

The Development of Intersubjective Fields

**A perspective of development
that does not center on the
'individual'**



Purpose

To begin to learn to distinguish
*development on the level of inter-
subjective fields*

in our own experience such that
it begins to show up more
consciously
in our daily lives



Intended Results

1. To have a basic cognitive understanding of four sequential fields of conversation.
2. To have consciously experienced the first three of these fields such that we are able to distinguish these inter-subjective fields as they arise in our experience in the future.



Intended Results

3. To experientially register the bi-directional causality between these fields and our self. That is both (a) how they affect us, and (b) how we can affect them {conscious participation in system emergence}.

4. To continue to develop the inter-subjective field that we, together, are.

5. To appreciate the preciousness of This being together.



Overview

- A cognitive and experiential introduction to four sequential inter-subjective fields
 - A little bit of theory about each field
 - An experience
 - Reflect, anchor and share about each experience
 - Identify the logic of the transition to the next field



Development on the Level of the Group

Primacy of the Whole

4. Co-Presencing

Collective flow, time slows down, boundaries collapse
Listening from future Self
Other: Self
Rule-generating
Magician/Ironist

3. Reflective Dialogue

Inquiry
I can change my view
Empathic listening (from in the other)
Other: fellow being/ co-learner
Rule-reflecting
Individualist/Strategist

1. Polite

Polite, cautious
Downloading
Listening = projecting
Other: meet my needs
Rule-reenacting
Diplomat

2. Ego Authenticity

Debate, clash
I am my point of view
Listening = reloading
Other: contrast to self
Rule-revealing
Expert/Achiever



Enacting the Patterns of the Past

Qualities of Field 1

- Polite
- Conflict averse
- Very little or no genuine feedback
- More honesty emerges in gossip in conversations outside this field
- Not particularly intimate
- Skilled incompetence (Argyris)
- Pseudo-community (Peck)
- This field will tend to draw forth the Diplomat action logic from you



Quality of Listening in Field 1

- Listening = unconsciously downloading (downstream attention)
- Listening is enmeshed in an unconscious process of making up stories without ever checking those stories out (a profound level of projection & self-confirmation)





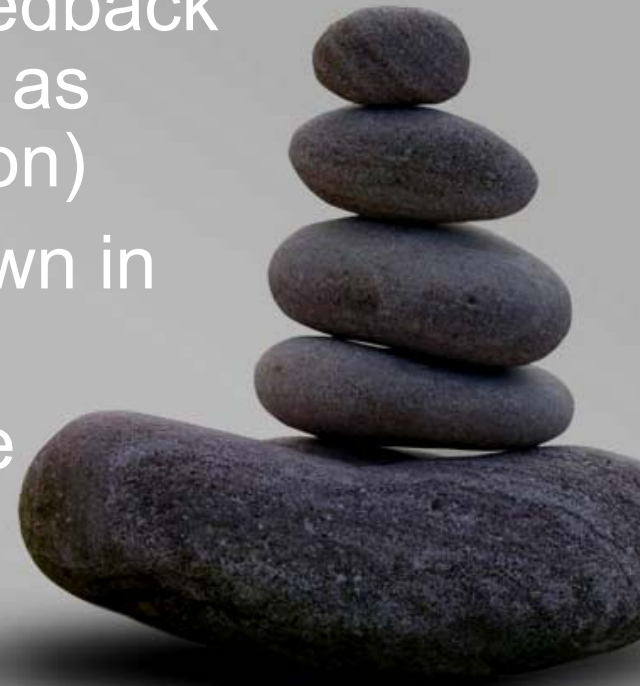
Transition to Field 2

- An relative increase in terms of authenticity and vulnerability
 - Integrity between what I say and what I think
- A subtly different sense of self
 - From identification with image and being liked and accepted to identifying more with one's ideas and beliefs



Qualities of Field 2

- You say what you actually think
- You are willing to fight for your point of view (not conflict averse at all)
- Brutally honest “constructive” feedback (that is not generally recognized as being at least partially a projection)
- Sometimes a feeling of breakdown in the community
- This field will tend to provoke the Expert action logic within you (your Expert self)



Quality of Listening in Field 2

- Listening = Re-loading
- Listening for how I am separate (better and/or worse) ...for how I stand out
- Listening for what's true/
what's not





Transition to Field 3

- An relative increase in terms of authenticity and vulnerability
 - Surrender to deep aspirations of who one wants to be (vs. who one thinks one is)
- Again a new sense of self: Identification with and commitment to one's deep aspirations or felt soul's yearnings



Qualities of Field 3

- Increased vulnerability in that you are honest where you are but offer what you think in a vulnerable and open-to-be-changed way
- In fact your beliefs and opinions rarely come away unaffected by this quality of conversation
- Flex-flow of emergent meaning with others
- You don't necessarily trust your own self system more than others'



Qualities of Field 3 (cont)

- Deep sense of allowing others to be as they are, think what they think, and feel what they feel
- ‘*True community*’ stage in model of community development
- A learning community
- Will tend to draw forth the Individualist and/or Strategist action logic from your self system



Quality of Listening in Field 3

- Listening from a space of awareness within self
- Listening *to* (not from) your own reactivity
- Listening to your thoughts without necessarily identifying with them or taking them all that seriously



- How might we add to or modify our understanding of **sustainability** so as to contribute to a deeper or more mature relationship with this distinction in our personal and collective lives?





Transition to Field 4

- Another relative increase in terms of authenticity and vulnerability
 - Surrender to Spirit?
- A new sense of self



Qualities of Field 4

- Co-presencing/ Generative dialogue
- In a highly creative, highly coordinated flow state together
- State experience: though this in itself is often not noticed at the time, and is not the point
- Not just true community, but a generative community
- Or to build on Learning Organization Theory a 'creating community' in the spirit of service (participation)



Quality of Listening in Field 4

- Listening from within (as) the whole field
- Listening for the future that “wants to emerge”



