

# **Creating Environment for Self – actualization. Beginning of the Way.**

**Author  
Karl Rautio  
Creavit Media Osk (Finland)**

**2013**

Training materials created during Latvian, Estonian and Finnish adult educators' cooperation project "Let's Find and Use Your Creativity".



Project supported by Nordplus Adult Programme.

## Content

Guidelines.....	3
1. THE CONCEPT .....	3
1.1. GOALS.....	3
1.2. Structure formation .....	4
1.2.1. Discovery of the potential.....	5
1.2.2. Actualizing Potential Abilities.....	5
1.2.3. Economic sustainability .....	6
2. The Current Situation: Problems and Some Solutions .....	6
2.1 The Current Situation .....	6
2.2 Self-actualization support cycles.....	8
2.2.1. Hidden potential abilities .....	8
2.2.2. Persona.....	8
2.2.3 Physical and Psychological States .....	8
2.2.4 Skills, Abilities, Experience and Imagination.....	9
2.2.5 Aspirations.....	9
2.2.6 Testing .....	10
2.2.7 Cooperation Agreement.....	10
2.2.8 Practical Activities.....	10
2.2.9 Self-perfection .....	11
2.3 System of Activities.....	12
2.3.1 Activity and Process Records.....	12
2.3.2 Research Programs .....	13
Conclusion.....	14
Attachments.....	15
Diagram 1. Self-actualization Support Cycles .....	15
System of Activities .....	16

## Guidelines

The present article discusses some theoretical issues concerning methods favorable to self-actualization. By self-actualization we understand the continuous implementation of personal capabilities, abilities and talents, comprehensive knowledge and acceptance of one's own original nature. Self-actualization is achieved by a person; no one else can do it for another person. Efficiency and completeness of self-actualization depends on the conditions in which this person finds oneself. Part of these conditions necessary for self-actualization can be created by the person seeking self-actualization. The other part is created by other people and nature. Our goal is to make sure that the missing part of the conditions will be available when required. We are talking about the environment in which it should occur. Such environment can and should be implemented in various forms. In this article, we mainly focus on one possible form – the form of an enterprise.

Of course, the enterprise that aims at self-actualization should be designed in a special way. It is clear that at the beginning it will be forced to develop in conditions that are far from favorable, but eventually the company itself will start to build an infrastructure in which it will operate efficiently. In other words, there are sufficient numbers of problems to solve. For a successful venture, the company needs to identify the problems and find solutions. TIPS (Theory of Inventive Problem Solving) will help us. The use of this theory will be mainly shown in Teaching Materials below.

### 1. THE CONCEPT

#### 1.1. GOALS

Working on the concept of enterprise, we have attempted to identify the main objectives. These objectives must help us to determine the steps we are to follow and in turn they can determine how to create a necessary structure.

What are our goals? What is their scope? At the moment, starting a business is traditionally associated with creating jobs. And, apparently, one of the most important goals should be to provide people with employment. Fighting unemployment in this context is the main goal. This struggle requires funding; it involves various public and private entities. But the problem is persistent. And this is unrelated to the quality of those institutions that organize these courses and trainings.

With the existing monetary system, unemployment is predetermined. There is even a "natural rate of unemployment" - the unemployment rate, which is sustained, similar to prices. Consequently, for successful employment, we can tip the balance and "achieve" inflation.

No crucial change in the economic paradigm will happen soon enough. In this context, direct assistance in finding employment does not lead to any immediate solution. It's like a drug that relieves pain but does not cure the disease. Consequently, assuming employment as a goal is hopeless. There is another factor that makes the "war on unemployment" being unsuccessful, it is automation. After some time and most jobs will be done by robots and the process does not stop. Thus, the appearance of the new enterprise will no longer mean a job. Conversely, automated production will displace businesses which use human labor, and thereby reduce the number of jobs. What can we do in this case? What could be

the main goal in this context? In the traditional concept of individual needs, personal growth and self-actualization are located outside the framework of working life. Manufacturing needs a ready-made worker with certain functions. The readiness of a person is in compliance with requirements imposed by effective realization of the given production functions. No match means no job, a lack of efficiency means a lost job. People are turned into workforce, which can be easily replaced by machines. Robots cannot successfully compete with humans in some areas. But robots will eventually win.

