

## Identity Experience Primer and You!

Standard Grant Hours 6

R082-ak

### Join Zoom Meeting:

<https://us02web.zoom.us/j/83411575673>

(Once on Zoom, choose “join with video,” then choose “call using internet audio.”)

Poor internet signal? You can always join us by phone at 312-626-6799.

## Saturday November 12, 2022

### 10 am to 3 pm CST

#### Identity Experience Primer and You!

### Format

A workplace where you have freedom to live your deepest beliefs in harmony with all, is a best place to work. Loquate’s Smart® protocol builds small group unity. Unity precedes community. Now our small group will build community.

Each in our small group will share an experience or series of experiences elevated in your mind as typical of what it means for you to work in our organization.

You can elevate a positive experience, a negative experience, or a dual experience meaning both positive and negative. It is up to you what you elevate in your mind. Our group will become a feedback group for organization governance review.

(Small groups do no governance of social structures. That is up to each head of a social structure. Our small group Smart® protocol is to change only ourself, and no one else.)

If you share a positive experience at our next Assembly, you may affect many. Any workplace seeking to be a workplace where

you have freedom to live your deepest beliefs in harmony with all, is a best place to work. The Loquate INDEX is a list of organizations who use Loquate’s turn key solution to build community. Every workplace on the INDEX is seeking to be a workplace “in unity for all.” A workplace where you have freedom to live your deepest beliefs in harmony with all, is a best place to work.

Socialization occurs which exceeds individual capacities. This socialization is lived and learned throughout our life as a member of our small group. We brake for miracles. Raise your hand. Sharing Miracles, First Hand, builds an interdependence based on the Spirit. Spending a lifetime together giving witness makes a difference.

The agenda is sequential. Appendix A at the back is for the facilitator to run the meeting like a retreat.

### Overview

Part 1 Share Your Identity Experience

Part 2 Evaluate Identity Experience

Part 3 Offer Feedback to the company

## Overview

## Welcome to Loquate

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Loquate's vigor is unity for all -- in, through and by Natural Law -- not religious teaching.

Loquate’s small group program offers **Scientific Momentum Activating Righteous Transformation** through Natural Law. The science states innate needs are satisfied by primary values. The innate needs of human kind may be the greatest discovery in Natural Law ever. Like sailors eating limes to prevent scurvy, Smart® habits overcome the scurvy of the human spirit which is diminished motivation and well-being. Interfaith small

group members build community in every group of which they are a part, and individually tend toward happiness or joy.

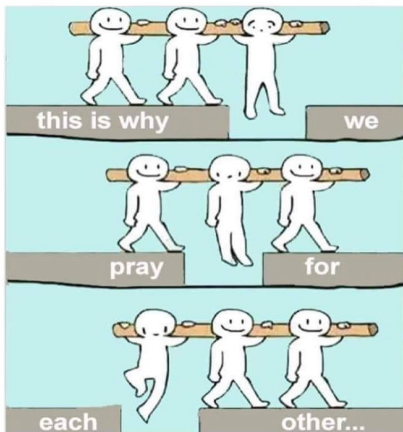
Loquate is comprehensive in this sense. It integrates religious beliefs about community in unity for all mankind as Biblically or Scripturally possible, nothing more.

## Welcome to Loquate!

**Loquate** builds an interdependence that is based on the Spirit. The Spirit is a caring presence outside of ourselves that can be invited to reside within ourselves. We brake for miracles. If anyone has a miracle story to tell, please do so. What better witness than a miracle story. Raise your hand. Share yours.

## As a Feedback Group, we follow the same Smart® protocol as in our small group:

- self-change, not changing another,
- relevant resolution storytelling, not advice,
- satisfying innate psychological needs, not ordinary conversation.
- praying for each other.



## All are welcome!

Seeing hope in others' stories is the catalyst that will increase community.

