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**What
are we
going to
cover?**

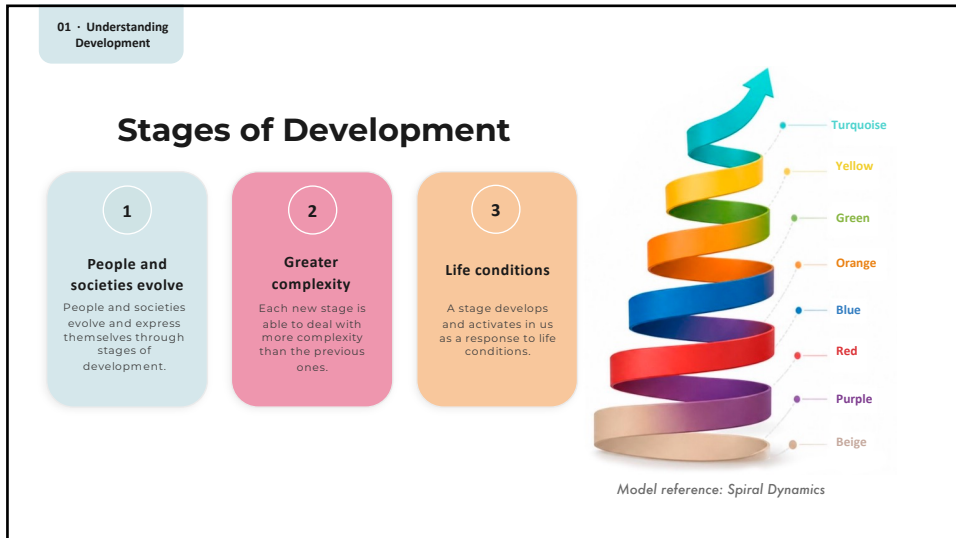
- 01 Understanding the labor market in the context of human and societal development
- 02 What today's world is demanding
- 03 The gifts and limits of High Performers
- 04 The promise of Whole Performers

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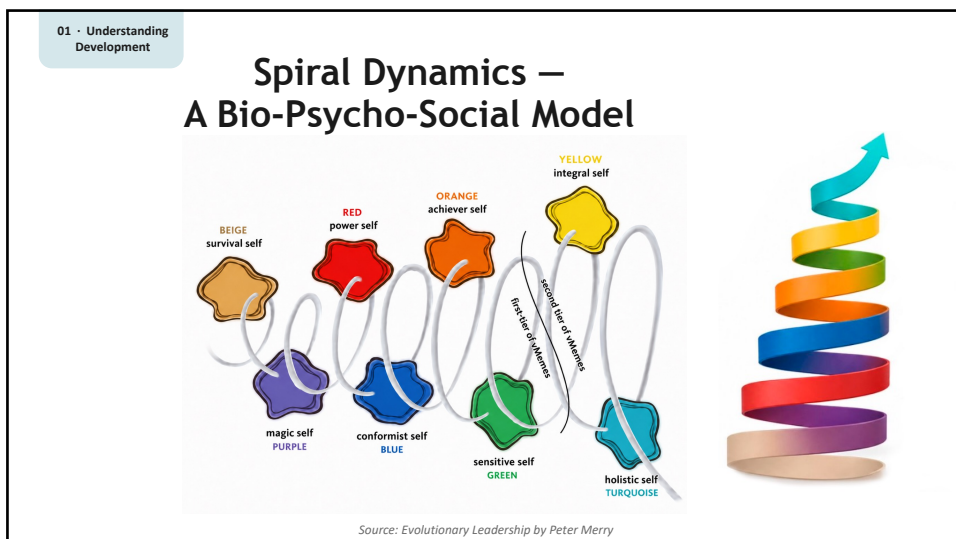
01

Understanding the Context of
Human and Societal
Development

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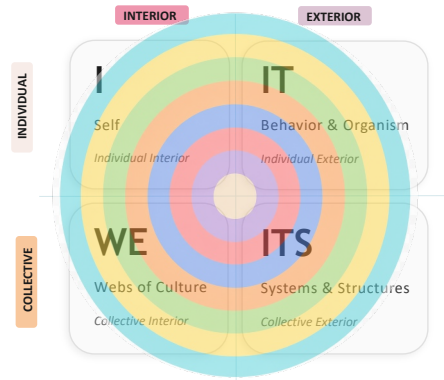
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01 · Understanding Development

