

CHANGE FROM THE INSIDE OUT

My communicating with you will be quite eclectic. It starts with the premise that all of us are on a journey – a heroic one in Joseph Campbell’s estimation - regardless of the detours we have taken and the obstacles that have deterred us. Further, we are all storytellers. As described by evolutionary biologist Jack Cohen we don’t experience the events happening around us; rather we experience *the stories we tell to explain them*.

I am going to partly tell a story about my journey of learning. My intention is that, even though each of us has a separate reality, my story will overlap with yours and we can share discovery that the condition of humankind is much more hopeful than world and local (and even workplace) events seem to indicate. Some of the stages of my journey/story of learning, including a detour or two, which I will touch on are:

- Existentialism that depicts each moment in life as altogether new with no necessary relationship with the moment just past.
- Paleontologist and theologian Teilhard de Chardin’s imaginings about the global ecosystem, that the final stage of evolution will be characterized by a Net-like membrane of information enveloping the globe and fueled by human consciousness.
- The assertions of the ‘anti-guru’ philosopher, J. Krishnamurti, who warns us away from masters and teachers (and consultants?), explaining that our thinking has fragmented us from ourselves and that when we simply grasp that fact we open ourselves up to commonly shared intelligence and consciousness characterized by compassion, understanding and peace.
- Deming’s theory of profound knowledge, notably including the not fully fleshed out part, ‘Psychology,’ that people are different from one another, learn differently, and are intrinsically motivated to succeed.
- Fractal geometry, chaos theory and the science of complexity (Mandelbrot, Lorenz, Kauffman, Arthur et al.) that shatter linearity and shows us in a variant of the Sufi story about the blind persons and the elephant and the wise man that the wise man too is blind, there is no elephant, the wise man doesn’t know what he is talking about.
- Physicist David Bohm whose belief in the interconnectedness of everything in the universe is proved by his student’s, J.S Bell, Theorem, and who speaks of our reaching into ourselves and being “led into the generating depth of consciousness that is common to the whole of mankind...”.
- Syd Banks, an ill educated itinerant welder in Canada, who had a few seconds of insight 40 years ago, which he has been describing ever since, that our conditioned thinking separates us from ourselves and others and as we ascend in our understanding the oneness of life emerges, bringing feelings of love, warmth and compassion.

- The new field of Positive Psychology which denies the Freudian illness model that labels the best of us as raging neurotics and which rather asserts that we are innately psychologically healthy and only a thought away from accessing that health.
- Latter day every(wo)men, including Tony Parsons, Suzanne Segal and Stephen Jourdain who experienced and have written about their respective momentary yet life changing experiences that perceiving ourselves as separate from one another is an illusion.

I plan to weave in through recounting my story of learning, sometimes first- and most often second-hand, from this collection of strange bedfellows the implications for us, including the power to change our workplaces, and of course every other aspect of our lives, from the inside out. I will also cite stories of pretty dramatic change in a couple troubled communities. Some of the key principles that underpin our ability to create change from the inside out include:

- At the core, every human being is a caring person who wants to do right by her/his family, spouse, friends, and boss.
- The spirit that lives inside of each of us always and forever without fail is the spirit of love and understanding.
- Every one of us is innately healthy, and our healthy state of mind is characterized by maturity, good judgment, social competence, positive self-worth and motivation.
- Thought is the way we experience our unique personal reality. At any given moment, whatever is in our thoughts will be our experience of life.
- Negative feelings of anger, insecurity, fear, etc. are always and only the result of an habitual thought that is so conditioned we are not aware of it. We are gripped by the emotion because it looks as lifelike as life can get, not realizing that it is as fleeting as the thought which produced it.
- Simply recognizing that we have the power to create our experience, seeing that the power is only limited by our knowledge that each of us is the thinker, is liberating.
- When we are around others caught up in negative moods we are curious to know what thinking is creating those, compassionate for the pain and frustration they are experiencing, and understanding that any unpleasantness directed toward us is nothing personal. They are doing the best they can based on their thinking.
- Once we gain the understanding that our thoughts create our reality we feel more resilient. We get along better with others. We respond to adversity in a better way. We enjoy ourselves more because our experiences are in life as it happens.
- When we are in the moment and in touch with our freedom of thought, then we have the understanding that within the *unknown* is a limitless store of wisdom, insight, genius, and the potential for ideas we have never thought before.

Each one of us has the potential to create an epidemic of positive change in our workplace by understanding these principles and allowing our buoyant innate psychological health to emerge. The positive way we live our lives attracts others and they are curious about why we are so much at peace and content, let alone creative and productive. They in turn, each in her/his unique way, change and likewise stimulate change in others. I think that these principles amount to a “theory of everything” about how we operate psychologically and what wonderful potential we possess for accessing our natural state of wellbeing.