

HUMANS ONE & HUMANS TWO



Why We Are Not Making Progress on Earth

Sandy Hinden

The background of the slide is a soft-focus, monochromatic landscape. It features rolling hills and mountains covered in dense evergreen forests. The color palette is muted, consisting of various shades of green and grey, creating a serene and natural atmosphere. In the center of the slide, there is a dark green rounded rectangle with a thin blue border. Inside this rectangle, the word "INTRODUCTION" is written in a white, bold, sans-serif font.

INTRODUCTION



This document, **Humans One & Humans Two: Why We Are Not Making Progress on Earth**, is authored by Sandy Hinden, founder of Wisocracy and Wisocracy University-in-the-making, explores the fundamental psychological conflict preventing global progress.

It presents a model comparing the prevailing **"Humans One" operating system** — characterized by self-centeredness, competition, and superficiality — with the **"Humans Two" upgrade** focused on wisdom, collaboration, and purpose.



The presentation outlines:

The Barrier to Progress: How "Humans One" logic fails to support large-scale projects for humanity due to zero-sum thinking and a focus on personal gratification.

Strategies for the Upgrade: Methods to shift mindsets through **psychological safety** and **active empathy**, alongside new **incentive structures** like **reputation systems** and **gainsharing**.

Wisocracy's Role: How education and the development of "Wisdom Skills" (such as cognitive complexity) serve as the critical path for systemic change.

The Incubator Model: A visualization of how small-scale "wise systems" can reach a critical mass to demonstrate working alternatives and trigger a systemic phase transition toward new social norms of collaboration and abundance.

HUMANS ONE

HUMANS TWO

Self-centered

**Self-care and
interested in others**

Superficial

**Depth, meaning,
purpose, wisdom**

Selfish

**Kind,
generous**

Competitive

**Collaborative,
cocreative**

**May become part of a
competitive partnership**

**May be part of a collaborative
partnership or alliance**

The background of the slide is a soft, monochromatic green landscape. It features rolling hills, several tall evergreen trees, and a body of water in the distance, all shrouded in a light mist or fog. The overall mood is serene and natural.

FROM
HUMANS ONE
TO
HUMANS TWO



Have you ever noticed that people often don't support good projects for Earth and humanity?

The Humans One & Humans Two Model highlights the "operating system" conflict at play in the world today.

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The Barrier to Progress

In the prevailing Humans One mindset, large-scale projects for Earth and humanity often fail because they don't fit their logic.

Competition vs. Contribution: In a "Humans One" framework, people worry that helping the planet or others might cost them their competitive advantage.

The Depth Gap: "Good projects" usually require looking at the big picture (wisdom/purpose), while a superficial focus stays stuck on immediate, personal gratification.

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The Barrier to Progress

Transactional Thinking: Selfishness views resources as a zero-sum game. If I give to a project, I have "less," whereas Humans Two sees collaboration as a way to "cocreate" more for everyone.

It seems like the technical solutions for Earth exist, but we are waiting on the **psychological upgrade** to "**Humans Two**" to actually implement them.

We can now explore specific incentives or strategies that can help shift a "Humans One" group toward a more collaborative "Humans Two" approach.

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FROM HUMANS ONE
TO
HUMANS TWO



This framework accurately captures why many global projects stall: they are being designed for **"Humans Two"** while the current economic and social systems are still optimized for **"Humans One."**

To bridge that gap, we can use specific strategies and incentives that "hack" the transition from one mindset to the other.

1. Strategies for Mindset Shifting

- **Shared Goal Alignment**
- **Psychological Safety**
- **Active Listening & Empathy Loops**

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1. Strategies for Mindset Shifting

These strategies help transform a competitive group into a collaborative alliance by changing the environment, not just the people.

Shared Goal Alignment: Instead of individual targets, set goals that can only be achieved through joint effort. When success is interdependent, "Humans One" are forced to act like "Humans Two" to win.

Psychological Safety: People only move away from self-centeredness when they feel safe. Creating a "no-blame" culture where mistakes are treated as data points reduces the fear that fuels "Humans One" defensiveness.

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Active Listening & Empathy Loops: Implement structured feedback where each person must summarize the other's view before responding. This builds the "interest in others" characteristic of the second column.

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2. Incentive Systems for the "Humans Two" Era

Traditional incentives often reward "Humans One" behaviors (like individual bonuses). To support humanity-scale projects, we **need new reward structures**:

- **Reputation Systems**
- **Gainsharing**
- **Peer-Nominated Recognition**

Reputation Systems: In digital and local communities, "**Kindness**" and "**Generosity**" can be tracked through reputation scores. This makes "**Selfless**" behavior a visible form of **social capital**.

