



# Earth Systems Development Guide

Designing Higher  
Systems & Culture

**Values  
Alignment**

**Multi-  
systems  
thinking**

**Earth  
systems  
science**



Earth Systems  
Development  
**Guide**

**Trauma-  
informed  
design**

**Uplifting  
world  
culture**



Earth Systems  
Development  
Guide



## Framing Note on Economic References

This guide evolved from the *Earth Economics Forum*. While this guide no longer centers on economic theory or reform, it does not ignore the economy.

Systems of extraction, exploitation, and financial control remain among the most destructive forces accelerating collapse.

**Economic transformation is necessary — but it cannot succeed without healing the deeper systems of *values*, *trauma*, and *disconnection* that shape it.**

Select references to “economy” remain in this guide as reminders: that no systems healing is complete unless it reaches the root structures of wealth, labor, and survival.

***Sanford Hinden***  
***Founder, Wisocracy***

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## Appreciation & Support

We live in  
a society and systems  
that compel people to compete with each other.

People have a tough time showing appreciation and supporting  
others and projects that are helpful to the whole community.

It is a competition born out of fear of not being  
able to survive in a sick society and dysfunctional systems.

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## Earth Systems Development Guide

### Earth Systems Development Guide

#### Designing Higher Systems & Culture

is provided free to serious changemakers and decision influencers trying to move beyond band-aid solutions and tackle root causes.

#### SYSTEMIC FUNDERS & PHILANTHROPIC LEADERS

Program Officers at Ford, Hewlett, Rockefeller, Packard, etc..

Leaders at systems-focused grantmakers like Omidyar, Skoll, McGovern, and Garfield

Donors interested in "Funding Systems Change" or "Post-Capitalism Transition"

Those tired of "impact theater" and who want to fund meaningful structural redesign

#### SYSTEMS THINKERS & STRATEGIC INNOVATORS

Members of Club of Rome, Next System Project, Donella Meadows Institute

Students or faculty in systems dynamics, ecological economics, or public policy

Futurists and think tank fellows (e.g., from Demos, New Economy Coalition, RethinkX)

#### GOVERNANCE AND ECONOMIC POLICY REFORMERS

Visionary staff in the UN, WEF, OECD, World Bank (especially sustainability divisions)

Public servants and city-level planners seeking integrated policy solutions

Global South economic reformers wanting to avoid Western mistakes

#### MOVEMENT-BUILDERS & CROSS-SECTOR COLLABORATORS

Social entrepreneurs, B Corp leaders, Doughnut Economy enthusiasts

Those building "whole-of-society" coalitions across climate, justice, and democracy

Leaders of networks tired of single-issue silos (e.g., Wellbeing Economy Alliance)

#### TRAUMA-INFORMED ORGANIZATIONAL LEADERS

HR and DEI professionals recognizing moral injury and burnout in institutions

Healers, coaches, and organizational development experts

working at the edge of inner and outer systems healing

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Values Alignment  
Trauma Healing  
Earth Systems Redesign



# Earth Systems Development Guide

Designing Higher Systems & Culture

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# PART 1: The Invitation





## What This Guide Is — and Is Not



This guide is not a campaign, a coalition, or a call for collaboration.

It is not another think tank white paper, brand manifesto, or platform pitch.

This is distilled from decades of observation and participation — shaped by love for Earth and concern for the systems that fail Earth and humanity.

### **This guide is:**

- A compass for those disoriented by collapse
- A language map for systems healers and values clarifiers
- A bridge between trauma-aware insights and structural redesign
- A diagnostic and reflective tool for those who still care — but don't know where to begin

**You are not asked to join, endorse, or promote.**



## The Role of Funders, Leaders, and System Healers



If you fund, lead, or design within systems,  
this guide offers you a mirror — not a marketing deck.

### **Funders:**

You hold the power to reward coherence or  
confusion. Fund systems healing, not brand slogans.

### **Leaders:**

You influence norms. Model emotional integrity,  
value alignment, and repair over image.

**System Healers:** Your work is foundational — not peripheral.  
Keep speaking the truth others bypass.

Together, you shape what gets replicated, rewarded, or remembered.

This guide provides reference points — not rules.

If you carry influence, carry it with care.

Let values, not velocity, shape the road ahead.



## Join the Circles: How to Support This Work



There is no formal organization to join.

No donation link.

No newsletter funnel.

But there are **circles** — visible and invisible —  
where those still trying to do good, wise work meet.

You can:

- Use this guide in your own leadership circles or learning groups
- Share it with younger leaders searching for honest frameworks
  - Invite dialogue in your workplace or institution about the values and trauma underlying your system

We heal systems by practicing within them — differently.

## ✨ Reflection: Designing from Wholeness



We cannot save a civilization by rearranging its parts.

We must design again — from the **wholeness** we forgot.

### **A wholeness that honors:**

- **Human dignity and ecological boundaries**
- **Inner healing and outer systems**
- **The future, not just the profitable**

This is not a blueprint. It's a lantern.

Use it to see where you are.

Use it to illuminate where we could still go.

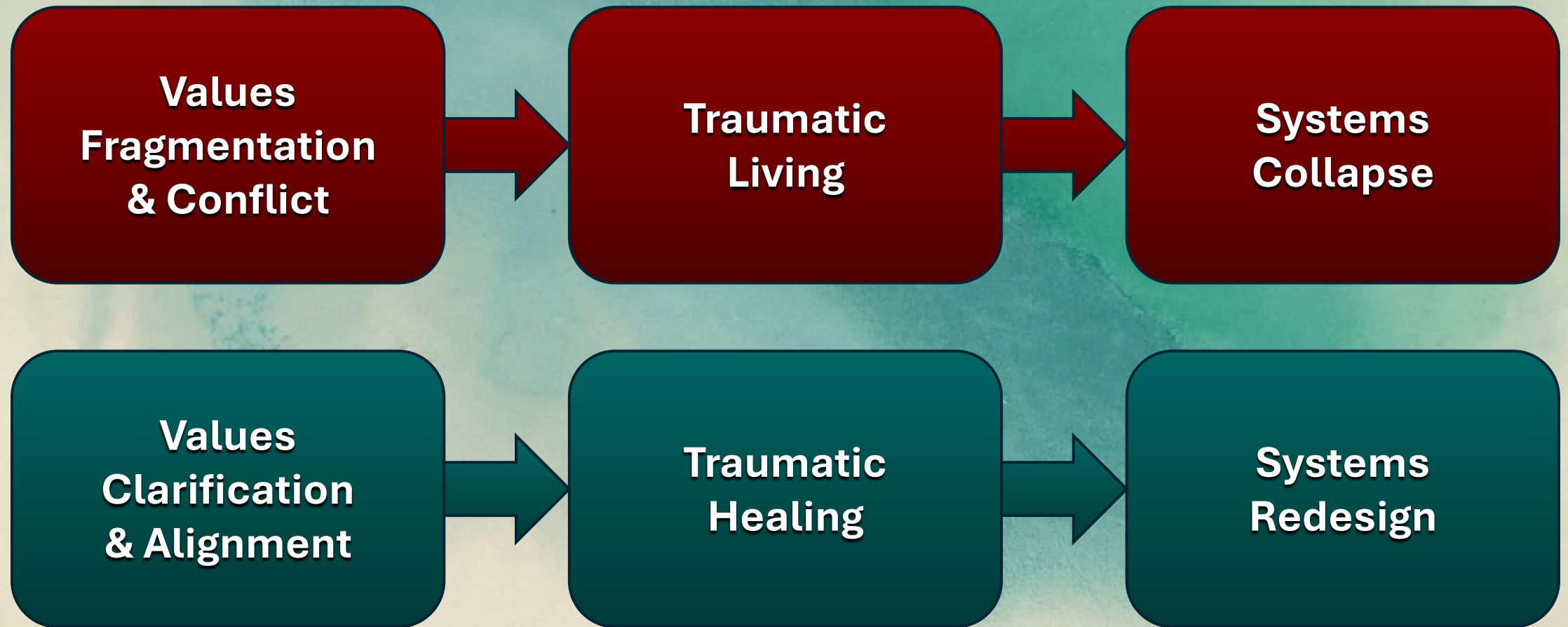
The rest is up to us.





