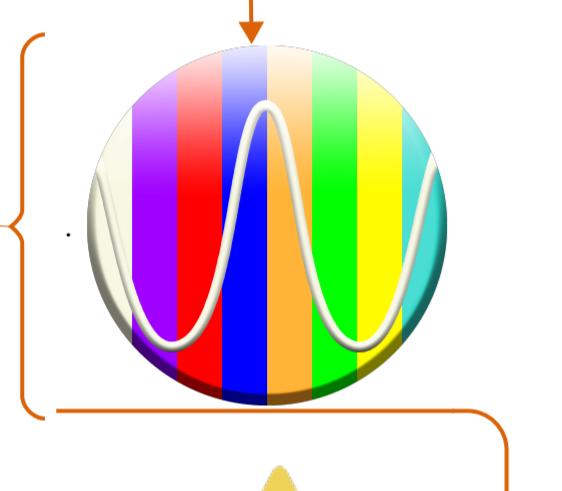


SDTEST® USERS



Since 2013 169 countries over 80,000 results registered USPTO and WIPO 36 polls 13,034 correlation values

Before you commit yourself to a personal or business relationship with someone, assess both the vMEME profile and QAC potentials ASSESS Before Trying to Implement Change

Table with 2 columns: Variations and Characteristics. Lists stages like 7th Quantum, 6th UP-Shift, 5th Break-OUT, 4th Stretch-UP, 3rd Stretch-DOWN, 2nd Expand-OUT, and 1st Fine-TUNE.

Diagram showing 'Horizontal Change' with 'Fine-TUNE' and 'Expand-OUT' stages, each with a 'Six Conditions' checklist.

Diagram showing 'Oblique Change' with 'Stretch-DOWN' and 'Stretch-UP' stages, each with a 'Six Conditions' checklist.

Diagram showing 'Vertical Change' with 'Break-OUT' and 'UP-Shift' stages, each with a 'Six Conditions' checklist.

Diagram showing 'Five Critical Landmarks of the Sequence of Change' with phases 1 (ALPHA), 2 (BETA), 3 (GAMMA), 4 (DELTA), and 5 (new ALPHA).

Vertical change entails meeting all Six Conditions and often requires a direct assault on both internal and external barriers.

- Spiral Integration
Management - Y Template
Command Intelligences - Z Template
1. First, decide what business you are in?
2. Second, chart big picture patterns and flows
3. Third, an inventory of resources, functional capacities, and life-cycle stages must be taken
4. Fourthly, are you ready to develop and propagate a strategic vision, ensuring that you communicate it throughout your organization's Spiral, in all its languages, not only to yourself or your peers?
5. Fifthly, your specific strategy for change you will need to pay particular attention to the respective vMEMES
6. Sixthly, then, it is connect everything to everything else
7. Create a hypothetical model of your ideal organization that fits with the six elements already outlined, and that is congruent with the flow of work itself
8. Realignment, whereby you reshape current systems to fit the new model, managers need to pay particular attention to the forces of resistance
9. Select the right person for the job
10. Build in an ongoing realignment process in recognition that change is constant, not a closed loop nor even cycles, but an open-ended Spiral requiring continuous adjustment through ALPHA, BETA, GAMMA, and DELTA towards a new ALPHA

- Spiral Alignment
Firstly involves establishing positive relationships through three universal principles: Politeness, Openness and, an idea surprising to some, decisive Autocracy (P-O-A)
Secondly, the Spiral Wizard recognizes and honors individual vMEMES at a personal and institutional level
Thirdly, effective Spiral leadership adapts to different people and different situations with these different vMEMES

- Spiral leadership
understand a given vMEME thoroughly, knowing intuitively how to lead people within that particular vMEME's sphere of influence
System Wizards
understand the transitional cusps between vMEMES and how to move between one and the next
Change Wizards
YELLOW vMEME consider broad-spectrum views and respond to many systems at once
TURQUOISE vMEME
FLASHPOINTS
HOTSPOTS
DIASPORAS
REGRESSIONS
HARMONICS
GRIDLOCK
CUTTING EDGES
Spiral Wizards
RED-BLUE nationalism, tribalism, and dictatorship
BLUE-GREEN free market and military democracy
ORANGE-GREEN social democracy, communitarianism, and egalitarian humanism

