

Output 2 Appendices

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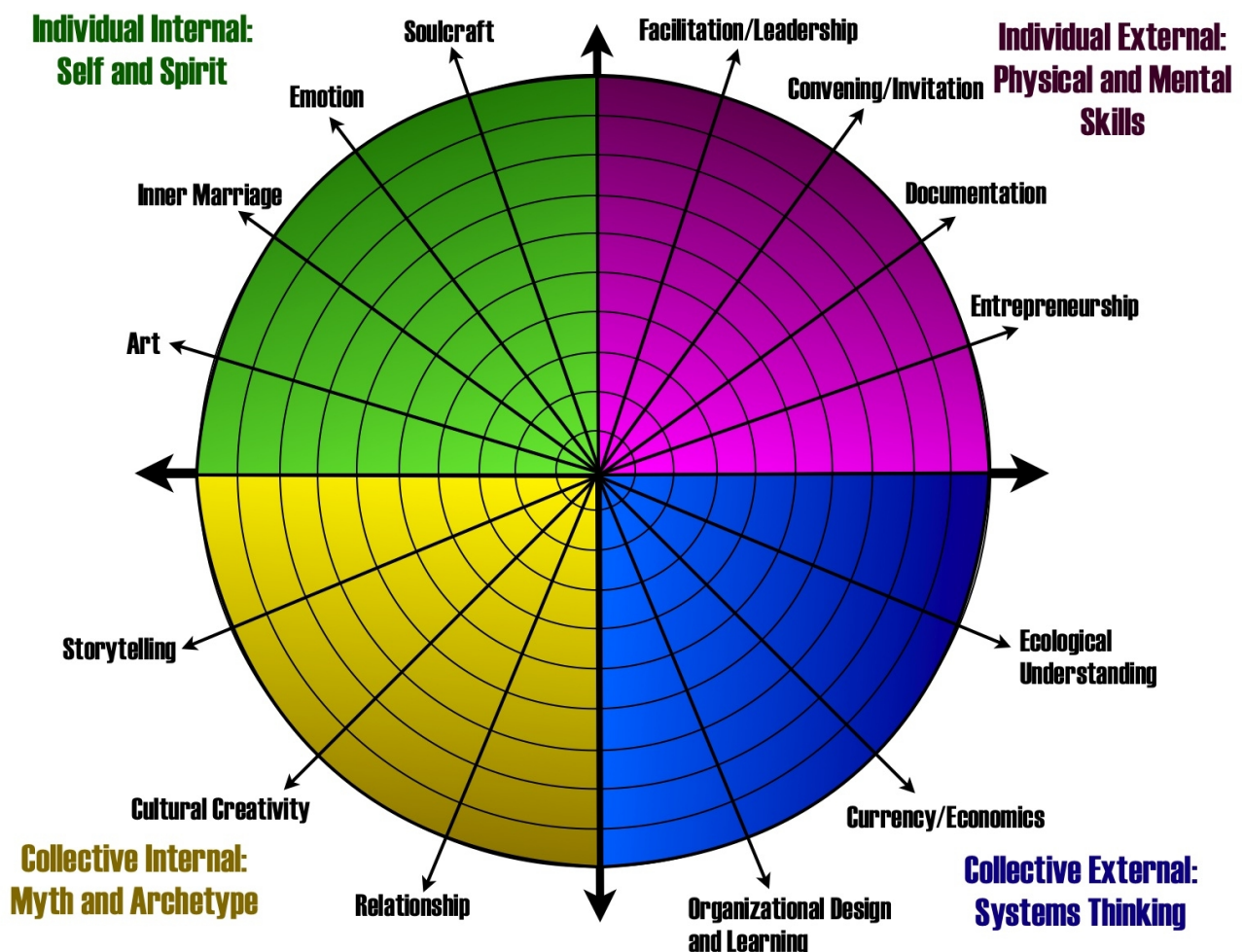
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1. Skillflex Re-assessment

Process

To create my skillflex assessment for my LIPD, I borrowed a tool introduced by Gregory Landua at the recent Gaia event at Earthaven. In his graduation presentation, he demonstrated how he had made his learning measurable and visual by mapping his progress onto the [Integral Quadrants](#) model invented by Ken Wilber. For more on how this system works and why it is useful, check out the [Prezi presentation](#) about it in Gregory's portfolio.

