

SEEDING THE PRACTICE AND SPIRIT OF CAUX AND IOFC

- ❁ Care for self, others and our planet
- ❁ Engage with purpose
- ❁ Engage in 'quiet time'
- ❁ Share and learn through honest conversation
- ❁ Turn judgement into curiosity
- ❁ Turn scarcity into creativity
- ❁ Serve and receive service joyfully
- ❁ Follow through on promises

Our Seed Behaviours

Notes about IofC's Seed Behaviours

- Whether or not we are conscious about them, our behaviours 'seed' the patterns/ culture/ spirit of Caux/ IofC. When we are not conscious, our behaviours can go 'off-message'
- When we are at our best individually and together, we live our purpose and values through our behaviours. In naming our behaviours, we bring awareness, clarity and focus to our contributions as change-makers across the world
- An attempt at naming the behaviours present in Caux was first made during the Conference season of 2012. During Caux 2013, they were further tested, amended, added to and polished through many conversations with IofC members – old and new. Many conference attendees asked for copies to 'take down the mountain'.
- All these behaviours support our practice in living up to the four foundational values of Purity (of intention), Honesty, Unselfishness and Love.
- When we are clear and confident about who we are and how we engage with ourselves, others and 'life' itself, newcomers and potential partners are attracted to us and what we do. When we are unclear and lack confidence, others become unsure of who we are, what we stand for and what we bring – making us appear to be unreliable and untrustworthy partners. These behaviours bring clarity, coherence (congruence) and potency to our interactions and our offer – individually, collectively and as a global network
- Gathering and giving feedback to each other through honest conversation using this list of behaviours can help us all to become better aligned to our shared purpose

General Notes about Seed Behaviours

- This 'method' for supporting cultural coherence is drawn from principles (Simple Rules) explained in complexity sciences, that illuminate how flocks of birds and shoals of fish manage to 'move as one' without control or direction from a single leader. Human beings follow these behavioural principles without realising
- The principle and practice of illuminating and naming behaviours within organisations, communities and movements serves to amplify the patterns/ culture/ practices we want. We start with what is present and make only small adjustments where needed to re-align and to amplify the positive
- Any set of Seed Behaviours is current to context. Over time, as groups adapt to local and global circumstances, they may need to amend one or more behaviours
- Generally, naming 4-7 (+/- 1) Seed Behaviours is sufficient – any more becomes harder for people to hold in mind in their day-to-day practice
- Each behaviour starts with a verb and is simply written; ideally, each should be applicable to any function, context, level or role in an organisation/ community/ group
- As a whole set, Seed Behaviours can be used as a self-reflection and feedback mechanism for group members to illuminate and support their effectiveness, relationships, performance, progress and coherence as a body of people with shared purpose
- When we 'live' these Behaviours, we find ourselves 'acting as one' without formal structure, even though we may be separated by across time and space, even continents and oceans