



## 84. The Change Code Book Release

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*Future Sense is a podcast edited from the radio show of the same name, broadcast on BayFM in Byron Bay, Australia, at [www.bayfm.org](http://www.bayfm.org). Hosted by Nyck Jeanes and well-known international futurist, Steve McDonald, Future Sense provides a fresh, deep analysis of global trends and emerging technologies. How can we identify the layers of growth personally, socially and globally? What are the signs missed; the truths being denied? Political science, history, politics, psychology, ancient civilisations, alien contact, the new psychedelic revolution, cryptocurrency and other disruptive and distributed technologies, and much more.*

*This is Future Sense.*

**Steve:** Something wonderful happened in the last couple of days. A book called *The Change Code* has just been published by Monica Bourgeau from Portland, Oregon, and it is a wonderful up-to-date summary of Clare Graves's work, which of course, underpins much that we talk about here on *Future Sense*. It was my great pleasure to write the foreword for this book. Monica contacted me earlier in the year and I got to review the draft and make some small inputs there and, look, it's a really, really good book. It was planned to be released early next year, but the release was brought forward and it's now available on *Amazon*, and I think *Barnes and Noble* as well.

**Nyck:** We will have some copies.

**Steve:** We will have some copies. We might give a few copies away when they arrive.

**Nyck:** They will arrive fairly shortly because they come from the States. Just reading from part of the foreword here: "*The Change Code* provides a unique look into humanity's master code. It provides a practical application for Graves's theory in reducing polarisation and managing today's complex and turbulent times." Very good.

**Steve:** Yes, it couldn't have come at a better time. I might actually read the foreword that I wrote for the book.

**Nyck:** Ok, sounds good. It's only 150 pages.

**Steve:** We can have a couple of ads in between. That's ok.

**Steve:** Ads? We don't do ads. We do sponsorships. It's a completely different altogether.

**Steve:** Of course. Exactly. It's all in the terminology.

**Nyck:** You'll be chastised later. You'll be put on the rack.

**Steve:** Let's just leave that and move on. So this is the foreword that I wrote for Monica's book:

"Melbourne, Australia is famous for its cultural diversity and excellent coffee, a perfect blend for long conversations with interesting people. I moved there in 2003 and during one of those long conversations, a jovial Scotsman named Ron Laurie introduced me to the work of Dr Clare W. Graves. Ron and I both worked in organisational development and we shared a deep interest in human nature and the mysteries of life. At his suggestion, I picked up a book called *Spiral Dynamics: Mastering Values, Leadership and Change* that explained human development according to Graves's extensive research. Reading that book changed my life", and it did indeed. "As fate would have it, Graves passed away in 1986 before releasing his full research findings. The *Spiral Dynamics* book was published ten years later by Dr Don Beck and Christopher Cowan as a novice's guide for the corporate leadership market. Both Beck and Cowan had worked closely with Graves, Beck from soon after meeting him in 1975, and Cowan from 1981. It was many years later, though, before his entire work on human biopsychosocial systems and their development became publicly available. The book Graves had been working on, *The Never Ending Quest*, was finally published by Cowan and Todorovic in 2005. Graves was a man well ahead of his time. As is often the case, the world needed to catch up before his work could be appreciated", and that's very, very true.

"In 2003, when I read this book, I was on the verge of a breakdown from post-traumatic stress, the result of my war service in Africa and subsequent work as a civilian rescue helicopter pilot. As I navigated that breakdown and breakthrough, somehow I made sense of it with Graves's map of transformational change. In the midst of it all, his work helped me see this was a process rather than a dead end, which made a huge difference. After time in hospital and seven months off work, I slowly got back on my feet with a completely new perspective on life, just as his model predicted. That was some validation process. I was seeing the world through new eyes and had found an operator's manual for the human experience.