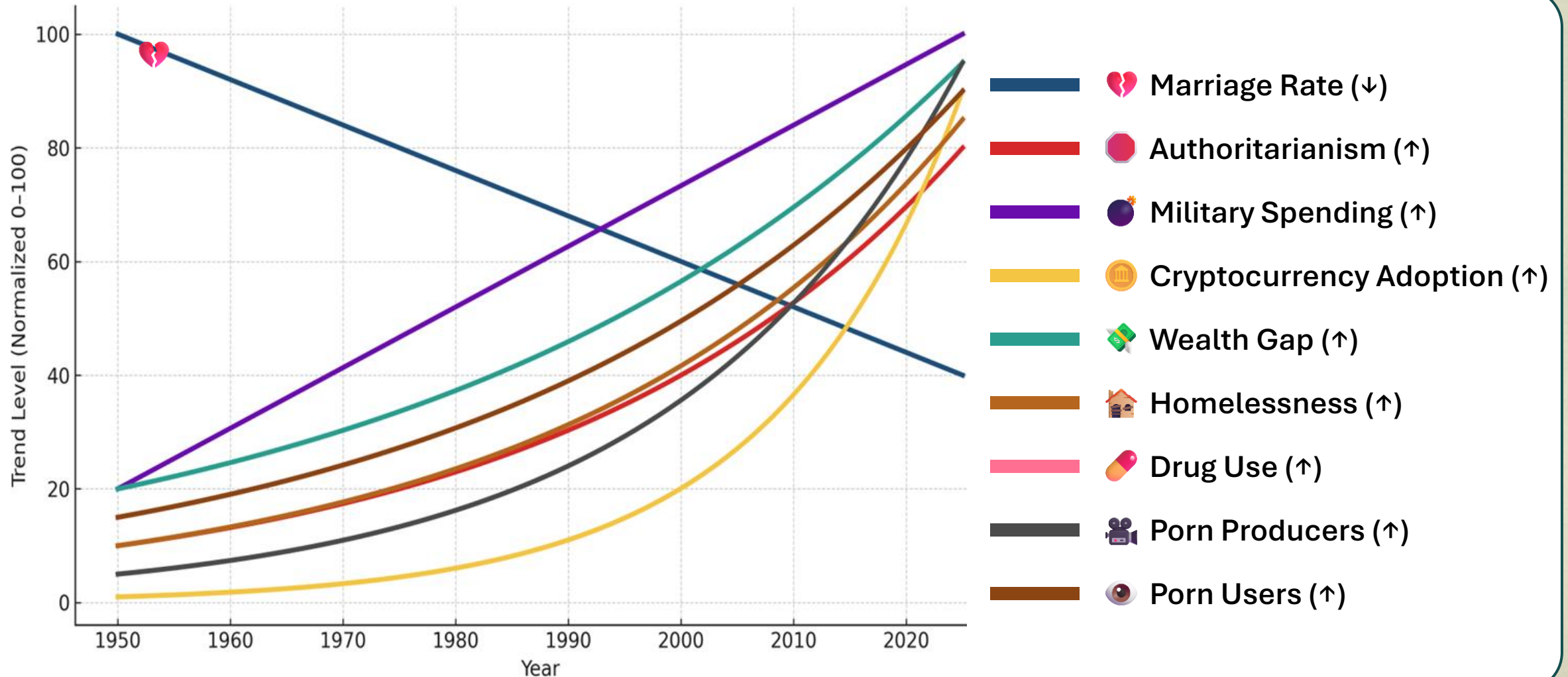
## PART 2: Values Alignment for Healthy Civilization

# Values, Trauma & Systems



# The Culture of Trauma & Neglect

## Societal Shifts Since 1950 (Normalized Trends)



# The Culture of Trauma & Neglect

## Why Values Clarification Is Essential for an Uplifting Civilization

Since the dawn of civilization, societies have evolved not just through technology or conquest — but through the **values they chose to uphold**.

From the **ethical codes of early tribes** to the **philosophical revolutions of ancient Greece**, and the **spiritual teachings** that spread across continents, *values shaped the trajectory of cultures*.

But in our modern era, something profound has shifted.

This chart, *The Culture of Trauma & Neglect*, reveals the rise of disturbing societal trends — **authoritarianism, inequality, addiction, alienation** — paired with the **steady erosion of grounding institutions** like **marriage** and **community**. These aren't random occurrences. They are symptoms of a *civilization that has lost clarity about what truly matters*.

In a world driven by **profit, distraction, and polarization**, we've neglected the cultural soil that nurtures **empathy, wisdom, and belonging**.

**When values go unexamined, trauma takes root—and systems follow.**



# The Culture of Trauma & Neglect

## Why Values Clarification Is Essential for an Uplifting Civilization



To reverse this trend,  
we must return to the most powerful tool we have:





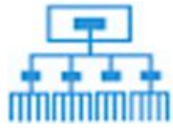



### Values Clarification.








This is not a call to return to old dogmas, but to courageously and collectively ask:

- ❖ **What do we truly care about?**
- ❖ **What kind of future are we co-creating?**
- ❖ **What will be the ethical compass of our civilization?**

**Without shared values, there can be no shared flourishing.**

This work invites each of us to participate — not just in healing the data lines, but in uplifting the human story.

<b>8. Turquoise (Holistic/Interconnected)</b>		Global thinking culture, collective intelligence, systems harmony. Seeks unity across humanity and nature. Driven by peace, harmony, and planetary consciousness.
<b>7. Yellow (Systemic/Integrative)</b>		Develop, learn, and adapt, competence-based hierarchies. Focus on functionality, innovation, and authenticity. Driven by integrity, humility, and self-awareness.
<b>6. Green (Relativistic/Communitarian)</b>		Multicultural, environmental, inclusive community, fair economy. Celebrates equality, empathy, and cooperation. Driven by tolerance, altruism, and social fairness.
<b>5. Orange (Achievement/Materialistic)</b>		Progress, entrepreneurship, competition, and consumer success. Values achievement, innovation, and image. Driven by money, fame, recognition, and ambition.
<b>4. Blue (Order/Authoritarian)</b>		Tradition, order, obedience to law or divine authority. Belief in moral absolutes and social duty. Driven by loyalty, sacrifice, virtue, and faith.
<b>3. Red (Domination/Egocentric)</b>		Dominance, strength, conquest, heroic identity. Power is asserted through fearlessness and force. Driven by pride, impulse, glory, and control.
<b>2. Purple (Magical/Animistic)</b>		Tribal loyalty, magic, myth, and the sacred unknown. Guided by rituals, symbols, and spiritual protection. Driven by belonging, mystery, and ancestral ties.
<b>1. Beige (Archaic/Instinctive)</b>		Focus on physical survival and basic biological needs. Life is guided by instinct and moment-to-moment response. Driven by hunger, warmth, rest, safety, and alertness.

