

Live Virtual Workshop | Find What's True and Useful Chat Transcript 05AUG21

11:56:27 Mary Nations: Steve - what is his evidence for improvement? my daughter has asthma also

11:58:24 shirleyconrad: Shirley from FL.

11:58:27 Paul Tevis: I know some people here...

11:58:30 khadijah kysia: I'm in Chicago . Khay

11:58:47 Mary Texer: St. Paul, MN

11:58:51 Helena Luginbuehl: Hi everybody, Helena from Bern, Switzerland

11:58:52 Michelle Molina (she/her): Hi everyone! I'm Michelle Molina, I live in Sandy Utah (~20 mins south of SLC)

11:59:00 Paul Tevis: Santa Barbara, CA

11:59:04 Lynne Devaney: I'm checking in from Davenport, Iowa

11:59:06 Steve Holyer: Hi I'm at home in Zurich Switzerland

11:59:08 Jessica's iPhone: Jessica coming to you from the Eastern Townships in Quebec, Canada!

11:59:21 Donna Bivens: Donna from rainy Boston.

11:59:21 Ahmed Avais ▽ NC: A mere human from Apex, North Carolina, US Aye!

11:59:21 Shoko Masuda: Hi, I'm Shoko - the first timer from Connecticut.

11:59:30 Heli T: Heli greets all from Hauho, Finland!

11:59:33 Barbara Tuckner: Hello everyone! Barb Tuckner, St. Paul, MN, US

11:59:37 Mike Norbury: Hi all - I'm Mike.... joining from Keats Island, BC, Canada

11:59:40 Mary Nations: Joining from Raleigh, North Carolina

11:59:42 France Larouche: Hi! France from Ottawa, Canada!

12:00:01 Christine Capra - she/her: Hi, Christine Capra she/her, Minneapolis MN

12:00:02 Priya S: Hi! Priya here from Bangalore, India :)

12:00:07 Steve Holyer: Mary I forgot you were in Raleigh

12:00:10 Edwin Olson: This is Ed Olson, now in Pleasant Hill, Tennessee

12:00:15 Natalie Banks: Hi Natalie from Hampshire, UK

12:00:17 Royce Holladay: Welcome from Circle Pines, MN, USA...

12:00:43 Mary Nations: Hi Ed in TN - my home state!

12:01:35 Paul Tevis: Like a Meer-cat?

12:02:12 Royce Holladay: Good one, @Paul...

12:02:20 Ahmed Avais △ NC: lol

12:11:50 Bridget Kelly: The no "single" root cause seems like a key part of that bullet...

12:14:31 Bridget Kelly: In other fields that TQM framing is un-useful!

12:14:55 Bridget Kelly: Love that fit-for-function reminder Glenda. :))

12:16:23 Royce Holladay (she, her): Absolutely, Bridget...And in systems that are simple or even complicated (like a car engine, for instance), you generally can find 1 cause...Bt complex systems just have too much interdependence for a single cause for any issue.

12:17:17 Royce Holladay (she, her): Sometimes they are called them "truth claims"

12:17:20 Kerry Priest: Academics love the term "ontological" :)

12:17:57 Royce Holladay (she, her): Such a big grin, Kerry...And it can be very useful, right? IN the right places.

12:19:36 Stewart Mennin: What to do when the wicked issue is normative truth but not objective truth, because there is no data, no supporting info, just belief.

12:19:55 Will Weiss: is there a way that someone can 'know' objective truth in a complex adaptive system?

12:20:16 Kerry Priest: @Will ... such a good question!

12:20:25 Royce Holladay (she, her): Great questions, Stewart and Will...I'll pass that on when she opens up for questions..

12:20:41 Jayne Fleener: Glenda has such amazing examples to clarify her ideas!!

12:21:14 Steve Holyer: Thinking about Roger Schwarz and his Skilled Facilitation or Skilled Leadership. He says the Mutual Learning Leader/Facilitator knows that everyone has the truth but only one part of it. That's not a typical view of leadership in my experience. And it's a hard shift fo make. So the 4 truths feels useful for that discussion.

12:21:21 Kerry Priest: Makes me think about how our social media shapes normative truth or represents normative truth of our organizations

12:21:31 Steve Holyer: * some part of it

12:21:42 Steve Holyer: yes @kerry

12:22:50 Royce Holladay (she, her): I agree, Steve...One of the things I love about HSD, is that it helps us go deeper into ideas or situations other fields describe...so when I can go deeper into the idea os "part of the truth" I can further question it.