Until then, people have tried to solve these problems through training and courses aimed at reviving the individual readiness to fulfill the changed function. This happens because in this existing system an individual is not considered as a whole but is viewed narrowly as a system of production functions. If you remove the roots and leaves of a plant, the plant will wither. This analogy shows the absurdity of the intervention, extreme nearsightedness. In reality it can be easily seen not only in relation to human resources but it indirectly concerns all other resources: all assets are spent, exhausted in the system under consideration, sustainability is hardly an element of this relationship or is hardly manifested.

What is wrong with the fact that people will stop becoming workforce for manufacturing products, the real value of those is often unknown, and eventually emerge as entirely self-developing beings, who have a unique and natural combination of abilities, demonstrating a great strength of conscious creativity?

This kind of holistic manifestation implies self-actualization. Therefore, it is what we have chosen to be our structural goal. Please, remember that we understand self-actualization as "... the continuous implementation capability, abilities and talents <of a person>, more comprehensive knowledge and acceptance <of it> in our nature." We just want to point out that by using the word "art", we mean all possible creativity in all spheres of human activity, even in areas that appear to be uncreative. This is all only a question of the approach one chooses.

## **1.2. Structure formation**

Rebounding from the definition of self-actualization, we ask questions and get answers, with which we could help the participants to get to the goal of more and more complete self-realization.

First, in order to realize the potential, it is necessary to define it. Hence, there is a question: what can help us to reveal the potential?

Secondly, when the potential abilities become visible, how can we support their sustainability and further development?

Thirdly, how to ensure the economic viability (competitiveness) of the enterprise (the ultimate medium for self-actualization) in the monetary system, while meeting conditions of participants involved in production, simultaneously satisfying their needs for self-actualization?

### **1.2.1. Discovery of the potential**

The potential is a hidden opportunity. It is hidden not only from outside observers but also from the owner of this ability. It is clear that even a minimal manifestation of the potential suggests that it exists. The more opportunities there are to show one's potential abilities, the more likely we are going to perceive them as accessible ones. We emphasize that not only a manifestation of the potential is important but also how well we perceive the manifestations of this possibility to use it.

Based on the foregoing, to discover these opportunities, on the one hand, we need a wide field of possibilities for visible manifestations of developing practices; on the other hand, we should have an ability of recognizing the potential in its manifestations.

\*\*\*

As it has already been mentioned, the recognition of the potential is as important as the creation of conditions for its actualization. This is particularly evident in the idea that the potential abilities should somehow manifest themselves in order to be detected. However, on the basis of circumstantial evidence we may detect a tendency. Similarly, comparing human infants of different sex, we can assume that it is the girl who is more likely to have a potential for naturally giving birth to a child in the future. Now, as it is possible, in principle, to decipher the genome of any person, there are more chances of such probabilistic assumptions. At the moment, the information about the genome is not publicly available. It is coming along with the further development of this industry and the associated research areas.

In addition, there are "traditional" methods that can be useful. Analyzing and testing our participants' eligibility will play an important role in implementing the plan. The results of these tests will be placed in the Teaching Materials Chapter.

### **1.2.2. Actualizing Potential Abilities**

As long as a potential ability does not manifest itself, it cannot be detected. It may be detected through action. The potential ability probably becomes an important moment of self-actualization. Presumably, nobody but the owner of an ability is capable of activating one's potential. However, external conditions can push a person closer to the act of understanding the ability.

We can call the exterior conditions a medium. Then we must visualize what environment we should design to implement this self-actualization. We intentionally do not narrow the objective to a collective of workers or a single company as a fixed form of the dynamic process.