<b>Holistic Organism</b>		<b>Synthesis Oriented</b>
<b>Systemic Flow</b>		<b>Process Oriented</b>
<b>Social Network</b>		<b>People Driven</b>
<b>Strategic Enterprise</b>		<b>Success Driven</b>
<b>Authoritative Structure</b>		<b>Order Driven</b>
<b>Exploitive Empire</b>		<b>Power Driven</b>
<b>Tribal Order</b>		<b>Safety Driven</b>
<b>Survival Band</b>		<b>Instinct Driven</b>

**“Almost everyone is traumatized by the daily breakdown of real community due to the hardening of the Political Spectrum silos.**

**Democracy devolves in such a culture,  
because legislatures can't solve problems and allow  
present administrations to succeed. That would prevent them  
from succeeding at creating a party turnover in the next election cycle.**

**So, they can't afford not to vote along strict party lines.  
This is leading to the end of legislation and problem-solving.**

**Yet, many people are  
exceedingly resistant to wisdom and improving systems.**

**We need Wisocracy to help create wise people,  
wise leaders, wise systems, and a wise democracy  
to have a wise planet Earth.”**



**Sandy Hinden  
Founder, Wisocracy**





Spiral Dynamics Turned Sideways into Political Spectrum Hardened Silos

Evolutionary Protopia	Progressives	Liberals	Conservatives	Far-Right	Autocratic Dystopia
Regenerationists Eco-Civilization Voluntary Simplicity	Structural improvements for humanity and the environment	Comfort-based progress without structural change	Order, status quo, personal success, sustain status quo	Power-centric, authoritarian, identity-driven improvement for MAGAs	Survivalism, authoritarianism, techno-tribalism Surveillance Fascism
Wisocracy for Wise Democracy Wise People, Wise Leaders, Wise Systems Wise Earth Mindfulness Compassion Healing Trauma Authenticity Transparency Accountability Efficacy Wise Earth AI Institute AI for Good	Right to Choose Women's Rights Workers' Rights Immigration for Peace & Work LBGTQ Rights Pro-DEI Pro-Environment Rule of Law on Earth Peace & Gun Control	Culture of Achievement, Affluence, Comfort, Status, Luxury, Celebrity & Entertainment  Rotarians People on LinkedIn Peace on Earth 2030 Game Empathy Circles  These projects may make people feel good, but do little to change the systems destroying the planet ( <b>fossil fuels, deforestation,</b> <b>methane, nitrous oxide</b> )		Pro-trad women Anti- liberal deep state Anti-big government Anti-immigration Anti-abortion Anti-trans Anti-DEI Pro-Guns Misinformation Dismantle Democracy	Algorithmic control MEGA MAGA Oligarchic Autocratic Kleptocracy Private Tech Cities Anti-government Privatization of Social Security AI for Evil
Well-Being Economy Commonwealth Regenerative Economy	Worker Cooperatives Fair Wages Fair-Share Taxes	Consumer Capitalism Financial Capitalism Conscious Capitalism		Deregulated Data-Surveillance Capitalism	Crypto-Libertarians Scammer Economy Criminal Capitalism

Other Values On the Left	Agreed Values for Healthy Civilization	Other Values On the Right
<p><i>Often emphasized more by progressives, liberals, or left-leaning institutions</i></p> <p><b>Equity</b> Correcting systemic imbalances, not just offering equal treatment</p> <p><b>Inclusion</b> Proactive effort to include marginalized identities, perspectives, and histories</p> <p><b>Universal Rights</b> Emphasis on human rights that transcend borders, traditions, or religions</p> <p><b>Sustainability</b> Prioritizing ecological regeneration, climate justice, and planetary limits</p> <p><b>Cultural Pluralism</b> Valuing multiculturalism, diversity, and relativism over assimilation</p> <p><b>Collective Care</b> Stronger social safety nets, healthcare, education, and public goods</p> <p><b>Restorative Justice</b> Addressing harm through healing and dialogue, not only punishment</p>	<p><b>Honesty</b> Truthfulness in speech, leadership, and media <i>(Even across authoritarian and democratic contexts, "truth" is honored — though differently defined)</i></p> <p><b>Fairness</b> Preference for just outcomes, merit, and protection from exploitation <i>(Though interpreted differently by ideology, the core idea of “fair play” is respected)</i></p> <p><b>Responsibility</b> Personal and familial responsibility is widely affirmed — though civic responsibility may vary</p> <p><b>Safety</b> Desire for physical security, protection of family, and public stability</p> <p><b>Dignity</b> Acknowledgment that people should not be humiliated or treated as disposable</p> <p><b>Family and Belonging</b> The value of caring for one’s kin and having a place in a supportive group or tradition</p> <p><b>Work and Contribution</b> Valuing the ability to earn, serve, and build something meaningful — present in all belief systems</p> <p><b>Care for Children</b> Nearly universal value — children should be protected, nurtured, and given a chance to thrive</p>	<p><i>Often emphasized more by conservatives, traditionalists, or right-leaning institutions</i></p> <p><b>Freedom from Government Overreach</b> Emphasis on personal autonomy, property rights, and deregulation</p> <p><b>Tradition</b> Preserving historical, religious, and national customs and hierarchies</p> <p><b>Law and Order</b> Strong justice systems, clear consequences, and public authority</p> <p><b>Merit and Individual Achievement</b> Success should be earned through hard work, not redistributed</p> <p><b>Patriotism and National Sovereignty</b> Emphasis on loyalty to country and resistance to supranational control</p> <p><b>Religious Morality</b> Often influenced by faith-based views on family, gender, and civic duty</p> <p><b>Natural Hierarchy</b> Belief in differences in roles, capacities, or identities as part of natural or divine order</p>

## Values-Based Framework for Practical Progress

To make this  
values-based framework  
**practical for progress,**  
especially in the face of cultural polarization  
and post-collapse realities,  
five strategic applications would be necessary:

# Values-Based Framework for Practical Progress



## 1. Institutional Integration of Shared Values

Embed the *Agreed Upon Values for Healthy Civilization* into the mission statements, policy criteria, and decision-making metrics of:

- Public policy platforms (local to international)
- Education systems and civic curricula
- Philanthropic funding guidelines
- Ethical AI and tech development charters



*Example:* A school board might adopt "Dignity, Safety, and Responsibility" as cross-cutting goals beyond political affiliation.



# Values-Based Framework for Practical Progress



## 2. Cross-Value Dialogue Mechanisms

Facilitate forums, dialogues, and civic assemblies that:

- Start from **shared values** in the center column
- Invite discussion on *how* left/right values can enhance or complement them (without demanding agreement)
- Use skilled facilitators to surface deeper principles beneath political stances



*Example:* “Fairness” can mean equity on the left and meritocracy on the right — but both can agree that **unfair systems are harmful.**

# Values-Based Framework for Practical Progress



## 3. New Governance Prototypes Based on Value Alignment

Design post-collapse pilot models for:

- **Community governance councils**
- **Shared budget decision-making**
- **Crisis response networks**

...that explicitly use **value-based decision rubrics**  
grounded in the central column.



Example: Rebuild housing after disaster guided by shared values:  
Safety (secure, resilient design),  
Family & Belonging (multi-generational living, community ties),  
Work & Contribution (hire/train locals, restore purpose).

# Values-Based Framework for Practical Progress



## 4. Policy Mapping Against Shared Values

Create a **Values-Based Policy Diagnostic Tool** that asks:

- Which central values does this policy support?
- Which values are being violated or ignored?
- How can left/right contributions refine the application?




*Example:* A climate resilience bill can highlight “Responsibility, Safety, and Work & Contribution,” while also welcoming right-leaning values like “Family Protection” and “Order.”

# Values-Based Framework for Practical Progress

## 5. Training the Next Generation in Cross-Value Thinking

Build capacity in:

- **Systems literacy + value alignment**
- **Conflict transformation rooted in dignity**
- **Deep** empathy without ideological collapse

 *Example:* Include this chart in leadership programs, public service fellowships, and trauma-informed organizational development.

# Values-Based Framework for Practical Progress



## Why This Matters Post-Collapse:

When systems break down, people default to tribal identities and power games unless a **civilizational operating system** is already seeded.

These shared values are **the code** that could guide regenerative rebuilds, across regions and ideologies.





