

Competent Culture Brokering

Allies Co-Creating A Culture of Relationship Building vs. Destroying

Culture is multi-layered

- Racial,
- Ethnic culture,
- Living culture in organization, or system, or
- Community historical culture.

Each layer impacts the capacity of the individual, family, community and organization to heal and change. Developing a practice of paying attention to culture is one of the core competencies of **HELP**ing.

It is **HELP**ful to explore our own awareness of culture.

1. What cultures / cultures do I belong to?
2. What are the attributes of that culture?
3. How does that culture impact my way of being in the world?

As we seek and value relationships and activities that give our lives purpose and meaning, we become more and more interested in connections with people, places and things whose values, principles and vision are in sync with my own.

We seek values and *a principle-based culture* that encourages our creativity and success as individuals, families, communities and organizations.

Espirit de Corps

- Common spirit that exists in the members of a group focusing on a common goal
- Inspires enthusiasm, dedication and commitment
- Inspires a strong regard for the honor of the group
- Builds a sense of mutual trust and understanding
- Inspires us to be more productive and conscientious
- Instills a sense of pride and a feeling we are making a difference
- Increases enjoyment, morale and motivation.

We need each other.

We need *Allies* who are dedicated and focused on **HELP**ing each one of us achieve our very best.

As *Allies*, we are focused on bringing awareness and wisdom to the spirit that is within each one of us and nurturing that spirit, so that we may flourish as individuals, families, communities and organizations.

We must become *Allies* and mobilize for change out of our commitment to the present and the future and the children.

As *Allies*,

Let us not waste time and energy on blaming and shaming.

As *Allies*,

Let us, instead, plan to discover and practice solutions to the problems needing resolution.

Let us be proactive rather than reactive.

As *Allies*,

Let us be ready to initiate change and not merely respond to fear or bad news.

As *Allies*,

Let us come to believe that self-interest is not the same as selfishness. Let us know that we are interdependent and that our collective survival is dependent upon our surviving.

As *Allies*,

Let us accept that when conflict happens, we must learn to negotiate constructively, and share in our best interest.

As *Allies*,

Let us take risks.

Let us expect reactions from those who feel threatened by new ways of thinking, relating and living.

As *Allies*,

Let us be open to new life styles, norms and values.

Let us be aware of how our lives are enriched by recovery, healing and wellness.

As *Allies*,

Let us commit ourselves to appreciating the diversity of cultures, individuals and groups and be willing to experience the conflict and uncertainty that this appreciation may create.

Let us appreciate our diverse potentials and experiences and the stress within ourselves and know that we have much to gain from each other.

As *Allies*,

Let us support each other by providing encouragement, reminders, safety, and strength to continue our process of change.