



The Formies Approach



An integrative, systemic method to develop awareness in daily life for more sustainable individuals, organizations, communities and societies

1. The vision behind the approach: consciousness @work

Imagine a world populated only by fully conscious individuals. They have self-esteem and respect each other. They are full of excitement and spread joy, energizing their environment.

- ▶ People will be able to see solutions to manifold global issues they couldn't see before.
- ▶ People will be able to coexist in a peaceful way because they are aware of global interdependences and can master their emotions.
- ▶ People will respect diversity and cease to control others because they transcend judgmental thinking and have inner clarity regarding their needs.

The more people, the better we will be able to solve our global issues and to make this world and our lives sustainable. The Formies approach is a smart vehicle on our collective journey towards the next level of human mankind.

2. The Formies approach @work

We witness massive disruptions in our societies. There are disruptive changes in technology, e.g. in energy, mobility and medicine. Globalization leads to multiculturalism, growing interdependencies and complexity. We see the transformation towards a knowledge-based economy and a wide-scale digital transformation. We experience massive value shifts mainly in Generation Y and Z towards the search of meaning, self-determination and co-determination.

Large-scale transformation on an individual, organizational and societal basis is inevitable. Individuals with qualities and skills contributing to sustainable transformation will be in

increasing demand. We need people that are able to go beyond limitations posed by mental and emotional patterns. We need people who are fully aware of themselves.

Awareness means being attentive, switched on, and in full command of all senses, thoughts, and feelings, at any moment. Of course, this is an ideal that is difficult to achieve in real life. Yet, the Formies approach paves the way towards raising awareness and thus facilitates deep rooted transformation in numerous contexts:

Organizational context

- ▶ In-house leadership development / human source development in organizations
- ▶ Programs to establish fit between organizational and personal purpose
- ▶ Programs to enhance creativity and innovativeness
- ▶ Coaching (individual or group) for systemic awareness building

Primary education

- ▶ Awareness-building for pupils of elementary schools, middle schools and high schools

Higher education

- ▶ Institutional leadership training for business leaders, community leaders and NGO leaders
- ▶ Leadership education (elective) in business schools
- ▶ Individual learning via online courses and coaching for sustainable personal growth

Societal development

- ▶ Initiatives to use ethnic diversity, especially for multicultural integration

The approach can be used in any organizational context to enhance organizational members' awareness level. It is applicable in corporations, non-governmental organizations and in education, be it in private or public institutions.

3. The main elements of the Formies approach

The Formies approach is an integrative approach based on the non-dualistic Far Eastern tradition of wisdom combined with insights from contemporary leadership theories, intercultural management, anthropology, quantum physics, neuro-sciences, psychology and pedagogy. It helps people to know themselves and gain reliable access to their inner knowledge.

The method is designed to make an abstract, complex and typically academic topic, namely awareness building, attractive and simple to apply

Hence, the methodology is understandable by a broad range of people in terms of age, educational background, ethnicity and culture.

It provides a common reference frame people from all walks of life can adhere to.

People who use the Formies approach have a basis for understanding each other. On a meta-level, they speak the same language. This facilitates relationship-building transcending geographical, ethnical and religious borders.

The approach is based on the uniqueness of the individual. It emphasises the HOW to develop more than the WHAT to develop because the issues that need to be addressed differ from individual to individual.

However, the approach offers various categories of issues that typically need to be addressed in

order to develop awareness. The method firstly strengthens analytical capacities by widening the individuals' mental horizon. This is done by systematic self-observation and unlearning. Secondly, it taps into body intelligence with systematic training of the voice of the body. Thirdly, it develops emotional and social intelligence using analytical tools, systemic thinking and the power of awareness.

The approach provides an inner map of interdependencies between issues, preventing the individual from accessing his or her inner knowledge. The structured process helps to map self-limiting mental models and emotional patterns that bias the individual's self-perception and perception of others. The

prerequisite for successful application of the Formies approach is the individual's willingness and determination to grow and to build up awareness.