## As a Feedback Group, we will follow the same Principles of Interfaith dialogue as in our small group during meetings:

### Principles of Interfaith Dialogue

- Interfaith dialogue is first and foremost an attitude that is acquired as the result of listening to various points of view and ultimately forming one's own view of other religions. An attitude could be defined as a manner of acting or thinking; a disposition, opinion or mental set.
- Interfaith dialogue consists essentially in hearing each other. Interfaith dialogue is living together in spite of our differences. Differences make sense when they are well understood. Be respectful of differences.
- Avoid proselytizing during interfaith dialogue. Be true to your beliefs. State your own beliefs when appropriate.
- But mainly listen well, which means hearing an entire message.
- Build unity. Be united in faith in God, for love of fellow man, for peace on earth, and for the greater glory of God.

Loquate treasures its independence consistent with its mission as a ripple organization for peace.

## Mission

Loquate's mission is to work with members of groups and organizations:

- To develop the member's diversity and sense of shared humanity thru self awareness,
- To develop a sense of community in small groups of self aware members,
- To develop the sense of community within the larger group or organization of which they are a part,
- To develop the larger group or organization into a catalyst for the sense of community in its surrounding environment,
- To spread the sense of community throughout our fragile world using small

functional incubator groups to serve as a model for peace.

engaged for every 1 not engaged vs. 2% lower earnings per share @ 2.6 engaged for every 1 not engaged.)

## **Part 1** - Share Your Identity Experience

### **Can we increase work engagement?**

Instead of thinking how we are different, let's take a moment and think about how we are the same. If that which you value the most is intentionally put to use at work, that experience is highly likely to lead to happiness for you and an increased sense of community for each work group of which you are a part. Any workplace where you have freedom to live your deepest beliefs in harmony with all, is a best place to work. Community in "unity for all" exists for you.

If your identity experience was consistent with that which you value the most and consistent with the mission statement of your workplace, engagement would be high. Studies show that high engagement leads to greater profitability. (See Gallup studies 2013 and 2011 state of the Global Market Place: 147% higher earnings per share @ 9.3

Greater profitability and engagement lead to workplace enhancement. Recruitment is easier when high engagement with the company mission statement includes that which one values the most. Increased engagement leads to innovation. Greater profitability leads to greater capital availability for growth and advancement.

Many of the work groups to which you belong may be diverse. A shared assembly experience is meant to be a diverse experience, an instrument to bring peace on earth in cultures of diversity. Peace can also come in the workplace from living and working together in spite of our differences. The peaceful purpose of the assembly is gaining experience at helping each other to accomplish that which they value the most.

On the assembly, when a person shares a concern about their handling of something as it relates to that which they value the most, others in the same cultural environment may share relevant resolution stories.

**Socialization occurs which exceeds individual capacities.**

**Let us begin**

# **Identity Experience Evaluation Sheet**

## **Introduction**

Of all those experiences that an individual member has in a group or organization, that single experience, or set of related experiences, which the member selects as a defining experience of what it means to be a member of your group or organization is termed an identity experience. Culture comes from collective identity experiences of many members. "Identity Experience Evaluation Sheets" are designed to permit intentional community building and culture modification. Use the Identity Experience Evaluation Sheet to discover identity experiences that occur when the individual member's good experience and the good experience of the

organization are all contained in one experience. An “Identity Experience Evaluation Primer” is recommended for the facilitator.

Of all the experiences that you have had within the small group, what experience, or set of related experiences, most exemplifies for you what it means to be a member of the small group ? When you answer that question in the silence of your heart, you may find some general concepts. Often those general concepts lead to or are rooted in a particular experience. We are after the particular experience or set of related experiences. Can you think of a particular experience that fuses the general and the particular in one experience, as opposed to only a general concept like mom or apple pie? This is subjective. What others think of the experience is irrelevant. There is no right or wrong answer. The more meaningful the experience has been for you in identifying what it means to be a member of the small group, the more valuable your sharing that experience will be to the Feedback Group. Your experience could relate only to our small group or it could relate to our Feedback Group and to our organization, but the experience or set of related experiences will define for you what it means to be a member of our Feedback Group. Please write down your experience or related experiences below and be prepared to share your identity experience.

