

Northcentral Technical College
Wausau, Wisconsin

ENVIRONMENTAL QUALITY SCALE

(Being an analysis of the evolution of social environments,
management styles, and forms of community)

1. Punitive--Move away from dependence on physical dangers. Focus upon punishment as a form of social control. Primary dynamics: fear, survival, control, power, conflict, war, competition, rebellion, etc. Prisons, mental hospitals, slave states.
2. Autocratic--Move away from dependence on punishment as a primary motivator. Focus upon authority, power, obedience, and order as social controls. Primary dynamics: power, responsibility, hierarchization, influence, punishment, and reward. Schools, churches.
3. Benevolent--Move away from dependence upon a leader as primary source of social control. Focus upon paternalistic nurturing. Primary dynamics: nurturing, protection, loyalty, dependence, manipulation, helping, justice, rights, etc. Therapist, minister, teacher.
4. Advisory--Move away from dependence upon leadership group as primary source of motivation, wisdom, and decision making. Focus upon consultative help and data collection. Primary dynamics: influence, decision making, cooperation, "scientific management," power, etc.
5. Participative--Move away from leader dominance. Focus upon participation. Primary dynamics: planning, decision making, goal setting, helping, cooperating, influence, resistance, group skill formation, conflict resolution, sharing. Free schools, NTL consulting, 9-9 management.
6. Emergent--Move away from dependence upon leadership, power, and control. Rise of group and community as a new level of reality. Primary dynamics: experimentation, freedom, resistance, impotence, fluidity, choice, search for identity. Early states of OMICRON community.
7. Organic--Move away from dependence upon words and verbal interaction. Focus upon intuition, sensory awareness, empathy, communication in depth. Primary dynamics: flow, touch, deep sensing, expressions of deeper feelings, deep conflicts. OMICRON in later stages.
8. Holistic--Move away from dependence upon conscious life. Significant use of unconscious life, dreams, archetypes, repressed material. Primary dynamics: creative flow, multilevel communication, diversity, spontaneity, creative disorder, retrieving hidden potentials.
9. Transcendent--Move away from high dependence upon sensory data. Focus upon movement into altered states of consciousness and being. Primary dynamics: flow, extrasensory perceptions, integration of altered states into everyday life, healing, higher levels of being.
10. Cosmic--Move away from dependence upon the physical bodies and body-limiting states. Focus upon nirvanic and cosmic experiences and as-yet-unknown areas of being and awareness. New forms of withness. Emergence into new levels of being and universal forms of community. Movement into new forms of cosmic flow and being.

- Taken from Jack R. Gibb, Being In TORI.
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