



IofC's enduring contribution to the world is a confluence and consequence of diverse peoples and generations across nations and continents, working together, to change the world for the better, starting with ourselves. We each are inspired and guided by our unique Calling and/or our relationship with the Divine, to take action with others on issues close to our hearts.

The above behaviours are not new. They are simply a fresh expression of the best of IofC knowhow and wisdom. They emerged implicitly within the fellowship over decades as individuals (originally living in community) sought to follow God's call and to be guided by four *Absolute Standards* – now referred to as our *Values: Honesty, Unselfishness, Love and Purity of heart (HULP)*. Articulating our core behaviours helps us to share with people of all faiths and none, that which we have learned from those who came before us.

Making our behaviours explicit, also helps us reflect on what we are doing and our impact on others. They remind and enable us to take personal, practical and collective responsibility; they provide a framework for feedback helping us to communicate with current and potential partners – aiding understanding about who we are; how we aspire to engage with others and the wider world; and what it means to work with us.



A little guidance

These Seed Behaviours express what we in lofC do **when we are at our best**, guided by God, the Divine or a quiet, wise call from within. The behaviours are aspirational and inspirational – and as such, are challenging. The following descriptions are written in first person as it is for each of us to take these on as our own or not!

Safeguard my own trustworthiness

*‘Safeguarding’ calls for my proactive commitment to act with integrity and to equip myself to engage wisely, compassionately, safely and boldly **in service to that which calls me to action**. Only I can safeguard my own trustworthiness. I carry this **intention** to live up to lofC’s values through the following behaviours. The question I ask is NOT: ‘Can I trust another before engaging with them?’ RATHER it is: **‘What shall I do, say and be, each day, for others to consider me trustworthy enough to stand alongside them?’***

Engage in the practice of Quiet Time

I take lofC’s core practice of Quiet Time as my own – choosing to listen in silence for divine inspiration or the inner voice as a source of truth and renewal. This helps me find what is deep in my heart, longing to emerge; what inspires and calls me to action. It affords me time and space to use ‘HULP’ to guide my reflections, decisions and actions.

Follow my calling and follow through with others

I commit to connecting with the divine or my inner guide, to help me discover what part I can play alongside others to create a better world. I accept it is not for me to presume to tell others what they should do; it is for me to surrender to following my higher calling even when I have no idea where my next steps may lead.

Use ‘honesty, unselfishness, love and purity’ to guide decisions

I choose to use HULP as a practical test helping me to check my intentions, motives, decisions and daily actions. I submit to this deep, personal process to source the courage to face anger, guilt, shame, grief and fear; the humility and grace to seek forgiveness and to forgive; the openness to access guidance and gratitude.

Care for others, our planet and myself (ourselves)

I choose to take care of and be responsible for myself as an individual and as a community member, IN ORDER to sustain a lifetime of loving, caring contribution to others, the planet and future generations.

Turn judgement into curiosity...

...evokes compassion, catalyses forgiveness, liberates love and opens me up to (re)connection. Knowing this fuels my commitment to notice and transform my unhelpful thinking patterns; to seek support and feedback so I may get free of the limitations imposed by my negative reactions and let go of my toxic judgements/assumptions/beliefs about others and myself.

Engage in honest conversation

I recognise that when I avoid honest conversations out of fear, anger, guilt or shame I compromise my trustworthiness in the eyes of others. I choose to embrace my emotions so I can engage honestly, first with myself, so I may do so with others in ways that invite sharing, listening, support, healing and reconciliation.

Turn scarcity into creativity

I accept the invitation to expand my frames of reference beyond my own perspective to activate my imagination; access courage and faith! I choose to share my struggles, invite other contributions and to pool my resources in the hope of unlocking potential, and making the impossible, possible – for the good of all.



How these behaviours came into being

- Members of MRA/ the IofC fellowship have interacted with each other over many decades and certain helpful and unhelpful behaviours have evolved. Often we are unaware of our group behaviours until we look for them
- Aware or not, our individual behaviours reveal and perpetuate the ACTIVE patterns/ culture, purposes and values of a group. Negative patterns can begin to dominate until/ unless we focus on identifying the positive ones.
- By naming and consciously choosing to adopt behaviours that show the BEST of ourselves, we demonstrate clarity, coherence and consistency – helping us to be and be seen to be trustworthy individually and collectively.
- When we are clear and confident about who we are and what we know, this shows up in our engagement with others. We become more compelling, effective and impactful.
- When we are unclear, lack confidence and behave inconsistently, others become unsure of who we are, what we stand for and what we bring – making us unreliable and untrustworthy in their eyes.
- The first attempt to express IofC's behaviours (by Louie Gardiner) was experimented with during TIGE Conference in 2012. Over the years, they have been revised many times following numerous conversations with IofC members and with experiments with conference participants at Caux – many of whom have welcomed this simple articulation of the 'Spirit of Caux' which they have been able to 'take down the mountain'.
- In April 2015, 12 people in IofC-UK joined the REAL programme¹. We revised the behaviours adding 'Safeguard my own trustworthiness', which we saw as crucial to building relationships, often over many years, as a prelude to healing and reconciliation between conflicting communities. It is only by many demonstrating their trustworthiness in the eyes of others, that the fellowship as a whole will be regarded as trustworthy partner in the world.
- At an IofC-UK National Team Day on 16 May 2015 some 35-40 participants considered this final list. There was general agreement and a request for clarification – hence the incorporated explanation.

The science behind Seed Behaviours (aka 'Simple Rules')

- This approach to supporting cultural coherence uses understanding from complexity sciences which explains aspects of nature e.g. how flocks of birds and shoals of fish 'move as one' without direction from one 'leader'
- Human beings through their interactions, develop and adopt group behaviours – usually without realising. Behaviours consistently repeated by individuals generate recognisable, coherent patterns i.e. the whole group can find itself 'moving as one' without formal structure or central control mechanisms.
- Each individual impacts and is impacted by their immediate neighbours – this means that through our behaviours, we each have the power, every day, to strengthen or weaken the flock/ community. In IofC, individuals living the values consistently through commonly-practiced behaviours helps grow a coherent, recognised, trustworthy community; inconsistency within and amongst us has the potential to destroy it.
- Illuminating and naming behaviours that already exist within groups like the IofC fellowship, helps to **reveal** current patterns. We start by noticing what is **actually present** in our interactions and discern what is helpful and unhelpful. We name the helpful behaviours, enabling others to notice and embrace them. This helps amplify positive patterns.
- Any group's pattern-forming behaviours are current to the context in which they show up. Over time, as individuals and groups adapt to local and global circumstances, their behaviours change emergently. Regular reflective practice can help illuminate when shifts are occurring so that new more relevant behaviours can be illuminated and more widely adopted
- Naming 4-7 Behaviours is sufficient for individuals to hold in mind in their day-to-day practice. Each behaviour starts with a positive ACTION verb and is relevant and applicable to EVERY individual irrespective of their role, function or situation
- Seed Behaviours can be used for self-reflection and for gathering and giving feedback amongst group members to illuminate and support personal and collective effectiveness, relationships, impact, progress and coherence

¹ REAL – 'Regenerating Engagement And Learning within and beyond IofC, starting with myself'