

# GROVE INSIDE TOOLKIT

## Parts One and Two

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# INSTRUCTIONS

## *Here's how to use this Toolkit*

- ☀ You will find a combination of Missions and exercises in this toolkit. Missions are part laboratory, part art studio, part jungle-gym, and perhaps even part sacred temple. They are meant to increase and intensify your inner experience of yourself, nature, and other people. They may challenge you in new and hopefully fun and meaningful ways.
- ☀ Choose AT LEAST TWO missions from each lesson. Choose the two missions that challenge and intrigue you a little – those that are outside your usual routine. Look for experiences that you think can bring you joy, reflection, or meaning, or can help you sharpen your inner game.
- ☀ You'll be asked to share your experiences of completing a mission with the rest of the Hosting Team at the September meeting. That said, don't let that be a factor in your experience. You'll share however much or little is comfortable when the times comes.
- ☀ When completing the missions, immerse yourself entirely; give the experience a chance to affect and move you. *Be sure to take videos or photographs while doing them, and/or write in a journal about your experiences, so you have a record of your thoughts, feelings, and questions to share on the Grove Inside Slack channel (#groveinside).*
- ☀ Don't worry about getting it "right." There is no right or wrong with these: you succeed to the degree that you experience something in completing the mission!
- ☀ If you're having trouble downloading your Toolkit, please write [admin@magenta.fm](mailto:admin@magenta.fm) before you get too far along. We'd rather you spend your time gaining insights and taking action, not fighting with technology (that's never fun!).

## PART ONE

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### LESSON ONE: INTRO TO GROVE 3547

#### *Missions*

1. With a few friends, walk through a neighborhood or town you've never walked through and that you perhaps consider dangerous or weird or that you just don't know. Meet at least three people who live or work in this neighborhood or town. Invite them to speak about what they love about their neighborhood or town. You must begin the walk by crossing one bridge or overpass or crossable something. Take a picture or video of yourself on that crossable something. This is about crossing thresholds.
2. Listen to a genre of music you don't like or to which you don't typically listen — for example country music, opera, or Indonesian Gamelan. Try to find something, a song or a composition, that you actually enjoy. Share this song or composition on the Slack channel and your experiences listening to it.
3. Learn to laugh at yourself by doing something you're guaranteed to fail to do “successfully” for at least 20 minutes. For instance, try to draw a perfect circle, freehand. Or throw the ball exactly like a pro baseball player. Film yourself on video and post to the Slack channel.
4. Do something that you believe you are bad at for an hour — for example, dancing, singing, or drawing, or solving algebra problems (or some other math exercise). Explore your habitual mindset about what you are or are not good at, and practice breaking down your habit of self-perception. Prejudice has many forms, and self-prejudice is one of them! Write about how it felt to you, and share that in the Slack channel.

## Exercise - Name Your Fears

Grab a pencil and journal, and give yourself some undisturbed time and space to answer these questions.

1. Imagine you are deep into the Grove 3547 project, and a situation arises that holds some trepidation for you. Imagine yourself in that situation as clearly as you can.
2. **Where do you feel the fear?** In your heart, your solar plexus, in your gut, in your shoulders? Between your eyes? What about your legs, your hands — is there tension there? Where are you holding fear?
3. **Focus in on the feeling in your body, wherever it resides.** When you do so, what images arise in you; what memories, extra feelings (other than just fear — are there feelings of hurt, grief, trepidation, shame?), or potential scenarios come up? Notice them, look at them, speak them. Then write them down, or talk about them with a partner.

Journaling or speaking about what comes up in you around those fears is important, so take time to name them precisely; take the time to articulate your fears. The degree to which you are able to articulate as precisely as possible your fears is the degree to which you are shining the light of your consciousness and your presence onto the fear. In our experience, doing this helps dispel the fear big time.