The Formies approach provides structure and orientation for self-development towards more consciousness with:

- ▶ the personification of the main parts of a human being – mind, body, heart and consciousness, in the form of the Formies
- ▶ a navigation system, the L-Loops, to guide people through the process
- ▶ a toolkit with templates for self-exploration

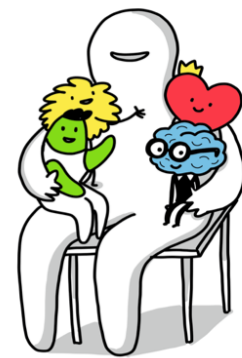
3.1 The characters

The Formies approach builds on a holistic view of the human being as a composition of mind, body, heart and consciousness.

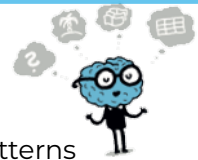
Each part is represented by a character with a specific look and language.

The personification of each part has the purpose of:

- ▶ Making awareness-building a natural, intuitive, joyful process
- ▶ Providing a structure to recognize internal issues on a mental, emotional and physical level
- ▶ Facilitating an inner dialogue for better self-recognition
- ▶ Stimulating a positive attitude towards all aspects of oneself
- ▶ Facilitating self-expression
- ▶ Motivating needs-based communication
- ▶ Creating a vehicle to address touchy and touching issues
- ▶ Using the technique of family or business constellations for oneself and interpersonal issues
- ▶ Enhancing the willingness for interpersonal exchange on personal growth and awareness topics
- ▶ Lowering the threshold of awareness building to make it cheerful and comprehensible for children and individuals without access to higher education.



The representative of the mental level (blue):



Mr Mind is a rather chatty guy. His language is thoughts, regardless of whether they are silent or spoken-out-loud thoughts. His chatty nature gives him a certain dominance. He is very skilled in analysing

situations, recognizing patterns and synthesizing new insights. Yet he is also pretty noisy, with all his thoughts overlaying the subtle voices of body and heart.

The representative of the physical level (green):



Buddy Body is a strong and good-humoured guy who relishes the slightest attention. His voice is extended body language. This is classical body language such as body posture, facial expressions like a smile, gestures with arms and hands, interpersonal distance, body contact and

eye contact. It comprises also a different form of bodily expression, namely tension, pain and even illness. Buddy Body is very skilled in translating thoughts and feelings into something more tangible, more physical.

The representative of the emotional level (red):



Her Highness Heart can be rather difficult with seemingly unpredictable changes of mood. We have a lot of emotions, whether we acknowledge them or not. They can be imagined as vibrations or inaudible melodies that sweep over the body and mind. Each emotion has a certain tune. Depending on the loudness of that tune, the body reflects it by showing corresponding

signs of classical body language. However, many feelings exist below this bodily threshold, which means that we don't notice them easily. Her Highness Heart tends to hide away, particularly in an organizational context, because showing emotions is considered unprofessional.

The representative of consciousness (yellow):



Conscious Me is like an impartial inner observer, constantly monitoring the three parts mentioned above and ensuring peaceful coexistence and harmony between them. Conscious Me is observing the others from a perspective of equanimity.

Conscious Me makes sure that the individual keeps on developing him or herself. The purpose of nourishing Conscious Me is to gain a stable connection to the individual's inner knowledge or creative power.

Full consciousness requires Conscious Me to be vigilant 24/7, ideally even during sleep. Because this is unrealistic, it's already a plus to be more conscious while being awake. This level of consciousness allows

for stable access to inner knowledge, with full acknowledgement of and command over mental and emotional patterns. It is a permanent state of being.

3.2 The L-Loops

The L-Loops provide the framework for all discovery activities. They guide individuals towards effective self-observation. They are a blueprint for self-management.

The L-loops are the second building block of the Formies approach. Together with the characters, they build a common reference frame for individuals to talk about their self-development experiences and insights.



There are six loops. Each loop focuses on a main activity. At the beginning of the self-exploration journey, the first loop, **Locating**, and the second loop, **Letting Go** will be most prevalent. These loops are operational. The main goal is to identify issues and to take the power out of them. After having gained experiences in exploration, the individual proceeds to loop three: **Learning**. This loop is more strategic. The individual reflects on his or her exploration activities and gains new insights. Loop four, the **Laughing**

loop, gives space and relaxation to 'digest' the discoveries. When the individual feels ready, he or she proceeds to loop five, **Leveraging**, where internal clean-up and learning activities are translated into modified behaviour. The change that first was created on the inside becomes visible on the outside. With gained self-confidence, the individual acts more based on decisions from the inside. In the sixth and final loop, **Loving**, the individuals are absorbed by the joy the process gives them.