12:23:31 Donna Bivens: I always wonder where do you put lies in relation to this. Especially intentional lies that are meant to divert from getting to the truth. May be off the subject and not sure where it gets addressed.

12:23:51 Mila: Making the system visible unto itself

12:24:01 Steve Holyer: me too @donna not sure I have a good answer to that. it bothers me

12:24:16 Bridget Kelly: The belief that "objective truth is all you need" is a subjective truth that is a normative truth in some disciplines...

12:24:35 Royce Holladay (she, her): @Donna.I wonder sometimes, if some folks tell "un-truths" to protect their own...to deflect from other truths.

12:24:44 Barrie (she/her/hers): @Bridget LOL yes

12:24:50 Paul Tevis: @Bridget I love the meta-view.

12:25:06 Royce Holladay (she, her): Great observation, @Bridget...thanks.

12:25:12 Mila: @Donna depends I guess. It could be that the person perceives their lies as truth. Agree @Bridget

12:25:28 Mary Nations: I think lies are about diverting power

12:25:31 Roya (she/they) Damabi: This seems really helpful to understand polarization around things like COVID response...people spend so much time on what is true, rather than what kind of truth is most useful in the moment to move everyone forward.

12:25:32 Kristen Belcher: wow, ditto @Paul (re: @Bridget)

12:25:34 Ahmed Avais △ NC: I wonder how much clash is a direct result of rejection of truths

12:25:51 Barbara Tuckner: Sometimes it is difficult to find one's own truth. Years of little self reflection...

12:26:12 Stewart Mennin: In nature, organisms use camouflage to deflect perceptions for particular purposes, eg. self-preservation. People lie, I wonder if it's a form of camouflage to alter perceptions of others???

- 12:26:52 Mila: @Barbara - yes , need to integrate reflective feedback loop to the nth order to question our own assumptions/ mental models, not simply the action/ behaviour..
- 12:27:23 Mila: @Stewart - often subconsciously. Automated behaviours from lived experiences
- 12:27:49 Steve Holyer: yes @stewart the comoflage may be for self-preservation but might it also be to prey on others?
- 12:27:58 Bridget Kelly: Following in the thread catalyzed by @Donna, I am now very curious about the role played by "untrue and useful"
- 12:28:11 Will Weiss: @stewart yes, deception as a protection technique against the incursion of power - a sort of boundary protection
- 12:28:41 Mila: @Steve @Stewart example narcissist and gas lighters lol
- 12:28:46 Mary Nations: that makes sense, Stewart. And autocrats lie to gain attention (and thus power)
- 12:28:47 Ahmed Avais Δ NC: @Stewart lies is an interesting subject in contrast to the four truths - I would love to hear Glenda and Royce's perspective and whether it goes against HSD practice to focus on positive and generative. Then again, there's lying in nature:
<https://www.nationalgeographic.com/animals/article/animals-lying-liars-birds-squid>
- 12:29:06 Steve Holyer: my facouvorite topic @mila :)
- 12:29:44 Mary Nations: perhaps we can explore truths to dispel lies
- 12:29:48 Donna Bivens: Thanks so much for this Mary, Stewart et al. It's really helpful.
- 12:30:31 Barbara Tuckner: Letting go of a set of truths for me means letting go of a vision I have... Where I want to arrive in my life.
- 12:30:41 Barrie (she/her/hers): Curious if you have an illustrative example of how to use dialogue to shift normative truths?
- 12:31:02 Mila: Also research states that group lies more than individual (wondering if group think influences this)
- 12:31:28 Mila:
[ScienceDaily-Groups lie more than individuals according to new research](#)
- 12:31:38 Barbara Tuckner: Ones birth and death is a truth...
- 12:32:18 Mary Nations: challenging a deep set normative "truth" can sound like a lie - here in the US, confronting systemic racism challenges the norms and those that want to keep them in place

12:32:30 Paul Tevis: I'm not sure how useful a PhD in Philosophy is... :-)

12:33:03 Paul Tevis: @Mary Oh, that resonates.

12:33:04 Bridget Kelly: technically all PhDs are doctorates of the philosophy of something, right?

