

# Bring A Generous Dose of **NOTHING** To Your Listening

## *Listening as a Field of Being*

By Tony V. Zampella

for **ACTO Conference**, June 7, 2018

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*With sufficient space, one listens, and therefore learns, in a state of attention, a state of silence in which this whole background is in abeyance; and then it seems to me, it is possible to communicate. —Jiddu Krishnamurti*

# WE WILL EXPLORE TOGETHER

## This Workshop Supports these ICF Coaching Competencies:

Creating Awareness • Active Listening • Direct Communication  
Powerful Questions • Coaching Presence • Creating Trust & Intimacy

## THROUGH THESE OBJECTIVES

1. **Integrate Modes:** Ontological Inquiry (Heidegger/Flores), Integral Theory (Wilber), and Contemplative Practice to create a ***Meta-Context for Listening***.
2. **Identify Mindsets** and ***Levels of Awareness*** for Listening.
3. **Clarify Practices** to cultivate ***Interior Conditions*** for listening.
4. **Clarify Interior States** for a Field Listening.

# *Listening as a Field of Being*

WE'LL EXPLORE MATERIAL IN FOUR PARTS

**PART 1.** FIRST-PERSON LEARNING: *Restoring Our Memory of The Whole.*

**PART 2.** WHAT IS LISTENING?

**PART 3.** CULTIVATING INTERIOR CONDITIONS

**PART 4.** FIELD OF BEING: *Listening To Recover The Whole*

*Speaking Cannot Say What Listening is* —TZ

# PART 1. FIRST-PERSON LEARNING

<b>Modes of Learning</b>	<b>Shallow WHAT?</b>	<b>Deep HOW?</b>	<b>Profound WHY?</b>
<b>Type</b> (paradigm)	<b>Empirical</b> (Knowing)	<b>Experiential</b> (Doing)	<b>Existential</b> (Being)
<b>Means</b>	Memorization (Study)	Reflection (Discovery)	Intuition (Disclosing)
<b>Modes</b> (of understanding)	Research/Investigate <i>Scientific Inquiry</i> Rational/Epistemology	Praxis/Artistic <i>Action Inquiry</i> Experimentation	Phenomenological/ <i>Ontological Inquiry</i> Philosophic Insight
<b>Outcomes</b>	Information (Content)	Knowledge (Process)	Wisdom (Context)
<b>Evidence</b>	Replication	Understanding	Meaning-Making
<b>Motivation</b>	Extrinsic	Intrinsic	Moral (Intentional)
<b>Attitudes</b> (of learning)	Compliance	Interpretation	Challenge
<b>Relationships</b> (view)	Dependence (Objective)	Independence (Subjective)	Interdependence (Intersubjective)
	<b>Single-Loop THIRD-Person</b>	<b>Double-Loop SECOND-Person</b>	<b>Triple-Loop FIRST-Person</b>

# PART 1. FIRST-PERSON LEARNING

## How Learning Shapes Listening.

### 3<sup>rd</sup> PERSON

*Study Knowledge* via memorizing & reciting.

I understand through study, and focus on:

EMPIRICAL - *Science*

Listen for **Content**

**CHANGE = Skillset**

**WHAT** I know

Aware of **CONCEPT**

### 2<sup>nd</sup> PERSON

*Discover process & connect* through *Experience*.

I understand through my participation, and focus on:

EXPERIENTIAL - *Art*

Listen for **Connection**

**CHANGE = Team/Strategy**

**HOW** I act

Aware of **PHENOMENA**

### 1<sup>st</sup> PERSON

*Disclose* context through Challenging experiences.

I understand through being changed, and focus on:

EXISTENTIAL - *Philosophy*

Listen for **Context**

**CHANGE = Mindset/Culture**

**WHO/WHY** I am

Aware of **POSSIBILITY**

# PART 1. FIRST-PERSON LEARNING

## How Learning Shapes Listening.

### 3<sup>rd</sup> PERSON

*Study Knowledge* via memorizing & reciting.

I understand through study, and focus on:

EMPIRICAL

Aware of **CONCEPT CHANGE = Skillset**

I study to learn how to **RUN**

### 2<sup>nd</sup> PERSON

*Discover process & connect* through *Experience*.

I understand through my participation, and focus on:

EXPERIENTIAL

Aware of **PHENOMENA CHANGE = Team/Strategy**

I run to learn about **RUNNING**

### 1<sup>st</sup> PERSON

*Disclose context* through Challenging experiences.