I am tracking my learning in four categories, with 3 or 4 separate threads in each category. In my LIPD, I rated my existing capacity in each of these threads, and used those ratings to create a learning shape, a visual representation of my learning. Over time, as my capacity develops in these threads, the shape will change, hopefully becoming closer to a circle as I balance out the skills I have with new ones that I am developing. The image below shows the four quadrants and the learning threads that I will be tracking.



Ratings

The following tables show how I've rated my capacity in each learning thread. This information is used to create my learning shapes. There are two tables for each quadrant. The first ones are the original ratings from my LIPD, and the second ones (which are less pretty because I don't have the software on this computer to make the pretty ones) show my reassessment of these threads after two months and a lot of project work.

Note: originally, ratings were between one and ten, one being no skill or knowledge, and ten being the best possible. Now I am recognizing that there is always room for growth, so there is no upper limit on ratings. The circle only continues to expand!

Upper Right: Individual Exterior-Physical and Mental Skills

Learning Thread	Rating	Explanation
Facilitation/ Leadership	8	Lots of experience and talent, great at making groups fun and safe, holding energy. Practice new tools and techniques.
Convening/ Invitation	3	Unskilled with marketing, good at inviting individuals. Need to expand scope of influence, ease and grace
Documentation	6	Excellent writing, good use of templates and weekly design. Want to experiment with new formats.
Entrepreneurship	2	Very new. Good gumption, not a lot of knowledge or skill.

Competency: Excellent at working with groups, sharing ideas, holding space, some aspects of documentation. Plenty of energy and interest.

Edges for Growth: Efficiency and effectiveness, especially with digital media, project management and business planning, accurate observation and assessment of field.

Learning Thread	Rating	Explanation
Facilitation/ Leadership	9	I have learned powerful lessons about holding safe containers, and about where I still need to grow, particularly in working with difficult or disruptive energies within a group.
Convening/ Invitation	5	Learned new tools and technologies and social media marketing strategies, still working on effectiveness, ease.
Documentation	7	Increased effectiveness and ease in output process, lots of good learning journaling.

Learning Thread	Rating	Explanation
Entrepreneurship	4	Starting to get a feel for having a business, still at a small scale, very simple.

Competency: Gained competence in social media, invitation. Very competent in facilitation, documentation.

Edges for Growth: Increased effectiveness in creating abundance through entrepreneurship, new levels of skill in facilitation and leadership.

Lower Right: Collective Exterior-Systems Thinking

Learning Thread	Rating	Explanation
Ecological Understanding	5	Some understanding of basic concepts, permaculture etc. would like to fill in details, as well as integrate understanding with livelihood.
Currency/ Economics	0	Unknown field. No experience, very little knowledge
Organizational Design & Learning	1	Close to unknown. Very little experience or knowledge.

Competency: good understanding of systems of oppression, some history, decent understanding of ecological principles and ability to explain them. Keen intellectual ability to grasp, remember, and explain large concepts.

Edges for Growth: Engagement with and learning about big systems such as economies and governments. Overcoming resistance, distress, re-stimulation, and feelings of powerlessness.

Learning Thread	Rating	Explanation
Ecological Understanding	5	Not much change.
Currency and Economics	2	I've been reading the business section of the newspaper, listened to "The Soul of Money", working through resistance and distress.
Organizational	3	Working within the Tantra School and the beginnings of

Learning Thread	Rating	Explanation
Design and Learning		collaborative visioning with Lily I am starting to learn about organizational design, particularly defining purpose and intention.

Competency: similar to above, with some expanded competency in visioning and collaborating on a small business project.

Edges for Growth: Same as above.

Lower Left: Collective Interior- Myths and Archetypes

Learning Thread	Rating	Explanation
Storytelling	8	Excellent storytelling skills. Need more stories.
Cultural Creativity	8	Tons of experience and excitement, circus skills, experiments with personal style, polyamory, communication methodologies, Intima. Expand scope.
Relationship	7	Good presence, communication, accountability. Working on consistency, boundaries, big picture. Working with fear of rejection, desire to please or heal.

Competency: Very creative and engaged, very present and loving in general. Lots of skills have been built in this area.

Edges for Growth: Continue to practice clear communication, loyal soldier work, warrior energy.

Learning Thread	Rating	Explanation
Storytelling	8	Not much change.
Cultural Creativity	9	Expanding scope of impact by repackaging offerings into a more easily accepted format.
Relationship	8	Clearly defining “love”, clarifying deep desires and longings. Practicing presence and accountability.

Competency: very powerful vision of possible futures, able to transmit that vision and

break it down into teachable skills and understandable ideas, able to put myself out there powerfully and bravely. High level of consciousness and commitment to integrity in relationships.