4. When you have done so, you should feel a sense of having “nailed it,” having put your finger on the fear, and some measure of release and relief. If you don’t feel this feeling of “ah-ha”, and of your understanding landing for you, you probably haven’t really given the fear its true name yet. If this is the case, go back to No. 1 and start again with the body scan. If you do feel like you’ve found its true name (don’t be lazy here; put some elbow grease into making sure you’ve named it with its true name; feel it land for you) — then move on to No. 4. If you keep having trouble with this step, name the fear as close as you are able, and then ask yourself: why is this? When you have answered yourself this, then ask again: why is that? Do this 5 - 7 times. The idea here is to peel away layers and get to the source, the root of your fear underneath. If you are surprised by what is coming up, this is a good sign so keep following the thread.
5. Giving the fear its true name won’t take the fear away entirely, because your fears have their basis in some kind of truth; otherwise they wouldn’t have the power to capture your attention in the way that they do. But fear can be generated by half truths, and that is generally what your fear is going to be: a half truth based upon your perception of who you are, what you are capable of, how you think about yourself and your limitations. Half truths can be more pernicious even than outright lies because the small element of truth is convincing. On the other hand, the whole truth can help you dispel your fears (“The truth shall set you free”) — which is why it is so important that you take the time to name your fears precisely.
6. You may notice that you experience some resistance to naming your fears. This is because we are a bit attached to our fears and our avoidance of them. We are habituated to avoid them after long years of practice. To challenge a habit will likely call up resistance in us. If you find yourself

wanting to avoid facing your fears, call forth your courage and your will to do it! Remind yourself of what you have to gain by doing so — calmness, peace, clarity, and resolve - courage! And also what you have to lose: staying small, avoidance, self sabotage, fear, trepidation, ongoing self-criticism.

### *Bonus Exercise*

For a more thorough — and fun — orientation into why naming your fears with their precise names is a powerful practice, read the Grimm's' Fairy Tale called Rumpelstiltskin (See the Resources). Fairy stories date back thousands of years, and many are actually analogs for the healing or overcoming of certain dilemmas of the soul. They are teachings that hold much wisdom for us today.

## LESSON TWO: THE U

### *Missions*

1. Write a Japanese Haiku poem. The Haiku is a three line verse; the first line has 5 syllables, the second line has 7 syllables and the third has 5 syllables. To prepare, go on a walk into nature somewhere and write down your observations on paper (or better yet, record them with a camera). For example: leaves blowing in the wind; ducks swimming in a pond during a rainstorm; hungry bees buzzing around a flower garden. Next, try to find two images that create a striking impression when connected and write them down. For example: after it started to rain; fishermen steered their boats toward the shore. Then, I saw a family of ducks waddle over to the lake and swim across. Next, pare the sentence down so it still describes the scene while inviting the reader to marvel at nature. For example: sudden spring storm - a family of ducks paddles - around the deserted lake. Share your Haiku poem and your experiences of creating it on the Slack channel.
2. Go for a walk, and find 3 beautiful things in unlikely places. Take pictures of the three things. The idea for this mission is to practice experiencing the world aesthetically.
3. Go to a public space such as a mall, where there are plenty of people. Introduce yourself to a stranger and ask them something. You could ask them their opinion on race or power, or you could ask them something very simple like the time. This mission is about bravery in approaching and speaking to strangers, and it is also about allowing the world to show you some synchronicity. The universe is there to support you, and sometimes the next idea or solution you are looking for comes through others, if you are open and listening for it. This is a fun and important part of creative capacity: noticing synchronicity. BONUS: Choose someone as different from you as possible – someone you ordinarily would definitely NOT approach. And strike up a conversation if you can.
4. Go to a library or bookstore or somewhere with books. Find three books at random – trust your feet to take you to the right book. Open each book to a page at random – trust your fingers to take you to the right page. Find one sentence on each of those pages at random – trust your eyes to take you to the right sentence. Write each of the three sentences down on a single piece of paper. Put the piece of paper under your pillow before you go to sleep and tell yourself to remember your dreams. Then, design and complete a fast and fun mission inspired by those three sentences and your dreams. The idea here is to learn to trust in the ever-present help of invisible agents who guide through intuitions, synchronicities, and dreams.

