

**Stop wasting the best natural resource of every nation:  
Their own people - A Manifesto for human resources protection and  
promotion.**

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**ISTITUTO DELL'APPROCCIO  
CENTRATO SULLA PERSONA**



CENTRO COLLABORATORE DELL'ORGANIZZAZIONE MONDIALE DELLA SANITÀ PER  
LA RICERCA, LA FORMAZIONE E LA CONSULENZA NELLA PROMOZIONE DELLA  
SALUTE NEI LUOGHI DI LAVORO IN ITALIA  
WORLD HEALTH ORGANIZATION COLLABORATING CENTRE FOR RESEARCH,  
TRAINING AND CONSULTING IN HEALTH PROMOTION AT THE WORKPLACE IN ITALY

The state of the planet and of human affairs shows that there are several barriers to the awareness of **the real nature of the problems we need to face** and **the needed changes in the awareness and behaviours from all the stakeholders** in order to be able to effectively manage the serious challenges facing humanity.

**Some of the barriers to change are deeply imbedded in the ways people and institutions construe their experience of reality and are the product of some basic mechanisms that are at work in cultures, societies and families of origin:**

**How reality is socially construed and how individuals and organizations construe their experiences are relevant to the understanding of the promotion of change as well the understanding of some defence mechanism like denial.**

Some tools for the effective understanding and the promotion of change at the individual, group, community, national and international levels can be offered by the interdisciplinary and intersectorial vision deriving from the synergy of the following fields:

psychology, social psychology, motivational psychology, sociology, sociology of science, sociology of education, sociology of knowledge, system theory and the bio-psycho-social prospective etc.

We need to ask ourselves some basic questions:

How our social and personal Selves are socially structured?

This social construction is effective for promoting the sustainable the development of human potentialities of all the people & the living forms of our planet or not?

How we construe our experience?

What kind of narratives we create?

What kind of consequences we bring upon ourselves and the planet?

How we use our power?



**High is the price we pay from being unaware of the constructs with which we construe our experiences, or the ways in which we distort or suppress our awareness.**



How we construe our experiences, our narrative make a big difference

Differing values, concepts of reality, of human nature, generate different relationships, priorities, goals & actions based on strategies of:

Empowerment or Disempowerment

## To mention some costs we pay deriving from:

- Using mechanistic/reductionist perspectives
- Overspecialization and compartmentalization
- Education based on the acquisition of notions but not student-centered , fostering learning of how to learn and creativity.
- Stereotyped social construction of self-identities that do not allow people to recognize and fulfil their human needs : racism, sexism, gender discrimination, homophobia, ageism etc.
- Dysfunctional social organization: lack of clear rights, lack of equal opportunities, marginalization of some groups, corruption, stifling bureaucracy, discouraging entrepreneurship etc.
- Social construction of professional roles and coping stiles, as well the social construction of the levels of social intelligence, equal rights and opportunities and sustainability or the lack of it.
- Wrong metrics: how presently we measure it actually hide real wealth or real social progress.