## PART 3: Seeing the System Clearly

# Seeing the System Clearly

## 1. Introduction: A Guide for Earth's Future

- Context for why this guide matters now
- Naming the convergence of crises
- A place for systems truth-telling

## 2. Present Systems in Breakdown

- Healthcare, housing, education, climate, democracy
- A global sense of distrust, depletion, and decay

## 3. The Wheel of Gyrating Systems

- Visual metaphor: spinning systems out of balance
- Economic, ecological, political, technological domains
- A system in spin, not in flow

## 4. What Are Gyrating Systems Doing?

- Exhausting people
- Exploiting nature
- Accelerating inequality and instability

## 5. Systems That Wound Us While We Work Within Them

- Emotional, psychological, and social toll
- Burnout, moral injury, cognitive dissonance
- Include quotes or voices from within sectors

## 6. The False Comfort of Single-Issue Solutions

- Why climate-only or economy-only lenses fail
- Fragmentation in the funding and activist world
- Call for inter-systemic awareness

# Introduction: A Guide for Earth's Future



## **Why This Guide Matters Now?**

We are living through a time of converging breakdowns — ecological, economic, social, political, and spiritual. These are not separate crises. They are symptoms of deeper systemic failure.

## **A Place for Systems Truth-Telling**

The Earth Systems Guide is a space to name what others won't. To say clearly: the current systems are not just failing — they are producing the failure.

## **A Guide for Earth's Future**

This is a space for wise redesign. We encourage not to tinker or rebrand the old world, but to co-create the next one — grounded in ecological truth, structural justice, and planetary care.

## Governance & Democracy

- **Democracy under siege**  
→ Authoritarian resurgence, political polarization, electoral manipulation, loss of public trust
- **Legislative failure**  
→ Gridlock, corporate capture, inability to pass the needed reforms



## Economic & Financial Systems

- **Ever-expanding wealth gap**  
→ Extreme inequality, financialization of the economy, shrinking middle class
- **Work**  
→ Gig economy exploitation, job insecurity, loss of purpose, lack of dignity in work
- **Housing**  
→ Housing affordability crisis, speculative real estate markets, rising homelessness
- **Sustainable energy**  
→ Insufficient transition to clean energy, fossil fuel dependency, greenwashing
- **Ever-expanding militarism**  
→ Arms races, bloated military budgets, proliferation of conflict zones



## Environmental & Planetary Systems

- **Environmental collapse**  
→ Climate change, biodiversity loss, deforestation, pollution, overshooting planetary boundaries, storms, floods, fires, and catastrophic destruction

## The Wheel of Gyrating Systems

Why the world feels like it's spinning out of control — and why deep systems healing is urgently needed.



## Social Support & Human Development

- **Education**  
→ Underfunded schools, outdated curricula, unequal access, failure to prepare for future needs
- **Healthcare**  
→ Unaffordable healthcare, systemic inequities, poor public health outcomes
- **Mental health & social cohesion**  
→ Epidemics of anxiety, depression, loneliness, addiction, societal fragmentation, polarization & hate-driven movements

# The Wheel of Gyrating Systems

- **The Wheel of Gyrating Systems shows why so many philanthropic efforts struggle to achieve lasting impact. It helps us see why today's crises are not separate — they are deeply interconnected.**
- **Today's crises are not isolated — they are locked in mutual reinforcement and accelerating collapse.**
- **No single-issue solution will succeed unless we address the whole.**
- **Healing is possible when we work wisely across systems to shift the whole.**
- **The time is now for funders willing to think and act at the systems level — to help catalyze deep systems healing and wise redesign across governance, economy, society, and the living Earth.**
- **Wisocracy offers a path forward for those ready to fund change at this necessary depth.**
- **Wisocracy is here to connect others committed to healing our governance, economy, society, and planet — and building a wiser future together.**





# PART 4:

## Trauma Is Not Personal — It's Structural

# Why Trauma-Informed Systems Are Now Essential

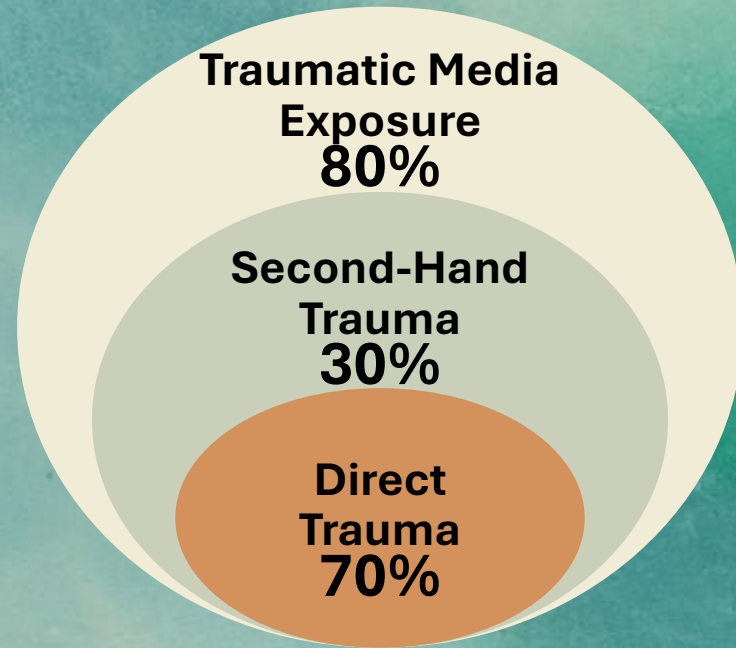
## 10 The 10 ACEs

### (Adverse Childhood Experiences)

These are the original ten categories from the CDC–Kaiser Permanente ACE Study:

1. Physical abuse
2. Emotional abuse
3. Sexual abuse
4. Physical neglect
5. Emotional neglect
6. Household substance abuse
7. Household mental illness
8. Parental separation or divorce
9. Incarcerated household member
10. Witnessing domestic violence

## The Expanding Field of Social Trauma



## Traumatic Media Exposure

We're not just experiencing trauma  
— we're consuming it. Daily.

Through 24/7 news, social media, and viral content, people are increasingly exposed to:

- **War imagery** (Ukraine, Gaza, Sudan, etc.)
- **Mass shootings** and school violence
- **Police brutality** and racialized violence
- **Migrant suffering and border crises**
- **Climate catastrophes** (floods, fires, famine)
- **Political threats, coups, and authoritarian rhetoric**

Even without direct contact, **repeated exposure** to graphic stories, images, and headlines **activates the trauma response** in the body.

This is what researchers call:

**“Media-Induced Secondary Trauma”**

— a rapidly growing category of psychological distress



## What Is Second-Hand Trauma?

**Second-hand trauma** is the emotional and psychological impact experienced by people who witness, hear about, or are emotionally close to someone else's trauma.