Edges for Growth: further refinement of packaging gifts and offering them, embodying communication skills and tools in relationship.

Upper Left: Individual Interior-Self and Spirit

Learning Thread	Rating	Explanation
Soulcraft	6	Some competency and understanding, good ability to alter consciousness, not fully integrated.
Emotion	7	Good access to discharge, awareness of emotions, acceptance and self care. Some restriction around anger, still working on flexible, skillful boundaries
Inner Marriage (Masculine/Feminine Balance)	5	Exploring new experiences of masculine energy, just beginning to understand this relationship. Natural inclination towards balance and integration.
Art	4	Enjoyment and talent with music, particularly voice. Expressive, but untrained. Easily frustrated.

Competency: Lots of attention and energy in this quadrant, lots of experience with soulcraft, emotion, and a natural tendency towards emotional freedom.

Edges for Growth: Clarifying and understanding my experience, re-integrating, consistency of practice.

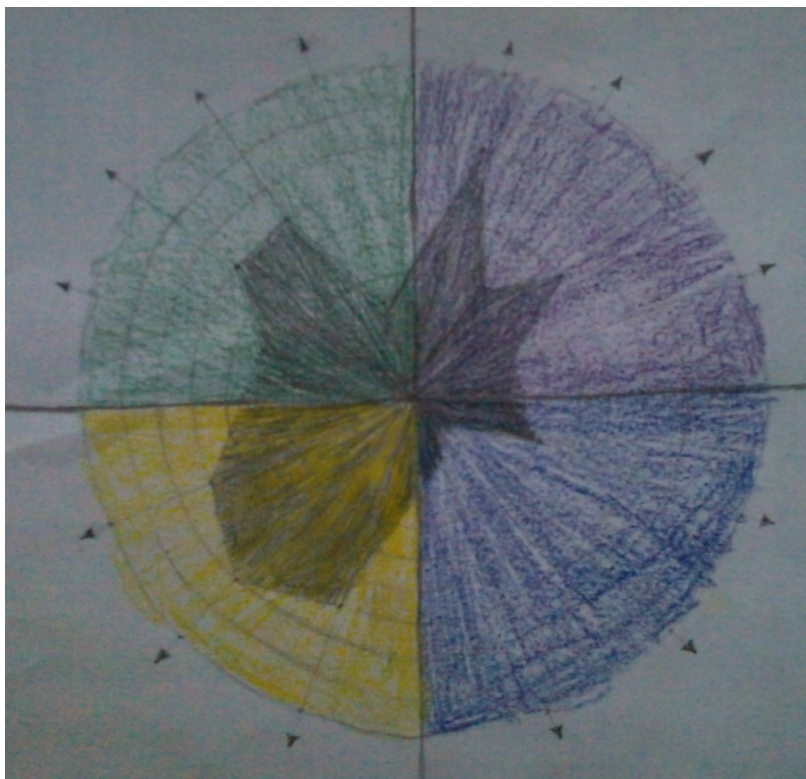
Learning Thread	Rating	Explanation
Soulcraft	6	Haven't been focusing here overtly, but the process of learning to give my gifts is a part of this work.
Emotion	8	Gaining competency in emotional packaging and management, ability to put something away and come back to it later.
Inner Marriage (Masculine/Feminine Balance)	8	Huge leaps in embracing my inner feminine, powerful sexual healing, experimentation.
Art/Creative Expression	4	Not much change.

Competency: very competent in tools, processes, and practices for internal growth, very aware and involved in my own internal life.

Edges for Growth: connection to spirit, transpersonal energies, deep and rooted connection to life purpose on a transpersonal level, creative expression of soul.

Learning Shape

The following image shows the learning shape I created with my new data. To compare it with my first learning shape, check out this [Prezi presentation](#).



2. Design Process

How was this output designed and implemented?

This output was designed and implemented in several waves of energy and effort. I began designing soon after completing my LIPD, so that I would have a feeling of spaciousness and not one of rushing to complete it. I was designing for efficiency and ease of creation, as well as beauty and effectiveness in communicating my learnings.

First Wave- "Collecting the Pieces"

In the first design push, I identified the elements that I wanted to have in my output, and compared them with the requirements on the PODAPO form. I even created a spreadsheet outlining which elements fulfilled which requirements to ensure that all requirements would be met. During this wave, I mostly went back and forth between these two areas, looking at what elements I wanted and how they would fulfill the requirements.