Integral Fitness

All 4 dimensions co-develop

Source: Integral Theory, Ken Wilber

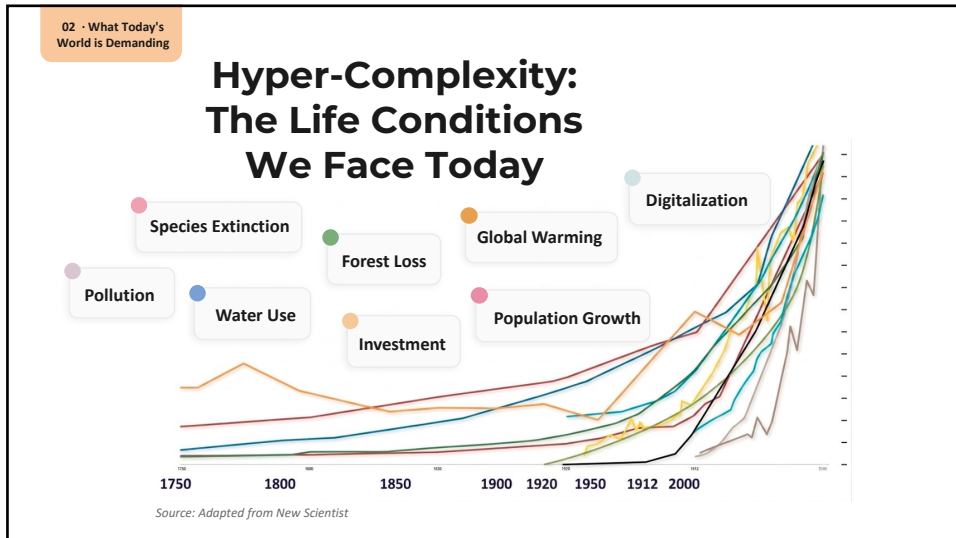


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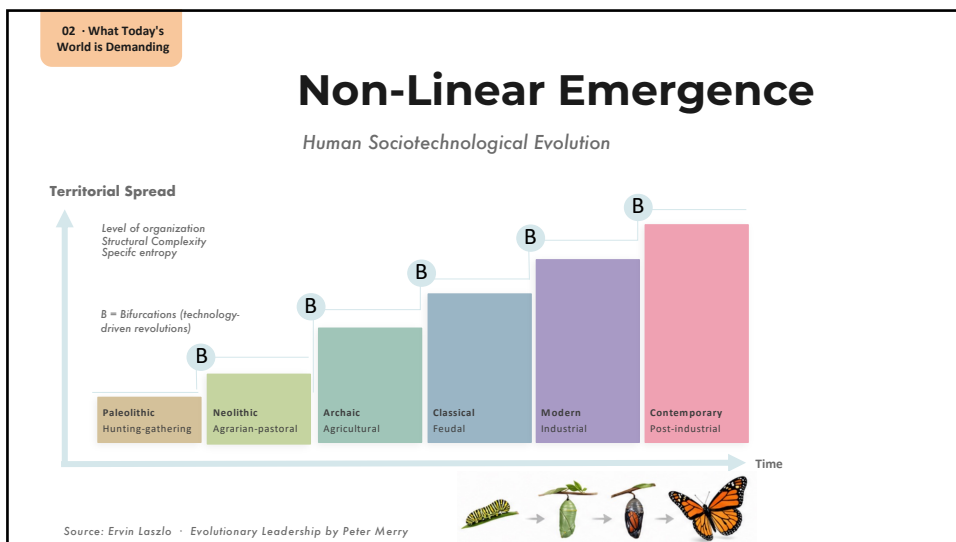
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What Today's World Is Demanding