It's especially common among:

- **Therapists, social workers, and crisis counselors**
- **Journalists and documentary filmmakers**
- **First responders, humanitarian workers, and nurses**
- **Family members or caregivers of traumatized people**
- **Activists exposed to injustice and violence**



## Signs of Second-Hand Trauma:

- **Emotional numbness or exhaustion**
- **Sleep disturbances**
- **Intrusive thoughts or imagery**
- **Cynicism or hopelessness**
- **Heightened anxiety or sadness**
- **Withdrawal from others**



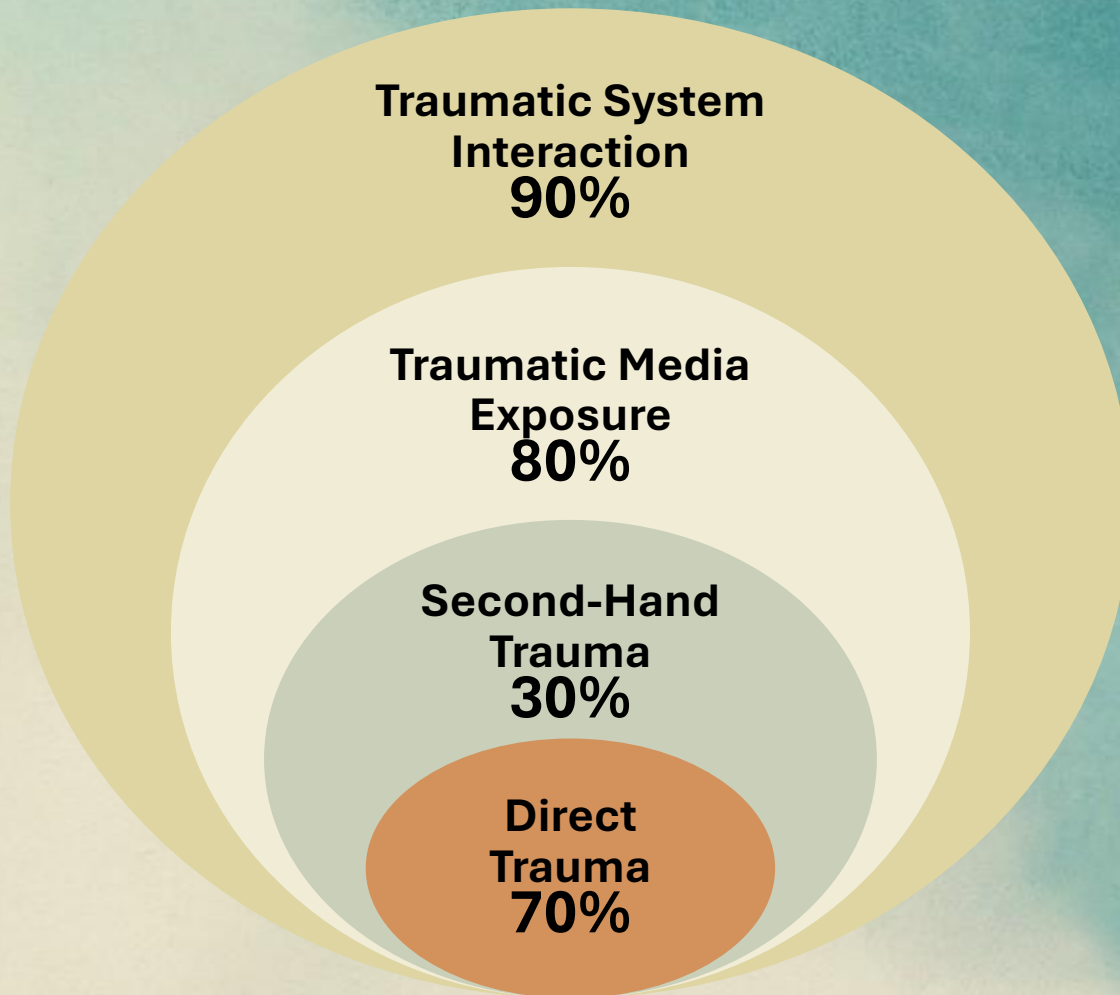
## Healing from Second-Hand Trauma:

- Set **emotional boundaries** without shutting down compassion
- Practice regular **rest, ritual, and renewal**
- Engage in **peer support circles** or reflective dialogue
- **Name and process** the feelings, rather than internalize them
- Return to **grounding practices** that reconnect you with **meaning** and **vitality**

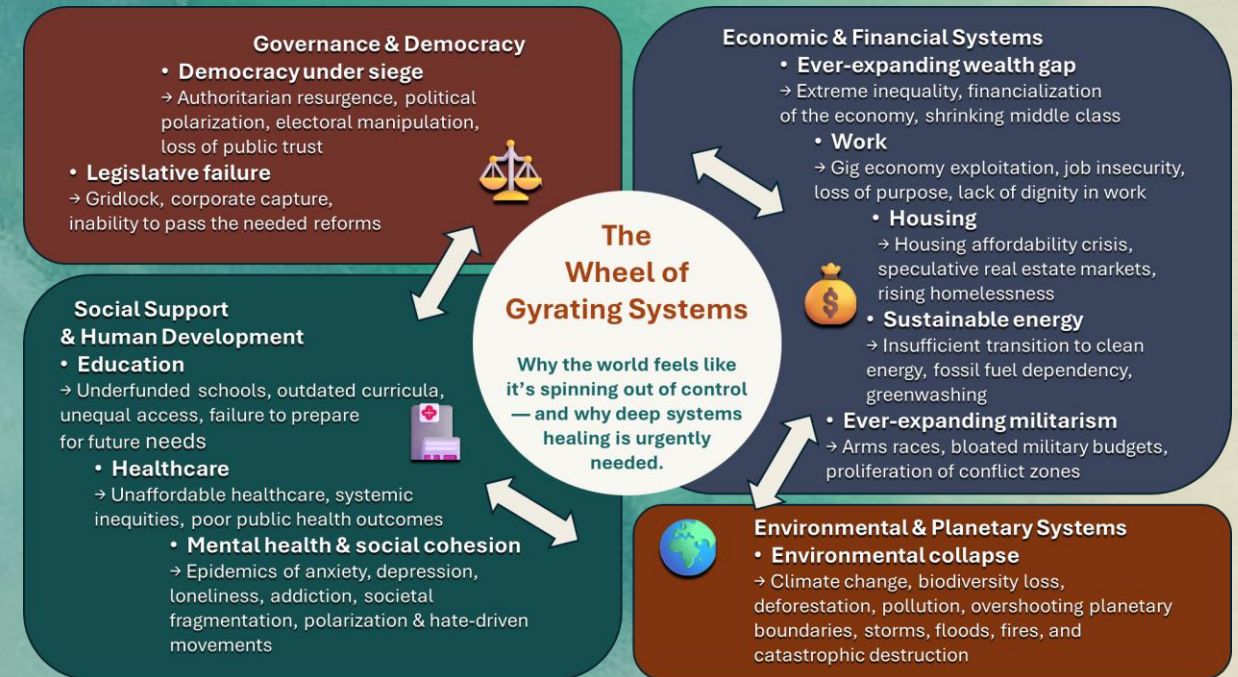
# From Personal Pain to Structural Dysfunction: How Trauma and Systems Co-Amplify Collapse

## *The Spinning World of Wounded Systems*

### The Expanding Field of Social Trauma



### Gyrating Dysfunctional Systems



To interrupt collapse, we must heal both the people and the systems — together.  
*Wise systems are trauma-informed, emotionally intelligent, and designed for restoration.*  
When systems are designed without healing, they reproduce what hurt us.





## Additional Trauma: “Gyrating Systems” as Trauma Amplifiers

Even if an individual is not experiencing trauma directly, second-hand, or through media, they are still **living within systems that are traumatizing.**











## The Wheel of Gyration Systems

— where dysfunctional systems reinforce each other in loops of stress, collapse, and disempowerment.






