

# The 7-Step Protocol (Continued)

## Step 6.5: Regulate for Combat — Turning Dysregulation Into Disciplined Force

### Why This Order Matters

You've stopped the bleeding (6.1). You've built the megaphone (6.2). You've painted the destination (6.3). You've built the slipway (6.4).

**Now you need to train your people to fight effectively.**

Here's what most people get wrong about "regulating the collective nervous system": They think it means creating safe spaces, holding healing circles, and processing trauma until everyone feels calm and centered.

**That's not regulation for movements. That's regulation for retreat.**

**A regulated nervous system is not passive. It is focused.**

A regulated nervous system is not about feeling peaceful. It's about being able to **aim**. It's the difference between:

- **Panic (Sympathetic Overdrive):** Sprays bullets wildly and misses
- **Collapse (Dorsal Shutdown):** Drops the gun and gives up
- **Regulation (Ventral Vagal Coherence):** The sniper who breathes, aims, and hits the target

**Dysregulated movements produce mobs that riot, burn out, turn on each other, and lose.**

They operate from reactive rage or hopeless collapse. They feel powerful in the moment and accomplish nothing lasting.

**Regulated movements produce disciplined forces** that occupy the statehouse, hold the occupation for weeks, win the legislative battle, and go home to plan the next campaign. They operate from calm, focused, connected strategic thinking.

### The Core Principle

**We regulate not to be nice. We regulate to be lethal.**

We transform rage into focused precision. We transform grief into iron resolve. We transform freeze into disciplined patience that can wait for the perfect opening and then strike with overwhelming force.

**This is what it means to build a movement that can actually win against an entrenched oligarchy with infinite resources.** They want us dysregulated—scattered, fighting each other, easy to dismiss as a "mob."

We become dangerous when we're calm.

### What It Looks Like When It Works

**The 1960s Civil Rights Movement:**

Why did they win against overwhelming state violence?

**Disciplined nonviolent training:**

- Protesters trained for weeks before actions
- Practice sessions: being spit on, pushed, called slurs—without reacting
- Clear roles: marshals, medics, legal observers, spokespersons
- Strategic objectives decided in advance, not improvised in the heat of the moment

**The Birmingham Campaign (1963):** Bull Connor unleashed dogs and fire hoses on children. The protesters **held the line**. They didn't break formation. They didn't retaliate. The images shocked the nation and turned public opinion.

**Result:** Civil Rights Act of 1964, Voting Rights Act of 1965.

**The key insight:** They could hold the line under extreme pressure because they were *trained* and *regulated*. It wasn't spontaneous or emotional—it was disciplined.

### **United Auto Workers Stand-Up Strike (2023):**

30,000 workers walked out across multiple plants. But this wasn't a traditional strike—it was surgical. The UAW leadership called strikes at specific plants, keeping the Big Three automakers off-balance and unable to predict the next move.

#### **Why it worked:**

- **Strategic escalation:** Controlled, measured, unpredictable to the opponent
- **Clear communication:** Workers knew the plan, trusted leadership, stayed unified
- **Endurance:** They held out for 46 days—longer than the companies expected
- **Result:** Historic contracts with 25% raises, reinstatement of cost-of-living adjustments, and right to strike over plant closures

**The key:** Regulated, disciplined force over sustained time beats reactive outbursts every time.

### **Chicago's "Migra Watch" (Revisited from 6.1):**

When ICE enters the Pilsen neighborhood, residents don't panic. They:

1. **Alert the network** (whistles, texts, livestreams)
2. **Form human barriers** (organized, not chaotic)
3. **Document everything** (cameras rolling, legal observers present)
4. **Hold the line** (no one breaks formation until ICE leaves)

**Why it works:** It's not rage. It's **disciplined, collective protection**. The regulation makes it effective.

## **What It Looks Like When It Fails**

### **Occupy Wall Street (2011):**

Massive energy. But internally:

- No clear decision-making structure (consensus process paralyzed action)
- Constant infighting over tactics, messaging, demands
- No training in conflict resolution or de-escalation
- Emotional exhaustion led to collapse