"I had the pleasure of meeting Graves's student and colleague, Don Beck, and attending a basic *Spiral Dynamics Integral Training* course he ran on the Gold Coast in 2005. The following year, I flew to Beck's home state of Texas for the annual SDI conference and some

further training. My instructor there was Christopher Cooke, a highly experienced British change professional who trained people alongside Beck for a decade. Thanks to support from both Beck and Cooke, in 2008, I hosted a *Train the Trainer* course at my office in Melbourne and then began teaching SDI in the corporate sector.

"According to Graves, human development follows an emergent cyclical pattern of change through sequential value systems arising from the interaction between our life conditions and the adaptive nature of our consciousness. As our environmental challenges become more complex, our consciousness adapts and our coping capacity expands accordingly. History shows the evolution of our species has followed this same pattern, driven by increasing complexity. Given our present day challenges, this is a very reassuring message.

"Back in 1974, Clare Graves published an article in *The Futurist* magazine titled *Human Nature Prepares for a Momentous Leap*. In it, he introduced his model and described an unprecedented leap forward in human coping capacity exhibited by a small percentage of his research subjects. These few people displayed extraordinary capacities, placing them well ahead of their peers in mainstream society at the time. Graves said 'these subjects solve problems not only more rapidly, but they also found more answers than all the others added together. Relative to the others, the rapidity with which these subjects could change their point of reference was almost unbelievable. These pathfinders were living examples of the values, ethics and extraordinary coping capacity of a future society, almost as if they had travelled back in time to visit us.'" I found this predictive aspect of his model both fascinating and tremendously exciting. It is what led me to become a futurist.

"Presently, our Scientific-Industrial way of living, the fifth layer of human existence in Graves's model, is clearly in decline, increasingly challenged by the complexity of a hyper-connected world in flux. Our political, economic and other systems are no longer coping. Rather than solving problems like they used to, they are creating new problems, including the polarisation of society and the spread of civil unrest. These are symptoms of evolutionary tension. Like a rubber band being pulled backwards on a slingshot, this tension is nature's way of energising us for a momentous leap forward. What is missing for most people is a basic understanding of how this nonlinear change process works and what it means for our future. Thankfully, that knowledge is right here in your hands.

"When Monica Bourgeau reached out to me in early 2019, I was delighted to learn about the book she was writing and grateful for the opportunity to make a small contribution. For the first time ever, we have real-time visibility of a global paradigm shift. The revolution of our own consciousness is one vital aspect of this planetary reset. Where previously we've been surprised and swept off our feet by such tsunamis of change, with this knowledge, we have the opportunity to read and ride the waves of revolution. "There is no better time to learn about the change code and put it into practice. It is my great pleasure to command this book to you and I trust it will change your life."

So that was the foreword that I wrote for *The Change Code: A Practical Guide to Making a Difference in Polarised World*, published by Monica Bourgeau from Portland, Oregon, and it's just hit the streets; it's only just gone on sale in the last few days.

**Nyck:** Apparently one of our dedicated listeners who is really on the cutting edge, like most of you, Margaret Wyatt, a long-time presenter here on BayFM before—and will be back, I'm sure, one day—she said: "I got myself a free copy on Kindle, but I'll be buying the book. Great work, Steve. Very excited to read her take on Graves's great theory." Thanks for that.

**Steve:** Fantastic, and it was my great pleasure to work with Monica to finalise the book and make sure that it represented our most-up-to-date understanding of Graves's work. It's therefore quite a valuable piece of work and I really commend it. I'm not getting any benefit from the sales of the book, I might say. It's just my pleasure to help get it out there.

**Nyck:** I'm very excited because you've just given me a PDF of it, and I've got a book coming myself, which is thanks to Monica because she listens to this show, which is fantastic.

**Steve:** Yes, and Monica, if you're listening, we might get you on the show sometime in the near future just to talk about how you came to put the book together. That would be great.

