

Humanity Intelligence Capabilities Leadership for Peace Prosperity and Planet

The purpose and task of Humanity Intelligence is to create the capacity of individuals and the human collective to embrace and live the Universal Values of dignity, equity and compassion; and manifest peace, prosperity and a flourishing planet.

Humanity Intelligence Capabilities - definitions for our work

Capability focuses on individuals, what a person is able to do and BE, where real opportunities are available to achieve what the person deeply cares about, based on Universal Values (adapted from Amartya Sen's 'Capability Approach'). It emphasizes real freedoms and the ability to convert resources into actual accomplishments beyond material achievements, rather than solely focusing on income or utility; and has roots in equity and social justice.

Skills: Skills are specific, learnable abilities that enable someone to perform tasks effectively. (Differentiate 'Hard Skills' from 'Soft Skills'. Hay.com examples: handling accounts, coding, welding, foreign language proficiency).

Competency: Knowledge and behaviours that lead you to be successful in a job. Competencies are broader sets of knowledge, skills, and behaviors that contribute to overall success in a role. Skills are the building blocks, and competencies are the structures, systems and norms they create. (Hay.com examples: initiative, negotiation, improving business processes, teamwork).

Inner Capacity: BEING and embodying Universal Values for strategic action for peace, prosperity and a flourishing planet.

Capabilities in Humanity Intelligence are a composite intertwined whole of Skills, Competencies and Inner Capacities, based on equity and dignity for all.

I/we can apply these capabilities in the context of my home, social groups, workplace, community and society. Six capabilities foster Humanity Intelligence for manifesting Peace, Prosperity and a flourishing planet. **All the capabilities are based on Universal Values of equity, dignity and compassion.**

- 1. Demonstrate Self-awareness and Self-regulation**
- 2. Shape Worldview with Ethical Awareness through Stories**
- 3. Design in Systems Terms for peace, prosperity and flourishing planet**
- 4. Foster Ethical Leadership, Management, Decisions and Partnerships**
- 5. Citizens Stop 'Othering' and Lead change**
- 6. Contribute significantly to Peace, Prosperity and a Flourishing Planet**

Humanity Intelligence Capabilities

Leadership for Peace Prosperity and Planet

Humanity Intelligence Capabilities:

1. Demonstrate self-awareness and self-regulation

Self-aware of one's self-worth, one's own strengths, limits; one's own emotions and recognizes their impact; one's own deeply held convictions and biases.

- ☐ Recognising one's own strengths & limits; having a sound sense of one's self-worth and capabilities.
- ☐ Anchoring ourselves in Universal Values and what we care deeply about for action.
- ☐ Listening deeply, speaking responsibly.
- ☐ Noticing and dealing with my background conversations, defensiveness and frustrations, by shifting my attention to what I care deeply about and acting from that space.
- ☐ BEING Courage (not the absence of fear, but the ability to act in spite of fear).
- ☐ Distinguish principled outrage from destructive anger.
- ☐ Coping effectively with pressure and setbacks in conflict situations, keeping emotions under control in difficult situations and being productive in high pressure environments.

2. Shape Worldviews with Ethical Awareness through Stories

Displays *ethical awareness* through behaviours that are consistent with equity, dignity and compassion. The capacity of an individual to think and act beyond self, family, tribe, caste, race, religion, and nation. Seeing with the heart and action are not separate realms.

- ☐ Creating safe environments.
- ☐ Manifesting integrity.
- ☐ Discerning, not judging.
- ☐ Embodying Universal Values as a foundation for my world view and distinguishing this from ideological stances or ideological positions.
- ☐ Taking decisive action on ethical dilemmas.
- ☐ Making values explicit in conversations and actions.
- ☐ Ability to renew and hold multiple perspectives and worldviews based on Universal Values.
- ☐ Shaping worldviews through stories and altering disempowering social narratives.

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3. Design in Systems Terms for peace, prosperity and flourishing planet

Uses Transformative architecture based on equity, dignity and compassion for strategic action.