## LESSON THREE: SENSING

### *Missions*

1. Take an inventory of your life to discover and bring to light any residues of prejudice, fear, or other negative feelings toward other people. Pay special attention to any negative feelings you may still harbor that are based on racial (or cultural, ideological, or other) differences. Is there anyone in your life whom you have not yet forgiven? Is there any group of people that you still view negatively? Honestly and a little fiercely explore your life experiences, and empathically uncover deeper and perhaps only semi-conscious prejudices you may still harbor. Next, take an inventory of your ancestors. How were they involved in race relations? What prejudices, fear, or other negative feelings toward any groups of people might you have inherited from them?
2. Contact the two people on the Hosting Team whom you know the least well – perhaps you don't know them at all – and invite them to speak with you either in person or over the phone/internet for a whole hour together. During that hour, take turns to interview each other for exactly half an hour each - please time the interviews so you don't go over time. Here are some conversation starter ideas:
  - What are your first thoughts when you wake up in the morning... or this morning?
  - What was the conversation around race and power like in the house you grew up in?
  - For what would you love to get approval or recognition? Why?
  - Think of three people whom you most admire in all the world. They can be already dead, alive still, or even a fictional character out of a book or movie. Why do you admire them so much?
  - What or whom do you trust?
  - When and/or where do you feel most alive, most like yourself?
  - How do you want to be supported, right now, today?
  - When do you feel most vulnerable?
  - What have you been putting off that you really want to cancel?
  - What kind of help do you need, to get to where you want to go?
  - What is a thing that triggers you, that make you feel more stressed and afraid? What is the healing of that?
3. Look at a two trees standing side by side. First look at all their differences; for instance, one is a sycamore, and one is a beech. Spend 5 minutes looking for all the differences between them. Second, look for all their similarities. Spend 5 minutes focused on their similarities. Now ask yourself: am I a separator or a connector? What is my habit or tendency? Practice switching perspectives while observing.
4. Look at a tree. Instead of looking at the trunk, branches and leaves, try looking at the negative spaces in between. Look at the sky, the space around and through the tree.
5. Listen to ambient noise for 10 minutes and try to hear it as music instead of ambient sound.

## PART TWO

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### LESSON FOUR: PRESENCING

#### *Missions*

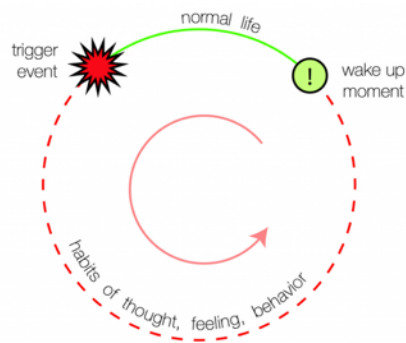
1. The solo. Find a place to sit in natural surroundings. Be there for an hour (or more for extra dynamos) and do nothing else but be with your own thoughts. DO NOT bring anything with you that is distracting. Don't bring your phone, any journals or books to write in, don't bring a book to read. Bring nothing at all, except warm clothes and water to drink. Allow your experiences and learning over the past days or weeks to sit within you. Be silent, and try to get to a sense of quietness and peace in your soul.
2. Write in your journal your reflections on these questions, written by Cari. You could answer one, or all of them:
  - When was the first time you realized people were treated differently based on race?
  - Think about a time when you recognized racism and you intervened? What helped you or allowed you to intervene?
  - Think about a time you witnessed racism and didn't intervene. Think about how you felt. What stopped you from intervening?
  - Think of a time recently when you acted based on racial stereotypes. If it had an impact on anyone, what was the impact?
  - Think about when you realized that your race came with or didn't come with certain privileges.
3. Perform a ninja-style, solo act of kindness. You are going to perform an act of kindness in the invisible world, that world where you sometimes know when someone needs a hug without their having to say a word. Go to a public place either in the morning or afternoon, and spend a half hour there with the mindset that your thoughts and feelings are as significant to the world as your actions. Imagine that your true, good, and beautiful thoughts and feelings are deeds that can by themselves invisibly promote kindness. To help you achieve this difficult mission, you might spend your time focusing on what is positive in everything and everyone you see. Tell no one at the time it was you who created the amazing mood in the coffee shop or outdoor space just by being there. Write about your experiences on the Slack channel.
4. Give something away to which you're just a little too attached. Maybe this is something that represents your "old" life. It shouldn't crush you to give it away, but it should be at least a little uncomfortable. It could be an article of clothing, a coffee cup, a stuffed animal—really anything. Make a short video in which you first talk fondly of your item and then about why you want to give it away; you might express your gratitude for its service, or say something else. Donate the item to a charity, or give it to a Hosting Team mate, or a stranger.



## Exercise - The Habit Loop

This exercise is all about how to interrupt a habit of thoughts, feelings, or actions that follow a trigger event—specifically the ones that are negative, self-destructive, self-defeating, create conflict with another, and so on.