In short, the L-Loops are about **Locating** self-limitations; **Letting Go** of mental and emotional patterns; **Learning** about oneself and one's issues; **Laughing** about quirks and the funny side of life; **Leveraging** insights to changed behaviour and **Loving** the entire process and the consciousness status one has achieved.

3.3 The toolkit

The third element of the Formies approach is the toolkit which helps to follow the process with the L-Loops. There is a package of templates to facilitate the exploration of each part:

the mental part, the physical part and the emotional part.

The templates in each part help to identify issues and let them go. They are the concrete means of how to change, how to get rid of self-limitations, and how to get used to new habits and behaviours.

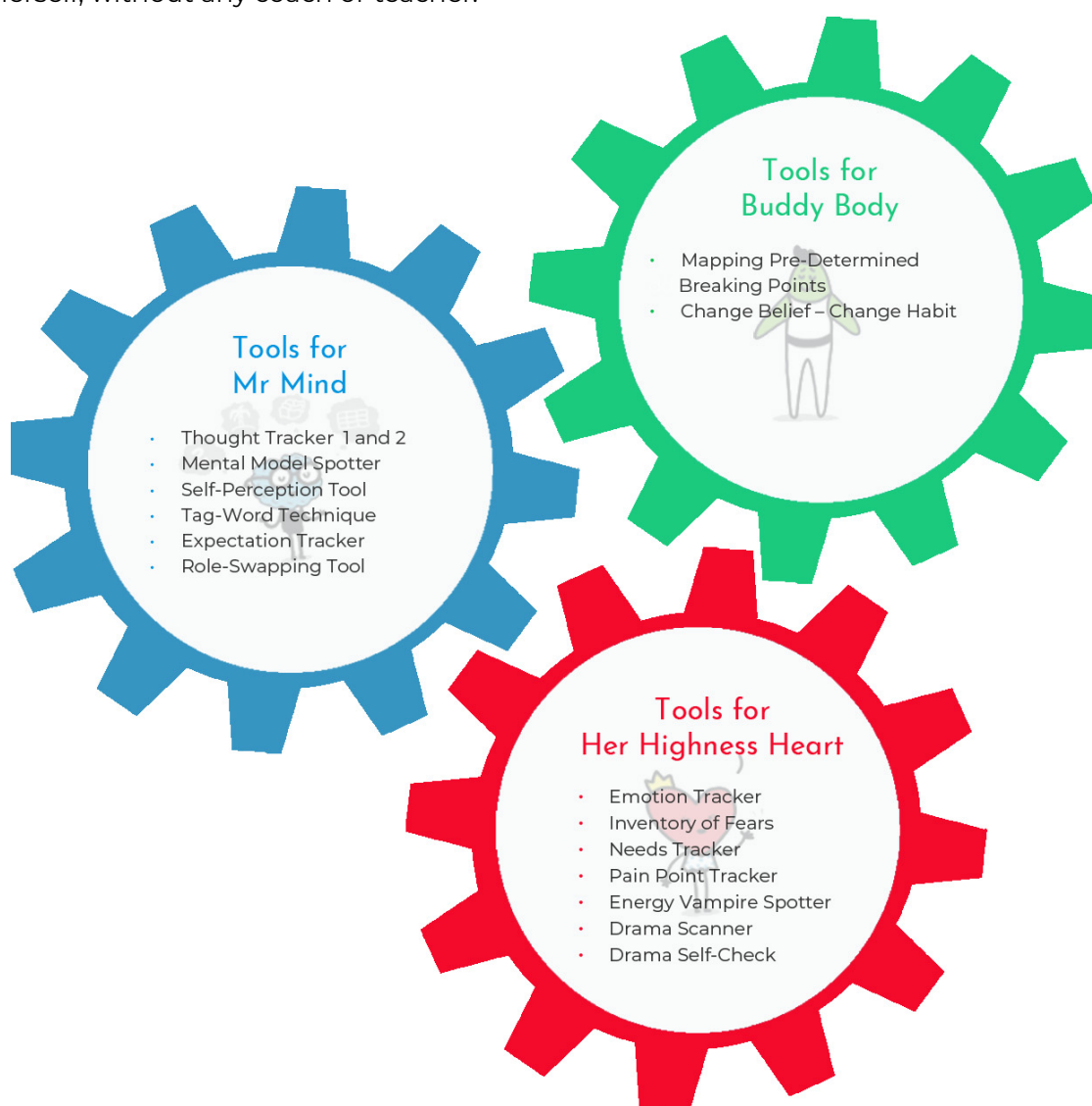
Therefore, the templates are vital for a sustainable self-development process.

