



ALLIANT INTERNATIONAL UNIVERSITY
 CALIFORNIA SCHOOL OF PROFESSIONAL PSYCHOLOGY
CENTER FOR INTEGRATIVE PSYCHOLOGY



NEWSLETTER

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Creating a Conscious Business Using an Integrative Approach

By Vidya McNeill, MA

WITH the introduction of the word *Integral* made popular by Ken Wilber, and the current buzz around the word *Integrative*, it is exciting to note that more people in business are attempting to provide services and solutions that meet the needs of both the individual, the organizations they serve, and the greater society. Integrative thinking is beginning to emerge and influence practically all aspects of our society—psychology, education, medicine, politics, and, perhaps most of all, business.

From an integral perspective of human experience, an all-quadrant (I, We, It, Its) perspective becomes a foundation from which one can work with the entire business—its leaders, the organizations, the markets, clients and customers, and financial budgets, to fulfill individual and organizational goals. If the business is value-driven both internally and externally, reflecting interrelationships that serve human systems and their higher tier functions (Graves 2005), a greater sense of fulfillment can be experienced. A value-driven business not only combines each individual's highest priorities and deeply held driving forces, but also examines itself within personal, behavioral, cultural, and social contexts. Thus, our beliefs and thoughts will influence our business development. Integrally informed business professionals structure their businesses with an integration of important facets that make up the whole of their businesses. Integral consciousness in business is an

attempt to provide multiple perspectives within a comprehensive map of the vicinity within which professionals are already living and working.

As an integrally informed small business consultant, I approach business from a focus on the interior functions, strengths, motivations of leaders and managers, and the interior corporate culture with its values, vision and mission. These aspects link to exterior objective data that can be measured, such as the systems, structures, flow patterns, quality of work or service, and the exterior impact of ethical social responsibility and sustainable actions within the greater communities these businesses operate. Many business professionals look narrowly at their business rather than seeing it as a dynamic system. What's really enlivening about designing a business with integral principles is that the four quadrants lend themselves quite well in practical application and execution of overall business strategies.

Why does this matter? The connection between individual systems and the health of a business depends on all systems working cohesively. Not surprisingly then, when we begin to apply integral principles, we must acknowledge the interdependence of

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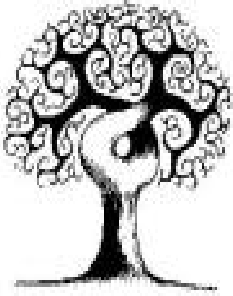
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various domains to advance good working business models that benefit all.

Assessing the leadership of a business is imperative to understanding the level of development of the individual's contribution and the potential growth and success of that business. Because an integral business helps people at every stage of development be the best they can be both personally and professionally, and because integral consciousness recognizes the transformative impulse in human beings, people are always invited to step into their next level of growth and abundance, which is essential also to the growth of the business. Thus, most often the best place to begin with an integral approach to business is within oneself. Mastery starts within

the individual and extends to the day-to-day actions of work within the greater whole of the culture and the world in which one is operating.

It is important for business leaders to cultivate an attitude of mindfulness and ask the questions: *"How does my business reflect my personal values? How do my personal values impact my role and influence my behavior or the behavior of others? What are the multiple influences that affect me personally and professionally that can be assessed using the integral model? How can I become more effective and lead my business to the next level? How will I know what I need to change in order to realize resolution of issues or fulfill my dream? What structures need to be put in place to enhance performance, legal, financial or human resource systems? What are the consequences of my choices and how do they affect my immediate environment, my community, or our global economy?"*

Increasingly, conscious business owners are discovering the need for structure that allows for personal and business growth and evolution. Furthermore, an integral approach invites intentional cause and calling, inspired leadership, creativity, authenticity, an aware lifestyle, collaborative integrity, sustainability, and profit. The implicit knowledge that critical success factors can be measured, such as thoughtful planning operatives, internal business processes, customer satisfaction, and financial goals, provides important feedback criteria. Improved business practices through integrative efforts are intended and encouraged to improve multiple bottom lines by making significant qualitative improvements to services, products and processes. Aside from personal satisfaction, integrally informed business leaders can become more skilled in that they consider every possible approach to problem solving, think outside of the box, and implement strategies that consider the entire range of business process from beginning to end. ∞

Vidya McNeill is an integrally informed small business and organizational consultant and coach specializing in creating space for conscious living. She helps individuals and business professionals achieve and realize core competencies for individual and organizational success.

References:

Graves, C. (2005). *The never ending quest: Dr. Clare W. Graves explores human nature. With Christopher C. Cowan & Natasha Todorovic (Eds.). ECLET Publishing: Santa Barbara, CA.*

LETTER FROM THE EDITOR

Dear readers,

I would like to thank all of you for welcoming me as the new CIP Newsletter editor. It has been a great challenge to fill the shoes of previous editor JD Friedman, who has been a wonderful help and inspiration throughout this process.

Most importantly though, I'd like to recognize those who have experienced great distress and trauma these past few weeks in the wake of the disastrous wildfires. Our hearts go out especially to two of our dear professors and their families, Don Eulert and Dave Diamond, both of whom lost their homes.

Don Eulert built Frog Farm as a special home for his family and community, and so many have been honored to share this symbolic place of comfort and healing. This is truly a great loss, and yet the kinship and support that has surrounded this community speaks to the sacredness of the Frog Farm spirit. Sending love during this time of healing...

Marni Greenberg, MA

Looking Forward: Critical Psychology Dialogue Coming to the Center Comments on Critical Psychology Workshop in Berkeley

BY DON EULERT, PH.D.