# Identity Experience Exercise Sheet - B070-ad 4/22/2022

Can you think of an experience, or set of related experiences, that you have had that was a defining experience for you that most exemplifies what it means for you to be a member of the entity under study, including for example a bible study group, or a church group, or an organization where you work. What others think of the experience is irrelevant. The more meaningful the experience was for you, the more valuable it will be for us. The experience will be particular as opposed to a general concept like mom or apple pie. Please share your identity experience as your story.

<i>Values that permit innate psychological need satisfaction</i>	<i>Explanation – Symptom of Violation</i>
<i>Relatedness - 1 The right to do that which is truly in the best interests of others.</i>	<i>1. Feeling that I am part of something that injures or harms others.</i>
<i>Attaining goals - 2 The right to attain goals.</i>	<i>2. Feeling unable to finish something I have started or want to do because others prevent me or interfere or take over.</i>
<i>Autonomy - 3 The right to operate in an area of meaningful expansion for yourself.</i>	<i>3. Feeling bored about my work. Feeling I am wasting my time. When I die I don't want to say "That which I should have done, I did not do."</i>

***The values that permit a member's good experiences are the values the member must have the right to pursue.***

*Let's see if the identity experiences being related contain any of the primary values listed in the Primary Values that permit innate psychological need satisfaction for increased happiness or joy for the individual and increased sense of community.*

**Instructions:**

1. After hearing a story determine if the experience goes for, “**F**,” against “**A**,” or is neutral, “**N**,” with regard to the first primary value. By “**going for**” a value, we mean the experience is consistent with the value as stated. By “**going against**” a value, we mean the experience is not consistent with the value as stated. By “**neutral**,” we mean the experience is neither for nor against the value in question.
2. Do the same for each remaining primary value.
3. Without explanation, read the letters of your three responses, such as “F, F, and N.” After all answers have been read off by everyone, discuss differences.

Storyteller 

The Primary Values are:

1. Doing that which is truly in the best interests of others.									
2. Attaining a goal, (or other end not necessarily preconceived as a goal but which becomes a goal once experienced.)									
3. Operating in an area of meaningful expansion for yourself.									

The rule: If the experience goes against one or more primary values, you will feel bad, even if other values are present; if one or more values are present, and the experience does not go against any of the other values, you will feel good.





## **Part 3** - Offer Feedback for Organization Governance Review

(Small groups do no governance of social structures. That is up to each head of a social structure. Our Smart protocol is to change only ourself, and no one else.)

(The system is interactive. The worker and the sociological system create the community “in unity for all.”)

(The good news is that when you change, the sociological system of which you are a part is given new alternative ways of being. Each is free to change or not. Your example brings a living witness that change is possible, nothing more.)

If you learned to change based on primary values affirmed in feedback by the group to both accomplish the mission statement of the organization and be a good experience for the participant, you will be called on at our next Assembly to share such an experience? Your facilitator will help you. Your group will help you.

In facing adversity, group support is meaningful. When the leaders in the environment know the members and go out of their way to be helpful, the small group can provide support. To spread the sense of community throughout our fragile world, our small functional incubator group serves as a model for peace.

**And you giving witness to community “in unity for all,” is your workplace’s furthest reach!**

Your success outcome is leveraged for all to see. An identity experience is defined as a single experience elevated in the mind of the small group member as typical of what it means to be a member of your organization or community. Identity Experience Evaluation occurs annually for small group members, and in the next assembly. A melding of the values of the

corporation or at home in an Identity Experience of the member that satisfies innate needs is hope for all.

**Incredible Value.** A few can affect many. Freedom to live one’s deepest beliefs in harmony with all is an incredible value.

The greater the sense of community, the greater the member's perception of well-being.

### **Group Support in the Small Group**

Each member’s personality offers an opportunity for a unique point of view. In facing adversity, group support is meaningful. When the leaders in the environment know the members and go out of their way to be helpful, the small group can provide support and become an incubator, or model group, for the larger group of which it is a part.

