

Organic Culture – Working with Others.

3 levels of engagement

1. Actual, real, hands-on work in context with clients etc.
2. Mediation with co-workers and management
3. Accountability to structure / system / government

What differences / variations may occur in a natural, organic context, compared to the “norm” ?

Practical Factors

- Site Infrastructure – stage of development
 - E.g. Pioneering / resourcing
- Time of year / season / weather
- Communication
- Health and Safety
- Higher functions (events / campaigns / sector / regional)
- Locality – human and material
- Attendance – numbers / abilities
- Match and combine / ‘mentoring’

Beneficiaries – friends / allies / clients / volunteers / students

Individual Development / Psychodynamics / Animation

- Morale / camaraderie
- Leadership – needs community
- Achievement – autonomous, personal / collective
- Satisfaction (e.g. end of day playback)
- Liberation from external problems – haven / microcosm
- Motivation - loyalty / trust / belief (syndrome)
- Reward / purpose / targets – commercialisation
- External intrusions and distortions
- Scrutiny / observation / monitoring / quality assurance
- Regulations / records / evidence / qualifications

Primacy of process + transcend self