Starting with this, we set our main focus on creating an environment that would help us to activate all that come in contact with it. This idea may be seen as a fantasy if considered from the "yesterday's point of view". Today there are numerous examples of such kind of environment: the Internet, social networks, online education, even remotely handled surgeries. But while being in transit to the stage where the product starts really working, trying to figure out "how it is really working", we encounter unsolved problems on different levels of difficulty. Fortunately, the necessity of finding these solutions

is extended over time and they all can be solved along with the implementation of the whole project. The main proposed goals of the initial period will be discussed in the section “The Current Situation: Problems and Some Solutions“. # #

### **1.2.3. Economic sustainability**

One of the specific problems is the economic sustainability of the company that has no goals within the paradigm of the monetary economics. The dissonance brings along the necessity of solving a number of problems that are located in the section “The Current Situation: Problems and Some Solutions“.

Here we will provide only a general outline. The main goal, for which our company is created, is to generate the environment that activates self-actualization of those who interact with this environment. Within the context of the present monetary system, companies must sell their products or provide services. In this respect our company is similar to traditional ones. The difference is that manufacturing and providing services is not the goal. The difference is that the company’s activity is considered to be one of the tools of self-actualization. The ability of cooperating efficiently and professionalism are also seen as aspects of self-actualization. Any chosen activity is seen as a method of self-perfection. To put it shortly, everything remains the same, only the main position and the value of the activity is shifted. For example, from the traditional point of view, reforestation is a hard way of making a living. In the new paradigm it is a kind of interaction with nature, learning and restoring it. It is a test for one’s physical abilities, a drill and an exercise. And if this activity is not the only one and it is combined with other kinds of activity, unrelated to manual labor, this time outside could be very beneficial. And as long as money is still used, this self-perfecting activity is also a way of making money.

Another question is predictability in the interaction with customers and partners, the stability rate of production cycles and the balance in the books. The last remark is related to one of the conventional features. In addition to production activities that are needed to implement our main goals we also plan to monitor participants’ physical health and psychological status. Other activities should include regular events aimed at supporting professional development, further expansion of available fields of expertise and personnel management. Physical and psychological health care is planned to be improved too. When improvements are not possible, we plan to employ compensatory measures to make up for problems arising due to structural reconfiguration. The expected result of these enterprises is the complete self-actualization at every stage of life and the highest possible effectiveness of a particular person in their chosen production activities.

## **2. The Current Situation: Problems and Some Solutions**

### **2.1 The Current Situation**

In this section we describe the current situation as up to date of March,25 2013. The accounts include both what has already been done and ideas and perspectives we are considering today. They will certainly change in reality. We hope that our calculations are correct and we will only need minor adjustments. The company we are planning to use as the testing grounds for our project has been in

business since 2004. This is a cooperative - Creavit Media Osk. We assume that in Finland it is the most suitable business form for our goals.

Some of the activities that we are planning are already being carried out. First of all, it is documentaries that the company is making. Entertainment services and educational programs for children and grownups take a smaller but a permanent status in the range of activities. At some point, repair and building construction were on the list of the activities. In the new version these areas will be associated with the development of educational games and modular mobile building construction. We are now developing a project of green housing, building a houses that produce electricity and heating. Most of essential foodstuff is produced on the spot.

At the moment we are also developing the Future Games Project. This project includes different types of games. Among others it includes games similar to reality shows. It will be the next step in the video field, following our experimenting with documentaries. We are also developing a board version of the Future Games, computer-based versions are only in the plans. The creation of gaming spaces is associated with the games and the whole concept of the company is aimed at self-actualization of its participants, in this view we consider the Future Games project to be the main tool and the goal. This is a game where we appropiate a new configuration of relations between production and self-actualization. That is why we are going to make films about the company's development process so others will be able to learn about our experience. Simultaneously, it will be one of the laboratories that will be involved in development and further modernization of the Future Games.

The idea of 'social enterprise' is not accidental. In 2004- 2005 we were active in the events related to this topic. We had a plan to convert the cooperative into a social enterprise. Due to some circumstances, due to the lack of a good financial planning, this idea had never reached its logical implementation. But the experience gained during that period should play an important role in putting this plan into practice. Many ideas of those years have already crystallized in the new plan's constituents.