Building Faith is the one to one correlation between mission statement accomplishment and greater personal happiness or joy. A greater sense of community for every group of which the individual is a part. Tolerance of individual uniqueness grows through primary values.

Trust grows with the sharing of stories. Through the shared stories, goals are successfully attained. It is this success that builds trust. When trust is real, the atmosphere radiates cohesiveness. A community forms out of diversity “in unity for all.”

When a cohesive group forms it gets celebrated. Faith in diversity grows. When differences in personality, background and beliefs are celebrated, the environment has a sense of community.

After the small group is formed and running successfully, hold another Assembly. Invite all to participate. Everyone benefits by increased community.



## **Appendix A** – Instructions for Facilitators

- Get lifelong skills by being a facilitator.
- Help the company grow its strengths.
- Build community.
- Open to all.

### **Identity Experience Primer**

#### **Introduction**

Learn how to use “Identity Experience Evaluation Sheets” with this primer. Learn to supercharge your group’s or organization’s unique culture with sense of community. Learn best practices to develop a one to one fit between a group or organization’s mission statement, the sense of community and the personal happiness or joy of its members all in one elevated experience, an identity experience. Individual identity experiences collectively make up the culture of the group or organization. By focusing on identity experiences, you can unveil true cultural success stories. Replicate what works best with the Identity Experience Evaluation Primer according to the desires of the organization. Learn culture modification techniques based on identity experiences.

#### **Feedback group record answers without discussion.**

- a. Write the name of each participant on the Facilitator’s Meeting Feedback Summary Sheet (B050d), today’s date, G for general meeting feedback, and % score by question number as each participant reads off their answers without discussion. (The Facilitator’s Meeting Feedback Summary Sheet

will be used later to obtain Certification of a genuine sense of community within the Feedback Group. This is a very important step so be sure to always use the Facilitator’s Meeting Feedback Sheet in each meeting to make Certification go more smoothly later on.

- b. ask each participant to read off the scores to each question without discussion
- c. wait until all have read their scores without discussion.

#### **Solicit discussion of differences.**

- a. Differences are worth discussing, for example, John you recorded Mary’s identity experience as F or “for” primary value 1. Can you tell us about that?
- b. Mary, you recorded the identity experience as A or “against” primary value 1. Can you tell us about that?

#### **Verify legitimate concerns.**

Remember that the Smart® process is only about people who want to change themselves. The Smart® process is not about changing others. You may need to remind the group that changing only yourself is what makes a legitimate concern. We call That which you value the most for the common good, living your deepest beliefs, a God concern at work.

- c. Ask Mary if she has a concern about her handling of this identity experience in relation to That which she values the most,

- a. Is this a question about doing the right thing in the eyes of God?
- b. Is this a concern you are facing now?
- c. Is this a concern only about changing yourself?
- d. You are not trying to do anything about the concern at this point. Rather you are asking permission to establish that the concern is stated in such a way as to be about changing herself. Use consensus to form if this is a legitimate concern of Mary's about changing herself?
- e. Call on someone else as you say matter-of-factly, "\_\_\_\_\_, **do you see this as a legitimate concern of \_\_\_\_\_** Mary about changing herself?"
- f. Ask a second person, Joan, "**Do you see this as a legitimate concern of \_\_\_\_\_** Mary?"
- g. Try to routinely move the meeting along to this point of establishing that the group sees this as a legitimate concern of Mary's to change herself.
- h. If the group does not see this as a legitimate concern of Mary about changing herself, ask
  - a. Mary\_\_\_\_\_, can you restate your concern in terms of a need to change yourself as doing the right thing in the eyes of God?
  - b. Repeat as above until the concern is a legitimate

concern of Mary only about changing herself in the eyes of God.

**Hear alternatives on how to obtain an "agree" response without discussion.**

- i. If legitimate concern, hear Best Practices – "Can any who faced a similar concern tell a resolution story? Please share your relevant resolution experience as a story, not advice.
- j. Response alternatives may be suggested by asking how to obtain an "agree" response to the primary value that Mary's identity experience went against.
- k. Hear the alternative. Do not discuss it. Just hear it. Now call on others to see if they have an alternative.

