



Welcome to this RESOURCE GUIDE for People in Sensitivity

You are here, probably because you took the Race Pattern Quiz (RPQ) or the Power of Difference Assessment (PDA) or maybe you just suspect from the descriptions that you are primarily in the Sensitivity Pattern. This resource guide is intended to support you in clarifying and “going after” your learning edge. If you are in Sensitivity, your learning edge will tend to be in Strength. You probably already deeply value differences. You see their presence, importance, and cross-difference conflicts everywhere: in the news, current events, history, on the radio, in marketing, in what people say in meetings, in relationships with friends and family, in policies, publications, and procedures. This is your “super-power.” Where can you get into trouble? In general, because you are so sensitive around differences it’s important to you not “mess up” and offend people. You can feel stuck, confused, frozen, and afraid. For this reason, sometimes you don’t voice your concerns or you feel unsure of what to say. Rather than erring on the side of violence you sometimes choose silence instead. Often, you try to get people and systems to be more sensitive (like you) and can, without intending, come across as patronizing. This can lead to feeling exhausted or even depressed as the issues seem to be so overwhelming at times and systems of oppression so intractable. This may be a pattern that has its roots in your childhood so it may be helpful to recall an early time you remember feeling this way. We will provide some activities to support these insights and practices so you can effectively learn to manage these internal issues, power up (without violence!), and become the person you feel deeply called to be.

Below, you will find 8 pages packed with useful support:

1. A short review of the power of different model with a reminder of the three primary patterns and their learning edges, as well as the big idea: that when we begin to integrate the assets of all three patterns, we become a model, a catalyst, and an inspiration for meaningful change in our organizations, communities, and world.
2. More in-depth information about the Sensitivity Pattern.
3. A practice activity to get you using your voice more powerfully--without silence or violence.
4. Links to short YouTube videos that you can explore--noticing how you can “power up” using your focus regardless of external conditions.
5. Solidarity Protocols – People often ask, “What should I say in this situation? I’m not sure what to do? I don’t want to be offensive.” The solidarity protocols give you some answers!

A quick refresher on:

The Power of Difference Model (PDM)

- The PDM identifies 3 primary patterns of behavior, thought, feeling, worldview and/or orientation related to race, sexual orientation, gender, socio-economic class, religion, disability, and culture.
- These patterns operate unconsciously within us, between us, in our communities, organizations, and world.
- Our primary patterns come from early childhood learning about what will keep us safe.
- To the degree we are unaware of these patterns, we can experience internal conflict and conflict with others who hold different primary patterns and across differences in general.

The Three Primary Patterns

SENSITIVITY - "SCARECROW"

ONENESS - "TINMAN"

STRENGTH - "LION"

- Understanding
- Truth
- Brain
- Magician



- Unity
- Connection
- Heart
- Lover



- Courage
- Power
- Gut
- Warrior



I value differences, open-mindedness, and understanding. I experience the world and myself mostly through the brain. I treat others the way *they* would like to be treated. Limitations: I don't want to offend so I can feel stuck or confused. I can be patronizing as I try to get others to "get it", to "understand like me." I can also feel exhausted as this struggle can seem endless.

Fear response: freeze
Politics: tends liberal
Archetype: Magician

I devalue differences in favor of our common humanity, unity, and collaboration. I experience the world and myself primarily through the heart. I treat others the way I would like to be treated. I try to build bridges. Limitations: I can over-value sameness and fail to impact in alignment with my intentions. I can avoid conflict.

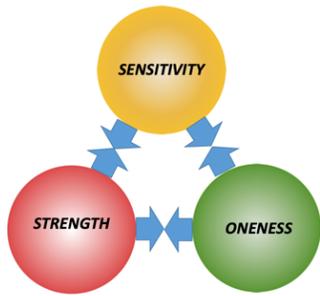
Fear response: flight
Politics: tends moderate
Archetype: Lover

I evaluate differences and value courage, loyalty, decisiveness, clarity, protection, self-sacrifice, and winning at all cost. I believe in the "Survival of the fittest." I experience myself and the world primarily through my gut. Limitations: I can seek dominance over others and can create enemies.