I understand through being changed, and focus on:

EXISTENTIAL - Aware of

**CONTEXT/POSSIBILITY CHANGE = Mindset/Culture**

My running creates me as a **RUNNER.**

## PART 2. WHAT IS LISTENING?

LISTENING IS NOT A BLANK SLATE.

*Mindsets disclose our  
Level of Awareness,  
focusing on concerns  
from a **Field of Being**.*



*It can be said that when we listen we not only interpret the concern motivating the action, but we also make an interpretation of how what has been said affects our world of possibilities, that is, the future we are committed to. —Julio Olalla*

## PART 2. WHAT IS LISTENING?

*Some of the researchers that examine a developmental line of human evolution.*

- **Erickson:** psycho-social
- **Graves/Beck:** values
- **Kegan:** adult learning/development
- **Kohlberg:** moral
- **Lovinger/Cook-Greuter:** self-identity
- **Maslow:** needs
- **Piaget:** cognitive
- **Scharmer/Senge:** systems
- **Tobert:** action-logics
- **Wigglesworth:** SQ/Intuitive
- **Wilber:** Integral Theory

*Some of the lines used to distinguish the levels of awareness and mindsets include:*

1. psycho-social
2. kinesthetics/somatic
3. creative/aesthetics
4. ethics
5. Emotional/EQ
6. intuitive/SQ
7. cognitive
8. needs
9. action-logics
10. systems/existential



Levels of Awareness	Mindset
<b>Apprentice</b>	1- Impulsive 2- Opportunist
To Defend & Protect	
<b>Professional/ Expert</b>	3- Diplomat 4- Expert
To Explain & Understand	
<b>Executive/ Strategist</b>	5-Achiever/ Independent
To Predict & Express	
<b>Master/ Learner</b>	6- Collaborative/ Interdependent
To Expand & Include	
<b>Steward/ Creator</b>	7-Integral/ Whole
To Become & Construct	

*“Our philosophy is grounded in only half a language ... the power of discourse is deployed but the strength of listening is ignored.*

*We have a culture that knows how to speak but not how to listen; so we mistake warring monologues for genuine dialogue.”*

— **Gemma Corradi Fiumara**

# LEVELS OF LISTENING

Levels of Awareness	Mindset	Tensions	I Listen for
<b>Apprentice</b> To Defend & Protect	<b>1- Impulsive</b> <b>2- Opportunist</b>	Impulses. Magical Thinking	The <b>WINS</b> . What I say to WIN.
<b>Professional/Expert</b> To Explain & Understand	<b>3- Diplomat</b> <b>4- Expert</b>	Traditional Beliefs/ Reason	The <b>FACTS</b> . Repeat and Verify What I hear.
<b>Executive/Strategist</b> To Predict & Express	<b>5-Achiever/Independent</b>	Knowledge/ Intention	The <b>ACTION</b> . Discover & Apply What I know.
<b>Master/Learner</b> To Expand & Include	<b>6- Collaborative/Interdependent</b>	Abstraction/ Ambiguity.	The <b>MEANING</b> . Create connection, mutual understanding.
<b>Steward/Creator</b> To Become & Construct	<b>7-Integral/Whole</b>	Blind spot/ Co-creator	The <b>SPACE/FUTURE</b> . To create context/possibility.

# LEVELS OF LISTENING

Levels of Awareness	Mindset	Discover/ Master	Type/ Interactions	Gifts/ Feedback
<b>Apprentice</b>	1- Impulsive 2- Opportunist	<b>Reactive Self.</b> Self-Control: <i>warrior to guardian</i>	<b>Transactional Debate</b>	<b>Assert Self</b>  Rejects Feedback
To Defend & Protect				
<b>Professional/ Expert</b>	3- Diplomat 4- Expert	<b>Logic-Evidence.</b> Test beliefs and assumptions.	<b>Active Listening Discussion</b>	<b>Marshal Facts</b>  From trusted people/experts
To Explain & Understand				
<b>Executive/ Strategist</b>	5-Achiever/ Independent	<b>Action- Evidence.</b> Engage and generate action	<b>Self-Expressed Conversation</b>	<b>Coordinate Action</b>  Accepts from most people (often private).
To Predict & Express				
<b>Master/ Learner</b>	6- Collaborative/ Interdependent	<b>Multiple Perspectives.</b> Appreciate differences.	<b>Dialogue Discovery</b>	<b>Inclusive Awareness</b>  Open to, asks for often
To Expand & Include				
<b>Steward/ Creator</b>	7-Integral/ Whole	<b>Polarities.</b> Reframe contradictions and uncertainty.	<b>Presence Grant Being</b>	<b>Emerging Future</b>  Seeks out for growth
To Become & Construct				