- Leadership dynamics
understand a given vMEME thoroughly, knowing intuitively how to lead people within that particular vMEME's sphere of influence
System Wizards
understand the transitional cusps between vMEMES and how to move between one and the next
Change Wizards
YELLOW vMEME consider broad-spectrum views and respond to many systems at once
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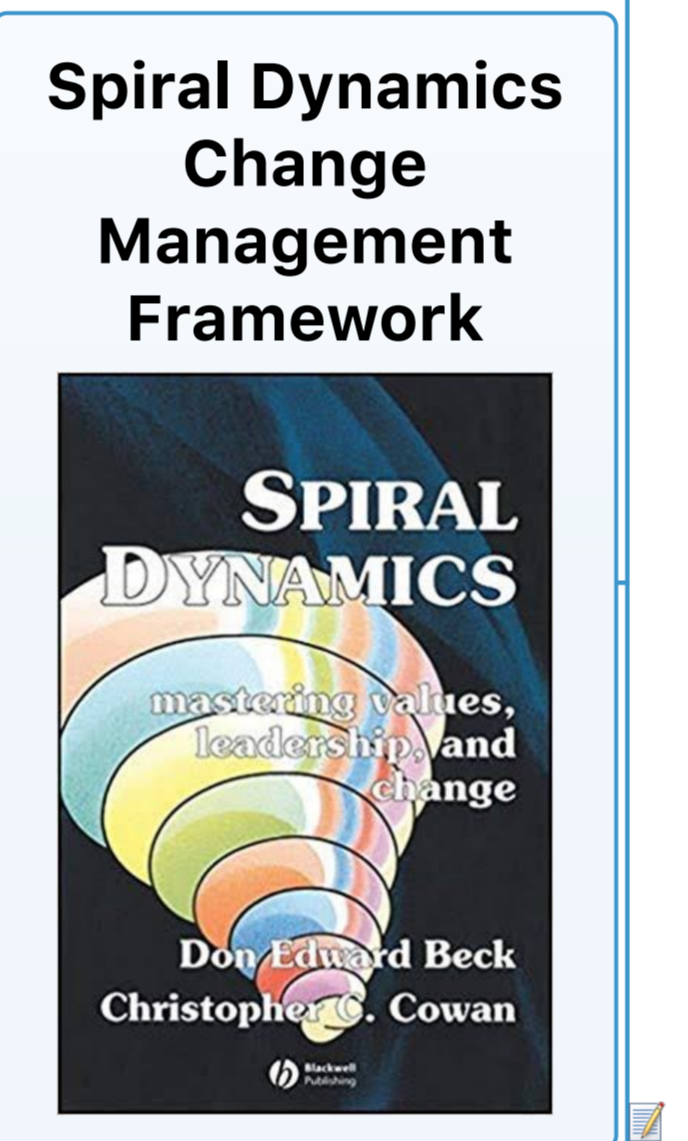
- Seven distinct Variations
1. Fine-TUNE
Six Conditions: 1. Potential, 2. Problems solved, 3. Dissonance, 4. Insights, 5. Barriers found, 6. Consolidation
2. Expand-OUT
Six Conditions: 1. Potential, 2. Problems solved, 3. Dissonance, 4. Insights, 5. Barriers found, 6. Consolidation
3. Stretch-DOWN
Quality movement
4. Stretch-UP
Quality movement

- Vertical Change
5. Break-OUT (revolutionary)
Six Conditions: 1. Potential, 2. Problems solved, 3. Dissonance, 4. Insights, 5. Barriers found, 6. Consolidation
6. UP-Shift (evolutionary)
Six Conditions: 1. Potential, 2. Problems solved, 3. Dissonance, 4. Insights, 5. Barriers found, 6. Consolidation
7. Quantum
Six Conditions: 1. Potential, 2. Problems solved, 3. Dissonance, 4. Insights, 5. Barriers found, 6. Consolidation

- Phase 1, ALPHA
An individual "has it together" in his or her personal world and believes it will be relatively smooth sailing for a while.
The company is doing well in its "niche" in terms of the primary indices - market share, return on investment, worker satisfaction, etc.
The society is meeting the needs of its citizens as challenges and opportunities are matched by resources and people.
Human systems are in a state of equilibrium, homeostasis, and integration. In a symbolic sense, "God's in His heaven, and all's right with the world."
Phase 2, BETA
In the BEIGE world, the habitat can no longer support the bands as food becomes more difficult to find.
In the PURPLE world, the offerings and rituals fail to fend off the evil spirits as the tribal order begins to collapse.
In the RED world, the have-not contract begins to erode as the powerful haves are weighed in the balance and found wanting.
In the BLUE world, the Truth no longer guarantees order and the future as doubt, skepticism, and new options appear.
In the ORANGE world, "the good life" is frayed and tarnished by conspicuousness as the search for inner peace flourishes.
In the GREEN world, warm human aspirations wear thin as the realities of complex societal problems and limited resources are laid bare.
In the YELLOW world, the reliance on individual choices and freedom fails to provide the cooperative action necessary for overall survival.