**Which alternative does the one with the concern like best?**

- l. After all alternatives are heard, ask Mary (the one with the concern about her handling of something in relation to that which she values the most) which alternative she likes best.

**Screen best alternative using primary values which permit happiness and sense of community.**

- m. Then ask her the primary value questions.
  - a. Do you see this as truly in the best interests of others?

- b. Can you get the job done; do you see yourself as attaining the goal?
- c. Is this an area of meaningful expansion to yourself?

**If there is still an issue, can you break apart the problem? Can you state an underlying issue? Hear alternatives.**

- n. If there is still an issue, that is, the alternative still goes against one or more primary values, state the issue to the group. Ask the group for alternatives to obtain an “agree” response to that particular issue which is a possible solution to that issue and is an alternative that goes for the primary value in question.
- o. With experience you will find that the knottiest issues can be broken up into resolvable points, with an overall solution that has a higher probability of success than not dealing with the issue. The goal is to bring happiness or joy to the participant and a sense of community to the group on the matter at hand.

**Get the respondent to focus only on change of self.**

- p. Notice that all the alternatives have to do with Mary changing herself. The Smart® process is only about changing yourself and not about changing the other person.
- q. Ask someone in your Feedback group to record on the CEO Report the primary value gone against in a concern and turned around to going for and its best practice for doing so.

Note: Initially ask someone in your Feedback Group, and an alternate, to record the **Identity Experience Evaluation Record**. Complete this task in each feedback meeting. Monitor that it is being done correctly as you go along. In the beginning the Facilitator may choose to do it to get familiar with the process before handing it off. This job involves recording the primary value that the concern went against and the instrumental means, or best practice, to be used to turn around the experience into going for the primary value that previously it had gone against. It will be a “best practice” to keep the **Identity Experience Evaluation Record** current. Asking another in the Feedback Group to do this will take the burden from the facilitator, except for monitoring that it is being done, which remains a responsibility of the Facilitator.

By recording these successes over time, a pattern will emerge as to which primary value is most frequently related as a concern going against. Then specific solutions may be employed elsewhere in the organization. However, this is not a responsibility of the Feedback group. The feedback group only enhances each member’s ability to be consistent with that which each member individually values the most. Helping another accomplish that which they value the most is extreme value.

The term CEO Report indicates that the person most responsible for cultural enhancement will receive this report after sufficient meeting have occurred for a pattern to exist in the Facilitator’s eyes. The facilitator communicates with the CEO. In some instances the facilitator may

immediately report a concern or resolution needed to know by the CEO.

**Move On.**

- a. You may find that with the best of efforts, Mary may still be hurting with no truly viable alternative.

The tolerance of the group to accept unresolved problems is a virtue of a patient group. For a time, while the problem is being worked out, sometimes suffering is the only way, but in the end patience in a group with heart usually is rewarded with a sense of community.

Notice, you as facilitator follow the Odd Rule. Of course if you have an alternative to suggest, you may suggest it after hearing all others speak. The Odd Rule does not apply in the sense of your remaining silent. The main thrust of the Odd Rule still holds though. That is that the flat group has the problem, not you alone. The flat group is on Mary's side. That occurred by establishing that she had a legitimate concern. The problem may or may not get resolved, but you as facilitator have done all that was asked of you.

Then you move on.

**Repeat the process for each member of the Feedback Group**

**Share Good Identity Experiences.**

- b. Ask the group if anyone has a good identity experience to share while accomplishing the goals of the organization.
- c. Ask the primary value question to see if the experience went for or against each primary value.

- d. Ask the Recorder to record the good experience on the CEO Report for that purpose.

Note: The Recorder will turn in these sheets upon certification from an outside source. The CEO may wish to see them to replicate the good experiences elsewhere. The presenter may be called on to recall his or her good experience at a future date. The CEO Report may be useful for that purpose.