12:33:17 Ahmed Avais \triangle NC: A doctor of philosophy in philosophy - we must go deeper

12:33:17 April Schnell: @ Mila: Love making the system visible unto itself

12:33:38 Janice (she/her) Jaguszewski: My spouse has a PhD in philosophy -- he also loves the word ontology... 😊

12:34:00 Michelle Molina (she/her): One of the HSD simple rules involves sharing stories... I'm curious if / how that's connected to the four truths

12:34:02 Mila: @April That's how I see the 4 truths .. making the system visible unto itself - individual, groups, community, orgs, society

12:34:13 Ahmed Avais \triangle NC: @janice good one!

12:35:14 Mila: Btw I just remembered Paul Ekman's work (pioneer in study of emotions and micro facial expressions). He researched about lies... apparently there are 9 reasons people lie:
<https://www.paulekman.com/blog/why-do-people-lie-motives/>

12:35:25 Royce Holladay (she, her): Michelle, interesting observation! I think mostly, as G said, that it's about sharing the normative truth that is HSD as a field of study...There's some objective in there...There's each individual's take on that as their own subjective truths, and then the normative that is the paradigm of HSD...does that help?

12:36:05 Sophie Cook: great example :)

12:36:09 Jayne Fleener: Excellent example - I can see that working in a lot of professional contexts!

12:36:10 Paul Tevis: I was just starting to think about the Four Truths through the CDE lens. Normative truths within a group are a type of Container, I suppose...

12:36:20 Barrie (she/her/hers): Yes, thank you!

12:36:41 Kristen Belcher: That's how I was visualizing it too, @Paul

12:36:53 Mila: +111 @Paul

12:37:31 Mila: Are we going to have this presentation Royce/ Glenda?

- 12:37:59 Steve Holyer: on the topic of covid "truths" lots of people have become adept (IMO) of shifting the truth. Last night on facebook 😊 my 20-something nephew writes "I'm seeing a lot of scary data about vaccines and I want people to pay attention." I asked about his data and what scared him and engaged him a while in inquiry. His answers were constantly shifting. so that they appeared to be some kind of truth but there was never any "truth" there. I think he was avoiding inquiry. Maybe to protect himself. Maybe because his parents taught him to be respectful to me. And I see a lot of people have become adept at that style of "rhetoric". Long setup to say ... I wonder what this means about truth.
- 12:38:06 Royce Holladay (she, her): @Mila, yes, you will receive the recording and the text in the next day or so. As soon as Barb can get it out...
- 12:38:44 Mila: @Royce - thanks :-)
- 12:39:11 Ahmed Avais △ NC: @Steve sounds like inquiry causes truths to change or maneuver
- 12:39:22 Royce Holladay (she, her): Great example, Steve!!! And that's becoming a dominant form of discourse on many parts of social media, right?
- 12:41:54 Donna Bivens: In the Ayn Rand quote, what is happiness?
- 12:42:02 Mary Nations: along with "follow the money" in investigation, perhaps there is room for "follow the power" and/or "follow the influence" - I am seeing this in US politics, people making statements about covid for instance, that seem counter to the common good - but perhaps doing it for political reasons instead
- 12:42:25 Steve Holyer: @Ahmed maybe .. i don't feel like his truth was changing. I feel like he was hiding his normative or subjective truth in order to achieve ... "something". But maybe? I engaged him out of curiosity and when he told me he in his expertise will never get vaccinated told him I wished he would because i believe it will protect people I care deeply about (including himself).
- 12:42:45 Paul Tevis: @Steve That shifting makes it hard to stand in inquiry, if there is little desire to transform disagreement into shared exploration. I find that staying in inquiry when I'm confronted with subjective/normative truths that I strongly disagree with is super hard for me. It throws me off balance.
- 12:42:50 Royce Holladay (she, her): @Donna...good question...It is the end—all that matters? My happiness is not the means to any end. It is the end. It is its own goal. It is its own purpose.