## What Are Gyration Systems Doing?

System	How It Reinforces Trauma
 <b>Economic system</b>	Scarcity, insecurity, exploitation, burnout
 <b>Governance system</b>	Polarization, manipulation, loss of trust
 <b>Housing system</b>	Instability, displacement, exclusion
 <b>Education system</b>	Shame-based performance, inequity, neglect of emotional development
 <b>Healthcare system</b>	Inaccessibility, medical racism, disempowerment
 <b>Environmental system</b>	Fear, grief, climate anxiety, place-loss
 <b>Mental health system</b>	Overwhelm, stigma, institutionalization
 <b>Militarism &amp; violence</b>	Normalization of force, generational fear

**Healing our systems is not just strategic — it’s emotional, ethical, and essential.**

### 3D Spiral Healing

is a principle of Wisocracy's cultural work.  
It invites us to heal across three dimensions:

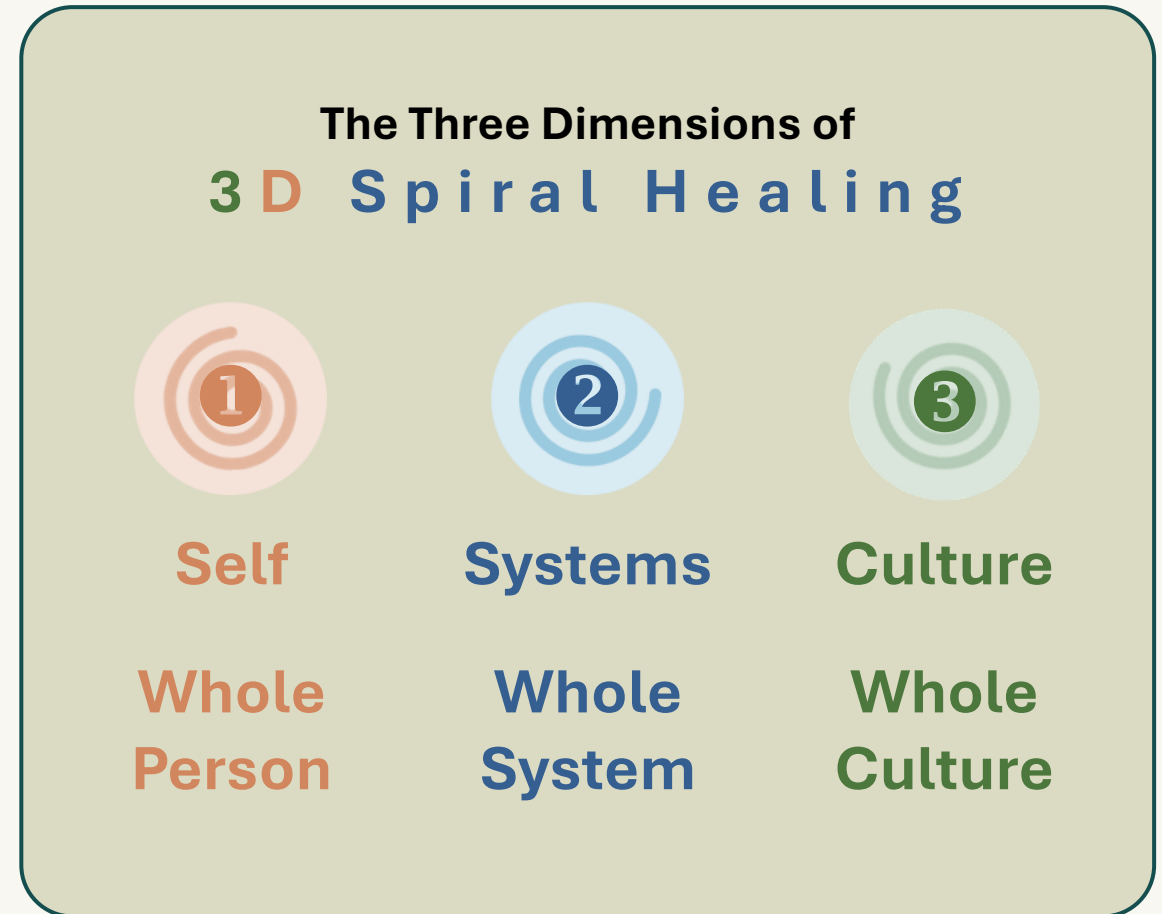
-  **Inner Spiral Healing** → self, family, community, and work relationships
-  **Systems Spiral Healing** → institutions, governance, and collective structures
-  **Outer Spiral Healing** → cultural and Spiral level patterns of consciousness and conflict

Without healing in all three dimensions,  
personal growth is trapped in broken systems,  
and system change is trapped in polarized culture.

**3D Spiral Healing** helps us move toward  
**whole-person, whole-system, whole-culture**  
evolution

— with wisdom, compassion, and creativity.