- Phase 3, GAMMA
Reform
When PURPLE confronts the barriers, it will curl up in a fetal position and die. Sin Businessmen who are imprisoned by the police are often dead in the morning.
When PURPLE confronts the barriers, it will descend into a fearful, superstitious existence, totally surrounding the self with altars, rituals, and omens. Its shamans and chieftains are empowered against the gods.
When RED confronts the barriers, it will go (a) down the road, full speed ahead or (b) fight tooth and nail and take no prisoners. Get down and dirty.
When RED confronts the barriers, it will sink into a righteous crusade, sponsor investigations and witch-hunts, and denigrate the enemy while delving the true potents.
When ORANGE confronts the barriers, it will engage in sleazy and shady deals, blackmail and bribery, and other under-the-table tactics. Whatever it takes to win.
When GREEN confronts the barriers, it will descend into a rigid, hollow form, dogmatically correct stance, arrogantly questioning every body else's motives.
When YELLOW confronts the barriers, it will evaluate the scene and depart or not after analysis of whether the cards are stacked against positive actions.

- Phase 4, DELTA
Phase 5, new ALPHA
GAMMA produces an assault on the barriers



- vMEME
biopsychosocial system (by Clare Graves)
mimeme
values mememe
The dynamic Spiral is the framework on which vMEME awakenings and expressions hang
Qualities of vMEMES
1. vMEMES manifest the core intelligences that form systems and impact human behavior: vMEME contains the basic package of thought, motives, and instructions that determine how we make decisions and prioritize our lives.
2. vMEMES impact all of life's choices: vMEMES are self-organizing entities which elaborate themselves into consistent packages that impact virtually everything in our lives.
3. vMEMES express both healthy (for-better) and unhealthy (for-worse) qualities: vMEMES themselves are neither good nor bad, healthy nor unhealthy, positive nor negative.
4. vMEMES are structures of thinking: vMEMES determine how people think or make decisions in contrast to what they believe or value.
5. vMEMES can brighten and dim as Life Conditions change: vMEMES have strong cybernetic (able to read the feedback and adjust) capacities and are driven to preserve their core intelligences and proliferate their influence wherever they find open minds.
vMEME MALIGNANCY - A virus-like condition where a vMEME grows out of control.
vMEME MATES - The pairing to two (or more) vMEMES which coexist and may even synergize under particular Life Conditions.
vMEME MIGRATION - The pattern of vMEME movement as they flow over the planet and proliferate through education, immigration and travel, economic transitions, entertainment and the mass media.
vMEME SCAPE (horizontal) - The distribution of vMEMES over social and geographic landforms such as families, companies, communities, regions, and societies.
vMEME SHIFT - When one vMEME supplants another to become dominant from either higher or lower on the Spiral.
vMEME STACK (vertical) - The specific vMEMES which are active within an individual, organization, or society, which form themselves into a hierarchy of priorities, and which are arranged in response to specific issues and circumstances.
vMEME ZONE - Locales where a specific vMEME(s) clearly dominates at a particular time because of specific Life Conditions.

- The Mind of the Spiral
Principle 1: Humans possess the capacity to create new vMEMES
vMEMES are a product of the interaction of the equipment in our nervous systems with the Life Conditions that we face.
Principle 2: Life Conditions awaken vMEMES which may emerge, surge, regress, or fade in response
swings in focus from an internal ('me') to an External ('we') locus of control and then back again swing in centrality of the self between a free-standing individual and a person defined primarily in terms of the group
swing from attempting to explore the external world and master it to a need for repair of the inner world and coming to peace with it
Principle 3: vMEMES zig-zag between Express-self and Sacrifice-self themes
1. Entering: When first awakening there is a period of preparation and energy increase
2. Peak: Next comes an interval of dynamic tension and apparent stability around the pinnacle
3. Exiting: That interval of apparent stability is followed by a period of disintegration, a confusing time when the system is becoming imbalanced and ineffectual as more complicated problems outstrip its capacities.
Principle 4: vMEMES emerge along the Spiral in a wave-like fashion
1. expansion of psychological space - toward more multifaceted personalities, diverse organizational forms, and a much more complicated planet
2. expansion of conceptual space - toward bigger picture views, wider scope of influence, and extended time frames
3. progressive increase of alternatives - toward more choices to make from a broader menu of ways to do a thing
4. a progressive increase in degrees of behavioral freedom - toward more possibilities in terms of how to be, ways to display emotions, acceptable kinds of human interrelationships