# LEVELS OF LISTENING

Levels of Awareness	Mindset	Time/ Percent	Attention/ Focus
<b>Apprentice</b>	1- Impulsive	Instant/ immediate	<b>Control</b>
To Defend & Protect	2- Opportunist	15.5% / 10.5%	
<b>Professional/ Expert</b>	3- Diplomat	Short View	<b>Content</b>
To Explain & Understand	4- Expert	36.5% / 48%	
<b>Executive/ Strategist</b>	5-Achiever/ Independent	Long View	<b>Concepts</b>
To Predict & Express		30% / 35%	
<b>Master/ Learner</b>	6- Collaborative/ Interdependent	Relative View (within lifetime)	<b>Conditions</b>
To Expand & Include		11% / 5%	
<b>Steward/ Creator</b>	7-Integral/ Whole	Whole View (beyond lifetime)	<b>Concerns</b>
To Become & Construct		7% / 1.5%	
			<b>Connections</b>
			<b>Compassion</b>
			<b>Creator/ Context</b>

# LEVELS OF LISTENING

Levels of Awareness	Mindset	Tensions	I Listen for	Discover/ Master	Type/ Interactions	Gifts/ Feedback	Time/ Percent	Attention/ Focus
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To Defend & Protect						Rejects Feedback	<b>15.5% / 10.5%</b>	
<b>Professional/ Expert</b>	3- Diplomat 4- Expert	Traditional Beliefs/ Reason	The <b>FACTS</b> . Repeat and Verify What I hear.	<b>Logic-Evidence.</b> Test beliefs and assumptions.	<b>Active Listening Discussion</b>	<b>Marshal Facts</b>	Short View	<b>Content</b>
To Explain & Understand						From trusted people/experts	<b>36.5% / 48%</b>	
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To Expand & Include						Open to, asks for often	<b>11% / 5%</b>	
<b>Steward/ Creator</b>	7-Integral/ Whole	Blind spot/ Co-creator	The <b>SPACE/FUTURE</b> . To create context/possibility.	<b>Polarities.</b> Reframe contradictions and uncertainty.	<b>Presence Grant Being</b>	<b>Emerging Future</b>	Whole View (beyond lifetime)	<b>Concerns</b>
To Become & Construct						Seeks out for growth	<b>7% / 1.5%</b>	
								<b>Connections</b>
								<b>Compassion</b>
								<b>Creator/ Context</b>

Specific Practices Cultivate *Listening by*  
expanding nothingness to differentiate **BEING**

*Remember, Practice is what we do  
to be FAITHFUL not SUCCESSFUL.*



Specific Practices Cultivate *Listening* by  
**expanding nothingness to differentiate BEING**

*Remember, Practice is what we do  
to be FAITHFUL not SUCCESSFUL.*

1. LEARNING To Observe
2. *Practice* “Coming Back”
3. LEARNING To “Not Know”
4. *Practice* Resistance  
Tolerance/Training
5. LEARNING To Dissolve the  
“Problem” Paradigm
6. *Practice* Acceptance
7. LEARNING Radical Openness
8. LEARNING To “Be With”  
Possibility.
9. *Practice* Granting Being

# 1. Learning to Observe.

## **Observe *events* around us.**

- *The rain falling, the dog barking, and garbage truck driving by.*

## **Observe our *direct perception/experience* of events.**

- *It's raining and I am wet; the dog barking is loud; the unpleasant smell of the garbage truck.*

## **Observe our *internal state*.**

- *I notice disappointment that it's raining, I am delighted to see the dog, the garbage truck reminds me I forgot to put out my garbage and feel anger arising.*

## **Observe our *listening*.**

- *A stranger asks for directions. I pause and ask her to repeat the question. In a split second, I notice my listening. I set aside arising anger, disappointment, and delight. I now pay attention to the question.*