Second Wave- "Creating the Container"

After having put down the output to focus on other things for a few days, I came back to my design process and began to design the aesthetic presentation of the

output. I wanted it to be extremely simple and beautifully functional, so I chose to have the whole main report in one document rather than the complex interlinking that I have used for other outputs.

Third Wave- "Diving in, Design by Implementation"

In the third wave, I reached a point where an abstract, theoretical design process became frustrating and I needed to just dive into the writing and see what happens. For me, the process of creating the content is a major part of the design, and really helps to clarify what needs to be done next. I wrote most of the main report in two days, and then left it for about a week.

Fourth Wave- "Reassessment and Finishing Touches"

After having grounded myself in the writing process and then leaving it for a week, I was able to step back and look at the whole design again. I went back to the necessary elements and requirements and compiled the necessary next steps to finish the output. As each content piece was created, the layout began to come together naturally, fitting into the guidelines of simplicity and elegance that I had created.

Evaluation

In this design process, clear goals and strong analysis and assessment transitioned smoothly into a process of complementary design and implementation. The whole process felt smooth, natural, and graceful, and was accomplished without undue stress or investment of time and energy.

3. Learning Journal Excerpts

Titles and italics added afterwards for clarification

Reading About Love

This is an excerpt from my reading journal, which tracks my reflections and learnings from books and audio books. As I am reading, I copy down passages that had a strong emotional impact for me, as well as recording thoughts or new ideas inspired by the reading. When I wrote this passage, I was reading Bell Hooks, All About Love
10/13/11

"dysfunctional" does not have to be an absolute judgment, a family or relationship can be dysfunctional even if care, affection, etc are still present

"I did not feel loved, but I did feel cared for"

Genuine love= Care, Commitment, Trust, Respect, Responsibility, Knowledge

"I did not want to accept a definition of love that would compel me to face the possibility that I had not know love in my primary relationship."

With a clear definition of love as a verb, as an action (*a major theme in All About Love*), you become accountable for either choosing to be loving or choosing not to. Like Patch (*my mentor from Camp Winnarainbow*) says, "today, I will be loving"

Love IS a choice.

Chapter 2: Justice: Childhood Love Lessons

“we learn about love in childhood”

we learn that love is about good feelings, reward and punishment.

“the notion that love is about getting what one wants, whether its a hug or a sweater or a trip to disneyland, is a way of thinking about love that makes it difficult for children to acquire a deeper emotinal understanding”

“until we live in a culture that upholds basic civil rights for children, most children will not know love.”

If I want a world safe for all children, I have to wrestle with this in some way, politics, social services, the whole shebang. I have to confront what exists now.

“without justice there can be no love”

The Power of Conflict

11/1/11

theres a lot I could write about right now, so much has happened, as always, since I last journaled, but it's late, so I just want to capture some good learnings from this conversation I just had with Sophie and Marissa. The conversation was about conflict, how to engage in it well, why its important, etc... Sophie was sharing that she has been slapped in the face before, and that she would rather be slapped than have somebody withhold something from her. I really value that honesty, and I feel like I used to practice it much more consistently, really bringing out what was coming up for me, putting things out on the table. I feel like I've been avoiding conflict a lot lately (smiling at Ely and giving her a hug tonight was major conflict avoidance). I've been experimenting with relating with people in a less confrontational way, more going along with the level of intimacy that others are creating or seem ready for, and it doesn't feel that good to me a lot of the time. I want to have the courage to point out the underlying things that I observe, to say when I'm uncomfortable or upset or feeling disconnected or whatever it is. I'd like to work on that *in my intimacy coaching sessions* with lily

Social Media Marketing

11/2/11

I just got back from spending about an hour and a half working on marketing for intima. I feel pretty worn out, kind of icky and restricted. The whole process feels so unnatural to me, and I really dislike the feeling of using my friends as tools to make money. Its pretty icky. At the same time, I do want people to read my work and to learn about this project, and to come to the games night. I think once the setup phase is finished and I know how to use these tools, it will be easier to spend less time on them and use them a little more authentically. I feel a lot of fear that my marketing efforts will be insufficient and that not very many people will show up.

Reflection on Marketing and Social Media

What have I learned so far about Marketing and Social Media?

Tools! I have learned a basic competency in several social media tools. I learned how to create a website using wordpress, how to create a twitter account, how to create a facebook page, and how to use hootsuite to connect all those things and send messages to all of them at once.