Fear response: fight
Politics: tends conservative
Archetype: Warrior

Appreciation is a fourth pattern that is a mirror-image of Strength. In this pattern I *positively* evaluate, stereotype, or romanticize a particular group of which I'm not a member (could be a religion, culture, class, gender, sexual orientation, disability, or racial group). In Strength, I evaluate another group as "*less than*" and in the Appreciation pattern I evaluate another group as "*better than*".

Learn more about the PDM by [CLICKING HERE](#). To learn about the Power of Difference Assessment (PDA): [CLICK HERE](#).



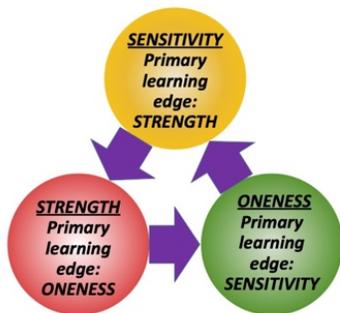
Conflict Within and THEN Without

Each pattern conflicts with the other two. This conflict occurs within us first, in our childhood, as we attempt to minimize the parts of ourselves and strategies that seem less safe in favor of the parts of ourselves and strategies that feel safer. From here, we enter the world and are drawn to others like us while conflicting with those with a different primary pattern. In this way we create together, a dynamic and systems that represent a kind of *dysfunctional balance*...first within each of us and from there, in our families, organizations, communities, and world.

Integration/Leveraging

The more we come to know our primary pattern (its assets *and* liabilities) and how to integrate or leverage the assets of the all three patterns, the more we unleash our effectiveness: always within us first. From here, we increasingly become a catalyst for solidarity and meaningful change across differences in our family, organization, community, and world.

Archetypally, this aware, integrated self is called the “Sovereign”. In the Wizard of Oz this archetype is Glinda the Good Witch and it’s often represented as a halo or crown at the top of the head in art and literature. Another way to conceptualize Integration/Leveraging is as a captain who recognizes the important role in the person who navigates (the guiding force), the person who steers (the directional force), and the person who runs the sails (the driving force). The captain is able to coordinate these aspects so that they function in alignment with one another rather than in conflict.



Your Learning Edge

The key to integration or leveraging lies in your learning edge. For those in Sensitivity, your primary learning edge is *Strength*...moving beyond confusion and politeness to “power up” *but with compassion*. For those in Strength, it is *Oneness* and the realization we are one human family. For those in Oneness, it is *Sensitivity*, requiring us to see how we protect ourselves by over-valuing sameness and how we impact others in ways we don’t intend.

The Power of Difference Assessment (PDA)

The PDA, developed by The Sum, is a ground-breaking, highly reliable and valid measurement these unconscious patterns (as determined by a team from North Carolina State University). The Sum has found that, as people integrate these assets and minimize the liabilities, they report greater:

1. effectiveness and sense of solidarity across differences
2. flexibility to utilize assets from any or all of the patterns as needed
3. recognition of one's own privilege and how to use it effectively
4. impact across differences generally as intended
5. pride without prejudice
6. ability to choose a path that “refuses” silence and violence
7. ability, clarity, & courage to withdraw participation in violent aspects of systems
8. capacity to catalyze meaningful systemic change *without effort*
9. internal stability...less rising and falling on external conditions
10. clarity, empowerment, purpose, & fulfillment
11. ability to hold self and others accountable to increased internal integration w/o blame or shame



“Home is a place we all must find. It’s not just a place where you eat or sleep. Home is knowing. Knowing your mind, knowing your heart, knowing your courage. If we know ourselves we’re always home, anywhere.”

~ Glinda, the Good Witch

More about Sensitivity:

- Most people in the Sensitivity pattern have an agenda that is “safety through understanding”
- We will value *truth*: but believe it is subjective/relative, always dependent on one’s perspective
- Our identity: intelligence, sensitivity, open-mindedness
- The rule we often follow (even if we don’t know this consciously) is “The platinum rule”: treat others the way THEY would like to be treated.

Oppression:

When I’m in Sensitivity I can reproduce systems of oppression by failing to stand in my power, take decisive and courageous steps, and then projecting responsibility on to others. I can patronize others by trying to get them to “get it like I do.”

What we tend to SOUND LIKE when we’re in the Sensitivity Pattern:

- “We need to figure out how to open people’s closed minds.”
- “If only we could get the administrators to do this equity workshop”
- “We need to welcome all perspectives and several people said they don’t like this diversity initiative, so what should we do?”
- “I don’t want to offend anyone so I’m not sure what to do or say.”
- “I’m confused, I know talking about race (for example) is important, but it feels uncomfortable.”
- “Let’s do a focus group or a survey and see if inclusiveness even matters to people.”