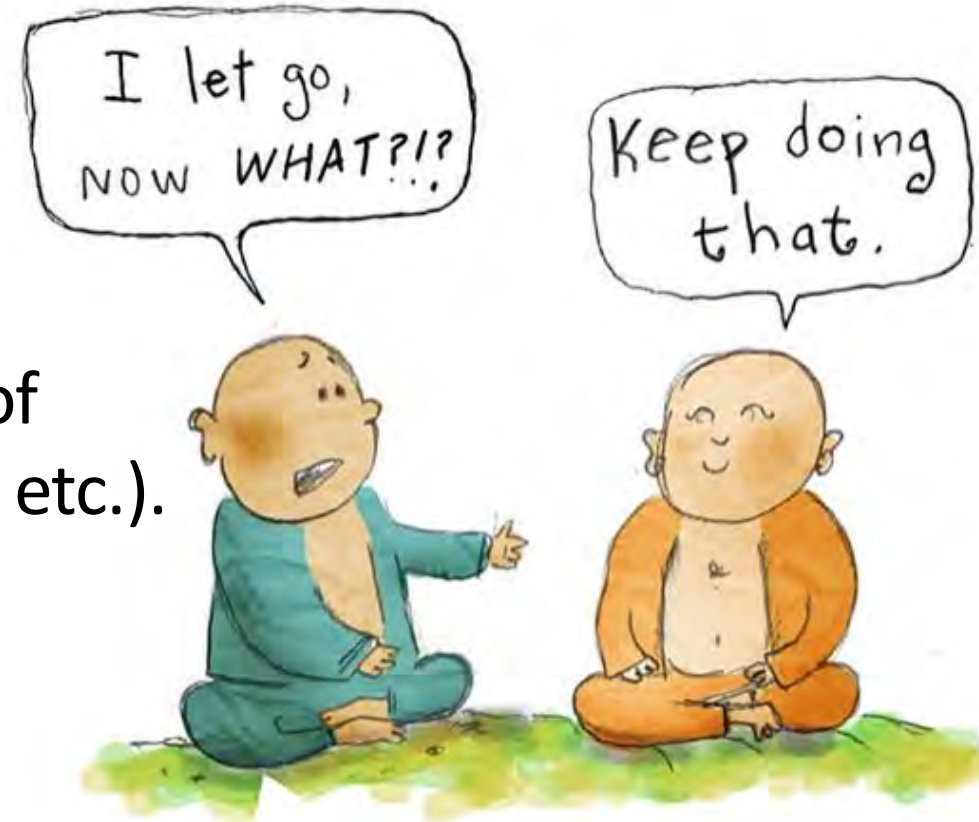
## 2. Practice “Coming Back” (to present).

**FOCUS:** the span of attention → *staying present*

**CONCENTRATION:** the depth of attention → *staying grounded*

- **Focus the mind** on a single object to the exclusion of other objects to foster concentration, or a “one-pointed” mode of mental function.
- **Refrain from giving attention** to distracting thoughts or sensations that arise.
- Gently return awareness to the primary object of experience (the breath, a word or conversation, etc.).

*“Your worst enemy cannot harm you as much as your own unguarded thoughts.”* –The Buddha



### 3. Learning To “Not Know”

1. Be willing to move beyond what we already know.
2. Let go of the need to know, to prove, or to explain. We become unrecognizable to ourselves – *to allow for unexpected discoveries.*
3. Avoid turning something new into something known. This reduces “differences” to similarities.
4. Dissolve fixed views to increase capacity for “unlearning.”

✓ **Knowledge** seeks certainty, which is fixed and predictable.

▪ *Listens through knowledge for answers – tuned into cognition (our head).*

✓ **Wisdom** embraces uncertainty with humility by questioning knowledge.

▪ *Listens with intention for possibilities, questions – tuned into breath/body (neck-down).*

*There is a difference between knowing the path & walking the path. – Morpheus, THE MATRIX.*



## 4. Practice Resistance Tolerance/Training

- BE WILLING to set aside your point of view; drop any assumptions and expectations.
- BE CLEAR on your intention; what you care about in this conversation (beyond agenda).
- BE OPEN to observing how you resist. During the communication, notice any resistance to what's being said.
  - ✓ Inquire: what it is they want to say that I don't want to hear? Then, pause and breathe, and be where they are in the conversation.
- BE COMMITTED to get another's full communication.
  - ✓ Inquire: am I willing to stay in the conversation until I get someone's *full* communication? (*Is there anything else to say?*)

***What You Resist, Persists*** – C. Jung.

## 5. Learning to Dissolve the “Problem” Paradigm

PROBLEM PARADIGM: Observing problems through a normative lens, we diagnose and solve.