**Nyck:** Absolutely.

One of the things in your foreword there, which I think is obvious and interesting—we talk about this all the time, and maybe you can expand a little bit—is: "For the first time ever we have a real-time visibility of a global paradigm shift", and this is what we talk about on this show. It's that real-time visibility becoming apparent as if it's emerging from the fog of history where we can actually see what we're doing more than we ever have been able to do before.

**Steve:** We do, yes. If we go back to the last paradigm shift, that was our change between the Agricultural era and the Scientific-Industrial era and the associated values, ways of thinking, ways of behaving from those two eras, and it was really only in the early stages of that shift that we first navigated around the world, so it was only then that we confirmed that the world is, in fact, round. So it's been during the Scientific-Industrial era that we have gained global visibility, and now, instantaneous communications capacity, so we can know pretty much instantly what's going on around the world and monitor it, and we have satellite cameras and all that kind of stuff. So this is the first paradigm shift that humanity has ever been through where we've got that kind of visibility. And not only that, we have access to work like Graves's, which describes the change dynamic, so even though it's certainly not mainstream knowledge, the knowledge is there to allow us to understand in rather deep ways and to participate consciously in supporting the shift itself.

**Nyck:** I think just after your introduction, in her first part, she talks about a Canadian researcher who has said that Graves's theory solves everything, basically. It's the theory of everything.

**Steve:** That's right, yes. A somewhat contentious claim, it has been argued, but it's certainly a very, very useful piece of work. There's no doubt about that.

Maybe we'll take a break and we'll come back and just go through the contents of the book, briefly.

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**Nyck:** You are with myself, Nyck Jeanes, and Steve McDonald here on *Future Sense*. We've been talking a little bit about the new book on Clare W. Graves's work which has just been released by Monica Bourgeau from the States, and which was foreworded by our good friend over here, Steve McDonald. We just heard from him, and listening to that, there's some fascinating little bits here. We're going to just take a quick look at some of this here. I do like, and it's interesting, with such a relatively compact book—it's 160 or 70-odd pages—that she's also gone to some very practical things. I think people can look at theories and go 'well it's just a theory, it's just a model. What is it? How does it apply?' But there are things that you can actually do with this model, clearly; actions that you can take to move towards being prepared for this momentous leap and being of value in the community—in your community, in the world—as you as you move forward. So let's have a look at some of those; the seven principles of the change code.

**Steve:** Yes, do you want to read through those for us?

**Nyck:** Yes. The first one is: "Commit to being an agent for change. Learn the skills and tools to facilitate change, knowing the change code value systems, understanding complex systems and polarities, and polarity mapping and management. Practice these skills by taking action and honouring the seven principles."

**Steve:** Monica is calling Clare Graves's model "the change code" in this book, so that refers to Clare Graves's model and also the *Spiral Dynamics* material which is based on Clare Graves's model as well. As we're saying, in these times of uncertainty, we need to look for new and different ways of making sense of how the future is unfolding and understanding these basic patterns—understanding how complex systems go through change—and the importance of polarities and indeed the way that the change process is polarising people as we swap from an older value system to a new value system. Some people are still in the old system and some people are arriving in the new system at the same time, so inevitably there is a polarity to developing there, and it was really the need to address that polarity that I think motivated Monica to pull this book together.

**Nyck:** Ah, very good. In point three that we will come to, she expands a little bit on exactly that, but No.2 in this list is: "Do your inner work first. Understand your own values and

triggers so that you can better understand the world. Practice extreme self-care to stay grounded and take care of your energy for the long game. You must be able to navigate the complexity and triggers of a polarised world without burning out. Live in alignment with your unique purpose and values."

**Steve:** What wonderful advice, indeed.

**Nyck:** Very good. No.3: "Encourage positive expression of every layer of the change code", and this is what Steve was alluding to a little bit before. "Agents of change accept different value systems while designing future institutions, organisations and opportunities. Encourage the positive expression of each layer as you engineer the future." This is a tough one, isn't it? I guess. Can you expand a little bit on this?

