



Human Dymensions Quarterly Newsletter Culture, Learning and Risk

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Human Dymensions Newsletter June 2015



Inaugural Social Psychology of Risk Conference 25,26 March 2015. REPORT

The inaugural social psychology of risk conference was held at ACU North Sydney on 25,26 March 2015. Over 80 participants and a range of presenters from 12 different industries together tackled the challenges of the psychology of risk at work. The presenters, many with more than 30 years experience in industry, demonstrated the application of social psychology of risk principles in their work.

Conference Mailing List

If you wish to go on the mailing list for the 2016 conference, please email [David Rowlinson](#) at ACU. Information regarding presenters and structure of the next conference will be disseminated later this year.

You can read a conference report [here](#).

IN OTHER NEWS

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Narcissism, Social Psychology and Risk

Many attribute the state of narcissism wrongly to the new era of the selfie and social media. This is the message made clear by Manne (2014) in her book *The Life of I*. Indeed, narcissistic personality disorder is not simply about the preoccupation with self or vanity. It is rather a distinct pathological syndrome about the grandiose self as an ontology. Narcissism has much more to do with psychopathology and sociopathy than with simply a focus on the self. It is accompanied by strong delusions of superiority and distancing from others rather than social integration. The projection of self into the social space is simply a platform and stage for social pathology. To the narcissist, everyone else is an idiot except me and their identity is formed in oppositionalism, scepticism and definition as 'being against' all.

Keen (*Digital Vertigo* 2012) maps how the social revolution divides rather than unites us socially. Rather than being a source of learning and community, it is the source of 'dumb down' and abuse. The truth is that much of the so called 'social revolution' is distinctly anti-social. As Keen states (2012, p.14) the architecture of social media is 'an architecture of human isolation rather than

THE CONVERSATION PRISM
Brought to you by
Steve Jones @ 2012



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@SteveJonesUK.com

community'. Rather than being a narcissistic epidemic it is much more an anti-community ethic that is evolving through social media. Being lonely and self-absorbed is not narcissism but rather a seduction of relationship with a screen, than with a person. We have so many forms of communicating in this age yet the state of the human condition in this splurge of social media (see inset graphic) is loneliness (see Turkle 2011 *Alone Together*). Whilst there is so much media for conversation, there is less conversation and community, less connection and engagement.

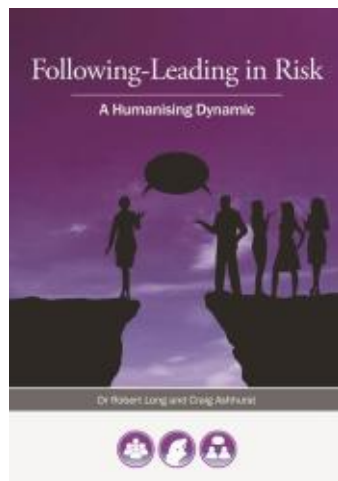
Solis graphically documents **The Conversation Prism** and at the centre is YOU, surrounded by listening, adapting and learning. However, there is less listening and learning than Solis assumes. We go online because we are busy and spend more time with technology than with each other. What commenced with the promise of connection has now failed to deliver. So we now see the decline of media like **Linkedin and facebook** but rather than return to more human approaches to community, the trend seems to be a shift to replacement media not a return to engagement in community. This is strange, because risk is essentially a social activity. Uncertainty is a wicked problem because the nature of human being is both fallible and unpredictable.

Manne (2014) shows clearly that narcissism has much more to do with psychopaths like **Breivik** and **Bryant**, than **Kardashian**. It has more to do with 'me against the world' than my-self as important. This is where social psychology has much to offer in thinking about approaches to managing risk.

So much of what dominates the risk, safety and security sectors is technicist, engineering and regulatory solutions to the challenges of risk. The approach is profoundly individualistic rather than communalistic. This is no more evident than in the projection of responsibility onto the risk management, safety management or security management personnel in a business or organisation. Rather than having a sense of shared responsibility, it is a profession that is held responsible for the social well-being of the group.

What is often missing in the literature on risk are the words 'learning', 'fallibility', 'weakness', 'suffering', 'wisdom', 'discernment' and 'community'. Rather, the most popular words are authoritarian and individualistic words such as 'zero', 'control', 'compliance', 'error', 'engineering' and 'vigilance'. If we wish to create a better social culture and community of responsibility in tackling risk our organisations need to focus much more on the semiotics (text and symbols) in how risk is approached.

Competition - 12 Copies of Following-Leading in Risk



The prize for this competition is a set of 12 copies of the book *Following-Leading in Risk*. The idea is that a set of 12 books will enable a workplace to have a 'study pack' for intra-leadership workshops and conversations. As in all of the books, each chapter concludes with a set of study and workshop questions.

The challenge for the competition is to [submit an image, graphic or picture that best demonstrates your idea of the followership-leadership dimension](#), with a brief description explaining your thinking. Please submit a copy of your email address with your entry. Your entry will essentially demonstrate graphically what we call in the book: 'The Zone of Reciprocal Relationship'. One thing is for sure, if leadership is not reciprocal and ethical, people do not follow.

Please email your entry to admin@humandimensions.com

Entries for the competition close in 5 days and the winner will

be contacted by email.

NZ Series of Workshops

ACU in conjunction with Dr Long wish to announce a series of workshops to be held in Auckland on 1,2 and 3 September 2015. The three workshops are:

1. One Brain Three Minds and Risk
2. The Psychology of Risk and,
3. Changing Culture and the Discourse of Risk

People can choose to do any of the workshops or all three at a cost of \$195 per workshop. Places are limited to 20 per workshop. The fee includes catering, a signed copy of *Real Risk, Human Discerning and Risk*, training materials and tools.