- ✓ We observe *what works*, what’s wrong, and how to fix it.
- ✓ Normative ideals precede problems that should not exist, so ***we listen for prescriptions.***

POSSIBILITY PARADIGM: Observing problems from ontological perspective into the nature of being, (or an existential lens).

- ✓ We observe *what’s missing* or essential for a declared possibility.
- ✓ Freedom precedes problems, which are inevitable and universal, so ***we listen for possibilities.***

***If all you have is a hammer,  
everything looks like a nail. —Maslow.***

## 6. Practice Acceptance

1- **Let things arise:** *mindfulness meditation* places *non-reactive awareness*, moving from object to object, as stimuli present themselves in experience (complement of *concentration*).

2- **Accept others as legitimate beings.** We accept all different views as valid parts of an emerging coherent truth.

3- **Embrace self-acceptance** (self-compassion). We acknowledge “self,” as a point of view, that unifies the flow of experience into a coherent narrative (Senge).

### Practice this Mantra:

- *I am enough.*
- *This is enough.*
- *This moment is enough.*
- *I accept this moment as it is.*

## 7. Learning Radical Openness

- **Observe through the layers of “concepts”** that represent experiences; and “beliefs” about those concepts, both of which we forget we made up to explain reality.
- **Observe meaning:** Begin dissolving expectations, assumptions and differences – notice what questions or thoughts emerge.
- **Dissolve identity** and disclose “self” *as a point of view* no longer separating us from others.
- **Observe what shows itself:** Notice what emerges in the way others recreate you (bring you into being).
- **Observe opposites making wholes:** the arising of polarities, possibility, or potential.

## 8. Learning to “be with” possibility

We can now “be with” what we do not understand, what we do not want to hear. We can stay with things (dwell in ideas) to see through them – to ***BE WITH*** other views and beings as valid.

- Experience **empty attention** to *expand awareness*;
- **Clear perception** to *view openly*; and,
- **Direct presence** to *experience emerging holons (partial & whole)*.

**We become the listening** (space) for others to sort themselves out in language.

*Everyone in a complex system has a slightly different interpretation. The more interpretations we gather, the easier it becomes to gain a sense of the whole. —Margaret Wheatley*

## 9. Practice Granting Being

**Being gotten.** We begin to receive and accept all points of views to presence a fuller view, or coherent truth.

- People want to know that they've been heard, *that we get them*, viscerally, beyond any forms.

**Granting being.** *In allowing to be, we presence what we can acknowledge.*

- We recreate all points of view that *come into presence as arising (belonging)* in our listening.
- We can be here with another – exactly as they are – nothing added, or taken away from their experience.

*There is a clearing... only this clearing grants and guarantees to us humans a passage to those beings that we ourselves are not, and access to the being that we ourselves are. —Martin Heidegger*



## PART 3. CULTIVATING CONDITIONS FOR LISTENING

NOW reflect on these Nine Practices & Learnings.