Leveraging Strength—Powering Up ***for People in the Sensitivity Pattern—*** ***Without Silence or Violence***

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the sum
together we are greater

Directions: Read the first sentence below. Then read the second sentence and fill in all the words that feel true for you. Add your own words. Try speaking these out loud. The, try speaking them in front of a trusted person. Ask them, on a scale from 1 to 10, how believable you were? Try it until you score what you want.

I know who I am.

I am: (radiant, warm, playful, kind, loyal, trustworthy, brave, intuitive, intelligent, honest...)

Now read the sentences below.

1. Write in, or speak, the first answers that come to mind.
2. Read them aloud.
3. Try reading them at different volumes--especially the ones you are drawn to--from a whisper to very loud (depending on your location!). Notice feelings.
4. What statements are missing? Make a list! Again, try speaking these out loud. Then, try speaking them in front of a trusted person. Ask them, on a scale from 1 to 10, how believable you were? Try it until you score what you want.

I know...

I can and I will...

I will not...

I trust...

Not on my watch...

Nothing will stop me from...

I am willing to die for...

No longer will I...

The time has come...

Fear no longer paralyzes me and I will...

For the rest of my life I would...

Today I will For the rest of my life I will

Short YouTube Videos

Click a link to a YouTube Video from the list below of people being powerful in nonviolent ways. When you are feeling low or down and want to turn it around, watch one. Watch several! Rate how you feel between 1 and 10 before and after. It is important to, increasingly, recognize that we control our focus. When we focus on things that feel good our bodies and spirits respond – hormonally and emotionally. When we feel good, imagine how others tend to respond.

<u>Powered UP People</u>			
<i>Title</i>	<i>Person</i>	<i>Link</i>	<i>Minutes</i>
Knock knock	Daniel Beatty	https://www.youtube.com/watch?v=RTZrPVqR0D8	3
News Story on Gay NFL player	Dale Hansen	https://www.youtube.com/watch?v=Pjc6QlldGg4	3
Pretty	Katie Makai	https://www.youtube.com/watch?v=M6wJI37N9C0	4
Gay vs Black	Wanda Sykes	https://www.youtube.com/watch?v=1_wWJ-_4uSY	2
Tianemen Square	"Tank Man"	https://www.youtube.com/watch?v=vSbx352cn8A	3
Personal Triumph - Warrior	Rachaud/Tony Robbins	https://www.youtube.com/watch?v=3eOJaprDCDA	10
<u>Powerful Songs</u>			
<i>Title</i>	<i>Person</i>	<i>Link</i>	<i>Minutes</i>
Try	Mandy Harvey	https://www.youtube.com/watch?v=m9_rtzO3JfY	8
Rise Up	Andra Day	https://www.youtube.com/watch?v=lwgr_IMeEgA	5
Defying Gravity	Beau Dermott	https://www.youtube.com/watch?v=LEKIJpVppKE	4
And I Am Telling You	Sara Ikumi	https://www.youtube.com/watch?v=38PmyYO9ZMo	8
Fight Song	Rachel Platten	https://www.youtube.com/watch?v=xo1Vlnw-SKc	3
Brave	Sara Bareilles	https://www.youtube.com/watch?v=QUQsqBqxoR4	4
Safe Place to Land	Bareilles/Legend	https://www.youtube.com/watch?v=Ht2NCrighS4	5
Nessun Dorma	Laura Bretan	https://www.youtube.com/watch?v=CaA2N2zdL9w	6

If you find or know of other links, books, articles, that have been valuable to you, please send your ideas to info@thesum.org

Solidarity Protocols

copyright by The Sum—a 501c3 in Charlottesville, VA – Join us for online, guided practice – FREE “Solidarity Circle”, Wednesdays (from 4 to 5 EST) here:

<https://us02web.zoom.us/j/keH13Azbi0> Meeting ID: 878 5183 2925, Passcode: 628598; More details on our website: <https://thesum.org/solidaritycircle/>

When we, or another person, acts in a way that is not in solidarity with others, we know it. Especially when Sensitivity is our primary pattern. We feel it in our bodies. But we may not have had the internal tools to comfortably or effectively deal with it. Especially in Sensitivity, we may have felt afraid, confused, angry, or accommodating. The Solidarity Protocols, below, are a set of tools to support us during these times: with greater clarity, strength, compassion, and effectiveness.