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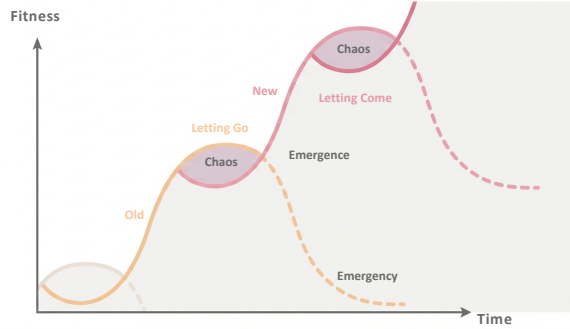
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02 - What Today's World is Demanding

We Are in an Era of Non-Linear Change



Source: Evolutionary Leadership by Peter Merry

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03

The Gifts and Limits of High Performers

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03 - The Gifts and Limits of High Performers

High Performers are an expression of the Orange Achiever Self


Source: Evolutionary Leadership by Peter Merry

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03 - The Gifts and Limits of High Performers Laranja: Eu Realizador

Orange — Achiever Self

Achievement, autonomy, success and innovation

 <p>Core Drive</p> <ul style="list-style-type: none"> To achieve, improve and win Freedom to pursue results Rational problem-solving and merit 	 <p>Strengths</p> <ul style="list-style-type: none"> Entrepreneurial and ambitious Strategic, practical and goal-focused Innovative, data-driven and effective 	 <p>Workplace</p> <ul style="list-style-type: none"> Thrives on challenge and opportunity Values autonomy, targets & recognition Drives progress, productivity and measurable impact 	 <p>Watch-outs</p> <ul style="list-style-type: none"> Can become overly individualistic May chase status, growth & performance at any cost Can neglect wellbeing, relationships & purpose
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Healthy expression: purposeful achievement in service of real value.

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03 - The Gifts and Limits of High Performers

What High Performers Have Brought Us

Ambition, discipline, growth and breakthrough results



Core Contribution

- Strong drive to achieve
- Focus on goals, standards & execution
- Commitment to measurable results



Value Created

- Greater productivity and efficiency
- Innovation, enterprise and competitiveness
- Wealth creation and expanded opportunity



Workplace Strengths

- Clear targets and accountability
- High energy, initiative and resilience
- Momentum for change & performance



Impact it Made

- Built modern organisations & markets
- Solved problems at scale
- Raised expectations of what people can do

Enduring contribution: high performers helped build the progress, prosperity and innovation of the modern world.

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03 - The Gifts and Limits of High Performers

The Limits of High Performers

When performance is detached from wholeness, its hidden costs begin to show



Human Costs

- Burnout, stress and exhaustion
- Identity tied too tightly to doing and winning
- Neglect of rest, relationships and inner life



Cultural Costs

- Competition overrides trust and collaboration
- People valued mainly for output and status
- Fear of failure can narrow learning and honesty



Strategic Limits

- Short-term results vs long-term health
- Complexity reduced to what can be measured
- Reflection, inclusion and wisdom are undervalued



Systemic Impact

- Success can deepen inequality & exclusion
- Growth can come at social & ecological cost
- Organisations lose resilience, meaning and humanity

Key insight: high performance alone is no longer enough for the complexity and humanity of the future.

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04

The Promise of Whole Performers

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04 - The Promise of Whole Performers

Performance Integral e a Expressão do Eu Integral Amarelo

Whole Performers are an expression of the Yellow Integral Self

BEIGE survival self

RED power self

ORANGE achiever self

YELLOW integral self

PURPLE magic self

BLUE conformist self

GREEN sensitive self

TURQUOISE holistic self

evolution line of humans from the old times

Source: Evolutionary Leadership by Peter Merry

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04 · The Promise of Whole Performers Eu Integral Amarelo

Yellow — Integral Self

Integration, systemic thinking, flexibility and purposeful complexity

Core Drive

- To understand, integrate and evolve
- Freedom to respond to complexity
- Seeks coherence across perspectives and systems

Strengths

- Systemic, adaptive and integrative
- Comfortable with paradox & uncertainty
- Sees patterns, interdependencies and leverage points

Workplace

- Thrives in complex, fast-changing environments
- Values autonomy, learning & collaboration
- Strategic integration, innovation, whole-system thinking

Watch-outs

- Can seem detached or overly conceptual
- May overcomplicate decisions
- Can struggle to communicate simply to others

Healthy expression: wise integration in service of whole-system flourishing.