**Result:** The movement ate itself before the police cleared the camps.

### **Seattle WTO Protests (1999):**

The "Battle of Seattle" successfully shut down the World Trade Organization meeting. But:

- Different factions (labor unions, anarchists, environmentalists) had conflicting tactics
- Some protesters smashed windows, giving media the "violent protestor" narrative
- Internal conflict afterward fractured the coalition

**Result:** Short-term disruption, limited long-term gains. The movement didn't sustain.

**The Pattern:** When movements can't regulate internal conflict or hold discipline under pressure, they collapse from within—even when they have the numbers and the moral high ground.

## The Pitfall to Avoid

### "Performing Regulation" vs. Actually Regulating

Many progressive spaces talk a big game about "trauma-informed organizing" and "healing justice" but are actually just as dysregulated as anyone else—they've just learned the language.

#### Signs you're performing, not regulating:

- Meetings that run 2+ hours over time with no clear outcomes
- Inability to make decisions without endless process
- Internal conflicts that never get resolved, just suppressed
- Leaders who burn out and disappear every 6 months
- New people show up once and never come back

#### Signs you're actually regulating:

- Meetings start and end on time with clear next steps and owners
- Conflicts get addressed directly, resolved, and people move on
- Strategic patience: you can wait for the right moment without collapsing into urgency
- When crisis hits, your response is faster and clearer than before
- People stick around after the third meeting

## How to Know If You're Actually Regulating (Not Just Performing It)

Use this sidebar as a diagnostic:

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### Regulation Self-Assessment

Check the statements that are true for your organization:

- Meetings start and end on time with clear owners for action items**
- People can fight hard and still hug afterward** (disagreement doesn't fracture relationships)
- Strategic patience exists without apathy** (you can wait for the right moment without giving up)
- When the cops or the boss escalate, your response is faster and cleaner than last time**
- New people stick around after the third meeting** (not just the first)
- Leaders can take breaks without the whole organization collapsing**
- Internal conflicts get resolved, not just suppressed**

**If 5+** are checked: You're building real regulation. Keep going.

**If 3-4** are checked: You're inconsistent. Identify the weakest area and focus there.

**If 0-2** are checked: You're dysregulated. Stop adding new campaigns and focus on building internal capacity first.

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## Training Exercises for Movement Regulation

### Exercise 1: The Pressure Test

**Purpose:** Learn to hold formation under simulated stress.

**How:**

1. **Form a line of 10-15 people, arms linked**
2. **Designate 3-4 people as "agitators"** who will try to break the line (verbally, not physically—no actual violence)
3. **The line's job:** Hold formation for 5 minutes while agitators yell, insult, try to provoke a

reaction

4. **The line practices:** Breathing together, staying present, not taking the bait
5. **Debrief:** What made it possible to hold? Where did you want to break? How does this feel different from spontaneous action?

### **Exercise 2: The Rapid Decision Drill**

**Purpose:** Practice making strategic decisions under time pressure without paralysis or chaos.

**How:**

1. **Present a scenario:** "ICE is conducting a raid three blocks away. You have 10 minutes to decide: Do you mobilize, and if so, what's the plan?"
2. **Time limit:** 5 minutes to decide
3. **Force a decision:** No endless debate. Use a clear process (e.g., modified consensus, voting, trusted leadership call)
4. **Execute a role-play** of the decision
5. **Debrief:** Did we make the right call? Did the process work? Could we do this faster next time?

### **Exercise 3: The De-Escalation Practice**

**Purpose:** Learn to stay regulated when someone on your side is losing it.

**How:**

1. **Role-play:** One person is a fellow organizer who's panicking/raging after a loss or betrayal
2. **Your job:** Stay calm, listen, help them regulate without absorbing their dysregulation
3. **Practice:** Grounding techniques, reflective listening, redirecting to action
4. **Debrief:** What worked? When did you start to get pulled into their panic?