For instance, maybe a family member or co-worker says or does something to you—and there arises within you a barrage of thoughts, feelings, and behaviors as a reaction. These reactions arise so immediately and powerfully that they kinda take you over. They run amok; they act in you and through you. This is the visible aspect of what we call the “habit loop.” Here’s the diagram.



The “Habit Loop”

The habit loop looks and feels something like this: first, one is “triggered” — the red star with the black outline. We are all triggered by different things for different reasons, but we all have the “buttons” that other people can push.

Once you’re triggered, the habitual reaction kicks in (the red dotted line): certain thoughts arise, followed by certain feelings, and certain actions. It might manifest as being negative, blaming others, hating myself, being irritated, doubting, being afraid—all the myriad beasts of hell!

At some point, the thoughts, feelings, and behaviors comprising the habit loop come to an end, and you “wake up” and realize that you’ve been “going there” again. That’s the green circle with the exclamation point.

When you wake up, you might scold yourself, suppress any further thinking about it, or just let it go for now—and get back to living “normal life” — the solid green line. But eventually, another trigger event occurs, and you go around the loop again.

The transformation of the shadow consists in the specific inner work that enables us, gradually, to shorten the red arc of reacting and lengthen the green arc of living. Our lives gradually become less fragmented and more filled with meaning, presence, love, contentment, and joy. The normal becomes healthy.

Eventually, one can experience when trigger events no longer happen — or rather, things that used to trigger us no longer do so. Instead, we are able to meet the moment with presence and neutrality, and ultimately, with compassion. We can feel the suffering of the other because we are no longer triggered in the ways we once were.

And that becomes a whole new capacity now available to us, instead of a habit that keeps us locked up and diminished.

OK so how do you actually shorten the habit loop? NVC is THE communication practice to help us shorten the habit loop, and gives us strategies with which we can respond that generates connection rather than alienation.

Another part of shortening the habit loop is strengthening our ability to not react. For that, we need to focus on the other pole: strengthening your light.

## *Exercise - Concentration and Meditation*

When we say strengthening the light, we really mean, bringing the best of yourself to the table, and connecting you to the original source of your strength, healing, transformation, wisdom, insight, and so on, more and more consistently.

When any of us do our self-transformation work, working on our shadow, we need to do some strength training so we have the courage and resilience to face it. Weight training for the soul, you could say. And as you know, weight training requires regular practice. To grow any ability, it takes regular practice.

The piece we really want to emphasize here is that a successful practice requires you to spend a little time every day on it. When you do a little bit every day you will improve much faster than if you spend 2 hours once a week on the same thing. The key to practice is that you do it every day for small chunks of time - we're talking 5-10 mins. The rhythm of doing it every day creates a momentum that carries you more than the time you put into it. That's why 2 hours spent once a week is trumped by 5 minutes done every day, every time. This is certainly true in artistic disciplines, and it's true in meditation practices.

So let's go there now. Meditation is where you create the reservoir or storehouse for presence when you need it. And doing meditation every day increases the potency of your efforts over time.

We're going to share two exercises with you here; the first one is more like a pre-requisite to meditation. It is an exercise to help prepare you for meditation as well as train for a particular ability: to concentrate. If you can't concentrate for long enough, you can't be present.

### *Concentration exercise:*

One of the pernicious things about having a mind is that nearly all the time we have a constant stream of consciousness running; a dialogue of words, images, stories, feelings, emotions, and the dialogue is semi-conscious. If you pay attention to this today, just notice how much of your mind time is taken up with associations, running from one into another like a low hum, all day long.

This concentration exercise is designed to interrupt that stream, for a couple of minutes every day. The reason why this is helpful to you is so long as you remain unaware of that stream of consciousness just below the surface, you are going to be at the mercy of it. It can - subconsciously - affect your mood, undermine your self-confidence, influence you in ever so subtle ways. Everything that is unresolved, unhealed, or untransformed in your soul is involved. Don't just take my word for it; listen in throughout your day, and see if you can notice for yourself what I mean.

Count slowly (every second is a good speed) from 30 backwards down to zero. Try to do this without losing your concentration, or getting sidetracked by another thought. Your goal is to get to zero with complete, unbroken attention.