**Steve:** Well, I think first and foremost, we've got to acknowledge that until now these layers had been invisible, and really, it's not until you transition into Second Tier consciousness, or Layer 7 in Graves's model, that you develop this inherent capacity to detect and understand these different layers of consciousness. But prior to that, even if you haven't made that transition, with a good guide such as this book, you can intellectually learn about the layers and then start to look for them; and that process of learning about the layers and starting to take notice of them will, in fact, speed up the transition; your own development.

**Nyck:** Yes, I can certainly testify to that.

**Steve:** But essentially, what we're moving to is we're moving beyond a time where human nature has been regarded as a single thing to the diversification of human nature into at least eight, if not more, potential versions. Each one of the layers of consciousness represents a version of human nature; each one has its own framework for making sense of reality, its own motivations, its own biases, its own particular behaviour themes. So really, discovering this model represents an amazing flowering of our understanding of human nature in all of its diversity, and also opens up tremendous possibilities in terms of how we make sense of the world, how we make sense of other people's behaviour and how we interact with other people, factoring in an appreciation of their particular value set.

**Nyck:** And that is part of the key here, is witnessing, understanding, knowing and helping to encourage that positive expression of each layer. And that's saying that wherever a person, a human being on this planet, actually is in terms of the layers—the paradigm from which they operate; the value system from which they emerge—is that they have a role. They have a place where what they do and who they are can have absolute value in a future world. That's an exciting prospect and something probably that many people find a little difficult to negotiate, given judgements about people's actions and value systems and how they are,

but that's within the structures of the old—that people are still operating in that particular way, which immediately causes a polarisation, as we're talking about.

No.4: "Find common ground and understand who you are trying to help. Learn ways to communicate with others and know what they value. Encourage open communication and dialogue that limits polarisation and extremism, which is absolutely necessary for finding workable solutions."

**Steve:** And this is very much in line with the emerging paradigm which brings this capacity to really stand in someone else's shoes and understand their perspective on the world as a unique perspective, as everyone's perspective is.

**Nyck:** No. 5, we talk about quite often here: "Build resilient community, connection and opportunities for communication. Support individuals and society as a whole, working to reduce polarisation, isolation and loneliness. Gather groups together to work on solutions to complex problems that are win-win for everyone". That's quite expressive of Layer 6 in particular, isn't it?

**Steve:** It is. We're moving from the individual theme of the Scientific-Industrial era back to communal living—a communal way of being human—and so building community, rebuilding community, and bringing people together to work on complex problems is the natural theme that's unfolding.

**Nyck:** No.6: "Engage others in something bigger than all of us. When facing complex problems like education and homelessness, agents for change establish superordinate goals, which are shared by individuals from different groups and inspire collaboration and co-operation to create a new future, create and tell a new story", and I love the way that she's referring to narrative there. It is really about starting to tell ourselves a completely new story.

**Steve:** It is, absolutely. When you're interacting with somebody who has perhaps a quite a different value set than yours, it's a matter of being able to take a big enough perspective so that you can find a common goal that sits over and above the more immediate contradictions that you might come across.

**Nyck:** Yes, and finally, No.7: "To develop new systems to solve more complex problems. Agents for change envision, develop and implement solutions that allow everyone to move into the next phase of human development." A phrase we've used before—I think it was Ken Wilbur's phrase initially—is "transcend and include."

**Steve:** Exactly, and that in itself reflects the nature of how these value systems grow within us as each new value system is nested over the top of the old system. The old systems don't go away. They're still there at the core, but we add extra capacities, which gives us the ability to address more complex problems.

**Nyck:** In the article that you refer to in your foreword, Clare Graves, in *The Futurist* magazine in 1974, said: "The present moment finds our society attempting to negotiate the most difficult, but at the same time, the most exciting transition the human race has faced to date. It is not merely a transition to a new level of existence, but the start of a new movement in the symphony of human history." Quite beautiful.