At the moment, the project is at the development stage. Simultaneously, we are making a database and planning the first steps. We already have a full database of all Jyväskylä's companies. We need this database, first of all, to implement the plan of providing qualified personnel for companies that need extra personnel at certain time of the year, such as seasonal work. In our opinion it is especially important for small and midsize businesses: qualified personnel is at hand when needed and off the scene when there is no demand. It could be convenient for employees as well: taking short term jobs in different companies there is no need for signing individual contracts with all the companies and terminate these contracts at the end of the season. Filling positions at different companies they remain officially employed by our enterprise. In this model the company's employees work in different functions, not in one single field and through the year they are harmoniously engaged in different areas, making use of their multiple talents and unique personal abilities. In other words, they employ by far a larger range of potential abilities than employees of companies with the traditional structure and goals.



## 2.2 Self-actualization support cycles

Ideas described in this part of the Guidelines have not been tested in practice yet. We think that linear textual description of the company structure will be inefficient. Here we need a holistic vision, something like a mind map or a set of diagrams. To satisfy this need in comprehensive visualization we will use the following plan: the text of this section will be written as extended commentaries to Diagram 1 “Self-actualization Support Cycles”. This is the company’s activities from the point of view of an employee. The logic is dictated by the main structure-forming idea of personal self-actualization. Every new “support cycle” begins with the moment of testing a potential employee. The symbols signify different aspects of an individual. In the center of the upper part of the Diagram we can see a group of the following units entitled: “2.2.1 Hidden potential abilities”, “2.2.2 Aspirations”, “Physical and Psychological States”, “2.2.3 Persona”, “2.2.4 Skills, Knowledge, Experience, Representations”. In the center of this group we can see the Persona symbol (one of an individual or a personality). This represents all the complexity and multidimensional character of a person at the given moment, namely, the state of personality at the moment of testing. If simplified, this part of the diagram may be considered as the beginning of a new cycle in self-actualization of the given individual within the enterprise context or some other entity.

### 2.2.1. Hidden potential abilities

As we have mentioned before, personal potential abilities at times are not known to their owners. In reality the latency of potential abilities is not an absolute value, it can be demonstrated by different methods. Commenting upon this part of the Diagram, we will also touch upon the subject of “potential human abilities and methods of their detection”.

### 2.2.2. Persona

The word “persona” (from lat. *persona*) means a character. However, in classical Roman theater *persona* meant a mask that actors were assigned to wear during the play. In his works Jung used it to denote a social role, which a person assumes under peer-pressure. This is the role the society expects you to take in life and this role does not necessarily coincide with one’s imagined personality (Reber, 1995).

In our diagram this is a combination of the obtained and learned roles that we associate our Ego with. This is a mask that corresponds to requirements of the social environment we exist and depend upon. In Jung’s terms it is a “public face turned toward others” (ibid). No matter how paradoxical it may seem, in our opinion this is a view of the individual from the outside through the prism of expected social roles. This is simultaneously a contact zone and a barrier, the latter blocks the view for both the observer and the owner of the mask. Understanding the concept of a mask will help to see and activate the potential abilities of the individuum.

### 2.2.3 Physical and Psychological States

Each of us is unique. And at every given moment of life our psychological and physical abilities can differ from those in the near past. Our eyesight can worsen but our intellectual abilities will improve, etc. Taking this into account, we can adjust to reality so that our abilities can meet the requirements. It is necessary to watch out for changes. We must assess whether these changes are temporary or they are

irreversible and one must find an optimal way of being. This idea is most obvious when comparing different ages of humans: newborn, a three-year old, a six-year old, puberty and old age. In this case, when changes are so great that almost everybody can see them and hardly anybody can get such an idea as to appoint a baby as a CEO for a corporation. And here we are not talking about a number of years but about abilities that are provided by psyche and physiology, considering maturity, readiness and eligibility.