## Empowerment

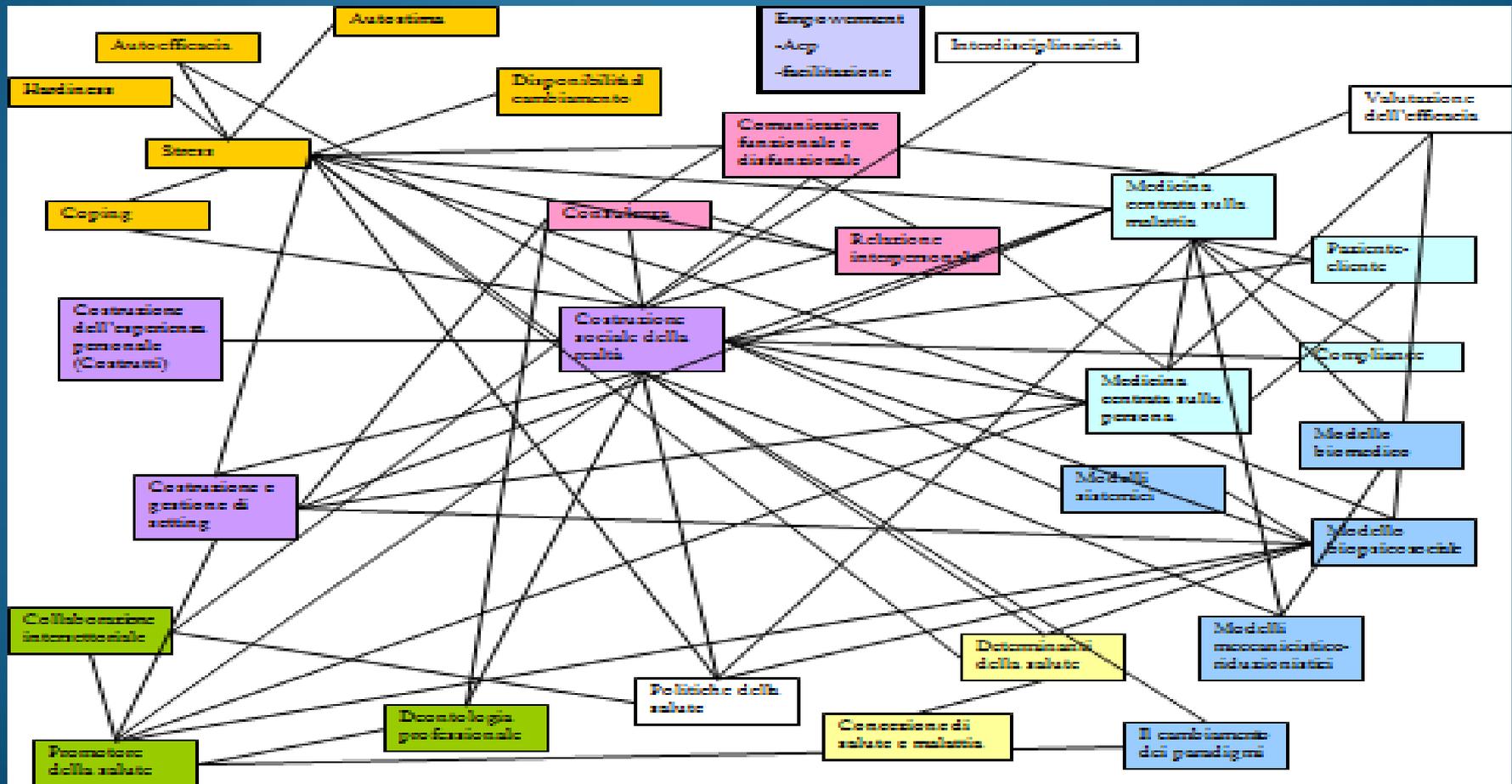
1. Democratic relationships
2. Equal rights & opportunities
3. Promotes responsibility
4. Bio-Psycho-Social Paradigm
5. Health Promotion
6. Patient Centered Medicine
7. Biofeedback, neurofeedback
8. Transparency, shared knowledge
9. Person Centered & People Centered
10. Capacity for deep contact, empathy
11. respect for all the life forms
12. Microcredit, sustainable entrepreneurship

