(⊮) **Rocky-Shallow Soil** imperious organization [too alpha]

Focuses on individual, aggregate, or corporate desire and near or achievable success. Alpha and prime become confused and org steers towards winning while avoiding real challenges, shifting the burden to others. This creates many more loosers that winners, but loosers are marginalized.

Visioning

[3] FOUR SOILS (ORGs) Setting a Healthy Tragectory

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[6] [7]

Road-Compacted Soil

passive organization [low prime] Low prime fails to reach critical mass. Stuck in an under-sourced cycle, the org experiences repeated trauma that hardens it against any innovation or intervention while enabling further trauma.

[O]

open access, inclusion, and :participation prime investment in purpose and [syn: incarnation: the sharing sub-systems that achieve it in essence, nature, and experience]

Weedy-Entangled Soil

insular organization [too beta]

Focuses on the environment and the response developed by the organization. Beta and prime become confused and the org sees mission as reinforcing norms, maintaining restraints on "anti-social" behavior, and affirming normal/accepted approaches to challenges

alpha **strategy:** quest for freedom to evolve upward towards actualization.

Good-Open Soil intercessory organization [synthesizing]

 (\ldots)

B

[-O-]

Open to allowing the maturity of the prime and members by synthesizing strategy and culture through participation. Simultaneously lifts up the identity, desires, and situation of all members and carries this towards an ultimate and common purpose.

> beta culture: myth and symbols designed to form a common context and constrain behaviors that threaten the group.