Simultaneously, the dynamics of psychological and physiological states can give us a clue for understanding processes that are at work on the deeper level of our psyche. This knowledge may help us to support the process of self-actualization.

#### **2.2.4 Skills, Abilities, Experience and Imagination**

With time, learning through practice (or via some other mysterious ways) a person gains experience finding effective algorithms of actions necessary under certain circumstances and for achieving particular goals or effect. Metaphorically one can visualize a human as a computer and experience could be pictured as a kind of software installed on a certain computer with a specific configuration. Following this analogy, the productivity of the configuration reflects the mental and physiological states of a certain individual. Some of the available parts or connections may malfunction (the element may fail, for example, a cooler's breakdown may cause overheating and the PC stalls). Likewise, even the quality software may malfunction, similarly, skills and experience may be of no use if a person experiences physical and mental problems. And, vice versa, a perfect hardware is a waste without the compatible software (skills, knowledge, experience). It is clear that health (both physical and mental), experience, skills and abilities to implement a range of tasks should be periodically tested to detect undesirable changes in time and include rehabilitation measures, both to improve the psycho-physiological health as well as to improve methods of work and professionalism. An important aspect of it is the improvement and refinement of these ideas.

#### **2.2.5 Aspirations**

Based on the current interpretations of the word "aspiration", it can be understood as an act and the goal of this action is: purpose, intent, task. This interpretation focuses on awareness. However, in our opinion, aspiration integrates both the conscious and the unconscious. Thus, by our assumption, being aware of our aspirations we can learn what direction our self-actualization might take and in this process of awareness we can detect our hidden potential. Thus, aspirations create a bridge between the conscious and the unconscious potentials. Therefore, the given diagrams of "Aspirations" are placed between the words "Human Hidden Potential" and "Persona"

There is still another feature in the phenomenon of "aspiration". Our computer metaphor does not work here. The computer performs the task with a varying degree of success but it cannot set its goals. It has no vision of its own goals in life, it is not self-conscious. It has no interest which multiplies energy tenfold and reveals the hidden potential. People also happen to lack the courage to dream. The computer has no such choice. The curiosity virus is a powerful energy source which is located within a person and emerges if the person allows it and follows it. Aspirations define the main vector of development. If they are in harmony with the aspirations being implemented in a structure, people

effectively self-actualize within that structure. If there is no harmony, you need to find a different environment, a different interactive arena.

We are beginning to experiment with one structure but it does not mean that we must keep within this framework, much less hold somebody within its confines. A natural mutual attraction should be at work here as it happens in most of the stable planetary systems. In other words, there are no external forces alien to the very system that can keep it from destruction, there is only internal communication defined by the harmony of participants' aspirations, which makes up a system of relations.

### **2.2.6 Testing**

If we "move" along the arrow coming from the persona's symbols, we get to "Testing" – testing of physical and mental conditions, testing of the experiential structure, how it all corresponds to aspirations. In the Diagram the word "Testing" does not mean psychological tests. They may include a diagnostics system, but are not limited to them. This word denotes a variety of diagnostic tools and processes of diagnostics and testing.

Analysis of test results will become the basis for planning future actions. We compile an updated and refined understanding of personal capabilities, limitations and aspirations. Together with the person we also create a new personal model of self-actualization.

If there are problems, depending on their severity and concerning what areas are involved, together with the person we make a plan (or alternative plans when there is no sufficient clarity of the purposes). So for example, if there is a health risk or the person's health has deteriorated, necessary remedial actions are taken. If problems are associated with the need of improving skills or expanding the range of activities, we look for opportunities to solve them (at least, by providing any possible support). Practical activities help to "rehabilitate" the experience.

### **2.2.7 Cooperation Agreement**

"The personal model of self-actualization" becomes a basis of designing a Cooperation Agreement. While the persona's model is mainly focused on personal self-actualization, the agreement unifies personal aspirations and the goals of the structure (the enterprise) within whose framework the main part of self-actualization is going to happen.