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Gainsharing: This is a system where a portion of the savings or benefits from a project (like a solar initiative) is distributed back to everyone involved. It aligns personal gain with collective efficiency.

Peer-Nominated Recognition: Instead of a boss giving a reward, let the team nominate the person who was most collaborative. This shifts the focus from "**pleasing the hierarchy**" to "**supporting the group.**"

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3. Practical "Bridges"

This shift is essentially about moving from **"What's in it for me?"** to **"How do we both win?"**

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THE PRACTICAL BRIDGE



When asked if I think these shifts are more likely to start in small local communities or through large-scale systemic changes like new laws and economic policies, I respond with: I work with Wisocracy University-in-the-making (wisocracy.org) on large systems, but I don't see much hope for large systems change because humans need that psychological upgrade first.

Many systems thinkers share the concern that **large systems change** cannot occur until there is a fundamental **psychological upgrade** in the humans operating them.

At Wisocracy, we are working on the "**software**" (**human mindset**) that must run the "**hardware**" (**large systems**).

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The Paradox of Systems Change

Large systems are currently designed by and for a more self-centered, "Humans One" nature.

This creates a stalemate:

- **The Trap:** Systems won't change **without a mindset shift**, but **mindsets are often kept stuck by the very systems** they inhabit.
- **The Hope:** Research indicates that humans have a remarkable capacity for **psychological adaptation**.

Transformation often happens not by "convincing" everyone, but by creating "adaptive spaces" where new behaviors can be tested and adopted by the larger organization.

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Why Wisocracy's Mission is the Critical Path

We are focused on education and wisdom, targeting the root causes rather than the symptoms:

- **Mental Models as Levers:** Shifting mental models is considered the most powerful lever for systemic change.
- **Building the "Bridge":** Education can equip people with **21st-century skills** like **critical thinking, empathy, and collective problem-solving**, which are the **core "code"** for the **Humans Two upgrade**.

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- **Small-Scale Proofs:** Instead of waiting for global change, creating successful "**wise systems**" in small communities or institutions (like our university-in-the-making) provides the "social proof" others need to believe a new system is possible.

The hope doesn't lie in the system changing itself, but in the **gradual formation of new social norms** as more people **undergo this "brain change" together.**

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Transitioning From...	To...	The Practical Bridge
Competitive	Collaborative	Open Source Data: Sharing information openly removes the "secret advantage" that fuels competition.
Superficial	Meaning/Purpose	Impact Tracking: Use real-time dashboards to show exactly how a small action contributes to a large-scale Earth project.
Selfish	Generous	Micro-Contributions: Make it easy to give small amounts of time or resources so the "cost" of being generous feels low.



WISOCRACY'S ROLE



This document is a summary of the
Humans One & Humans Two framework.

To make it effective for our university-level audience
at **Wisocracy**, here are a few elements to deepen the
"psychological upgrade":

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1. The Neuroscience of the Upgrade

To move from theory to "brain change," it helps to ground the model in science:

- **Humans One (Survival Mode):**
Corresponds to the **amygdala** and the "fight or flight" response. It's hardwired for competition and self-protection.
- **Humans Two (Wisdom Mode):**
Corresponds to the **prefrontal cortex** and **vagus nerve**. These areas support **long-term thinking, empathy, and social connection** — the "hardware" required for collaboration.

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2. The "Wisocracy" Bridge

Wisocracy focuses on education as the critical path for the creation of **Wisdom Skills**:

- **Cognitive Complexity:**
The ability to see multiple perspectives simultaneously, moving beyond "Us vs. Them."
- **Emotional Regulation:**
The capacity to stay in a "Humans Two" state even when the surrounding system feels like "Humans One".

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3. Feedback Loops for Systems Change

To address the "**Paradox of Systems Change**," we introduced the idea of **Regenerative Feedback** (p. 15):

- **Humans One systems** use "extrinsic" rewards (money/status).
- **Humans Two systems** use "intrinsic" rewards (meaning/contribution).

- **The Addition**

"Humans Two" behaviors actually create more **resilient** systems that can survive the collapse of old, competitive ones.