Understands the complexity of causality, the nature of probability rather than certainty, and the nature of risk and array of outcomes. Understands the immense unpredictable possibilities that arise from emergent phenomenon.

- ☐ Applying systems principles and connecting strategic system shifts and changes to what I do, using the Conscious Full Spectrum Response Model - sourcing Universal Values, shifting unworkable systems and cultural norms and solving problems.
- ☐ Practicing synthesis skills and competencies to distill patterns for action for creating alternatives for well-being of all, with a focus on those society leaves behind.
- ☐ Designing programmes that address complexity beginning with impact and outcomes, using a transformational results chain.
- ☐ Seeing the shared mindsets and patterns that lead to exclusionary practices and creating safe and effective spaces for equity, inclusion and dignity.
- ☐ Cultivating the discerning eye - recognizing and making visible, the invisible, multiple patterns, norms and systems that shape societal and planetary situations and actions; recognize interdependence.

4. Foster Ethical Leadership, Management, Decisions and Partnerships

Radical Transformational Leader: thinks and acts strategically; Creates/innovates and embraces change; has the drive to achieve results for impact; manages ambiguity & complexity; builds resilience.

- ☐ Establishing integrity at home, in the workplace and society.
- ☐ Noticing one's defensiveness (e.g. feedback, in meetings, at home) and dealing with it.
- ☐ Creating and promoting a culture that establishes zero-tolerance for discriminatory language & behaviours; establishing norms to address unethical behaviours, abuse of authority, bullying, harassment or violence at home, school, workplace and society.
- ☐ Designing ecosystems for transformational change and identifying opportunities with partners for results related to peace, prosperity and a flourishing planet.
- ☐ Maintaining personal effectiveness in complex situations and provide stability in the face of conflicting external pressures, tensions and opposition from stakeholders or family or community members.
- ☐ Fostering leadership and Humanity Intelligence in others (shared leadership - not being the star of the show).

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5. Citizens Stop ‘Othering’ and Lead change

The well-being of people is essential for a flourishing planet. The quality of life based on the capability approach focuses on respecting the individual’s ability to pursue and realise the goals she, he or they value; and is a rejection of the economic model of individuals acting to maximize their self-interest, regardless of relationships and emotions. The presumption in Humanity Intelligence and Radical Transformational Leadership is that humans are born with goodness, not hate and evil.

- ☐ Interrupting disempowering “ISMS”
- ☐ Recognising words, phrases and language used at home, workplace and society that diminish people or groups, and transforming disempowering social and cultural narratives.
- ☐ Transforming historical narratives at home, with friends, at my workplace and community that ‘OTHER and establish US versus THEM’.
- ☐ Creating and promoting a culture that establishes zero-tolerance for discriminatory language & behaviours; establishing norms to address unethical behaviours abuse of authority, bullying, harassment or violence at home, school, workplace and society.
- ☐ Using Social Media and AI ++ responsibly and ethically.

6. Contribute significantly to Peace, Prosperity & Flourishing Planet

An understanding of the relationship and interdependence between the existential problems of peace, prosperity and the planet goes beyond usual academic or occupational boundaries. They require transdisciplinary frameworks and approaches to design and implement. What we design is what we will deliver!

- ☐ Being aware that I can make a meaningful difference in my home, work and community and contribute to peace, prosperity and a flourishing planet.
- ☐ Creating opportunities for others (family, friends, staff, partners, stakeholders) to contribute to peace, prosperity and a flourishing planet anchored in what they care deeply about.
- ☐ Investing in my inner peace as a prerequisite for peace in our world.
- ☐ Redefining conventional norms related to success (e.g. more money, more fame, more power over others); exploring and seeking fulfilling jobs; and creating environments for fulfilling jobs for others.
- ☐ Noticing background conversations and social narratives that obstruct peace, prosperity and a flourishing planet to be established; and transforming disempowering social narratives.
- ☐ Transforming conflicts to generate new possibilities and healing.
- ☐ In conflict situations, negotiating to gain support and influence diverse parties, securing humanitarian access and assistance, and ensure protection of the affected population.