The agreement is valid during a year but can be revised earlier if needed. This agreement guarantees sustainability of production processes if the agreement is signed between a person and the enterprise. Other cases have not been under consideration so far. Due to this fact, we will elaborate on the type of agreement signed within the framework of the projected enterprise.

### **2.2.8 Practical Activities**

The possibility of organized action is created by aligning individual calendars with the company's consolidated calendar. The consolidated calendar is the schedule of individual projects, which are autonomous to a variable degree but coordinated if necessary with each other. Each project has its own leader and its own team of participants. Each persona can be associated with multiple projects; each persona can play different roles and perform various functions that vary in scale and degree of

responsibility. Therefore, the Agreement shall specify under what conditions and in what projects this person is involved, the parties stipulate their obligations for the year. If any of the projects is to be completed within the year during which the agreement is valid, and it is known in advance, the Agreement shall mention that. But if there are sudden changes, they are to be agreed upon through further revision.

The person that conceived a project usually becomes the project's leader. Those who are willing to develop these proposed ideas further get together around the leader. Since projects tend to develop during a longer period of time, it can be included into planned activities of the enterprise. In addition, while waiting for the project one can include the project into the potential individual plans. In any given case, one can identify the genuinely interested persons capable of realizing the project thanks to their experience and skills during the preparatory stage.

The projects mainly represent manufacturing within the enterprise. But during the year other companies may subcontract some of their works to the cooperative. Staff members who give their consent and specify this in their personal plans can participate in this activity. The work can be done on the basis of our own enterprise and on the "territory" of the customer. This type of work can be administered differently. This form of cooperation with other enterprises must promote consistency, regularity and predictability. Work cycles can occur due to seasonal changes (such as influx of tourists, natural cycles when planting trees), production cycles (e.g. construction involves initial development of construction sites, cleaning construction debris, landscaping, construction of special educational playground at the end of the construction cycle).

### **2.2.9 Self-perfection**

The cooperation agreement and, consequently, the personal calendar include time for self-improvement. They are usually scheduled during breaks in the production process. The length and frequency of these periods can vary from 15 minutes 3 times a day (such as meditation) up to months if there is a need for serious rehabilitation or retraining. In reality no one can operate without interruption. The novelty here is that this personal aspect gets a special attention and it is being purposefully optimized with the help of personal, natural, health-oriented and proven techniques.

In short, the main goal of self-improvement is very important. Attention to methodologies leading to further development of abilities is focused and profound. We will strive to make the list of conditions and forms diverse so that the methodology of this field would continuously evolve. And therefore it is logical that courses, workshops, trainings and various new forms will be one of the main areas of activity for our enterprise. It is open to all newcomers, not just for employees. Various forms of promoting self-improvement are available in a normal mode (when the company organizes courses and trainings) and within the framework of the "Future Games" project. In both cases, we register the process by video recording.

The variability of forms that support self-development reflects the variety of assignments that we face. The assignments vary in depth and complexity. Some jobs, for example, simply require credentials and work permits for a person to be employed in this function. Obtaining such documents typically

involves courses and exams. Assessment will not provide development but offers a person the opportunity of further development through practice that becomes accessible.

On the other hand, different practices that improve fundamental abilities, such as, for example, concentration, attention, influence efficiency of any activities although the issue of formal permit is not being solved. That is why we need to realize the plan in various forms: training, courses, etc., capable of resolving problems of different difficulty levels.

We emphasize once again that a variety of practices is not only implied but should be included into the contract timeline. The contract is a condition of sustainability and coordination.

## **2.3 System of Activities**

We explicate the title through commenting upon the diagram “MSY /SYSTEM OF ACTIVITIES”. We just want to remind you that “MSY” is an abbreviation of the three words “Meidän Sosiaalinen Yritys” (“Social Enterprise”). This abstract name is used to avoid associations with the existing cooperative “Creavit Media Osk”. The role of the existing business forms can change in the nearest future, while the essence of the MSY idea will remain approximately the same.