I am almost certain that at first you will fail at this, but don't worry about that at all! The key here, as with any exercise, is not that you succeed but that you try, that you practice.

### *Peace Exercise*

The point with this, and any meditation exercise, is not whether you “achieve” the “purpose” of the meditation you are doing — in this case to evoke a feeling of peace — but that you do the exercise. It is the intention and most importantly the activity of your doing that builds the capability — not how “successful” you are. This is very important to know, because we can so easily give up in the face of our apparent failure. As with anything, success comes at the end, not the beginning, of your efforts.

Sit comfortably, and take a moment or two to clear your mind of the constant stream of mental chatter. Work to create a space of no thought, where you are feeling present to yourself and not distracted by your constant inner muttering. The concentration exercise is an excellent precursor to get you to a calm state of mind.

Then think the word: Peace.

As you think the word, deliberately try to bring up in your soul a feeling, a mood, of peace. It might help to remember a moment when you felt peaceful, or a place in nature, and re-evoke how that felt to you. After you do that, let the word peace and the mood you evoked, fall away into silence. “Give it away” into the silence — let it go.

You are free to repeat these steps a few times, until you are done. Don't do it for too long and find yourself setting a standard that you can't keep up with — but if you go deep, go deep. Every day will be different - sometimes harder sometimes easier. And you only need a couple of minutes, which can actually feel like quite a long time when you are just sitting in silence.

## LESSON FIVE: COMMUNICATION

### *Missions*

1. Contact someone in the Hosting Team who has a different skin color than you, and invite them to have a dialogue with you for one hour. Like the second mission in Lesson Three, during that hour take turns to interview each other for exactly half an hour each - please time the interviews so you don't go over. Spend your time together talking about how race and power has affected you in your life. Share as much or little as you choose. The one who is asking questions and listening can frame their questions in NVC language by making empathy guesses: "when you experienced that, did you feel ... because you needed ...?"
2. Look at the list of positive feeling words in this toolkit. Choose one feeling word, and try to deliberately call up in your soul that feeling. Hold it there for a whole minute, or as long as you can. Then, choose a feeling word from the list of negative feeling words and try to deliberately call up in your soul that feeling. Hold it there for a whole minute, or as long as you can. Then, choose another positive feeling word and hold that feeling in your soul for a whole minute, or as long as you can. Write about your experiences on the Slack channel.
3. Please have the list of needs words nearby. Write down in a journal your thoughts in answer to any one (or more) of the following questions:
  - what do I need when I experience prejudice?
  - what is my biggest unmet need that I can think of in this moment?
  - what are the two top needs that I can anticipate having while working with the Hosting Team?
  - What needs can I imagine being present in the Participation group?

## Feeling Words – Positive

absorbed	energetic	mirthful
adventurous	engrossed	moved
affectionate	enlivened	optimistic
alert	enthusiastic	overjoyed
alive	excited	overwhelmed
amazed	exhilarated	peaceful
amused	expansive	perky
animated	expectant	pleasant
appreciative	fascinated	pleased
ardent	free	proud
aroused	friendly	quiet
astonished	fulfilled	radiant
blissful	glad	rapturous
breathless	gleeful	refreshed
buoyant	glorious	relaxed
calm	glowing	relieved
carefree	good-humored	satisfied
cheerful	grateful	secure
comfortable	gratified	sensitive
complacent	happy	serene
composed	helpful	spellbound
concerned	hopeful	splendid
confident	inquisitive	stimulated
contented	inspired	surprised
cool	intense	tender
curious	interested	thankful
dazzled	intrigued	thrilled
delighted	invigorated	touched
eager	involved	tranquil
ebullient	joyous, joyful	trusting
ecstatic	jubilant	upbeat
effervescent	keyed-up	warm
elated	loving	wide-awake
enchanted	mellow	wonderful
encouraged	merry	zestful

