

Revolutionary Constructively Consciousness Shifts

Philosophy, Framework & System For Exponential Results

If we're to regain our Soul Purpose...to sustainably succeed in the new world of work, we must RETHINK how we are leading, learning, loving, living and leaving a legacy.

Today, organisations are plagued by politics, bureaucracy, racism, presenteeism, disengagement and conflict. The workplace is stress-FULL and burnout is often the reward for engaged workers. Resilience is replaced by learned helplessness, and core feelings that prevail in the workplace are: resentment, apathy, anger, and resignation.

In many companies there is bluster and BS at the top, and slog and grind at the lower levels. We continue to waste precious limited resources...So how far, and conscious, have we come since the dawn of man? Take a look at the evolution of business and organisations, and how they've responded to the worldviews of the ever-changing times.

We are on our way to growing more conscious. We are evolving business toward more "Soulful workplaces". A place where work is productive, fulfilling, and meaningful; and where our talents, passions and energy can thrive. Where "together" is more than your "culture or tribe". It's EVERYONE in a Consciously Constructive organisation.

Our human consciousness development precedes our business consciousness formation... major stages in the development of human consciousness, result in ever-improving organisational models. But, only for lucky ones.

Levels of Business and Workplace Consciousness

Consciousness Level #1: In the beginning... The Tribe or the Pack... Like a wolf pack – wild and untamed. The "alpha wolf/leader" uses force to maintain their status in the pack, and force others to his will. The minute their strength is in doubt, someone else will make the move to replace them. Some examples are hostile environments like wars, failed states, prisons, gangs, racist workplaces, or violent neighborhoods.



Consciousness Level #2: The age of agriculture. The development of states and civilizations, institutions, bureaucracies, and organised religions. This level's metaphor is the Military. More effective agriculture produced a surplus, that enabled the development and growth of a class of rulers, bosses, administrators, priests, fighters and craftsmen. At this stage care and concern are expanded from...me to the self-associated "group"...but no further!

The 'Military' system has basic morals and rules based on THE RIGHT way of doing things, and a set of constant practices. This consciousness built irrigation systems, trading posts, plantations and sailed ships. The **Industrial** Revolution ran this way. Today govt agencies, public schools, religious institutions, and the military are like this.

Titles and ranks assure power and stability. The structure is like a pyramid. The underlying worldview is that workers are mostly lazy, dishonest, and need of control and direction (Management). Trust is only achieved through control.

Consciousness Level #3: This level of consciousness, The Mechanical, sees the universe as having natural laws that can be studied and understood. Absolute right and wrong, is transformed for "effectiveness". Authority, rules, and the inherited status quo, are challenged and questioned by the upcoming generations.

The down side of this mechanical consciousness is the "greed to succeed at all costs, in tolerable ways"; political short-termism/corruption, overconsumption, and irresponsible exploitation, of our planet's limited resources and ecosystems. People are seen as "Human resources", like components or cogs of a machine. A Cost to be minimized, at all costs. Organisations have little heart, feel lifeless and Soulless. Very little meaningful engagement here.

Consciousness Level #4: This level The “Empowered Family” begins to addresses the social inequalities, materialistic obsession, and the loss of our communal lifestyle. Leaders begin to be in true service of those they lead. Approaches are more morally evolved, adopting new perspectives, where people are treated more equally. Hierarchy is being flattened, and people at the lower levels are getting more power and value. The idea that workers should own the company is being birthed.

Here staff and teams are trained and empowered to make decisions and take actions at the front-line, not just follow standing procedures. The leaders shift from greeders, and bleeders, to SERVANT Leaders. And 360-degree assessments hold managers accountable to their teams or their “Tribe”. These more conscious and caring, values-driven organizations, outclass competitors by wide margins. This’ a workplace with engagement and well-being.

Consciousness Level #5: The current evolution of consciousness is The Revolutionary Workplace, where we consider and support **People, Planet & Profits**. We adopt, more refined, Consciously Constructive, ways of dealing with being human in the limited world. #Futurefit new generations in the workplace bring this new mindset and consciousness to the fore. Business is becoming more dynamic, and needs agile, resilient, engaged, responsive teams. LEADERS must become Leader Creators, no longer low-consciousness greeders and power-mongers, for their own benefits.

This is the new consciousness and future of The Revolutionary Workplace and CLEARx... Honoring and supporting People first, then Planet, then Profit...in a highly regenerative Circular Economy.

Business is still a mild form of slavery. The Revolutionary Workplace begins to create the consciousness, mindsets and understanding of the realities around us, beyond just-make-more-profits at all costs and consequences.

If we are to leave a legacy, and use business as a force for good for everyone, all stake holders, we must change how we think, act and interact. Because more money will not put more fish in the sea, more water on the ground, more food on the farms, more love in the team, or stop racial/ political wars. Greed and more money is not the answer!

More money will not reduce carbon emissions, fix oxygen depletion from the atmosphere, or stop dictators and greeders from raping the planet and natural resources, and commercially abusing the people and children’s futures.

As we move into a highly VUCA world, we need a shift... Wars are started by just a few people, not countries or companies...yet the people pay for the greed and power-mongering of the war-mongers, with their most valuable possessions, their own lives, and children’s futures. We must rethink what it means to be Consciously Constructive.

It’s clear that governments are greeders and have abandoned their responsibilities and accountabilities. It’s time to begin to shift business into the role as the Force-For-Good, where the measures of success are not just corporate profits... but PEOPLE, PLANET AND Profits. This means, for most, Corporate Soul surgery will be required!

What is the madness that a few shareholders make millions and billions, yet the majority of people lose critical resources, for the few to achieve this! We need a revolution! A revolution in thinking! A revolution in how we approach business and life. We need a revolution in leadership and more Soul in the workplace. We need to become Consciously Constructive, engage everyone in creating a meaningful future. Are you IN!?



**There is a revolution in what it means to be “SUCCESSFUL”.
It’s time to shift to consciously constuctive Consciousness...
it’s time for The REVOLUTIONARY WORKPLACE to bring more Soul to Work.**