It is quite difficult to describe an enterprise which simultaneously is a creator of games and a game in the Future Life Games project. This is obviously hard to comprehend without commentaries. The Future Life Games series consists of a multitude of game types differing in shape and form. They all have one common element: the players of all the games are testing their vision of the future. Therefore, MSY is also a game that tests our vision of how people can interact in the future.

This idea is depicted in the Diagram with the help of simple colors and symbols. All the light blue page represents MSY. The differently colored circle outlines the field of the game. The small rectangle inside the circle is a company as a game and as an experiment. However, the activities of the company as such are not limited to the "Future Life Games" project. For example, orders from third-party companies in the form of outsourcing are not associated with the game. However, the reverse outsourcing - finding others to fulfill parts of the company's functions is directly connected with the games themselves. The organization of such outsourcing is the responsibility of the enterprise, these activities are viewed as a game, as an experiment.

Other large blocks of activities, such as video capture, training courses, virtual and real fairs, exhibitions, seminars and conferences, have independent value and in certain forms are integrated into the game. In the process of its activity the enterprise can conceive independent projects that may be somehow related to the games but may be completely autonomous. In the diagram this area is designated as "other projects"

### **2.3.1 Activity and Process Records**

This is an extremely important area of work for us. In this area, we strive to be at the highest professional level. Recording this information for us is an essential activity. It is primarily available to us thanks to audiovisual recording. Here, we will seek to expand the range of registering tools. For example, high frame rate video recorders will be able to capture dynamically developing events. The

filmed material when viewed in slow motion can help to understand the nature of errors in motion or, conversely, to demonstrate effectively executed movements.

Filming with an infrared camera mounted on a flying vehicle is a means of finding objects that emit heat, for example, people trapped under rubble or those lost in the woods at night. However, recording temperature distribution patterns on the skin of a person's face may help in studying human emotions.

Parallel data recording with sensors and other unique devices can be synchronized to create a multidimensional picture of events similar to a complex musical score. In short, data recording can be multifaceted and thus will help to provide a full depiction of a complex event.

Head hunting is a real job in the real world circumstances but it can be an educational game in which participants can gain experience of functioning under extreme circumstances.

Learning with the help of the "multifaceted" observation is a kind of research, but this study could be a self-inquiry game. In this self-exploration, we voluntarily "put" ourselves in a situation to test our reactions, to check our readiness to withstand this kind of situation and perhaps discover our unknown properties. This is a game and an experiment. The fringe between a game and reality is not always clearly defined. Most likely, the definition of the situation depends on the interpretation of events by the participants and organizers of the event.

Recording an event itself does not provide a possibility for processing primary information unambiguously but it allows that. Results of this processing are video reports of games (reality shows), documentaries, collections of materials for research, etc. Therefore, the section "Registration of events and processes" means a variety of methods for data analysis. It is also clear that these activities are closely related to the research.

### **2.3.2 Research Programs**

Research Programs are created mainly within the framework of games because games are simultaneously used as experiments and tests. It is necessary to remember that not all games are transformed into reality shows. First of all, self-exploration can be done with video recordings. Participants and creators of a game may eventually decide what part of the recording and in what form will be made public. Also, we must keep in mind that what one can see in the game should trigger further development, experience sharing without being a subject for criticism. Therefore, the onlooker should be ready to accept the game.

Research programs cannot be spontaneously self-created, they must be prepared. Therefore, research is placed in a separate sphere of activity. It is integrated with general design. This could be used in, for example, designing "educational" spaces, modular housing, furniture etc. Again, general design and production design can be conducted within the *Games* and outside of them.