Ayn Rand

- 12:43:14 David Persky: Subjective-objective-normative truth: Mean people suck. :)
- 12:43:16 Donna Bivens: Exactly, again what is the common good? Who decides?
- 12:43:26 Barrie (she/her/hers): depends on who is included in the circle of "common good"
- 12:44:05 Bridget Kelly: @Barrie and on who decides what is good
- 12:44:11 Royce Holladay (she, her): Good point, @David...and the next question is who defines "mean" and how.
- 12:44:42 Mary Nations: Ayn Rand - subjective; Barbara Jordan - normative?
- 12:44:56 Mike Norbury: @Steve - love the pattern spotting you were exploring with your nephew
- 12:45:02 David Persky: @Royce absolutely, thanks for completing that. All of which points to a relational practice.
- 12:45:18 Steve Holyer: me too @paul ... but in some cases (this one for one) I feel I can stand in inquiry. His confusing answers made me think the inquiry wasn't really honest ... it was throwing me off balance. And I didn't feel it was really authentic. Is that what you were getting at @paul? I sorta gracefully ended it. Plus it was late and my bed time :D
- 12:45:33 Bridget Kelly: I find myself longing for one more thing to add to "true and useful" — true and useful and kind? true and useful and loving?
- 12:46:23 Paul Tevis: @Steve Yeah. It's the conversation with my brother-in-law that I've been avoiding.
- 12:46:24 Barrie (she/her/hers): True and useful and life-affirming/harmless?
- 12:47:03 Janice (she/her) Jaguszewski: @Bridget/Barrie I love that
- 12:47:03 Royce Holladay (she, her): @Bridget...so when might being kind or loving not be useful? Is that part of the definition? How is kind and loving defined and by whom?
- 12:47:08 Bridget Kelly: something that would capture the relational part to "true and useful"
- 12:47:09 David Persky: @barrie ideally, but if the definition of "harm" means "not safe," sometimes co-inquiry is not safe and "painful"
- 12:47:38 Donna Bivens: Yes, Barrie. Maybe in HSD language generative?
- 12:47:40 Linda Phillips: the definition of being stuck in a position is that you cannot see the path out of the position you find yourself in - my reality has been narrowed so far so I had only one truth not many

12:47:57 Jayne Fleener: @Bridget - love the addition of kind & loving. Moves us out of emphasis on (modernist) truth and usefulness in a practical and visionary way for a different kind of future.

12:48:27 Steve Holyer: I have pretty much given up on the conversation with my parents @paul — unless they are saying something that could harm themselves or others ... and then I might try to gently inquire. But my sister is better at inquiring with them than I.(btw I meant to say "nephew" he's the son of my hs best friend not my actual family).

12:49:01 April Schnell: @ Bridget: generative?

12:51:08 Donna Bivens: I also think it may be a zoom in and out need.

12:51:47 April Schnell: "Acknowledges the entire system"

12:51:54 Jessica's iPhone: I have to bow out a bit early. Thanks all for an invigorating session! See you next time.

12:51:59 Barrie (she/her/hers): Can say more about useful as an exchange?

12:52:00 Royce Holladay (she, her): I wonder if the useful issue has scale attached?

12:52:28 Steve Holyer: My parents rant talking points that are normative or subjective truths they got off TV that is really scary or at odds with mine. but their actual behaviour is absolutely lined up with objective truth or may normative truth. So ... what's that about? As long as they do as they do and not as they say—we're good. So, LOL?

12:52:39 April Schnell: "acknowledges all of the containers across scales"

12:52:49 Linda Phillips: In HSD terms is the bit that is missing 'praxis' - the application of the 'truth'?

12:54:33 Mila: Wondering if another 3rd criteria is needed - Is it useful? Is it true? Is it kind?

12:55:00 Will Weiss: of what usefulness is the 'what' I created to all of the agents in the container?

12:55:53 David Persky (he/him): Is it perceived as true and useful by the other person? If so, is it kind?

12:56:08 Donna Bivens: I'm a little back to love in the Frierian sense,

12:56:08 Steve Holyer: One of my simple rules is: "be kind—to yourself and to others". The useful part @mila is powerful to think about.

12:56:15 Barbara Tuckner: Of we had a kind criteria, we would not go to war...

12:56:33 Steve Holyer: What is the Frierian sense @Donna?

12:56:52 Laura Williams: If we think of true and useful in conversation with all the other simple rules—does that bring more context for others as well?

12:56:53 Will Weiss: kind - in a finite game or an infinite game?

12:57:18 Mila: depends on the context @Will :-)

12:57:20 Steve Holyer: yes @will and @laura

12:57:28 Paul Tevis: Kindness (like true and useful) also seems normative/container-based. What's kind in one relationship/group is unkind in another.

12:57:45 Steve Holyer: can you share these slides in chat now ? SO I can keep working with this

12:57:46 Steve Holyer: ?

12:57:57 Steve Holyer: tonight and not wait till it comes out later?