## **Breathing and Somatic Practices for Organizers**

**These are not "woo-woo." These are performance tools.**

### **Box Breathing (before high-pressure actions):**

- Inhale for 4 counts
- Hold for 4 counts
- Exhale for 4 counts
- Hold for 4 counts
- Repeat 5 times

**Why it works:** Activates the parasympathetic nervous system, brings you into ventral vagal (regulated state).

### **Collective Grounding (before meetings or actions):**

- Stand in a circle
- Everyone feels their feet on the ground
- 3 deep breaths together
- State the intention: "We are here to [specific goal]. We are ready."

**Why it works:** Synchronizes the group's nervous systems, creates coherence.

### **The 5-4-3-2-1 Technique (when you're spiraling):**

- Name 5 things you can see
- Name 4 things you can touch
- Name 3 things you can hear
- Name 2 things you can smell
- Name 1 thing you can taste

**Why it works:** Brings you out of dissociation or panic and back into the present moment.

## Exercise You Can Do This Week

### The "Regulation Audit"

**Goal:** Assess your organization's actual level of regulation (not what you wish it was).

**How:**

1. **Use the self-assessment checklist above**
2. **Identify your weakest area** (meetings? conflict resolution? decision-making?)
3. **Pick ONE concrete practice to implement** (e.g., "All meetings will now end on time with a hard stop and written action items")
4. **Practice it for 4 weeks**, no exceptions
5. **Reassess:** Did it stick? What changed?

**Debrief:**

- What resistance came up to the new practice?
- Did people push back? Why?
- What would it take to make this the new normal?

### Inoculation: Responding to the Machiavellian

Voice 1 said:

"Regulating the collective nervous system is the political equivalent of bringing a yoga mat to a knife fight."

**He's wrong, but instructively so.**

The Machiavellian thinks "regulation" means being soft, accommodating, conflict-averse. **That's the opposite of what we're describing.**

**We're describing:**

- The capacity to stare down a police line without flinching
- The ability to hold a strike for 46 days when your kids are hungry
- The discipline to not take the bait when your opponent is trying to provoke you into looking violent

**That's not softness. That's the discipline of a sniper.**

Fear, greed, and hatred work for mobilization. But **disciplined, regulated force wins battles**. The Machiavellian's tactics get you a riot and a crackdown. Our tactics get you the Civil Rights Act.

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## Step 6.6: Ritualize the Grief — But Only Inside the Container

### Why This Order Matters

You've stopped the bleeding (6.1). You've built media infrastructure (6.2). You've painted the destination (6.3). You've built the slipway (6.4). You've trained your people to fight with discipline (6.5).

**Now—and only now—you can open the grief portal.**

Because here's what we're actually asking of people when we ask them to leap into transformative change:

## **Let parts of your old identity die.**

The "self-made man" who pulled himself up by his bootstraps needs to grieve the fact that the bootstraps were a lie, that the system was rigged from the start.

The traditional father who believed his hard work would guarantee his children a better life needs to grieve the betrayal—that he did everything right and the promise was broken anyway.

The patriotic American who believed in the fundamental goodness of the country needs to grieve the complicity—the stolen land, the extracted labor, the exported violence.

**This is not comfortable work. This is ego death.** And ego death without a container is just retraumatization.

## **The Core Principle**

**Grief without power is just trauma. Grief within power is initiation.**

You don't tear open wounds unless the community is strong enough to hold what emerges. You don't ask people to grieve until they have material security, social support, and proof that the new world is real and worth the cost of letting go of the old one.

### **The "Do No Harm" Principle is Non-Negotiable:**

We do not perform collective catharsis as political theater. We do not ask people to process generational trauma in a church basement with an untrained volunteer facilitator. We do not open grief portals we can't close.

### **We only ritualize grief after:**

1. We've won material battles that prove transformation is possible
2. We've built protective infrastructure (unions, co-ops, mutual aid)
3. We've created nervous-system safety through collective power
4. We have trained facilitators (or partnerships with those who do)

Reverse this order and you're not building a movement—you're running a trauma-inducing therapy retreat while the house burns down.