Marketing takes a lot of time and energy. I have spent a lot of hours over the last couple weeks setting up these marketing efforts, and I still don't think that the word has really gone out that far. It means spending a lot of time on the computer, especially now in the setup phase.

What are my questions about marketing and social media?

How do I actually get people to read all this stuff? I have the accounts set up, but how do I get people to follow them? How do I get people to read and follow my blog? Or my tweets? Is any of this effort that I've put in going to result in more people actually showing up for the event?

I think that with a little bit more knowledge of best practices, I could be pretty effective and efficient at this work, and it could eventually be a source of income in itself. I really want to be careful with it though, because it in itself is not what I love to do. I am doing it because I love the project and vision of Intima, and I want it to be successful.

The Gift of Slowing Down

11/9/11

The season is turning, and I am slowing down, whether I like it or not. The mountains are singing lullabies to me, pulling me down gently and whispering "sleep, rest, slow down." no matter how much energy I put into it, Intima is simply not going to explode right now, not outwardly. Better to put energy into deep visioning and designing, preparing for it to explode in the spring.

I'm being given this gift, of spaciousness, in which to really figure some things out.

What do I truly, deeply long for and desire in intimate relationship?

What is the purpose of Intima? What do I want my livelihood to look like?

What is my purpose and how can I live in alignment with it?

In empty moments, rather than reaching for food or a magazine or tripping out about relationship drama, I can choose to ponder these questions, to connect with my deepest longings and my place of vision and creativity, and build a foundation for action.

Harvest from Session with Steve

After an Intimacy Coaching session with Steve Torma, I made this journal entry harvesting what I had learned about coaching from the session.

11/21/11

Support Techniques

- “What do I need to know about the situation in order to support you?”
- Somatic Experiencing
 - “What are you feeling in your body?”
 - “Where do you feel it?”
 - “Does it have a shape? A color?”
 - “Put your witnessing attention on it, stay with it. Does it change? Does it move?”
 - stay with it, keep going, keep asking, bringing them back
- Examining beliefs about the situation
 - Beliefs about wrongdoing
 - “Do you have any kind of belief that you (or anyone else) did something wrong in this situation?”
 - “Can we understand this situation as you (and everyone else) doing the best they could with what they had available at the time?”
- Looking back to learn from the situation
 - Chooser/educator
 - The chooser chooses the best they can in any situation, the educator looks back to see what other choices were possible, what might serve better in the future.

Theories/Understandings/Ideas

- Chooser/educator
- The only thing we are ever afraid of is to feel our feelings

Key Learnings

- I did my best in this situation with Allison, I acted in integrity, I told my truth, I didn't do anything wrong.
- Curiosity about definitions of trust, what does it mean when someone says “I can't trust you”

4. Course Resources

Loving and Intimacy

Resource	Date(s) Used	Description
<u>All About Love</u> - Bell Hooks	10/15/11-11/?//11	A clear and useful guide to Love as a verb. Empowering, cuts through distorted societal perceptions of love, deals with essence.
“Communities Magazine” Intimacy Issue	11/28/11	Great articles on honesty and love, intimacy in community. Useful perspectives.

“Power, Pleasure, and Play: a Playshop” with Steve Torma and Rebecca Chaplin	11/26/11	Sensual, embodied play, witnessing of others pleasure, working with boundaries and asking for what you want, exchange of sexual and life force energy.
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Marketing and Social Media

Resource	Date(s) Used	Description
“Click Newz” by Lynn Terry	November, 2011	Blog with “ten smart ways to use social media sucesfully”. Mostly about establishing relationship, not being regarded as spam.
Wordpress “how to” pages	November, 2011	How to create a blog, get people interested.

Life Coaching

Resource	Date(s) Used	Description
Session with Steve Torma	11/20/11	Coaching session exploring issues present in a major intimate relationship. Dealing with questions of trust and truth telling, ddealing with painful truths. Learned good coaching techniques, see “harvest from session with Steve.odt”
Sessions With Lily Ovadya	November, 2011-?	Support sessions, both giving and receiving, active experimentation in intimacy support, with feedback afterward. See “Lily Support Session Notes.odt”
<u>Life Coaching for Transformation</u> -Martha Lasley, Virginia Kellog, Richard Michaels, Sharon Brown	November, 2011-?	Textbook style manual for transformational life coaching, contains helpful theories, practices, techniques, and foundational understandings.