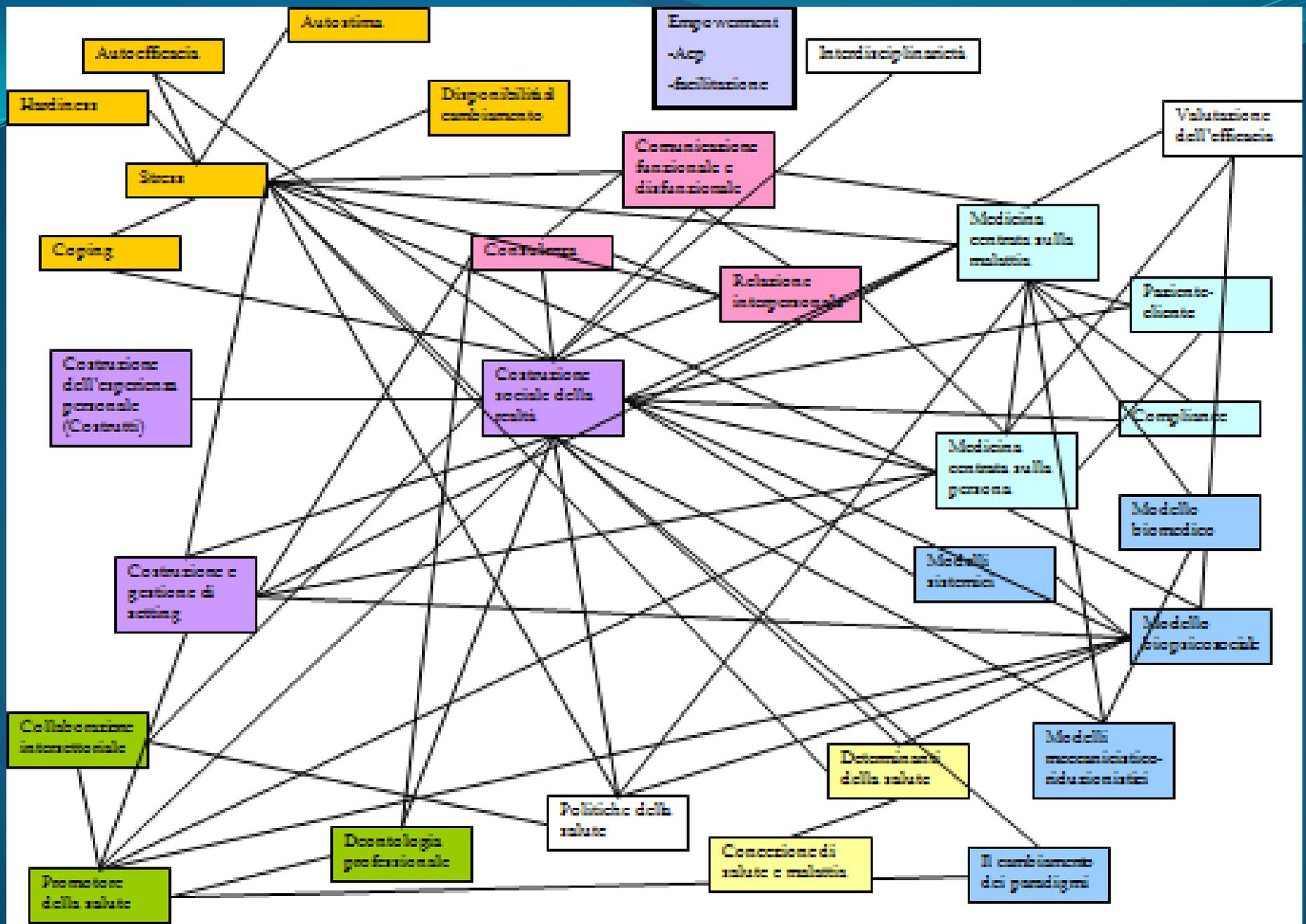
## Disempowerment

1. Authoritarian Relationships
2. Oppression & discrimination
3. Promotes passivity
4. Mechanistic-reductionist Paradigm
5. Reductionist Medicine
6. Disease Centered Medicine
7. Electroshock
8. Manipulation of information
9. Racism, sexism, ageism, bigotry etc.
10. Alienation from self, others, depletion of Natural & human resources
11. Profit to all cost, monopolies, Subprime caper

Are we effectively protecting and promoting health & well being of individuals, couples, families, groups, organizations, communities etc. ?

Do we have an human ecology approach and do we establish & foster respectful and empowering relationships?

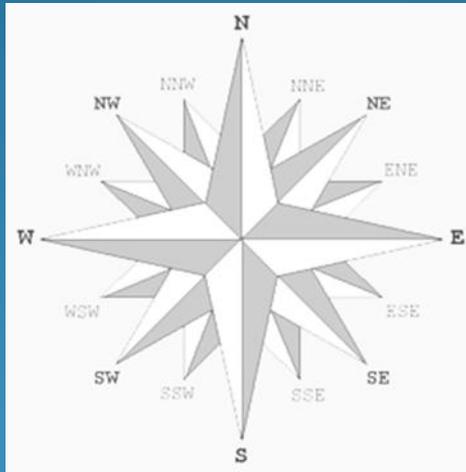




Profound differences and results are created by different narratives.

Do we work to create narratives of hope and liberation or narratives of compliance with the status quo even when it is unjust, oppressive and destructive?

A sort of new compass for scientists, politicians, opinion makers , professionals and people from all the walk of life is badly needed



*“...at the basis of anything that a scientist undertakes is, first of all, an ethical and moral value judgment that he makes.”*  
*Carl Rogers*

*“Within an international community based upon the rule of law and universal values of equality, human rights, and dignity, it is surely wrong for small, vulnerable communities to suffer because of the actions of other more powerful resource-rich countries, actions over which they have no control, and little or no protection.”*

Past-President Gayoom, Republic of the Maldives

We need a new and effective way of coping with our changed realities.

A way to become aware on how we construe our experiences of what we call reality: the relationship with ourselves, the others, the world.

We need to foster at every level of society awareness of the social construction of reality, of our powers and responsibilities for the present a future of humankind & the whole planet.

We need to promote a new socially compelling, forward-looking vision of evolution that brings together the worlds of science and spirit, evolutionary theory and developmental psychology.

An updated recipe for resilience, on how to think, feel and act outside the present obsolete mechanistic box, to become aware of the fact that we live in a complex web of relationships and that to be blind to the world of relationships brings us dire consequences

PROMOTING AWARENESS is MULTILEVEL circular continuous action of psycho-socio-cultural change of:

**the individual**

**the organization**

**the community**

**the society**

**the culture.....and vice versa.....**

We need to foster the conditions that allow people and communities to become self actualized and able to relate to themselves, to others and to the planet with more

**Respect**

**Empathy**

**Authenticity/congruence (deep contact)**

we need to empower people and institutions since  
empowerment generates responsibility  
respons-ability = the ability to respond more efficiently and effectively

**The World Academy of Art and science (WAAS)**

**&**

**The World University Consortium**

Together with other organizations aware of the present quagmire in which  
the world is stuck

could generate a manifesto of a new paradigm offering effective  
ways & means to change to all the stakeholders :

**from being part of the problem to  
becoming part of the solution**



*Hvala! Thank you! Grazie!*

World Academy of Art and Science

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