

Waves of Existence

Qualities – Pitfalls - Possible Actions

Qualities / Benefits / Effective Behavior

These are the qualities, benefits and other effective behavior of each *wave of existence*. For each wave the life force is mentioned as well.

Beige

- ★ Instincts help to survive.

Purple

- ★ Safety and protection (against an unsafe world out there; that can also be another department or team).
- ★ Feeling of being home.
- ★ Connectedness.
- ★ Pride.
- ★ Respect.
- ★ Connection with nature.
- ★ Self-healing abilities.
- ★ Go with the flow.
- ★ Life force: attach.

Red

- ★ Vigor.
- ★ Autonomy.
- ★ Decisiveness.
- ★ Speed.
- ★ Humor and fun.
- ★ Creativity.
- ★ Enjoy life to the fullest.
- ★ Leaving one's marks.
- ★ Self-confidence.
- ★ Life force: conquer.

Blue

- ★ Clarity.
- ★ Procedures.
- ★ Logic.
- ★ Agreements are set in stone.
- ★ Reliability.
- ★ Purpose and meaning.
- ★ Order and stability.
- ★ Processes.
- ★ Mercy.
- ★ Delay of gratification.
- ★ Planning.
- ★ Certainty in the long run.
- ★ Structure.
- ★ Duty.
- ★ Loyalty.
- ★ Life force: belief in truth and order.

Orange

- ★ Entrepreneurship.
- ★ Improvement.
- ★ Focus on results.
- ★ Informal and practical.
- ★ Customer oriented.
- ★ Seeking out the good life.
- ★ Material abundance.
- ★ Progress.
- ★ Self-conscious.
- ★ Creating dreams (the world can look differently than now) and chasing them.
- ★ Depending on one's capacities (not descent) one can climb the ladder and improve one's life.
- ★ Life force: perform.

Green

- ★ People oriented.
- ★ Teamwork.
- ★ Cooperation.
- ★ Fairness.
- ★ Utilize differences.
- ★ Equality, unity and harmony.
- ★ Consensus: every one's voice is heard.
- ★ Sensitive to other people's feelings.
- ★ Insights in themselves and others.
- ★ Beginning interest in spirituality and intuition.
- ★ Doing more with less.

- ★ Care for environment and sustainability.
- ★ Care for charities, both as donor and as employee or volunteer.
- ★ Civil rights are important.
- ★ Relativism: there is lots of understanding and sympathy.
- ★ Feeling for (in)justice.
- ★ Empowerment.
- ★ Culture and shared values in organizations bind and connect.
- ★ Care for physical and mental wellness, but home and at work.
- ★ Life force: share.

Yellow

- ★ Innovation.
- ★ (Personal) Development (border between professional and private life is not very strict).
- ★ Manage complexity.
- ★ Flexibility.
- ★ Learning abilities.
- ★ Overview and insights.
- ★ Access to the whole spiral when that is necessary at any given moment.
- ★ Connects chaos to order.
- ★ Discover personal freedom without harming others.
- ★ Preference for suited technologies, minimal consumption and a conscious effort to avoid waste and unnecessary things.
- ★ Positive and huge self-respect, based on information, emotion and intuition.
- ★ Willing to help others.
- ★ Compassion and appreciation.
- ★ Long term.
- ★ Tolerance.
- ★ Proficient in solving paradoxes.
- ★ Create win-win-win situations.
- ★ Life force: insight.

Turquoise

- ★ Intuition.
- ★ Wisdom.
- ★ Global connectedness.
- ★ Dedication to the greater whole.
- ★ Integration of feeling and knowing.
- ★ Masculine and feminine in balance.
- ★ Learning by observation and participation plus by just “being”.
- ★ Conscious and unconscious together.
- ★ Spirituality is experienced more intense, both via the senses and via intuition.
- ★ Ego is almost absent.
- ★ Life force: connect with the environment.

Pitfalls / Excesses / Ineffective Behavior

These are some of the pitfalls, excesses and other ineffective behavior of the *waves of existence*. For each wave there is also a sentence that is related to the deepest fear of this wave.

Beige

- ★ No emotions.
- ★ Mere survival.
- ★ A life is worth nothing.
- ★ "I'm not worth to be alive."

Purple

- ★ Cling to the past.
- ★ Fear to lose membership of the group.
- ★ Lots of superstition.
- ★ Issues regarding gender equality (to protect the fertile mother).
- ★ Cyclical notion of time (instead of chronological).
- ★ "I'm not worth to be included."

Red

- ★ Selfishness without guilt.
- ★ Abuse of power.
- ★ Internal focus.
- ★ Need sometimes deadlines before being able to take action.
- ★ Impulsive.
- ★ Short term thinking.
- ★ No precautions.
- ★ Fear of losing position.
- ★ "I'm not worthy of attention."

Blue

- ★ Suffocating rules.
- ★ Limitation of creativity.
- ★ Lots of words and lack of content.
- ★ Bureaucracy.
- ★ Huge guilt.
- ★ Fear of loss of security.
- ★ Words from 'the book' are taken literally (fundamentalism).
- ★ Judging and convicting without mercy.
- ★ There are lots of 'musts' and 'shoulds'.
- ★ "I'm not good enough".

