

GARDENING TIPS

WHAT MIX OF PLANTS WILL THRIVE TOGETHER IN YOUR GARDEN?





GARDENING IS ABOUT CONDITIONS

- YOU MUST HAVE SUFFICIENT AMOUNTS OF
- SUN
- WATER
- SOIL WITH THE RIGHT PROPERTIES AND ELEMENTS
- RIGHT MIX OF PLANTS THAT ARE COMPATIBLE OR EVEN SYNERGISTICALLY INTERDEPENDENT

BUT WE'RE NOT REALLY HERE TO TALK ABOUT GARDENING

WHAT CONDITIONS ARE NECESSARY FOR US ALL TO THRIVE IN OUR DIVERSE
GARDEN?



FOUR CONDITIONS FOR INFLUENTIAL E.G. EFFECTIVE COMMUNICATION (SOLOMON ASCH 1952)

- **OPENNESS:** Things are as they appear to be
- EMERGENCE OF A **MUTALLY SHARED FIELD**--we can all see we are living and working in the same world
- **PSYCHOLOGICAL SIMILARITY**--Nobody here is significantly crazier than anyone else
- **MUTUAL TRUST** -we have a history of saying what we mean and doing what we say, or are willing to begin doing so

THREE CONDITIONS THAT MUST BE PRESENT FOR A CLIMATE TO BE GROWTH-PROMOTING (ROGERS 1980)

- **genuineness, realness, or congruence.** It means being yourself and not putting on any professional or personal façade. By extension, it requires one to accept any feelings and attitudes that may emerge in the course of dialogue with another, with no holding back.
- **acceptance, caring, or prizing,** which he eventually came to call “**unconditional positive regard.**” It requires a non-judgmental acceptance of what is going on emotionally in the other person, be it “confusion, resentment, fear, anger, courage, love, or pride.”
- **empathic understanding,** in which the one accurately senses the feelings and personal meanings that the other is experiencing and communicates that understanding to the other. One enters into the private world of the other, and can help clarify meanings of which the other is aware as well as feelings that may be just below the level of awareness. It requires a kind of sensitive, active listening, which can be a potent force.

THAT'S THE EASY CASE. WHAT IF THESE CONDITIONS ARE NOT PRESENT?

CAN WE STILL COMMUNICATE AND GROW?

TO PUT IT ANOTHER WAY, ARE THERE LIMITS TO DIVERSITY?

Do you ever bump up against a limit, a species of diversity that is difficult to honour? What do you do?

What plants might we not want to welcome into our garden?

Take kudzu plants. Wikipedia tells us, "...they can be invasive and are considered noxious weeds. The plant climbs over trees or shrubs and grows so rapidly that it kills them..."

Much as I may want to find common ground with a Trump supporter or climate change denier, sometimes it's too hard. I can propose ground rules. They can ignore them. I can show respect and listen actively. They may not return the favour. I can use Inquiry instead of Advocacy, try Bohmian dialog, point to shared values. But sometimes it just doesn't work.

Must we welcome all diversity? Can we thrive embracing all diversity? When do we work harder and when do we throw in the towel?



WHAT LIMITS TO DIVERSITY?

ARE THERE SOME PLANTS THAT CANNOT BE WELCOMED INTO THE GARDEN?



KUDZU



MORNING GLORY

ON A GOOD DAY



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NOT SUCH A GOOD DAY



CAN YOU WORK WITH, CONVERSE WITH, LEARN WITH

A person whom you don't respect?