## **What It Looks Like When It Works**

### **The Truth and Reconciliation Commission (South Africa, 1996-1998):**

After apartheid ended, South Africa faced a choice: prosecute every perpetrator (risking civil war) or grant blanket amnesty (perpetuating injustice).

They chose a third path: **Truth for amnesty.**

Perpetrators could confess their crimes publicly. Victims could testify. The nation bore witness. It was agonizing, public, ritualized grief.

### **Why it worked (partially):**

- It happened **after** apartheid had already fallen (power shift first)
- It was structured, facilitated, bounded
- It created a national narrative: "We were broken. We are healing. We are building something new."

**Limitations:** Many victims felt it didn't go far enough. Economic apartheid persisted. But it **did** prevent the civil war many predicted, and it created space for a new national identity.

**The lesson:** Grief work at scale requires massive infrastructure, clear boundaries, and only happens after the power structure has already shifted.

## **Fossil Fuel Worker Transition Ceremonies (Proposed, not yet implemented at scale):**

Imagine this:

Coal miners, oil rig workers, and gas pipeline crews gather in their union halls. They're being offered jobs in renewable energy—same wages, same benefits, union protection.

But before they start the new jobs, there's a ceremony:

- They tell stories of the work they did—the pride, the sacrifice, the danger
- They honor the energy they provided that built modern society
- They grieve the communities that were poisoned, the climate damage, the health costs
- **Then:** They are given new tools, new union patches, and welcomed as the builders of the new energy economy

### **Why this would work:**

- **Honors their past** (doesn't shame them for "complicity")
- **Acknowledges the loss** (the old identity is gone)
- **Provides the new identity immediately** (you're not obsolete; you're essential)
- **Only possible because the material transition is already secured** (jobs are real, not theoretical)

**The lesson:** You can ask people to let go of the old story only when the new story is already tangible and honorable.

## **What It Looks Like When It Fails**

### **Standing Rock (2016-2017):**

We mentioned this in Step 6.1, but it's worth revisiting here.

The water protectors built a profound spiritual and cultural container. They held ceremony. They opened grief portals about stolen land, genocide, and environmental destruction. It was powerful. It was real.

**But they didn't have the political power to stop the pipeline.**

**Result:** The pipeline was built. Hundreds faced felony charges. The trauma of defeat was compounded by the trauma of having opened deep wounds in ceremony—and then watching the violation continue anyway.

**The lesson:** Don't ritualize grief before you've secured the material win. The grief needs to be held inside victory, not inside defeat.

### **Corporate "Diversity Trainings" (Ongoing Disaster):**

Many organizations now run mandatory sessions where white employees are asked to confront their privilege, confess their complicity, and "do the work."

### **The problem:**

- No actual power is redistributed
- No material conditions change
- People are asked to perform vulnerability without any structural transformation
- It creates resentment (from those being shamed) and cynicism (from those demanding change)

**Result:** The racial wealth gap hasn't shrunk. Corporations check a box. People hate each other more.

**The lesson:** Asking people to grieve complicity while the extractive system continues unchanged is just performative cruelty.

## The Pitfall to Avoid

### "Grief as Performance"

There's a difference between genuine initiation and trauma porn.

#### Genuine initiation:

- Bounded (clear beginning, middle, end)
- Held by trained facilitators
- Leads to integration and new identity
- Only happens when material security exists

#### Trauma porn:

- Unbounded (people leave more dysregulated than they arrived)
- Facilitated by well-meaning amateurs
- Leads to re-traumatization and collapse
- Happens in the midst of ongoing crisis

If you're not sure which you're doing, DON'T DO IT YET. Build more power first.