1. LEARNING To Observe
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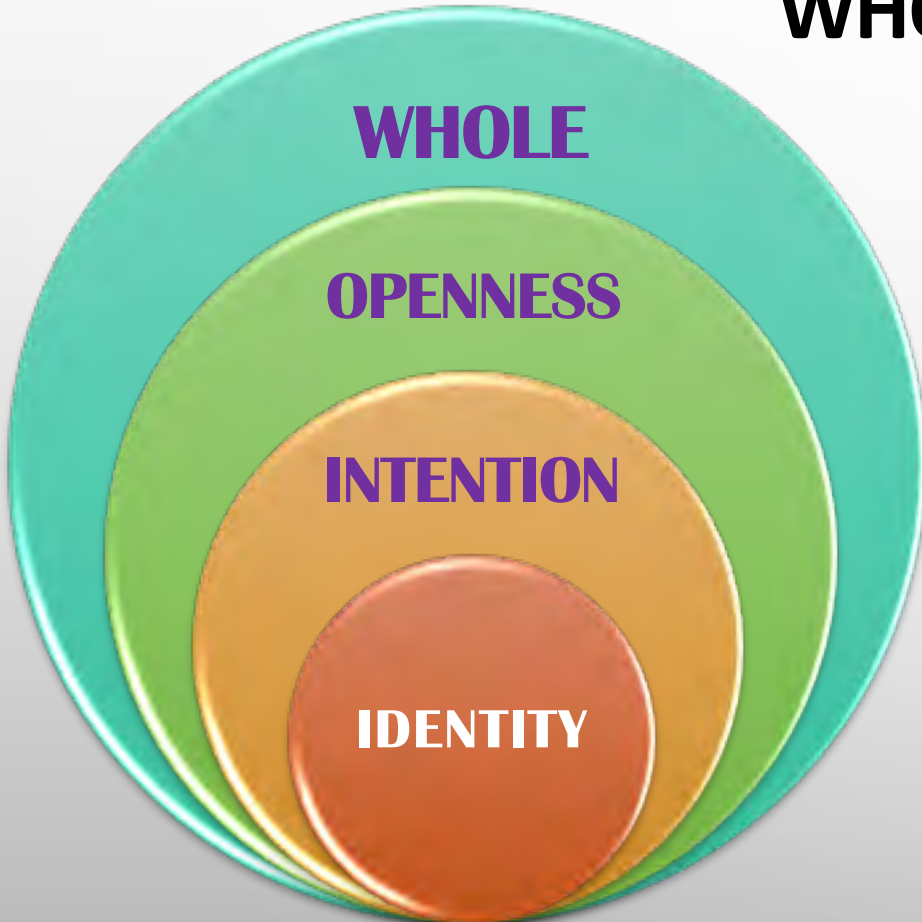
*If we are to live in harmony with ourselves ... we need to be able to communicate freely in a creative movement in which no one permanently holds onto or otherwise defends his own ideas. —David Bohm*

# PART 4. FIELD OF BEING: LISTENING TO RECOVER THE WHOLE

**INTENTION: AWAKEN THE FIELD.**

**OPENNESS: DEEPEN THE FIELD.**

**WHOLE: EMBODY THE FIELD.**



**WHOLE**  
EMBODY  
Transcend  
Fragmented Self

**INTENTION**  
AWAKEN  
Interrupt  
Reactive Self

**OPENNESS**  
DEEPEN  
Transcend  
Competitive Self



# **INTENTION: AWAKEN THE FIELD.**

Intention (WHY) grounds attention (WHAT) to grow and cultivate space between **projections** (self-perception) and **forms** (self-conceptions). *Intention manifests as:*

- ✓ Distinguish between *intentions, expectations and impact.*
- ✓ Accurately reproduce communications, requests, and conditions of satisfaction.

Intention interrupts our reflexive or reactive state:

- ✓ We slow to presence and cultivate space for choosing.
- ✓ Choice emerges first between **opinion** and **action**; then between **observation** and **opinion**.

➤ OUTCOME: **INTERRUPT THE REACTIVE SELF**

➤ PRACTICES: **1 – 4**

## OPENNESS: DEEPEN THE FIELD

We distinguish “either/or” binary thinking and seek out “both/and” inquiries.