## Feeling Words – Negative

afraid	disgruntled	impatient	scared
aggravated	disgusted	indifferent	sensitive
agitated	disheartened	intense	shaky
alarmed	dismayed	irate	shocked
aloof	displeased	irked	skeptical
angry	disquieted	irritated	sleepy
anguished	distressed	jealous	sorrowful
annoyed	disturbed	jittery	sorry
anxious	downcast	keyed-up	spiritless
apathetic	downhearted	lazy	startled
apprehensive	dull	leery	surprised
aroused	edgy	lethargic	suspicious
ashamed	embarrassed	listless	tepid
beat	embittered	lonely	terrified
bewildered	exasperated	mad	tired
bitter	exhausted	mean	troubled
blah	fatigued	miserable	uncomfortable
blue	fearful	mopey	unconcerned
bored	fidgety	morose	uneasy
brokenhearted	forlorn	mournful	unglued
chagrined	frightened	nervous	unhappy
cold	frustrated	nettled	unnerved
concerned	furious	numb	unsteady
confused	gloomy	overwhelmed	upset
cool	guilty	panicky	uptight
cross	harried	passive	vexed
dejected	heavy	perplexed	weary
depressed	helpless	pessimistic	wistful
despairing	hesitant	puzzled	withdrawn
despondent	horrified	rancorous	woeful
detached	horrible	reluctant	worried
disaffected	hostile	repelled	wretched
disenchanted	hot	resentful	
disappointed	humdrum	restless	
discouraged	hurt	sad	

## *Evaluation words masquerading as feeling words*

You might sometimes use these words to describe your feelings, but they're not true "feelings" words. They are assessments or evaluations: "I feel blamed" *sounds* like a feeling but in fact it means something closer to "I feel upset because I think you blame me." Watch out when using these words. When they masquerade as feeling words, they undermine your power — because they make someone else responsible for how you feel.

abandoned  
abused  
attacked  
belittled  
betrayed  
blamed  
coerced  
criticized  
harassed  
ignored  
insulted  
intimidated  
invisible  
isolated  
left out  
let down

manipulated  
misunderstood  
neglected  
patronized  
pressured  
put down  
rejected  
suffocated  
taken for granted  
threatened  
unloved  
unsupported  
unwanted  
used  
victimized  
violated

## Needs words

### CONNECTION

acceptance  
affection  
appreciation  
belonging  
cooperation  
communication  
closeness  
community  
companionship  
compassion  
consideration  
consistency  
empathy  
inclusion  
intimacy  
love  
mutuality  
nurturing  
respect/self-respect  
safety  
security  
stability  
support  
to know and be known  
to see and be seen  
to understand and be understood  
trust  
warmth

### PHYSICAL WELL-BEING

air  
food/water  
movement/exercise  
rest/sleep  
sexual expression  
safety  
shelter  
touch

### HONESTY

authenticity  
integrity  
presence

### PLAY

joy  
humor

### PEACE

beauty  
communion  
ease  
equality  
harmony  
inspiration  
order

### MEANING

awareness  
celebration of life  
challenge  
clarity  
competence  
consciousness  
contribution  
creativity  
discovery  
efficacy  
effectiveness  
growth  
hope  
learning  
mourning  
participation  
purpose  
self-expression  
stimulation  
to matter  
understanding

### AUTONOMY

choice  
freedom  
independence  
space  
spontaneity



## LESSON SIX: PROTOTYPING

### *Missions*

1. This mission is about letting come. Go watch a sunrise by yourself. Go early enough so that you can observe the subtle changes in the color of the sky that begin even before the sun breaks the horizon. In the European medieval philosophical tradition, scholars distinguished between “evening knowledge” (vespertina cognitio) and “morning knowledge” (matutina cognitio); the former they considered reflective and all too human, the latter, creative, participatory, and divine. Participate inwardly in the spectacle in front of you. Finally, write in the dust with your finger or a stick one word (or with pencil on paper if nothing else!) that represents what arises over the horizon in you. Take a picture of the sunrise and that word. Write in your journal about the experience: feelings, memories, questions, and other reflections.
2. Take a moment to contemplate Ralph Waldo Emerson iconoclastic statement, “some things have to be believed to be seen.” Video record yourself sharing your thoughts about how you think this statement relates to the U-process phase of “realizing.” Post to the Slack channel.
3. In a journal, write your answers to the following questions:
  - i. What collective traumas need to be addressed, or even healed, for this situation to move forward?
  - ii. How can the social fields of this social lab become healthier, more vibrant, have more vitality and resilience — from the inside out?
  - iii. How can the prototypes foster the massive INNER changes needed for a more vibrant economic life, a more equitable distribution of rights and obligations, and a freer, more alive culture?