## How to Ritualize Grief Responsibly

### Step 1: Secure the Material Win First

Don't even think about opening grief work until:

- You've won tangible battles (stopped evictions, won contracts, passed policy)
- People have proof the new world is real and achievable
- The immediate threats have been neutralized (at least temporarily)

### Step 2: Partner with Trained Practitioners

This is not work for untrained volunteers. Seek partnerships with organizations that do this professionally:

- **Generative Somatics:** Trauma-informed organizing and somatics
- **Movement Generation:** Healing justice inside base-building
- **Resmaa Menakem:** Somatic abolitionism and racialized trauma

Or invest in training your own facilitators through year-long programs.

### Step 3: Make It Bounded and Voluntary

- **Clear time limits:** "This ceremony will last 2 hours. Here's the structure."
- **Opt-in, not mandatory:** People can choose not to participate without penalty
- **Exit strategies:** People can leave if it becomes too much
- **Aftercare:** Follow-up support for people who get activated

### Step 4: Connect Grief to Action

The ceremony should end with: "**We have mourned what was lost. Now we build what comes next. Here's how.**"

Concrete next steps. Clear roles. Immediate action.

Never leave people in the grief. Always bring them through to the other side.

## Exercise You Can Do This Week

### The "Bury the Old Story" Ritual (Small-Scale)

**Purpose:** Practice a contained grief ritual that honors loss and points toward the future.

**How (for a small group of 5-10 people who have won something together):**

1. **Gather after a victory** (this is key—never do this after a loss)
2. **Each person writes on a slip of paper:** "Something I'm letting go of to build this new world"
3. **Go around the circle, each person reads theirs and places it in a bowl**
4. **Burn the papers together** (safely, outdoors or in a fireproof container)
5. **Silence for 2 minutes** (just sitting with the loss)
6. **Then:** Each person names one concrete thing they'll build in the next month
7. **Close with a collective commitment:** "We are the ones who build. Let's go."

**Debrief:**

- How did it feel to name the loss out loud?
- Was 2 minutes of silence enough, or too much?
- Did the transition to action feel natural or forced?

## **Inoculation: Responding to the Somatic Realist**

Voice 4 said:

"Ritualizing grief without material power reversal is what gave us Standing Rock prayer circles that ended with attack dogs. Pretty container. Same trauma."

**She was absolutely right.** That's why this step comes *sixth*, not first.

We've reordered the sequence explicitly to address her critique:

1. First, we stop the bleeding and build material power (Steps 6.1-6.2)
2. Then, we create the narrative and structural container (Steps 6.3-6.4)
3. Then, we train for disciplined force (Step 6.5)
4. **Only then**, when we've proven we can protect people and win, do we open the grief portal (Step 6.6)

**Grief is not the entry point. It's the integration point.**

It transforms loss into fuel for the next phase. It turns the death of the old story into the birth canal for the new one.

But you cannot skip to this step. You cannot ask people to grieve on an empty stomach, without housing security, while still under threat.

**Power first. Always. Then grief. Then the leap.**

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## **Step 6.7: Send Trusted, Embodied Swimmers Who Fight Like Hell**

### **Why This Order Matters**

You've built the material and narrative infrastructure (Steps 6.1-6.4). You've trained your people and held space for transformation (Steps 6.5-6.6).

**Now you need the right messengers to invite people into the leap.**

Because here's the truth: **People don't follow ideas. They follow people who feel real, who share their struggles, and who are willing to fight like hell on their behalf.**

**The electorate chooses the monster who fights for them over the saint who pities them.**

Your policies can be perfect. Your analysis can be flawless. But if your messengers are disconnected, condescending, or weak—you lose.

## The Core Principle

**Who delivers the message is as important as the message itself.**

**The trusted swimmers are:**

1. **Authentic and embedded:** They come from the community, not as tourists
2. **Willing to fight:** They embody healthy Red energy—fierce, protective, unapologetic
3. **Multi-stage fluent:** They can speak to Blue, Orange, Red, and Green without code-switching awkwardly
4. **Battle-tested:** They've won something. They carry the credibility of victory.

## What It Looks Like When It Works

**Alexandria Ocasio-Cortez (2018 Campaign):**

A 28-year-old bartender from the Bronx ran against a 10-term incumbent in a "safe" Democratic seat.

