



**RESOURCE GUIDE:**

3 TOOLS TO STAND NON-VIOLENTLY

IN SOLIDARITY ACROSS OUR DIFFERENCES

# #1 - 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.

AS WE BECOME AWARE OF OUR PRIMARY PATTERN (see below) AND LEARNING EDGE WE CAN BEGIN TO INTEGRATE THE ASSETS OF ALL THREE PRIMARY PATTERNS. OUR RESEARCH HAS DEMONSTRATED THAT WHEN PEOPLE INTEGRATE THESE ASSETS, THEY HAVE GREATER CLARITY AND SENSE OF EMPOWERMENT TO STAND IN SOLIDARITY ACROSS OUR DIFFERENCES WITHOUT VIOLENCE.

SECONDLY, AS WE LEARN HOW THESE PATTERNS OPERATE UNCONSCIOUSLY WITHIN US, BETWEEN US, IN OUR COMMUNITIES, ORGANIZATIONS, AND WORLD WE KNOW AND CHOOSE EFFECTIVE RESPONSES THAT BETTER SERVE OURSELVES AND OTHERS.

The Three Primary Patterns:

SENSITIVITY - "SCARECROW"	ONENESS – "TINMAN"	STRENGTH - "LION"
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- 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*

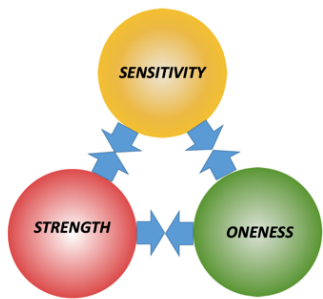
I devalue differences in favor of our common humanity, unity, and collaboration. I experience the world and myself primarily through the heart. I treat others the way I would like to be treated. I try to build bridges. Limitations: I can over-value sameness and fail to impact in alignment with my intentions.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



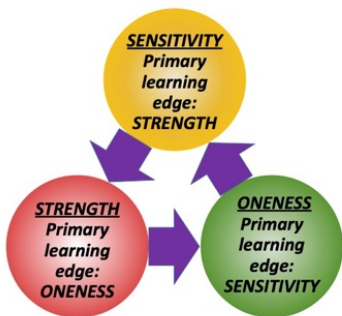
**Conflict Within and THEN Without**

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.

*“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

### ***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
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# #2 Leveraging Strength



## ***Power Up Without Silence or Violence***

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**Directions:** Read the first sentence below. Then read the second sentence and fill in all the words that feel true for you. Try speaking these out loud. Try in the mirror. 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 get the score/feedback that you want.

I know who I am.

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

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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



# #3 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 to us? When you find video like these – or if you know of any, please let us know and we'll add them to the list! [info@thesum.org](mailto:info@thesum.org)

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