Oh, another text. I mentioned Margaret Wyatt before because her number ends with a 74, as does somebody else who texted it in earlier today ends with a seven four, so I got you two mixed up. So she said: "No, it was not me who bought the book. T'was me who sent a text about Jupiter", and of course you did, because you're a great astrologer. "Astrologers are all over the current epoch-changing outer planetary aspects: Jupiter, Saturn, Pluto, triple conjunction." Yes, we've talked about this quite a lot on this show, we refer to it often. "Echoes back to 1518 ..." I think we mentioned that last week—500 years ago, "... and before that to 3,800 B.C. Very big cycles that we're involved in right now on this planet."

We'll take one final break and we'll come back to say goodbye here.

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**Nyck:** That's about it for the show this morning. We're just going to wrap up here. Thanks for your texts. Another one just came in: "We used to look towards God to give us meaning and when healthy, compassionate wisdom, but so wonderful now that it is in our age of secular atheism that we have Spiral Dynamics and Integral to give us the big picture, compassionate wisdom we need for now. Beautiful show, guys. Sunday church, please, at Broken Head Hall. It's free on Sundays." I don't know what that means. You're not going to get us to a church. We've got our own, didn't you know that?

And yes, the person who wrote in about buying the book was actually Ben, a long-time listener. Yes, thank you for that. "As I've heard every episode, mostly live", well done, and a philosopher, he is, too, "who lives and breathes Graves's work." Yes, we know who you are, Ben. Thank you. "The digital book was free on Kindle Unlimited, however, my library needs a physical copy, so I bought one as well." Well, that's great. Well done.

**Steve:** Great. We'll have some arriving in the mail soon and we might give some away on the show.

**Nyck:** Absolutely, and just to remind you, folks, for our podcast, you can go to [www.futuresense.it](http://www.futuresense.it)—that's our portal—or just to the *iTunes* app. You'll find us at *Future*



*Sense* podcasts around the world, and thanks, as I said earlier, for listening to us everywhere out there in the world, and say hello any time.

**Steve:** Sweet.

A bit of news: Mitch Schultz, our good friend from Texas—filmmaker and director of *DMT*, *The Spirit Molecule* and a few other wonderful documentaries—is back in Australia in early January. Mitch is going to be working with us on the early stages of development of a *Future Sense* documentary series, so we hope to at least punch out a few short video clips in a trailer while Mitch is here for those six weeks.

And also, Mitch and I will be at *Rainbow Serpent Festival* in Victoria, which is in late January. We are screening *From Shock to Awe*, the documentary about psychedelic medicines there, and we're also giving a talk on *Future Sense: The Consciousness Revolution*, so maybe we'll see you at *Rainbow Serpent* if you're going to be there.

**Nyck:** Fantastic. I'll leave you with a little quote here about Ram Dass, which I think is rather appropriate for today, and I do like it very much. It says: "Ram Dass used to recommend the practice of seeing people as trees. When you look at a tree, you don't get upset at the way it grew for you understand that it was just responding to the presence or the absence of light, and in the same way, the kindness or selfishness you think you see in others is really just the presence or absence of light in them. So when someone mistreats you, by all means, set a boundary, just don't take what is happening personally. That person didn't get enough light and you, too, didn't get enough light, which is why you are hurting. So give yourself the light you need right now. You don't have to forgive anyone or get over anything. Just don't hold yourself in the darkness of a choice that no longer exists." Good old Ram Dass. Really good. Let's leave it there. Oh, have you got something?

**Steve:** No, no, no. We were just wrapping up and I was waving my hands around randomly.

**Nyck:** Thanks Steve.

**Steve:** But we've been talking about uncertainty today, and also about the usefulness of some of these things that we use, such as Clare Graves's wonderful model; and just a big picture perspective and a bit of patience at this time in history when things are very, very confusing and heading towards chaos. There is a way of navigating through.

**Nyck:** Beautiful. We'll see you next week. Thanks for joining us, and stay tuned to *BayFM*.

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