**Why she won:**

- **Authentic:** She was from the district. She worked service jobs. She knew what it felt like to be broke.
- **Fierce:** She didn't apologize for her policies or her identity. She owned it.
- **Multi-stage messaging:** She talked about dignity (Blue), economic justice (Green), and smart investment (Orange).
- **Embodyed the future:** Young, working-class, woman of color—the coalition that will reshape politics.

**Result:** She didn't just win. She became a national figure and shifted the entire Democratic conversation leftward.

**Sara Nelson (Labor Leader, Flight Attendants Union):**

During the 2019 government shutdown, Sara Nelson called for a general strike. She spoke in plain, powerful language:

"Our government is failing us. But working people hold the power. If we strike, this ends in a day."

**Why it worked:**

- **Credible:** She's a union member, not a think tank wonk
- **Fierce:** She was willing to escalate, not just negotiate
- **Clear enemy:** She named Trump and the oligarchs explicitly

**Result:** The threat of a general strike spooked the government. The shutdown ended.

**Stacey Abrams (Georgia Organizer, 2018-2020):**

After losing the 2018 Georgia governor's race (likely due to voter suppression), Abrams didn't give up. She built Fair Fight Action and spent two years registering 800,000 new voters.

**Why it worked:**

- **Embedded:** She was from Georgia, knew the communities, spoke their language
- **Strategic:** She focused on tangible voter registration, not abstract "awareness"
- **Persistent:** She didn't burn out after the loss. She converted grief into action.

**Result:** Georgia flipped blue in 2020, sending two Democratic senators and delivering the presidency.

## What It Looks Like When It Fails

**Hillary Clinton (2016):**

**The problems:**

- **Not embedded:** Seen as a coastal elite disconnected from working-class struggles
- **Not fierce:** Ran a defensive campaign ("I'm with her" vs. "Fight for us")
- **Over-credentialled:** Her resume was her message, not a story of struggle and victory

**Result:** Lost to a game show host who at least *performed* fighting for the forgotten.

**Many Progressive Candidates in Red Districts:**

A common pattern:

- Young, urban, college-educated candidate moves to a rural district
- Runs on a national progressive platform
- Can't code-switch to Blue or Orange values
- Comes across as preachy or condescending

**Result:** Loses by 20+ points, reinforces the narrative that progressives are out of touch.

## The Pitfall to Avoid

**"Savior Candidates"**

The biggest mistake is parachuting in someone charismatic but disconnected from the community.

**Signs you're running a savior candidate:**

- They don't live in the district
- They can't name local issues without a briefing
- Their kids don't go to local schools
- They've never been to a union hall or church in the area

**Why it fails:** People can smell inauthenticity. They'll choose the corrupt local over the well-meaning outsider.

## Qualities of Trusted Swimmers

### 1. Embedded and Local

They live where they organize. Their kids go to the same schools. They shop at the same grocery stores. They know people's names.

### 2. Battle-Scarred

They've won something. They carry the credibility of victory and the humility of loss. They're not theorists—they're veterans.

### 3. Fluent Across Stages

They can talk about:

- **Duty and service** (Blue)
- **Opportunity and innovation** (Orange)
- **Fierce protection** (Red)
- **Justice and care** (Green)

Without sounding fake or pandering.

#### **4. Unapologetically Strong**

They don't soften their demands. They don't apologize for wanting power. They project: "**We are here to win, and we will fight like hell to protect our people.**"

### **Building Your Bench of Trusted Swimmers**

#### **Step 1: Identify Potential Leaders from Within**

Look for people who:

- Show up consistently
- Have credibility in the community
- Aren't afraid of confrontation
- Can hold a room

**Don't look for people with perfect politics. Look for people with heart, courage, and roots.**

#### **Step 2: Invest in Training**

Send them to:

- Organizing boot camps (Momentum, Movement Generation, labor schools)
- Public speaking training
- Media training (how to stay on message under pressure)

#### **Step 3: Give Them Real Responsibility**

Let them lead campaigns, not just volunteer. Let them fail, learn, and grow.