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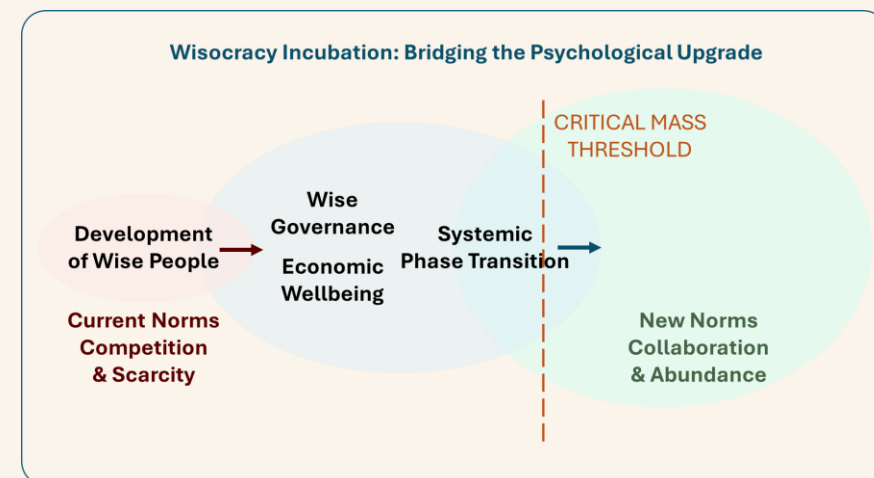
4. Visualizing the "Adaptive Space"

The following diagram shows how small-scale "wise systems" (like Wisocracy) can act as helpful **incubators** for the new social norms.

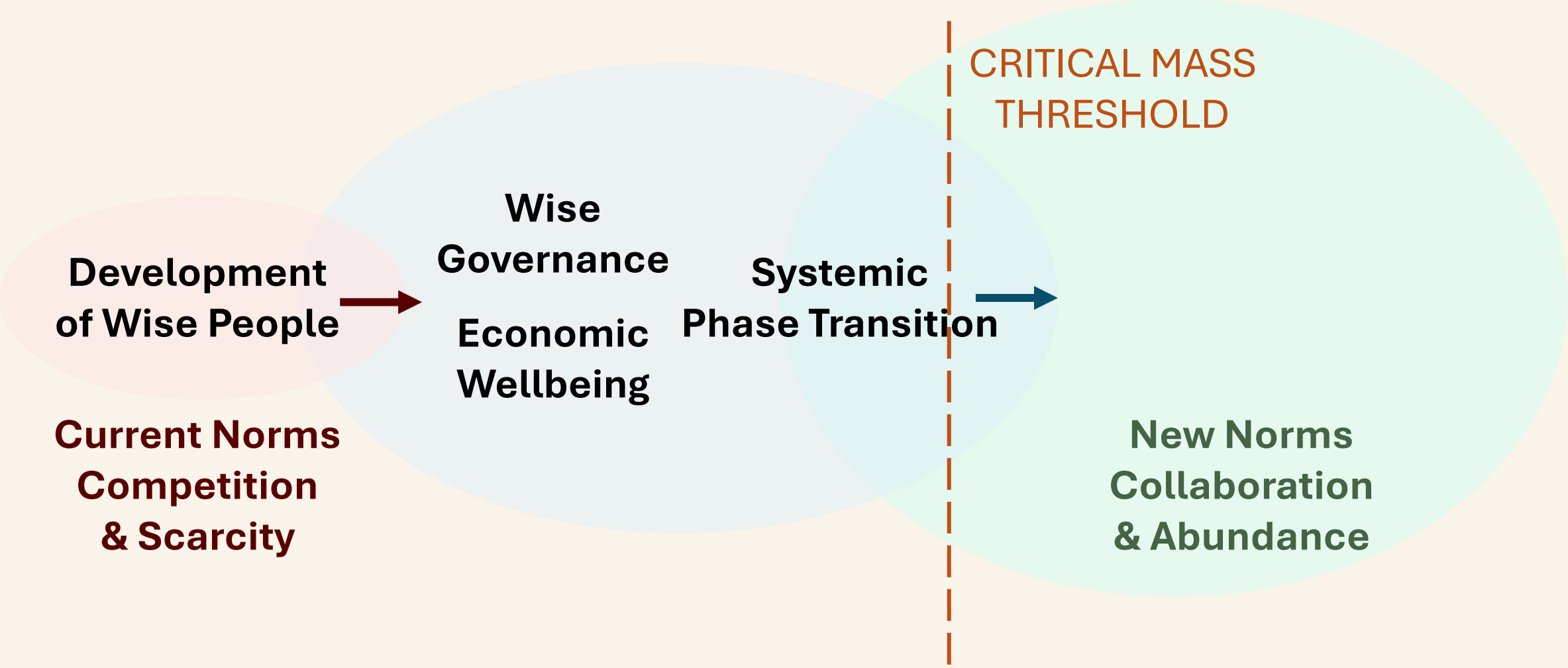
We don't need to change everyone at once.

We just need a **critical mass of Humans Two** to demonstrate a working alternative.

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Wisocracy Incubation: Bridging the Psychological Upgrade



**Development
of Wise People**

**Current Norms
Competition
& Scarcity**

**Wise
Governance
Economic
Wellbeing**

**Systemic
Phase Transition**

**CRITICAL MASS
THRESHOLD**

**New Norms
Collaboration
& Abundance**

HUMANS ONE & HUMANS TWO



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