Radical Health

Resource	Date(s) Used	Description
<u>Radical Healing</u> -Rudy Ballentine	November, 2011-?	Comprehensive explanation of transformational healing practices, including diet, herbalism, homeopathy, movement, mind/body and energy healing. Health as a personal journey towards wholeness.

Other Resources

Resource	Date(s) used	Description
<u>The Soul of Money</u> -Lynne Twist	November, 2011-?	Powerful book and audio book describing how to use your relationship with money as a portal for personal transformation.

5. Best Practices for Event Facilitation

By no means a complete list, the following best practices represent what I have learned in the last few months and in my life about hosting events. The purpose of all of these practices is to create a container of safety and trust where participants can relax into their full humanity.

Always have a plan

The most basic aspect of hosting an event is having a clear itinerary, and knowing what comes next. Even if you are excellent at making stuff up on the spot, you will feel much more comfortable and confident if you have clear structure laid out beforehand.

Create a detailed vision of the event

Before the event, go over your itinerary in your imagination. Step into the space, and envision how you want it to feel. What is the energy like in the room? What kinds of feelings do you imagine creating for the participants? It helps me to write down the story of the event from this perspective, what it feels like at each stage. This way, when I am facilitating, I have a clear picture in my mind of what feeling I am trying to create.

Be prepared to abandon your plan and vision at the slightest hint of something better

I once hosted a party at a warehouse in East Oakland with my friend Jonah. Before the event, we had spent many hours coming up with all these wonderful skits and theatrical actions for the event. They were very creative, avante garde

participatory theatre ideas, and we were so excited about seeing them happen. Each one could be done at any moment, and we planned to simply feel out the opportunity, when there was a lull in the energy, to bring one out. When the actual event came around, however, we didn't end up doing any of the things we had planned. The energy of the people who had come, with their own creative ideas and ways of engaging with each other, was so beautiful and fun that there was no need for our carefully scripted plans. We tossed it all out the windowed, and simply reveled in the creativity of these wonderful people.

Be authentic, AND maintain clear boundaries

As a facilitator, it is the quality of your presence that creates the energy of the space. The group needs you to be present and authentic, and they also need you to be safe and dependable. When emotions are running high in the room, you need to be able to maintain a clear boundary between that energy and your own. You need to have a strong shield, that lets in only what is useful to you, and does not allow you to be struck or hooked by whatever is present in the room. By holding your own emotions, acknowledging them inwardly, and maintaining a calm, connected presence, you can give participants the space they need to go deeply into their own experience, knowing that you are there to hold them in that frightening place. I have found that this skill of holding your own emotions with love while maintaining a boundary between your experience and that of another person is a crucial skill for supporting people through emotional transitions.

Follow the basic pattern of ritual

When you facilitate any event, it helps to use the basic structure of ritual; opening the circle, invoking the intention, making the magic, integrating what has changed, and closing the circle. In the opening phase, create the space for the participants. Explain what is going to happen, and do something to bring everyone into presence in their bodies, whether it is a guided meditation, a moment of silence, a game, or just a round of check ins. Next, invoke the intention of the event. You can simply speak your vision, read a poem, sing a song, do a dance, or even open it up to the circle to hear people's personal intentions in being there. If you do choose to open the circle to individual intentions, be sure that you have made the overall intention very clear, and be clear that people are offering their individual intentions within that overall intention. Once the intention has been invoked and the space is created, you can get into the content. This could be anything, learning how to knit, group energy healing, how to do your taxes. No matter what you are offering, having people be present in their bodies and clear about the intention of the space will allow the work to be more effective and more transformative. After you have done your work, create a space for participants to integrate what they have learned. A simple way to do this is to open the circle for shareback, with people sharing what came up for them during the work. This allows people to reflect on their learnings and results in greater retention and integration. After the changes have been integrated, close the circle in some way. This can be as simple as bringing everyone back together and saying "Thank you for coming, we're done" or it can be something more complex like a closing meditation, song, or group toning. Whatever it is, it should be something that brings the whole group together as one, and reflects the moment of the opening circle, bringing the event together as one whole.

5. Links to Social Media

www.intimagames.com

Visit this website for more information about Intima, my experiment in entrepreneurship, and to read my blog about intimacy.

Facebook: Gabriel Vieira, Intima, AshevilleTantra

Friend me, Intima, and the Asheville Tantra School on facebook to learn more about upcoming Games Nights and the other amazing classes at the Tantra School

Twitter: @intimagames

Follow me on Twitter to hear what I'm reading, thinking about, and wondering. I like to post questions about things that have been on my mind, and love to engage in conversations about them.