Orange

- ★ Profit at the expense of dropouts.
- ★ The end justifies the means.
- ★ Quantity instead of quality.
- ★ Relationships are only seen in the context of one's own goals and interests.
- ★ No room for spirituality, metaphysics or non-tangible meaning.
- ★ Short term.
- ★ Cold and soulless.
- ★ Standards and values are set aside in the rush to gain a quick benefit.
- ★ Reckless exploitation of resources and eco-systems.
- ★ Not much confidence in other people.
- ★ Burn out due to keep going and lack of meaning.
- ★ Fear for new rules and for losing opportunities to others.
- ★ "I don't do it well (enough)."

Green

- ★ Slow pace.
- ★ Criticism covered by a coat of love.
- ★ Vague decisions.
- ★ Lots of informal deliberations.
- ★ Relativism: everything is context dependent, hence not clear.
- ★ Collective guilt.
- ★ Easy to deceive vulnerability.
- ★ Irreconcilable political correctness.
- ★ Not knowing where to start (and not be able to start as a consequence).
- ★ Decreasing profitability.
- ★ Burn out due to keep caring for others (and not enough for themselves).
- ★ Fear for pressure on good relationships.
- ★ "I don't feel the meaning of life."

Yellow

- ★ Keep analyzing instead of taking action.
- ★ Stand-offish.
- ★ Focus on one's own intellectual challenge.
- ★ When the solution is clear, not executing, but solving the next problem.
- ★ Fear for limitation of intellectual freedom and too many rules.
- ★ "I'm not smart enough".

Turquoise

- ★ Not down to earth.
- ★ Slipping away in “everything is connected to everything”.
- ★ Need of centralized control to prevent conflicts.
- ★ Fear for mental and spiritual limitation.
- ★ “I don’t belong on earth”.

Actions

In this part you will find suggestions regarding what to do to connect with a wave, both individually and with a team. This can be necessary to connect with its positive power or when this wave is on the brink of exclusion (what might cause an injury or a block leading to occupied development points).

Beige

- ★ Respect the connection with the past.

Purple

- ★ Seek connection with nature

Teams / Co-workers

- ★ Appreciate and facilitate habits and rituals of the group.
- ★ Address upcoming changes first to the informal leader.
- ★ Appreciate craftsmanship.
- ★ Stimulate the pride for group performances.
- ★ Stand up for the group with regard to the outside world.
- ★ Honor the roots.
- ★ Use symbols or revise them (e.g. logo).
- ★ Keep traditions into account.
- ★ Story telling with regards to the qualities of Purple.

Red

- ★ Find a way to release energy like sports or video games.
- ★ Express creativity in hobbies.

Teams / Co-workers

- ★ Respect them and give compliments.
- ★ Do things yourself.

- ★ Create clear short-term goals (a few weeks).
- ★ Leave or create space for humor.
- ★ Story telling with regard to the qualities of Red.

Blue

- ★ Make a list.
- ★ Create a step-by-step approach.
- ★ Come up with a solution for a returning problem.

Teams / Co-workers

- ★ Create clear goals.
- ★ Work in a planned way.
- ★ Allow participation according to the procedure, take a decision and stick to it.
- ★ Story telling with regard to the qualities of Blue.

Orange

- ★ Start a project with a result on a relatively short term.
- ★ Reward yourself when the project has been completed successfully.

Teams / Co-workers

- ★ Define specific results.
- ★ Clear agreements on rewards and incentives that are challenging, but achievable.
- ★ Take care of good support in order so the team can focus on achieving the goals.
- ★ Keep the (loss of) status into account.
- ★ Story telling with regard to the qualities of Orange.

Green

- ★ Contributing to a charity as a volunteer or start a project to raise funds.
- ★ Make time to really listen to someone and ask about their feelings.

Teams / Co-workers

- ★ Care for relationships and emotions.
- ★ Confront people without harming the relationship.
- ★ Limit the number of participants to meetings and give only a small window to digress.
- ★ Formulate the decision that was made together in a specific and decisive way.
- ★ Story telling with regard to the qualities of Green.

Yellow

- ★ Follow a course that contributes to your development as a human being.
- ★ Do something for yourself that includes others (which teaches you that “and-and” is OK, instead of “or-or”).
- ★ Look where you can consume less, waste less or pollute less. Look for ways to compost or recycle.

Teams / Co-workers

- ★ Grant space to co-workers, but inside frameworks.
- ★ Stop the thinking and analyzing process at a given moment and take action.
- ★ Story telling with regard to the qualities of Yellow.

Turquoise

- ★ Make time to “be”.
- ★ Listen to your intuition and gut feeling.
- ★ Seek out deliberately the connection with spirituality and meaning.

Teams / Co-workers

- ★ Share Turquoise values.
- ★ Materialize what has been devised.
- ★ Make sure that co-workers take enough care of themselves.
- ★ Story telling with regard to the qualities of Turquoise.

Sources / Books:

- Spiral Dynamics (Don Beck & Chris Cowan)
- De Menskant van Veranderen (Erik Koenders & Peter Nientied)
- A Brief Theory of Everything (Ken Wilber).