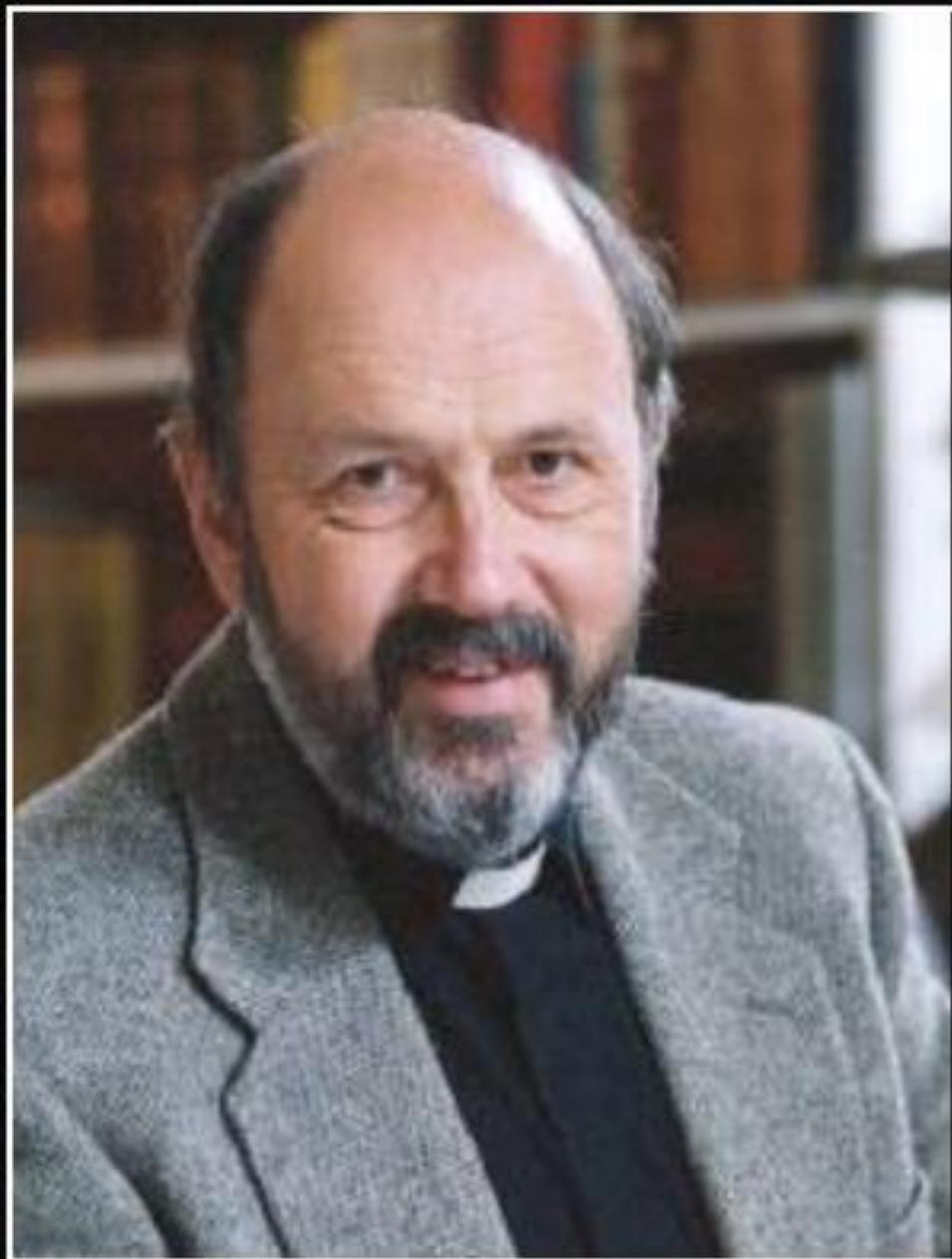
A person who is not displaying respect for you?

Is it a question of practicing tolerance?

THERE IS A PERSPECTIVE THAT SAYS: TOLERANCE IS NOT A VIRTUE, IT'S A BEHAVIOR

- It's an accommodation to keep the peace.
- Example: I don't talk to my cousin about Donald Trump or the Republican Party or politics of any sort. We both know from experience we disagree. So we end up sticking with small talk and eventually don't find much occasion to talk at all. I'd like to have an authentic relationship with her...I just don't know how. So we tolerate one another.
- Example: I have had difficulty in the past working with or for colleagues or bosses whose espoused or implicit values are very different from my own. Like the guy who would steal place settings off of my tables because there was a shortage of cutlery in the restaurant. I didn't want him in my garden.





Tolerance is a cheap, low-grade parody of love. Tolerance is not a great virtue to aspire to. Love is much tougher and harder.

— *N. T. Wright* —

AZ QUOTES

THE PARADOX OF TOLERANCE

BY PHILOSOPHER KARL POPPER*



IT'S A PARADOX, BUT UNLIMITED TOLERANCE CAN LEAD TO THE EXTINCTION OF TOLERANCE.