12:57:58 Mila: Yes @Paul .. that's why I mentioned about how do we make the system visible unto itself ..

12:58:01 Kristen Belcher: +1

12:58:08 Royce Holladay (she, her): @ Paul, I think that's part of the point, right? It's all based in the context of the system itself...I gonna think about that.

12:58:24 Mila: @Paul so the ownership becomes their truths - not ours

12:58:26 Janice (she/her) Jaguszewski: Thanks so much -- this was very... Useful!

12:58:28 Kristen Belcher: on the slides

12:58:42 Donna Bivens: Very helpful for my sticky issue, Glenda. Thanks so much.

12:58:48 Barrie (she/her/hers): Oooh cannot WAIT for that one

12:59:05 Heli T: Thanks a lot - I'll use the gridt thinking about

12:59:12 Shoko Masuda: Thank you so much! It is so insightful and "useful". I did not have any expectation coming here - WOW! I love this!

12:59:42 Mila: Thank you Royce + Glenda ..

12:59:44 Bridget Kelly: @Steve: Paulo Freire held that education was an act of love (Pedagogy of the Oppressed)

12:59:49 Sophie Cook: + challenging thinking

12:59:50 Royce Holladay (she, her): Shoko, thanks for being with us...come back again

12:59:58 Mila: +1 the collective intelligence in the zoom chat ..of our peers

13:00:02 Michelle Molina (she/her): + I liked the quotes form different perspectives

13:00:04 Steve Holyer: + this was one fo the best hours of HSDP

13:00:04 Deepti Jain: + Loved today's session so much!!! This was a recap, so much needed.

13:00:06 Sophie Cook: + use of examples to illustrate the concepts

13:00:07 Barbara Tuckner: + What is useful in the 4 truth arena...

13:00:09 Shoko Masuda: + different perspectives on "Truth"

13:00:10 Barrie (she/her/hers): + Love your real life examples bringing the "etherial" to the practical

13:00:10 Helena Luginbuehl: + examples (stories)

13:00:15 Mary Texer: + for the entire hour

13:00:20 April Schnell: + willingness to engage with everyone, + Royce, + great examples from Glenda

13:00:21 Tamela Handie: + breakdown of each truth

13:00:22 Mila: - I need food .. real ones haha..

13:00:23 Mike Norbury: + feeling less stuck! Thanks so much!

13:00:25 Steve Holyer: - I'd love to have the slides in advance (and it's possible you sent them and I missed them)

13:00:26 Kerry Priest: +the tools are helpful given the kinds of challenges around vaccinations and ongoing pandemic policies, thank you

13:00:27 Roya (she/they) Damabi: + Thank you! The four truths and link to HSD was really useful framing.

13:00:28 Donna Bivens: + all these tools for thinking about my sticky issues.

13:00:32 Linda: +deepening my thinking on 4 truths and how to utilize in my own adaptive actions

13:00:39 David Persky (he/him): These are so much fun and life affirming. Thank you!

13:00:40 Bridget Kelly: Thanks so much everyone, so much fodder for thinking and using...

13:00:46 David Persky (he/him): +

13:00:47 April Schnell: + great ability to use this construct and tool in real time

13:00:51 Donna Bivens: + I appreciate the resources on my lies question.

13:00:51 Sophie Cook: - being new to this I would love to hear more about what a good 'sticky issue' is

13:00:56 Barbara Tuckner: Thank you! I am filled up!

13:01:00 khadijah kysia: Thank you + everything and ? for all that I am not in a rush to articulate. Be well , All

13:01:02 Will Weiss: + the evolution of 'what' in AAEs in relation to truth

13:01:06 Linda Phillips: Great session as always

13:01:27 Heli T: + bringing so many "familiar" ideas and concepts together in a new and inspirational way!

13:01:29 Steve Holyer: thatnks for the slides Royce"

13:01:35 Will Weiss: Thank you everyone!

13:01:36 Kristen Belcher: + love the participation and presence & so grateful for having found this community

- hard to navigate withchat because I had to join in my phone

? sitting in my own complexity of truths right now

13:01:54 Ahmed Avais △ NC: + always beneficial to touch the subject again

13:02:06 Ahmed Avais △ NC: - overthinking on my part

13:02:17 Ahmed Avais △ NC: ? how I can practice and benefit

13:02:39 Barrie (she/her/hers): I'm with you @ahmed. Glad for the recording.