## 3 D Spiral Healing





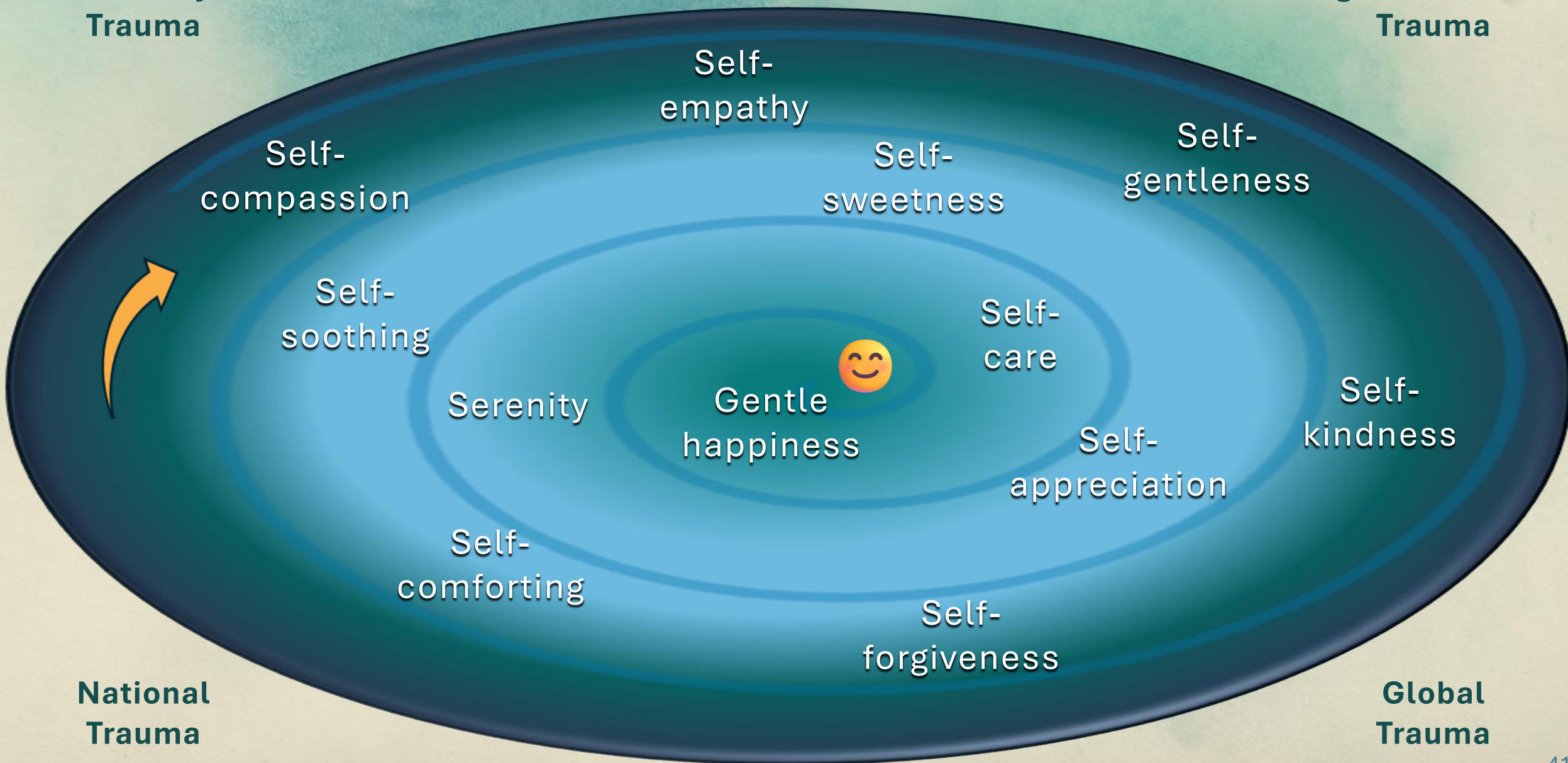
# Spiral Healing For All Levels

Spiral Color	Core Trauma	Trauma Description	Healing Needed
Turquoise	Existential grief	Feeling the suffering of the planet, humanity, and time itself—without knowing how to hold it.	Sacred integration, collective rituals, planetary kinship
Yellow	Isolation, Intellectual elitism	The loneliness of seeing complex truths but being unable to connect them to others.	Embodied wisdom, humility, compassionate translation
Green	Rejection, burnout	Pain from being excluded, misunderstood, or overwhelmed while trying to help.	Deep rest, authenticity, belonging without performance
Orange	Conditional worth	The feeling that love and success must be earned through performance.	Unconditional self-worth, inner purpose beyond achievement
Blue	Shame, moral rigidity	Wounds from harsh judgment, strict dogma, or punitive authority.	Compassion, flexibility, forgiveness of self and others
Red	Powerlessness, abuse	Deep wounds from domination, violence, or neglect—leading to compulsive control.	Healthy empowerment with empathy and boundaries
Purple	Loss of sacred meaning	Disconnection from ancestral wisdom, rituals, and tribal belonging.	Ritual, reverence, connection to something greater
Beige	Abandonment	The fear of not surviving—of being left without food, shelter, or touch.	Safety, care, physical nurturance

Personal  
& Family  
Trauma

## The Process for Self-Healing of Trauma

Inter-  
generational  
Trauma



National  
Trauma

Global  
Trauma

## Trauma Shapes the System: Why Change Without Healing Fails

### Unhealed Trauma = Unstable Systems

#### Implication:

**Our institutions, leaders, and systems  
are being shaped by unprocessed trauma  
— both first-hand and second-hand.**

This means most policies, reforms,  
and even well-meaning change efforts are built on  
**e m o t i o n a l l y   f r a c t u r e d   f o u n d a t i o n s**  
unless they intentionally integrate  
**trauma-informed systems healing.**

#### **The Systemic Consequences of Unhealed Trauma:**

- Hyper-competition
- Control-based leadership
- Mistrust in collaboration
- Suppression of creativity
- Resistance to change
- Emotional shutdown in crises

**Until systems heal at their roots, even our best solutions will reinforce the problem.  
We cannot govern wisely what we have not healed.**

Healing is necessary — but not sufficient.  
Inner change must prepare us for outer work.  
Healing from Trauma is not a Trapdoor to Inaction.



## Healing from Trauma



- **Detox** from negative people, places, things, organizations, situations and processes.
- **Set healthy limits** on screens, media, social media, phones, and AI.
- Set **emotional boundaries** without shutting down compassion.
- Practice regular **rest, ritual, and renewal**.
- Engage in **journaling, reflective dialogue, peer support circles**.
- **Name and process** the feelings, rather than internalize them.
- Return to **grounding practices** that reconnect you with **meaning** and **vitality**.
- **Daily practice** of mindful-awareness, self-compassion, self-forgiveness, self-kindness, self-comfort, self-soothing, self-sweetness, and self-care.

Every act of healing shifts the system — but systems don't heal themselves.

*You are not just recovering — you are preparing to rebuild.*

Healing is not separate from justice or governance — it is the ground we rise from, not the goal.

**The “Be the Change” mindset,  
while inspiring at the personal level,  
can easily drift into:**

- **Spiritual bypassing** (avoiding structural realities)
- **Self-referential activism** (focused only on inner growth)
- **Performative care** (meditating while systems burn)



## Where Personal Change Falls Short: The Limits of “Being the Change”

In our **healing trauma + systems change** series  
it is necessary to draw a bold, necessary line between:

*Personal growth as foundation*

**vs.**

*Personal growth as substitute for structural action*

**Three vital things:**

**Name the shadow side** of the “Be the Change” narrative.

**Bring structure back** into focus for personal-growth communities.

**Protect our message** from being co-opted by  
avoidant or escapist spirituality.

**Name structural responsibility**  
without dismissing inner work.

**Uplift healing**  
without collapsing into individualism.

**Protect systemic activism**  
from being spiritually bypassed.

**Healing is the ground**  
— not the whole garden.

***We must grow action, justice, and new structures from it.***

**Affirm the value of healing but warn against  
spiritual detours that leave systems untouched.**

***Restore the call to redesign structures, not just selves.***

# Healthy Systems Growth



Healing Our Roots



# PART 5: From Collapse to Regeneration

## Two Models for Systems Evolution

- **We present two models here for the evolution of systems.**
- **The first is the How to Change a System model.**
- **The second is Steps to Designing Higher Systems & Culture.**
- **They are compatible.**



# How to Change a System

Needs  
Values  
Thoughts  
Behaviors  
Repetition  
Structure  
Funding  
Organization  
System  
Outcome

<b>1. Identify what the system is doing that is dysfunctional.</b>	<b>2. Identify the needs and values operating in the system.</b>
<b>3. Define what it would look like, sound like, and feel like if the system were functional</b>	<b>4. Change the thinking that holds these values and seeks to fulfill those needs.</b>
<b>5. Design a way to do what is more functional.</b>	<b>6. Design a structure for the system.</b>
<b>7. Organize to get funding to build and staff the structure.</b>	<b>8. Keep testing and improving the system until the outcome changes.</b>



## Designing Higher **Systems & Culture** 🦉 A Living Framework for Earth Evolution

As we confront the collapse of outdated systems  
— rooted in **competition, exploitation, and disconnection** — a deeper question emerges:

**How do we consciously design  
systems and culture that serve the well-being of all life?**

The **Earth Systems Development Guide** invites changemakers, culture creators,  
system thinkers, and healers to engage in a continuously evolving process  
of transformation.

Drawing from Earth systems science, trauma-informed design,  
multi-systems thinking, and cultural renewal, we offer this framework as  
**a guide for regenerating society from the inside out.**

This isn't a blueprint — it's a dynamic process.  
It's meant to be used, tested, adapted, and re-entered again and again.

Together, we explore not just how to build better systems  
— but how to become the kind of people who can.

Below are the **10 Steps to Designing Higher Systems & Culture**,  
developed collaboratively through decades of systems thinking, cultural insight, and planetary care.  
**This process evolves as we do.**



**Earth Systems  
Development Guide**  
**Steps to Designing  
Higher Systems  
& Culture**

*Working Process  
Continuously  
Updated*

**1. Name the Challenge**

- Identify the systemic dysfunction
- Clarify core values and evolutionary outcomes

**2. Form the Collaborative Circle**

- Gather committed stakeholders
- Wisdom holders, system thinkers, culture creators

**3. Deep Empathy & Earth Systems Awareness**

- Understand diverse lived experiences - social and economic realities
- Recognize how trauma and worldview shape system participation
  - Anchor transformation in personal and collective healing

**4. Frame the Inquiry**

- Define central questions, assumptions to challenge, paradoxes to hold
- Use Dialogue Mapping or Systems Mapping

**5. Co-Design Strategies**

- Brainstorm regenerative systems, practices, and platforms
  - Use iterative cycles:  
**Prototype → Test → Feedback → Refine**

**6. Envision Higher Possibilities**

- Articulate a thriving, regenerative economy beyond extractive and consumer-based models
- Use imagination, stories, and archetypes

**7. Act, Learn, Adjust**

- Implement small, scalable pilots
  - Collect feedback & data
- Revise theories, strategies, and assumptions

**8. Share and Amplify**

- Tell the story of what's emerging (the struggle, the insight, the beauty)
- Inspire others to replicate, remix, or cross-pollinate with your work

**9. Hold Ongoing Reflection & Systems Integration**

- Reflect on personal, interpersonal, & system-level changes
  - Support cultural evolution through uplifting art, celebration, and atonement