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04 · The Promise of Whole Performers Performance Integral e o Eu Sensível Verde

The difference between the High Performer and Whole Performer is the Green Sensitive Self


Source: Evolutionary Leadership by Peter Merry

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04 · The Promise of Whole Performers Eu Sensivel Verde


Green — Sensitive Self

Connection, empathy, equality and shared meaning The Step from Orange Achiever to Yellow Integral is Green Sensitive Self




Core Drive

- To connect, care and include
- Meaningful relationships and shared values
- Authenticity, empathy and participation




Strengths

- Compassionate, collaborative and supportive
- Values fairness, listening and inclusion
- Builds trust, belonging & psychological safety



Workplace

- Thrives in participative, values-led cultures
- Values teamwork, purpose, appreciation
- Brings engagement, care and people-centred leadership



Watch-outs

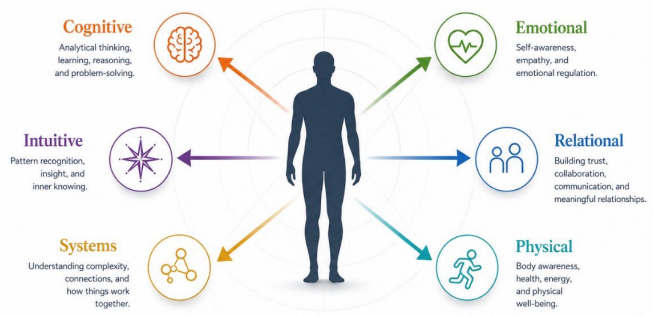
- Can avoid conflict or hard decisions
- May over-prioritise harmony & consensus
- Can lose effectiveness through indecision or blurred boundaries


Healthy expression: caring connection in service of growth, inclusion and shared wellbeing.

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04 · The Promise of Whole Performers

The Spectrum of Human Intelligence







Human intelligence is multidimensional. When we integrate all domains, we unlock our full potential.




Better decisions



Greater adaptability



Deeper connections



Sustainable impact

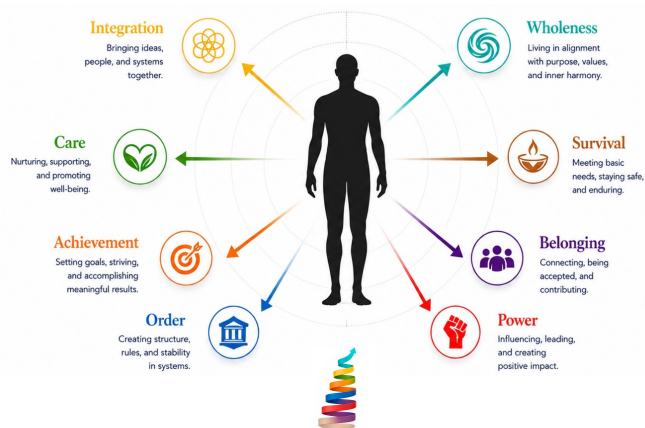
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NVIDIA CEO Jensen Huang on “smart”

https://youtube.com/shorts/CPsOwQcn_wc?si=DqOIGmW7-LLcavoR

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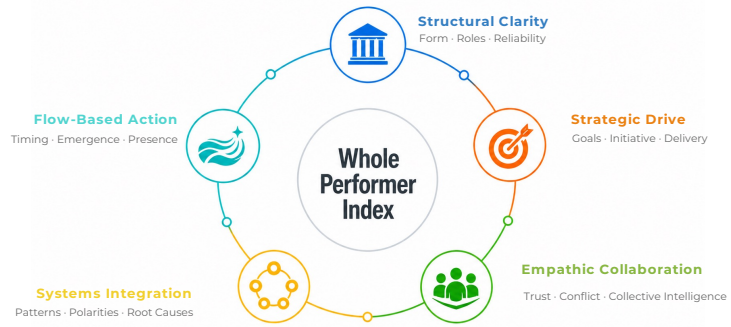
The Whole Performer Accesses a Full Spectrum of Value Systems



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04 · The Promise of Whole Performers