- Principle 5: vMEMES spiral up and down through levels of complexity
vMEMES are types of thinking nested in us rather than types of us
Principle 6: vMEMES coexist within our 'onion-like' profiles
Principle 7: vMEMES cluster in Tiers of Six along the Spiral

- People's potential to change in terms of their vMEME systems
potential for more complex level functioning
thinking
ARRESTED
caught by barriers in self-situation
may lack insights that explain what is happening
will require more dissonance to be created to spark change
makes excuses and rationalizes the status quo
leads to attempts to live within life's barriers and adjust to them as best as possible
is evidenced in undue stress, gastrointestinal disorders, passive-aggressive behaviors, and other forms of personal and social frustration
rejects transformational models of change, focusing instead on fix-uppers within the tried-and-true
blocked by biopsychosocial capacities
may lack neurological equipment or necessary intelligences
historic traumas may have triggered closure
unable to recognize barriers, much less overcome them
threatened by change and fights to stay put or else
CLOSED
thinking
INAPPROPRIATENESS - lack of adaptability to a changing milieu; every idea is washed in the same color, regardless.
INSATIABILITY - There is never enough.
EXCLUSIVITY - There is no other position, no other way to be.
UNIQUE RESPONSE TO FRUSTRATION - Reactions to barriers or being blocked are systems, far beyond what is called for in the situation.
FULFILLS TASKS TO EXTREMES - A perfectionist, compulsive.
BUILDS A SHELL - Avoids exposure to other positions or views.
The thinking is not CLOSED, but is OPEN or at least ARRESTED. The person or group has not reached the limit of available capacities, whatever the reasons for that ceiling may be.
The requisite intelligences are present to deal in the more complex milieu. These may be within the individual or the cumulative knowledge/skill base of the social system.
The person, organization, or society is free from restrictive pathologies, unresolved "sink-holes," and historical baggage.

- Secondly, if unresolved problems are still from a lower order, you cannot expect to effect change at higher Spiral levels.
Problems of the vMEMES at the current Spiral level are being adequately managed.
A zone of comfort has been reached and relative balance achieved.
Excess energy is available to explore the next more complex system.
SDTEST® VUCA polls

- Thirdly, there needs to be dissonance within the current vMEME system before the change will be welcomed.
Awareness of the growing gap between Life Conditions and current means for handling those problems.
Enough turbulence to create a sense that "something is wrong" without so much chaos that the whole world seems to be coming apart.
Subject failure of old solutions to solve the problems of new Life Conditions may stimulate fresh thinking, release energy, and liberate the next vMEME(s) along the Spiral.
Greater insight into how systems form, decline, and reform - particularly one's own. People must accept the possibility of change as well as the means.
Put a stop to wasteful regressive searches into out-moded answers from the past which simply cannot address greater complexity of the present.
Consider optional scenarios, fresh models, and experiences from applicable sources. Scout the competition and determine the concrete, practical alternatives look like.
Quickly recognize the appearance of new Life Conditions and the vMEMES required to shift into congruence. Custom tailor for best fit.

- Fourthly, sufficient insight into the causes of the dissonance and awareness of alternative approaches to their resolution is needed.
The barriers, either historic or current, must be identified and targeted. Clean up both the world outside and the world inside.
Risks, consequences, and the pain of barrier removal must be calculated. Bridges may need to be burned to replace for-worse with for-better relationships. Energy should not be wasted on suicidal assaults on barricades or ill-fated attempts to regain the mythical "glorious days of yesteryear".
Excuses and rationalizations for not implementing change should be exposed. Then full-court press strategies and tactics are employed in undermining and removing barriers. Be sure there is again a solid foundation before starting to rebuild.

- Fifthly, the specific barriers to change must be concretely identified, eliminated, bypassed, neutralized, or reframed into something else.
Sixthly, when significant change occurs, you can expect periods of confusion, false starts, long learning curves, and awkward assimilation while the new thinking consolidates.

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