who they could be.
Healing & Regenerating Systemic Racism, Trauma

Apathy: Frozen Will
Not Acting

De-sensing: Frozen Heart
Not Feeling

Denial: Frozen Mind
Not Seeing

Depression, Destruction:
Fear, Fanaticism

Othering:
Cynicism, Hate

Blinding:
Ignorance, Bias

Systemic Racism, Trauma

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Stuck In One Will

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Unconditional Witnessing
Open Mind

Unconditional Love
Open Heart

Unconditional Confidence
Open Will

Healing & Regenerating
Seeing
Reckoning

Holding
Reconciliation

Supporting
Reparation
TURN AWAY OR CHANGE
NUMB OURSELVES OPEN UP
INNER WALLS COLLAPSING a WALL COLLAPSING BETWEEN SYSTEM AND SELF

REPARATION RECONCILIATION RECKONING
"the Arc of the Moral Universe Is Long, but It Bends Toward JUSTICE"
MARTIN LUTHER KING JR.

UNCONDITIONAL WITNESSING LOVE COURAGE & CONFIDENCE

the BLIND SPOT
NOT SEEING · NOT FEELING · NOT ACTING
TURNING TOWARD OUR SHADOW as a SOURCE for TRANSFORMATION

THROUGH THE HUMANITY OF OTHERS TECTONIC SHIFT
Fear
Closed Will
Hate
Closed Heart
Ignorance
Closed Mind

NEW LEARNING INFRASTRUCTURES
Whole Person, Whole System

NEW DEMOCRATIC INFRASTRUCTURES
Direct, Distributed, Dialogic

NEW ECONOMIC INFRASTRUCTURES
Ego to Eco
The Essentials of Theory U

Core Principles and Applications

“Scharmer’s Theory U model of how to open our mind, emotions, and will to moments of discovery and mutual understanding is profound and much needed.”

- Edgar Schein, Professor Emeritus at MIT Sloan School of Management

Resources:
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