A group email will be coming out soon to all our friends in NZ with



more detail regarding this event.

If you wish to get in early on this opportunity please contact either **Brad Markham** at ACU or **Rob Long** to register your interest.

Successful European Program



The third Leadership in Risk and Safety Program was conducted in May in Austria for Borealis and was another great success. 26 participants flew from across Europe from 9 countries to undertake the 5 day program with Dr Long. The last series was in Finland and Belgium.

At the conclusion of the Program all participants will be translating the program into their own language and undertaking the Human Dymensions training in their own

location. A full report can be found here: <http://www.safetyrisk.net/keep-discovering/>

The Psychology of Gesture, Dance and Holistic Ergonomics

A study of the **Dancing Cop** teaches us a great deal about the semiotic power of gesture and dance. Research by Leone (The Dancing Cop: Semiotics and Innovation A Semiotic Reader Papers from the Southern Semiotic Review Issues 1-2, 2013) demonstraes the power of gesture in unspoken communication and influence. Leaders can learn a great deal about holistic approaches to leadership by such study.



Dance has been a fundamental of human communication and expression since the dawn of time and demonstrates that not all messaging is rationalistic. One of the qweaknesses of a cognition-only and rationalist approach to understanding humans is that it disembodies us. In some models of rationalist anthropology the human body simply becomes the carrier for a brain. Yet in the study of ergonomics what we do with our bodies is critical to wellness and decision making.

The study of **holistic ergonomics** is not new and encompasses the study of the whole person: body, mind and spirit in an understanding of how wellness, design, mental health, social psychology and physicality influence judgment and decision making. Radley (*The Body and Social Psychology*) emphasises the importance of social identity through an understanding of how we construct meaning between our bodies and mind. The challenging questions are: can we know anything that cannot be named? Can we know more than we can tell? Polanyi (*The Tacit Dimension*) suggest we can and demonstrates that tacit knowledge is essential for human construction of meaning and all knowledge. Non-verbal signs are largely neglected by the literature in risk, the body is merely the extension of a mind.

The issue of Holistic ergonomics is the subject of Unit 2 Holistic Ergonomics in the **Post Graduate Diploma in The Psychology of Risk**. The 21 students in the group will be undertaking this unit in Melbourne in late Hune 2015 and includes a case study of shearers, sports athletes and construction workers. If you would like to know more about the Post Graduate program please write to **Rosana Hochstrasser** at ACU.

The Ivor Burge Team at the Nationals

For a number of years now Human Dymensions have sponsored the ACT Intellectually Disabled Mens Basketball Team in the **Ivor Burge Australian Basketball Competition**. The sponsored ACT team is pictured (in March 2015) to the right. This year the team competed with all states and territories in Australia at Dandenong and also against Japan. Coached by Kim Malcolm, the team concentrates on providing opportunities for team work, strategy and community. This year the team performed better than expected, coming from the smallest jurisdiction in the competition. Human Dymensions also sponsor the **Canberra Brave** Ice Hockey team.



PROACT Program





Some may have heard use of the **PROACT Program** (Psychological Risk Observation and Culture Competency Program). This is a 4 day Leadership program that is based around the content of the four books published by Dr Long (<http://www.humandimensions.com/books>). The Program comprises four modules:

1. [One Brain Three Minds](#)
2. [Introduction to the Psychology of Risk](#)
3. [Advanced Risk Understanding Skills](#)
4. [Your Talk Matters](#)

Participants receive a copy of each book and a designated chapter as pre-reading and then undertake a module within a week. Each module is generally set a few weeks apart with ample time to practice and reflect on the skills developed throughout the program.

If you want to know more about the PROACT Program or wish to be put in touch with clients who have completed the Program please contact admin@humandimensions.com

Competition for Real Risk 5 Copies

Have a look at the image on the right, if you notice something unusual then enter the competition for a gift book of *Real Risk, Human Discerning and Risk*. The first 5 entries that are correct will receive a copy of the book.

Please enter by sending your email comments to admin@humandimensions.com Also include your postal address in your entry and winners will be contacted if successful by return email.

Please note, generally all prizes are taken within 30 minutes of the posting of the Newsletter.

It's all about perception.



Handy Sites on Philosophy and Ideas

[The School of Life](#)

[The Psychology of Colour](#)

[Philosopher's Mail](#)

New Video Launch Page and Links

The [video launch page](#) has changed and now lists all videos, including passworded videos, in a list of over 70 topics and themes.

The vimeo home page remains the same at:

<https://vimeo.com/humandymensions>

Specific videos that are passcoded can be viewed upon request. Simply send an email to admin@humandymensions.com requesting temporary access.

Rob's Latest Book Recommendations on

Safety <http://www.safetyrisk.net/top-20-safety-books/>

Rob's Blog

<http://www.safetyrisk.net/author/rob-long/>

Human Dymensions Web Site

<http://www.humandymensions.com/>

Join the Safety Leadership Group on facebook

<https://www.facebook.com/groups/152071534818549/members/>

Accreditation in Australia LinkedIn Group

A group formed to discuss concerns about trends to monopolize accreditation and registration of the safety profession in Australia.

http://www.linkedin.com/manageGroupMembers?dispParts=&gid=6697359&memberLevel=PENDING&trk=my_groups-tile-flipmgmt

LinkedIn Social Psychology of Risk Forum

<http://www.linkedin.com/groups?home=&gid=6745222>

General Contacts:

ACU interests

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HUMAN DYMENSIONS PTY LTD.

10 Jens Place

Kambah ACT 2902

Mobile: 0424547115

Fax: 02 62311815

www.humandymensions.com