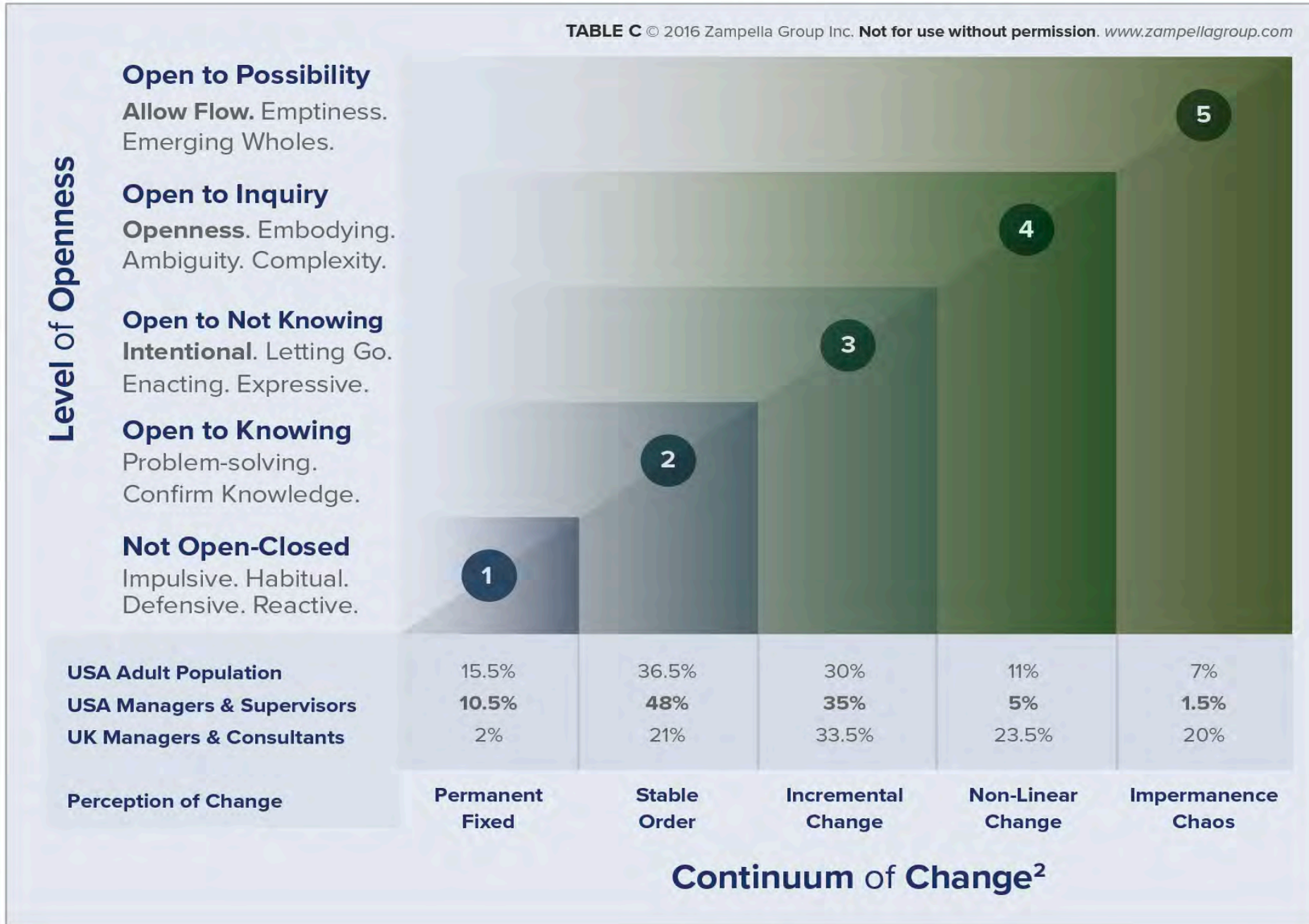
- ***Openness grants space*** (emptiness) for future as potential to emerge.
- ***Emptiness cultivates freedom*** through impermanence – letting forms emerge and pass.
- ***Stillness*** and ***silence*** cultivate a fluid self (POV) that acknowledges and allows *contradictions*, and *polarities* to arise – in *non-reactive awareness* – without being resolved.

➤ OUTCOME: **TRANSCEND THE COMPETITIVE SELF**

➤ PRACTICES: **5 – 7**

# LEVEL OF OPENNESS TO CHANGE

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Continuum of Change<sup>2</sup>

# **WHOLE: EMBODY THE FIELD**

Our *intention* and *openness* allows for presencing a Field. We witness all forms and dissolve binary thoughts into unfolding wholes:

- ✓ Each discovery *unfolds* into ***greater meaning***.
- ✓ Each fragment *unfolds* into a ***larger whole***
- ✓ Each interpretation *unfolds* into ***deeper understanding***.
- ✓ Each fact *unfolds* into a ***fuller truth***.

We begin to see parts of you in me and parts of me in you, emerging as *common humanity*.

➤ OUTCOME: **TRANSCEND THE FRAGMENTED SELF**

➤ PRACTICES: **8 – 9**

*In the midst of beings as a whole,  
an open place occurs.* —Martin Heidegger

**LISTENING AS FIELD OF BEING: TO RECOVER THE WHOLE**

***ALL WE WANT IS TO BE HEARD.***

More than compensation, agreement or inspiration,  
human beings want the *experience* of ***being heard.***

It's time to create a *full curriculum*  
that addresses and fulfills this deep need.

# RESOURCES

**Contact** [info@zampellagroup.com](mailto:info@zampellagroup.com)

**For the LISTENING PACKET:**

*include slides, resources, and to become part of our community of learners with whom we share resources and practices.*

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**The data by Susanne R. Cook-Greuter** includes priests and prisoners, accountants and artists, and subjects spanning ages 18-82 with the middle 35-65 being the most represented. N=4510 USA (1999) mixed adult population; N=497 USA managers/supervisors; N=535 UK.

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