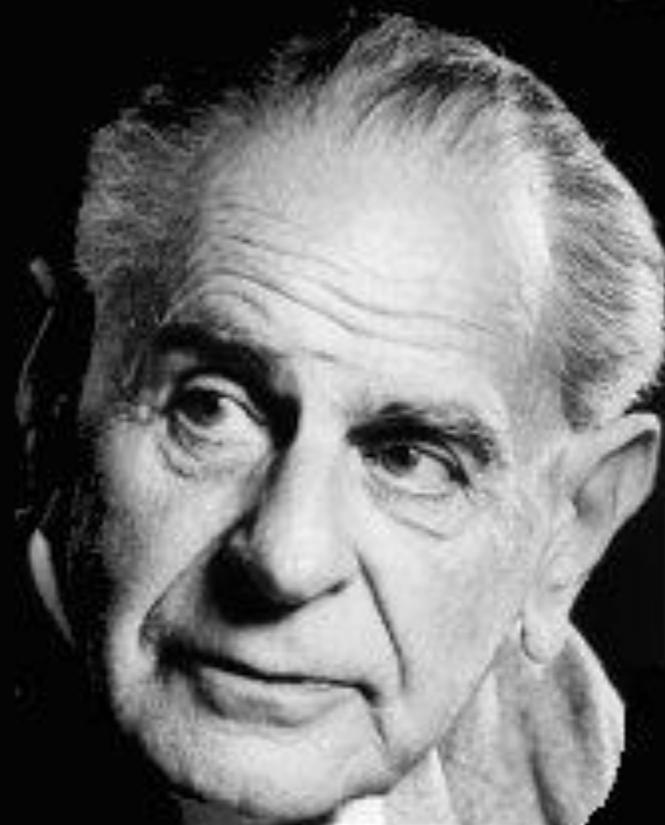


*Source: *The Open Society and Its Enemies*. Karl R. Popper

https://en.wikipedia.org/wiki/Paradox_of_tolerance



We should therefore claim, in the name of tolerance, the right not to tolerate the intolerant.



Karl Popper, *The Open Society and Its Enemies*

IS IT ETHICAL TO PUNCH A NAZI?



THREE FOCUS QUESTIONS

Do you ever come across people in your personal or professional life with whom you feel cannot work or converse about real, substantive issues?

If so, how do you know you are in that situation? What are the indicators, signs, signals? Is it not listening or behaving disrespectfully or raising their voice?

So what do you do next? Abandon the relationship? Stick to small talk?

PROCESS

- ROUND ONE: Arrive at consensus in your group—or highlight your different views.
- ROUND TWO: Discuss what comes next—or go deeper on unresolved questions.
- SHARE YOUR BEST STUFF



KARL JASPERS

LIMIT SITUATIONS AND UNCONDITIONED MOMENTS

- *Limit situations are moments, usually accompanied by experiences of dread, guilt or acute anxiety, in which the human mind confronts the restrictions and pathological narrowness of its existing forms, and allows itself to abandon the securities of its limitedness, and so to enter new realm of self-consciousness. In conjunction with this, then, this work also contains a theory of the unconditioned (das Unbedingte). In this theory, Jaspers argued that limit situations are unconditioned moments of human existence, in which reason is drawn by intense impulses or imperatives, which impel it to expose itself to the limits of its consciousness and to seek higher or more reflected modes of knowledge. The unconditioned, a term transported from Kantian doctrines of synthetic regress, is thus proposed by Jaspers as a vital impetus in reason, in which reasons encounters its form as conditioned or limited and desires to transcend the limits of this form. In relation to this, then, Jaspers' early psychological work also introduced, albeit inchoately, the concept of existential communication. In this, he argued that the freedom of consciousness to overcome its limits and antinomies can only be elaborated through speech: that is, as a process in which consciousness is elevated beyond its limits through intensely engaged communication with other persons, and in which committed communication helps to suspend the prejudices and fixed attitudes of consciousness. Existentially open consciousness is therefore always communicative, and it is only where it abandons its monological structure that consciousness can fully elaborate its existential possibilities.*

WHERE HAVE I ARRIVED?

- THERE ARE CASES WHERE YOU CAN CREATE CONDITIONS THAT ALLOW EXTRAORDINARY CONVERSATIONS TO OCCUR THAT ALLOW MINDS TO MEET.
 - YOU HAVE TO BELIEVE IT'S WORTH THE EFFORT TRY GETTING TO THIS LIMINAL STATE WHERE A SHIFT CAN OCCUR. THERE HAS TO BE A PURPOSE
 - THE CONDITIONS ARE AS DESCRIBED IN ASCH AND ROGERS
 - INQUIRY, NOT ADVOCACY. LISTEN, DON'T DEFEND OR ARGUE UNTIL COMMON GROUND OF SOME SORT IS CREATED
 - I'M NOT VERY GOOD AT IT—BUT “BOTH/AND” THINKING AND AVOIDING CERTAINTY CAN HELP

SOME COOL RESOURCES

- Search “Boxes” with “Denmark” on YouTube if you haven’t seen this Danish TV public service ad about diversity and inclusion. Roughly three minutes long
<https://www.youtube.com/watch?v=jD8tjhVOITc>
- Search YouTube with “Heineken” and “Worlds Apart”

JOHARI WINDOW

———— SOLICITS FEEDBACK ———→

Known to me

Not Known to me

↓
Gives
feedback
or
self discloses

ARENA	BLIND SPOT
FACADE	UNKNOWN

Known to
others

Not known
to others



You Have Been Paid A Social Visit
By The Knights of The
KU KLUX KLAN
Don't Make The Next Visit
A Business Call