#### **Step 4: Protect Them**

Movement leaders get targeted—harassment, doxxing, legal threats. Have:

- Legal support ready
- Rapid response teams for online attacks
- Mental health and burnout prevention infrastructure

### **Exercise You Can Do This Week**

#### **The "Messenger Audit"**

**Goal:** Assess whether your current spokespeople are actually credible to the audience you're trying to reach.

**How:**

1. **List your current spokespeople/leaders**
2. **For each, ask:**
  - Are they from the community, or parachuted in?
  - Have they won something tangible?
  - Can they speak to Blue, Orange, and Red—not just Green?
  - Do they project strength, or just empathy?
3. **Identify gaps:** Who's missing? What voices are absent?
4. **Start recruiting:** Reach out to 3-5 people from the community who fit the "trusted swimmer" profile

**Debrief:**

- Were you surprised by any gaps?

- Who do you need to recruit?
- What training do your current leaders need?

## Inoculation: Responding to the Populist Voice

Voice 2 said:

"Every time you say you want to 'honor' me, I can hear the contempt dripping through the words. You want to fix me. You want to evolve me."

**He's right to be suspicious.** Most progressive messaging *does* carry a shadow of condescension.

**Here's what actually disarms that suspicion:**

**Send leaders who:**

- Come from his world (veterans, tradespeople, rural roots)
- Have worked with their hands
- Have struggled with the same shit he has (medical debt, layoffs, foreclosures)
- Don't talk down to him or explain his own life to him

**And who say:**

*"I'm not here to fix you or educate you. I'm here because the oligarchs who gutted your town gutted mine too. I'm here because I'm tired of getting screwed, and I'm betting you are too. So let's fight. Not against each other. Against them."*

**That's the energy.** Peer solidarity. Common enemy. Fierce protection.

Not a savior. Not a teacher. **A comrade.**

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## Facilitator's Guide: Steps 6.5, 6.6, 6.7

**Time:** 3 hours total (1 hour per step)

**Materials:** Open space for movement exercises, printed assessment checklists

**Structure for Step 6.5:**

1. (15 min) Lecture: Regulation as precision, not passivity
2. (30 min) Exercises: Pressure Test + Rapid Decision Drill
3. (10 min) Debrief + introduce Regulation Self-Assessment
4. (5 min) Assign weekly practice

**Structure for Step 6.6:**

1. (20 min) Lecture: Why grief comes last, not first
2. (15 min) Case studies: Truth & Reconciliation vs. Standing Rock
3. (20 min) Exercise: "Bury the Old Story" ritual (if group has won something recently)
4. (5 min) Debrief

**Structure for Step 6.7:**

1. (20 min) Lecture: Messengers matter as much as message
2. (25 min) Exercise: "Messenger Audit" workshop
3. (10 min) Discussion: Who are we missing? How do we recruit them?
4. (5 min) Closing

**Discussion Questions:**

- When have you seen a leader project real strength without domination?

- What would it take for our organization to win the trust of people outside our usual base?
  - Are we actually regulated, or just performing regulation?
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## Section 6: Final Summary

**The 7-Step Protocol is not a suggestion. It's a sequence.**

Skip a step and you retraumatize people. Reverse the order and you build a therapy circle, not a movement.

**The Sequence:**

1. **Stop the Bleeding:** Power is the first trauma intervention
2. **Build the Megaphone:** Media infrastructure amplifies wins
3. **Heat the Water:** Make the future irresistible through mythos
4. **Build the Slipway:** Design transitional policies that honor multiple stages
5. **Regulate for Combat:** Train disciplined, strategic force
6. **Ritualize the Grief:** Hold space for transformation—but only after power is secured
7. **Send Trusted Swimmers:** Lead with authentic, fierce, embedded messengers

**Each step builds on the previous. Each step has been stress-tested against the four adversarial voices. This is the operational manual for movements that win.**

Now let's see how to actually deploy this in the real world with the Integral Policy Playbook (Section 7).