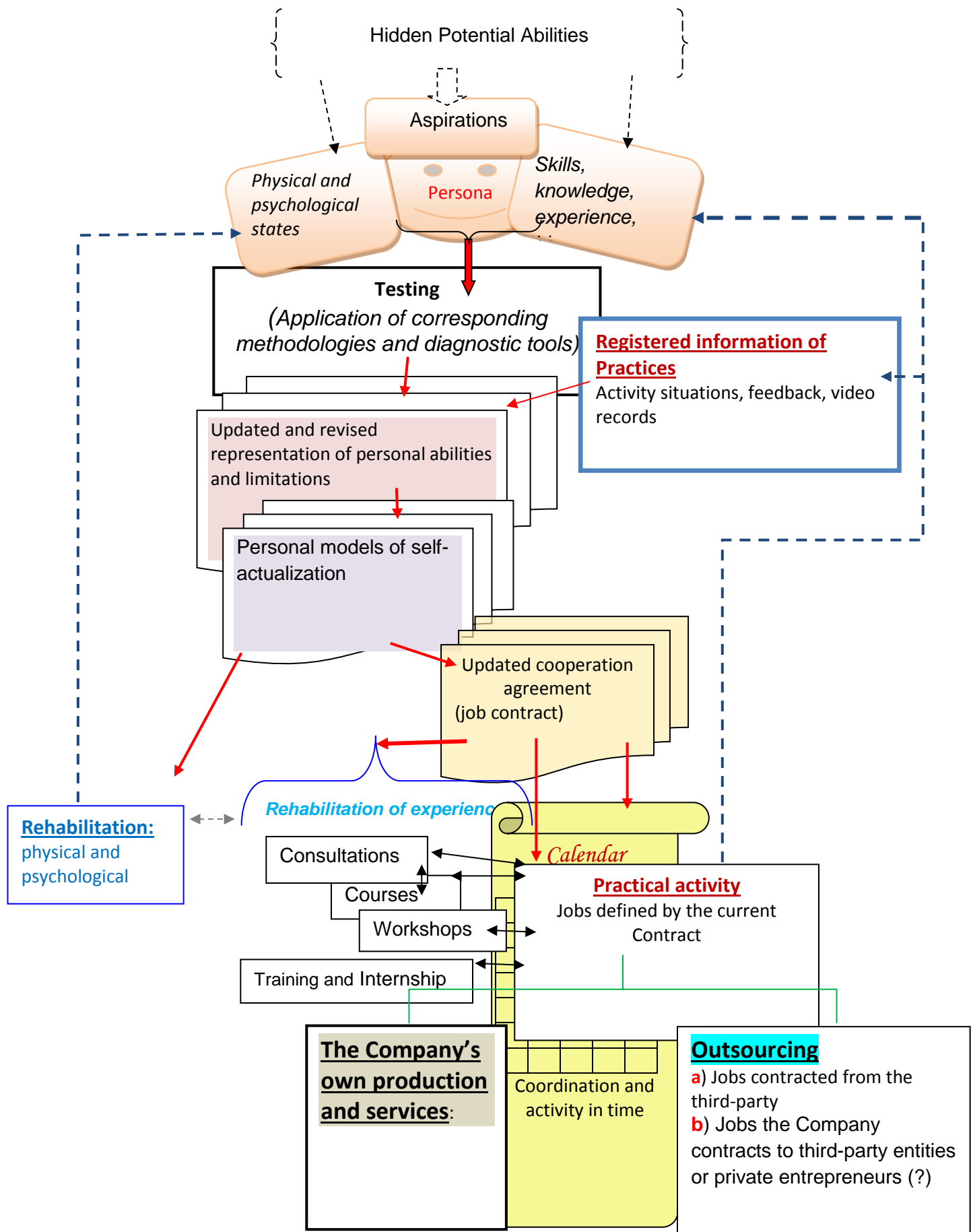
We also should distinguish between the use of the Internet technologies and the organization of "live" events.

## Conclusion

In this short overview we aspired to tell you about how we see the process of creating an environment that makes people achieve a higher degree of self-actualization. Being at the very beginning of the long path of the project we are not yet ready to provide full details of the projected enterprise. In *Teaching Materials* we will try to elaborate on practical aspects as it will be deemed necessary and important in the context of our *"Let's Find and Use Your Creativity"* project.



Diagram 1. Self-actualization Support Cycles





# **SY ACTIVITIES**

System of Activities