**10. Return and Re-enter**

- Return to the challenge or select a new one
- Bring with you more wisdom, more tools, and more co-creators



## **Phase 1: Identification & Alignment**

*Clarify what's broken, what matters, and who is ready to rise.*



### **1. Name the Challenge**

- Identify systemic dysfunction
- Clarify core values and desired outcomes



## **Phase 1:** **Identification & Alignment**

*Clarify what's broken, what matters, and who is ready to rise.*



## **2. Form the Collaborative Circle**

- Gather committed stakeholders
- Include wisdom holders, system thinkers, and culture creators





## **Phase 2:** **Personal Development & System Awareness**

*Do the inner and interpersonal work  
that makes outer transformation possible.*



### **3. Deep Empathy & Earth Systems Awareness**

- Understand diverse lived experiences - social and economic realities
- Recognize how trauma and worldview shape system participation
- Anchor transformation in personal and collective healing



## **Phase 3:** **Group Inquiry & Framing**

*Define the challenge clearly, together. Use collective intelligence.*



### **4. Frame the Inquiry**

- Clarify central questions, assumptions to challenge, and paradoxes to hold
- Use Dialogue Mapping or Systems Mapping



## **Phase 4:** **Group Design & Action**

*Move into iterative, systemic design  
and action that invites the future.*



## **5. Co-Design Strategies**

- Brainstorm regenerative systems, practices, and platforms
- Use iterative cycles: Prototype → Test → Feedback → Refine



## **Phase 4:** **Group Design & Action**

*Move into iterative, systemic design  
and action that invites the future.*



### **6. Envision Higher Possibilities**

- Articulate a thriving, regenerative economy beyond extractive and consumer-based models
- Use imagination, stories, and archetypes



## **Phase 4:** **Group Design & Action**

*Move into iterative, systemic design  
and action that invites the future.*



## **7. Act, Learn, Adjust**

- Launch small, scalable pilots
- Gather feedback, reflect, and adapt strategy





## **Phase 4:** **Group Design & Action**

*Move into iterative, systemic design  
and action that invites the future.*



### **8. Share and Amplify**

- Tell the story of emergence
- Inspire replication, remixing, and cross-pollination



## **Phase 4:** **Group Design & Action**

*Move into iterative, systemic design  
and action that invites the future.*



### **9. Hold Ongoing Reflection & Systems Integration**

- Reflect on personal, interpersonal, and systemic changes
- Support cultural evolution through uplifting art, celebration, and atonement



## **Phase 5:** **Regenerative Continuation**

*Carry wisdom forward and begin again  
—more deeply, more wisely.*



### **10. Return and Re-enter**

- Revisit the challenge or choose a new one
- Bring accumulated insight, relationships, and creative tools

# Healing Systems Requires Shifting Culture

**Before we can redesign our economic or political systems, we must first recognize the subtle cultural patterns that keep those systems trapped in cycles of disconnection, domination, and distrust.**

- **The following chart reveals one of the most essential shifts we must make:**



**From the old paradigm of **competition**, rooted in ego, exclusion, and fear...**



**To a new paradigm of **collaboration**, grounded in care, inclusion, and trust.**

- **These aren't just personal behaviors — they are the unspoken agreements that shape entire institutions, movements, and funding relationships.**
- **If we hope to build regenerative systems and economies and wise governance, we must also change the relational field that sustains them.**
- **The next page offers a simple, powerful map of this shift.**

# New Norms for a Higher Culture

<b>FROM EGO COMPETITION (The Old Pattern)</b>	<b>TO EARTH-CENTERED COLLABORATION (New Pattern)</b>
Ignoring	Welcoming
Withholding acknowledgment	Offering acknowledgment
Rejecting	Valuing
Withholding support	Extending support
Failing to express appreciation	Expressing appreciation
Humiliating	Uplifting with praise
Undermining or sabotaging	Collaborating in trust
Polarizing	Harmonizing across difference
Engaging in conflict	Clarifying with compassion
Waging war (literally or symbolically)	Cultivating peaceful presence



# Deep Empathy & Earth Systems Awareness

## **Step 3: Deep Empathy & Earth Systems Awareness Phase: Personal Development & System Awareness**

This step introduces a foundational insight in systems transformation:

No outer system can evolve unless the people within it do.

### **What Step 3 Includes:**

Understanding Lived Experience – Recognizing the diverse social, economic, and psychological realities that shape how people participate in systems.

- This helps reveal why people behave differently, especially across lines of class, race, culture, and identity.

### **Recognizing the Role of Trauma & Worldview**

- Systems don't just fail because of bad design—they fail because of wounded behavior.
- Trauma shapes worldview. Worldview shapes decisions.

# Deep Empathy & Earth Systems Awareness

## **Step 3: Deep Empathy & Earth Systems Awareness Phase: Personal Development & System Awareness**

This step acknowledges how ***hurt people shape hurt systems.***

### **Anchoring in Healing**

- Real system change must be rooted in personal and collective healing.
- Without addressing fear, disconnection, and shame, even the best-designed system will reproduce dysfunction.



### **Why This Step Matters for the "Competing → Collaborating" Shift:**

The "**Competing vs. Collaborating**" chart is a perfect expression of this step in action.

The "**Competing**" side mirrors behaviors shaped by trauma, scarcity, and fear.

The "**Collaborating**" side reflects relational healing, emotional maturity, and systems-awareness.

**This is where inner work becomes outer change.** It asks:

***How do we become the kind of people who can build the kind of world we dream of?***

# Deep Empathy & Earth Systems Awareness

## **Deep Empathy & Earth Systems Awareness**

### **Personal Development & System Awareness**

**Inner work is required to make outer systems truly functional and just.**

**No outer system can evolve unless the people within it do.**

### **Lived Experience Matters**

**People behave differently based on their class, race, trauma history, and worldview.**

**Acknowledging these realities builds empathy and breaks cycles of misunderstanding and judgment.**

### **Trauma Shapes Systems**

**Systems don't only fail due to bad policies — they fail because of wounded behaviors embedded in leadership, institutions, and public discourse.**

### **Trauma leads to:**

**scarcity mindsets, exclusionary thinking, and reactive power struggles.**

### **Healing Is the Root of Change**

**Without healing from fear, shame, and disconnection, even well-designed reforms will default back to dysfunction.**

# Deep Empathy & Earth Systems Awareness

## **The Shift: From Competition to Collaboration**

**This is a relational transformation tool.**

## **Why This Culture Shift Is Essential**

**The chart illustrates how trauma-fueled behaviors (e.g., ignoring, humiliating, sabotaging) sabotage systemic reform.**

## **The collaborative behaviors**

**(e.g., welcoming, praising, clarifying) are not soft or idealistic — they are preconditions for effective systems work.**

**This is a deep trauma-informed view of why many systems fail.**

## **This is where inner growth becomes outer governance.**

**This is a call to do the invisible work of healing and empathy.**

**A practical cultural shift chart to guide interactions, teams, and institutions.**

**These pages lay the foundation for designing any system that is not just smart, but wise, resilient, and human.**



About



## About the Author



Earth Systems  
Development  
Guide

**Sandy Hinden** is a global researcher, educator, and program developer dedicated to healing systems and regenerating the future. His work explores the intersection of economy, governance, leadership, and Earth stewardship through a series of visionary initiatives, including:

- **The Earth Solutions Project**
- **Sacred Earth Economics**
- **Commonwealth for Earth & Humanity**
- **Wisocracy for Wise Democracy, Governance, Leadership & Systems**
- **Whole Earth Economics**
- **Wisocracy Economic Review**
- **Earth Systems Economic Guide**



Sandy's writing and synthesis work support those seeking deep systemic clarity beyond slogans, and pathways forward rooted in wisdom, equity, and planetary care.

You can visit [Wisocracy](#) here



# Earth Systems Development Guide

Designing Higher  
Systems & Culture