

# Communication Patterns for Joyful Collaboration

## *Increasing Signal & Decreasing Noise*

The whys of creating this doc: why long proposals on discord are ineffective for example→  
What and who's "problems" are we resolving with these Agreements?

🐪 Why do these documents matter for us ?

🐪 Who is it for (the audience)?

🐪 How would it serve the audience - behaviour, actions, decisions etc?

🐪 How do we validate our assumptions?

🐪 How do we make a comms and holding space process so that the co-created culture and system are made visible to itself relating to what mental models/ worldviews we are bringing into the being, thinking, and doing of SEEDS community in everything we do or talk about?

🐪 How do we surface this process without blaming, shaming, survival (non-thriving/ fear based) comms?

🐪 Missing Zoom

🐪 "if you don't do this, that's what happens"????

🐪 Agreement ritual

🐪 creating safe environment to contribute

🐪 different ways of listening: communication requires integrating als ( = Active Listening Skills?)

## Purpose

Used by the moderators, facilitators and participants to guide conversations to be regenerative and constructive vs degenerative and wasteful.

# Principles


- a. **Heart space:** We allow for every interaction to come from our heart space, that place where *flow* exists.
- b. **Could:** We choose to use *could* (speaking from our perspective) instead of *should* and recognise, honor and welcome the other perspectives present.
- c. **Listen first:** When you think you *may* be missing some key points, try to understand first: listen, ask questions, and only then assert.
- d. **I'm the best person:** Note to self → "If I see some issue, I'm probably the best person to untangle the issue".
- e. **Propose:** When you hold a creative tension → form a proposal and present it with your tension as the first step towards resolution. If we "name" the issue we make a proposal to switch it taking lead on it.
- f. **Perspective:** Everything is a story.
- g. **Non-violent communication:** quick recap here. (If you're unfamiliar with it, check out the resources in the appendix)
  - i. I see\_\_\_
  - ii. I feel \_\_\_
  - iii. I need \_\_\_
  - iv. Would you \_\_\_
- h. Added by Melanie:
  - i. Be a "role model" and decide wisely what to share in which space with whom - sometimes it's time for teaching, sometimes for visioning, sometimes for ....
  - j. Be courageous and share observations
  - k. Help others to train their communication skills in a humble way

# Platforms

## 1. Discord:

- a. Quick announcements and short form content: no proposals!
- b. Use emojis for voting.
- c. Remind others if they mix up channels (e.g. proposal in Discord)
- d. Self Responsibility and Self observation : is it really important that I catch up with all that is written?
- e. Use the 3 simple rules when writing and responding:  
Is it useful?  
Is it true (from multiple lenses/ worldviews/ factual)?  
Is it kind?  
The latter is necessary because we are working with humans , not objects
- f. Respond to messages by opening a new Thread (#-symbol with speech bubble)

## 2. RE Forum (discourse):

- a. Structured & Concise: We communicate in short sentences / bullet point statements.
- b. Proposals in medium to long form content. How? 

### OFFICIAL PROCESS FOR CREATING AND PASSING A PROPOSAL.

1. Open discussion in Discourse – come up with proposal,
2. Bring proposal to SEEDS forum (for history) and engage Citizens,
3. Upgrade proposal (are you happy),
4. Sign off from tech,
5. Sign off from chapter editor,
6. Consent from the whole RE group,
7. Referendum if needed,
8. update section.

SEE Mila's comment on another framework (sociocracy consent) to use for proposal decision-making , building on the suggested ones above

Use the 3 simple rules when writing and responding:

Is it useful?

Is it true (from multiple lenses/ worldviews/ factual)?

Is it kind?

The latter is necessary because we are working with humans , not objects

### **3. SEEDS Forum (passport):**

- a. We bring it to the SEEDS forum to present to citizens and move to a formal proposal if necessary.

### **4. Sessions, Meetings, Calls:**

- a. Verbal (2 min sharing, unless snaps)
- b. Use emojis for voting

### **5. Twitter**

- a. Really short form

## Other

TO BE INCLUDED:

12. Trust -> Building Trust
15. Consent (no objections) for agreements on our weekly calls. Once we cohere
18. 3 principles: Mindful, Listening, Awake
19. Written Histories (blockchain truth).
20. Any model becomes a crutch without being rigorous
21. We communicate distributed more than decentralized
22. Moving from safe space towards brave space
23. Direct!! To the point (say it how it is) - ownership of receiving (triggers)
24. 1) Be impeccable with your word 2) Don't take anything personally 3) Don't make any assumptions 4) Always do your best
25. Honor the his-hertory of what is created. Don't tear it down :)
26. Integration: how integrated is it in your own mind? Check in for inner entanglements before expressing your piece.
27. Conflict and root causes. Exploration group in RE was suggested by @Ana and it is an ongoing discussion with Joost, Spirit and others in the Discord conflict resolution channel. Waiting to hear when we could kick start the exploration group.
28. Zoom accessibility to be inclusive and have captions. A zoom feature allows for automatically generated captions/ subtitles, and it can be saved as a transcript of audio. It's free.

## 7. Appendix:

- NVC resources needed

#wisdomcouncil

From João Estellita to Everyone:

everything that allows us to flow unobstructed with informations and express knowledge in many ways it's something to consider in this ST space..

From Niki Angyal to Everyone:

There is a difference between making agreements and introducing censorship. We can agree on simple guidelines on how we show up and communicate, for everyone to check themselves when they speak up, but it's different from going after people, silencing them, flagging them etc.

From Max Bohn to Everyone:

It would be nice to have an "experience how we communicate" call for new explorers so they don't have to read the doc :)

From Mila to Everyone:

In living systems (as we are), feedback loops for co-evolution is imperative - both the outcomes of the functional / operational from the prototype / experiment, AND the mental model/ assumptions/ worldviews/ culture that created / designed the prototype to begin with.

From Niki Angyal to Everyone:

Kinship earth principles: <https://kinshipearth.org/how-we-work/>

From Mila to Everyone:

The feedback loop learning that I was mentioning based on academic research (Argyris & Schon) :

<https://thesystemsthinker.com/wp-content/uploads/images/volume-12/when-our-actual-outcomes-do-responses.jpg>

From Kath to Everyone:

I see rituals of active listening, mutual respect and building on what others have said to arrive at understandings, values and directions shared by us all in a loose consensus that is inclusive of diverse points of view.