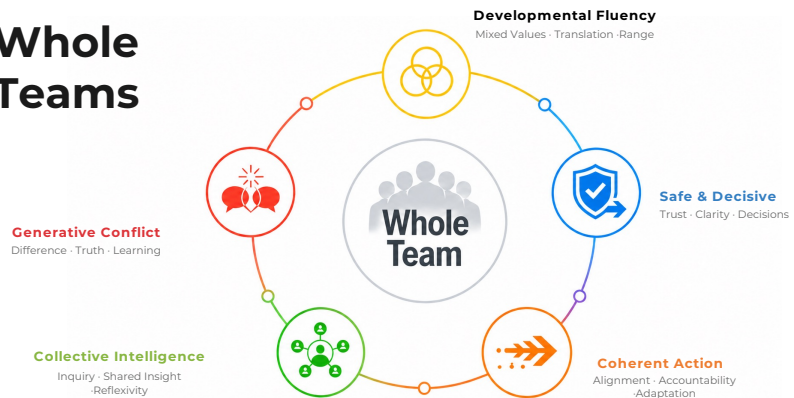
The Whole Performer Index



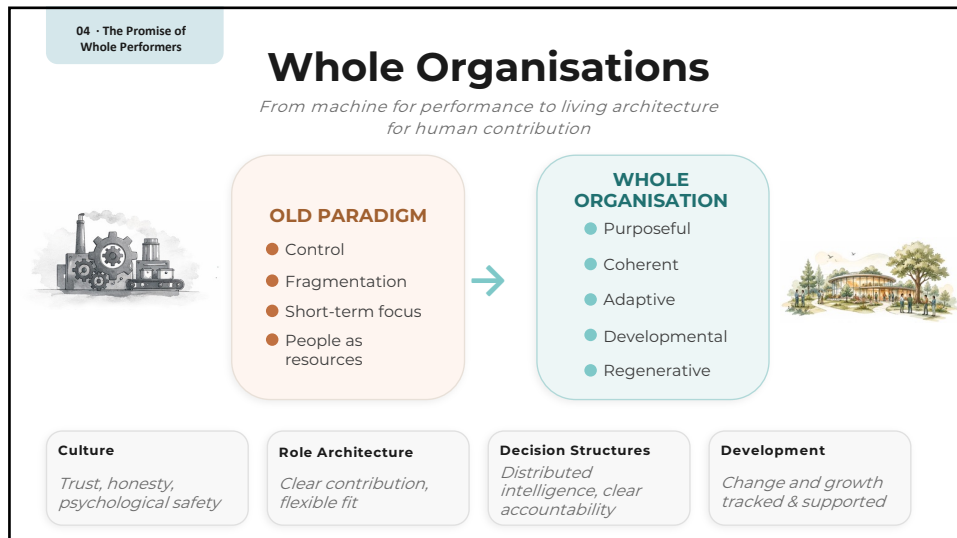
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04 · The Promise of Whole Performers

Whole Teams



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Peter Merry and Don Beck, 2008

"No more prizes for predicting the rain. Only prizes for building the arks."

DR DON BECK

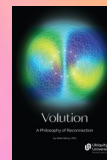
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**"Sink your roots deep,
reach for the heavens,
open your heart and
do what needs to be done."**

**Connect with
Peter Merry**

 <https://petermerry.org>

 peter@petermerry.org



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Leadership

20.70

powered by novos humano(s)

Força da tecnologia

Força da natureza

Mapas usando os valores e necessidade da Spiral Dynamics *

1	Novas Tecnologias	o que fazemos com tecnologia liberando tempo?
2	Novos Humanos	O que muda quando nos tornamos integrais?
3	Novos Trabalhos	será sobre extração ou expansão?
4	Novos Consumos	consumimos para preencher ou expressar valor?
5	Novos Dinheiros	dinheiro como acumulou ou fluxo inteligente?
6	Novas Educações	educamos para controle ou expansão?
7	(Nova) Regeneração	ecossistemas isolados ou organismos vivos?

Performance de Passado

Performance de Futuro(s)

Pontes para Futuro(s)

Estamos na **década** que define o **século**

Novas Consciências aplicada à Liderança

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New Human(s) Brazilian Mission

Application to the Annual Science & Consciousness event with Peter Merry



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Leadership
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powered by novos humano(s)

Education, Research, Information