They are self-explanatory and designed to enable the individual to build up awareness by him or herself, without any coach or teacher.



In addition, there is a [website](#) with tips and FAQs regarding tool application.

The following figure provides an overview of all tools available for personal growth:



4. Development goals

The Formies approach is a vehicle on the journey towards more awareness. It stimulates intellectual, emotional, systemic and social intelligence alike leveraging individuals to the next level. On this level, people are self-aware and have developed a combination of the following qualities, also referred to as the corafa-qualities:

Courage
Open-mindedness
Resilience
Appreciation
Focus
Action-orientation

As all individuals are unique, they dispose of these qualities to a different extent. How does the Formies approach to the development of those qualities?

► Increasing self-confidence

Individuals develop a clear view of themselves and strengthen access to their intuition through 'Conscious Me'. They gain a clearer view of their emotions and are no longer on autopilot. The individuals have a better understanding

of who they are and how they (re)act. They recognize and feel the connection to their inner knowledge and build trust in themselves. They become more **courageous**.

► Fostering an attitude of self-reflectiveness and empathy with others

The individuals experience great diversity inside them through their Formies and learn to accept particularities, strengths, and weaknesses of each Formie. This acceptance

of differences and the use of diversity can be transferred to relations with others. Individuals can more easily change perspectives without judging. They become more **open**.

► Aligning self-perception with external perception

The internal dialogue with the Formies enables people to understand what exactly is happening inside them. Internal contradictions, especially contradictory needs, can be identified and 'experienced' easily.

The inner dialogue allows people to detect blind spots and discuss perceived weaknesses or issues with others in an objective and constructive way. Individuals become more **resilient**.

▶ Enhancing effective communication

With the help of the Formies, individuals gain greater clarity about their inner motivation and what motivates others. They can use these insights to express themselves better. They

typically also have greater skills in listening, as they are trained in listening to their 'inner voices', the voices of their Formies. This makes them more **appreciative**.

▶ Increased internal attentiveness

People learn to get tuned into the needs of their different parts. During their self-exploration, they gain more experience of differentiating between the voices and deliberately tune in to a pre-selected voice. This improves the power to focus attention and to stay focused.

Developed consciousness leads to augmented attentiveness and mindfulness. This increases the ability to put full energy on one task – without losing touch with the environment. The individuals are more **focused**.

▶ Strengthening decision-making

A better connection to inner knowledge enhances decision-making power. People can enter into an inner dialogue regarding a decision they need to make, consulting with all Formies, including Conscious Me.

Strengthened access to their intuition makes them more confident in making decisions and improves decision quality. This helps them to be more **action-oriented**.

5. Certified Formies Coach Program

For organizations who want to engage in awareness building we offer a program to develop Formies approach experts. It is called the Certified Formies Coach Program. Over a period of 6 months, the learners internalize the approach to an extent that they have an increased awareness level. Currently, the program is conducted online. It can be adopted to the organizations needs.

The program is dual-tracked.

Track one: The Formies approach is applied to the learners' personal development. Having gone through the process themselves, the learners know from their own experience about the challenges of awareness building. They have the opportunity to create their own cases and customize the tools.

Track two: Transfer of the learners' experience to typical issues others are faced with. We use cases taken from the coach manual, and we use the tutors' and peers' personal experiences to widen the learners' horizons.

Contact

The Formies approach can serve different purposes:

It can be implemented at private or public schools and universities to unleash the students' full potential. It can help to build up awareness among organizational members to strengthen self-responsibility and transformational drive.

Whatever the purpose, we are happy to discuss the context with you and support you setting up a pilot project.

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