Remember too, when a person does not act in solidarity with others, it is typically, from one of the three patterns of the PDM and each one requires or invites a different response. These three responses are the “Solidarity Protocols.” We won’t repeat each patterns details again here, but feel free to look back at the summary at the beginning of this resource guide.

Note: If you notice that one of these patterns below feels “right” or “comfortable” to you...it is probably YOUR primary pattern!

Sensitivity – In this pattern, I value the power of understanding others’ perspectives as the way to safety for all of us. I recognize and deeply *value* differences and recognize them everywhere! This is the primary asset of Sensitivity. *On the other hand, I can over-focus on political correctness out of a fear of offending others...and I can become frozen or confused.* In my effort to get others to “get it” I can become exhausted and patronizing and miss connecting personally. My learning edge lies in the Strength pattern: courage, powering up, being ferocious but in a way that refuses both silence AND violence. This pattern can sound like: “If only we could get our supervisor to take this workshop” or “I’m not sure what do to, I don’t want to offend anyone.” Here are a few examples in which these authors are “teaching” the rest of us, and assuming they have understanding we don’t! You might notice how it feels when someone makes this kind of assumption about you.

The Three Protocols

1. The “Sensitivity” Protocol

When a person appears confused, frozen, or desiring others to “get” something:

- **Is there a payoff for you to be confused (or frozen, or focused on getting others to change)?**
and/or
- **If you weren’t confused (or frozen or needing to get someone to get something)...but you saw an empowered path that refuses both silence and violence, what would that path be?**

2. The “Oneness” Protocol

When a person’s words reflect an overfocus on our common humanity and a devaluation of difference:

- **I hear your intention to honor the oneness of all people...Oneness is true and beautiful. And I feel called to speak in solidarity with both you and _____ whose difference we can minimize if we over-focus on how we’re the same.**

3. The “Strength” Protocol

When a person’s word reflect aggression, combativeness, or evaluation of difference:

- **When you (say/do) _____ I feel called to speak in solidarity with both you and with _____ as your words (actions) don’t serve you or the unity and dignity of all people.**

Practice

Note: When practicing, it is not necessary to remember the protocols verbatim. See if you can get “ahold” of their essence or “feeling” of them.

Think of an early time you felt called to stand in solidarity with a person or a group or even yourself--and you didn't. You probably didn't have the tools or the modeling, so you can be gentle with yourself and forgive what you didn't know. For me, it was in the 7th grade when I was bullied and didn't know what to do or say!

Now you will have the opportunity to "redo" that experience through a kind of role-play.

1. Pick who will go first.
2. Take yourself back to that moment now in your imagination (for some this is easier—for others, less so...we encourage you give it a try!).
3. Describe the situation.
4. Now, try using the protocol that best matches the situation to "replay" the scene.
5. Try it more than once. Maybe louder or softer. Try different tones. What's it like to speak with ferociousness—strong but not violent. Notice how all this feels and where you feel it in your body?
6. If you feel comfortable, ask your partner for feedback. A basic question might be: on a scale from 1-10, how believable were you? Maybe you'll want to try again to see if you can get a higher "score."
7. When the first person is complete, switch to the other. You may each want to bring a different situation to mind in order to try another pattern.

My Pattern

Because I too have a primary pattern, it is helpful and important, in the beginning, for me to do "internal checks" to ensure the following:

- Am I ready to speak my truth (with clarity and strength--not motivated by a desire to get anyone to 'get' anything [sensitivity])?
- Am I motivated by a desire to honor and celebrate difference (and not by a desire to over-emphasize oneness at the expense of our differences [oneness])?
- Am I experiencing both compassion because of our common humanity and strength (rather than anger and evaluation [strength])?

If I don't experience these things, I am invited do my own internal "inquiry" before attempting to communicate with the other person.

Thanks! Please let us know any feedback or if we might support you in any other ways:

Remember:

Free 30-minute strategy session

Half-Price Power of Difference Assessment during July (money back guarantee)

A free, online group Introduction to the Power of Difference Model for your group!

Details on our homepage: www.thesum.org