ON **May 3, 2008**, Tod Sloan, Ph.D., author of *Critical Psychology: Voices for Change*, intends to challenge the audience at a Center for Integrative Psychology workshop. Critical Psychology, recognized and degree-granted in many countries, aims to change society just as it aims to change psychology.

Several students from the Center for Integrative Psychology attended an exciting all-day Berkeley workshop with Sloan in August. Judging from their experience, participants in the Center's May workshop can expect high-charged dialogue with each other and with Sloan, who teaches at Lewis and Clark College. He made it user-friendly to think about a challenging proposition: psychology's traditional practices and norms hinder social justice, to the detriment of individuals and communities in general and of oppressed groups in particular.

For **Nate Bohy** (fourth-year Clinical Psy.D. student), *"The Critical Psychology event was a powerful reminder that even healers can inadvertently reinforce destructive norms. I'll continue to struggle with the questions presented."*

All clinical Psy.D. candidates at CSPP-San Diego are at least introduced to Critical Psychology through readings from Isaac Prilleltensky (*Psychology and the Status Quo*). Prilleltensky insists that *"psychology is not, and cannot be, a neutral endeavor detached from social and political circumstances. Healing professionals are influenced by conflicting interests and complex power dynamics."* He thinks that mainstream psychologists too often shy away from their position's moral, social, and political implications.

Prilleltensky, Dennis Fox, and Tod Sloan are the most prominent proponents of Critical Psychology in the United States. For web connections to their activism and resources (even a story about their forum being troublesome to APA), go to www.criticalpsychology.com and www.radpsynet.org. Sloan's life work is to address constraints on identity and well-being arising from cultural, interpersonal, and political processes. He points out, *"Apart from biomedical disorders, much human suffering can be linked to isolation, marginalization, exploitation, discrimination, and*

oppression." Integrative candidate **Kim Loewen** (fourth-year Clinical Psy.D. student) reflected on this workshop theme: *"It is easy to get stuck going through the motions without thinking critically about what you are doing. This workshop opened my eyes. It was wonderful to hear from experienced psychologists who are thinking critically about what they can do to help people and also making progress on issues related to social justice."*

Jessica Killebrew (second-year Clinical Psy.D. student) responded to the ecological theme in Sloan's map of interdependent systems: *"The gravity of the notion that we must 're-create our stories' in order to integrate self with nature, in order to heal, puts a larger duty into perspective...this discussion helped me see myself as part of the problem, but now see how I may be part of the solution."*

Sloan proposes that a "critically examined" psychology can foster healing everywhere—from the individual client, to community participation, to emancipation from "-isms" (as in consumer-ism), to global mind change. The healing professions are best situated to contribute to a repertoire of practices for deep democracy and social innovations—and evaluate them with action research. Sloan writes, *"We need to know what sorts of [social] arrangements dismantle ideological rigidity, foster critical self-reflection, augment creativity and cooperation, and ultimately lead to social transformation. Imagine how things would look if psychologists were involved in deepening democracy rather than helping individuals adjust to life in postmodern society."*

Also in the audience for Sloan's Berkeley presentation, John F. Kennedy University researcher Fernando Castrillon, Psy.D. (cand.) impressed us with his lively and informed repartee and passion for social justice. Castrillon has accepted our invitation to co-present and counterpoint with Sloan at CIP's May event on Critical Psychology. ∞

Mark your calendar: May 3, 2008!

INTEGRATIVE ALUMNI PROFILE

CSPP Graduate Melis Gazioglu, Psy.D. ('04) writes
about her experiences as a psychologist in Istanbul,
Turkey

AFTER receiving my Psy.D. from CSPP in 2004, I immediately moved back to Istanbul, Turkey. Unlike most doctors of psychology in the United States, I did not have to study for licensure exams nor did I have the opportunity to do a post-doctoral internship to become a psychologist. Although it sounds easy, the lack of a standardization of our profession has made it rather hard to be a psychologist in a country where less than 1% of all psychologists have a graduate degree. Psychology is not yet legally accepted as a profession in Turkey. Although the Turkish Psychological Association (TPD) was established in 1976 and adopted a version of the APA's Ethical Principles of Psychologists and Code of Conduct in 2004, there are no legally or ethically binding standards in the profession of psychology in Turkey. Since there are neither minimal standards nor licensing standards, any person who has a bachelor's degree in counseling or psychology can practice as a psychologist.

Yet upon my return to my native city Istanbul with my doctoral degree, I immediately started working as a clinical psychologist, and adopted several professional roles in which I have applied the integrative perspective. I worked with a psychiatrist for a year before opening my private practice, *Integral Psychological Counseling*, where I have been conducting individual psychotherapy, trainings, and supervision with mental health professionals. Since psychologists do not have a professional licensing board to oversee their work and grant them the right to open a private practice, I had to label my services under the umbrella term "counseling." As for the name *Integral*, I wanted it to reflect my emphasis area, and the All-Quadrant theory which has allowed me to put cultural and developmental differences into a comprehensive perspective. I have also taught undergraduate courses at Bosphorous University's Department of Education and Dogus University's M.A. program in clinical psychology.

While still at CSPP, various individuals told me that after they received their doctorate degree, they did not want to do anything related to their dissertation topic. However, the most challenging and gratifying work that I have done has been related to my dissertation topic: *Existential Themes Presented in Psychotherapists Working with Survivors of Torture*. Since February 2005, I have been working as a volunteer psychologist and mental health services coordinator for the Refugee Legal Aid Program (RLAP) of Helsinki Citizen's Assembly. My responsibilities include assessment and diagnosis, conducting individual psychotherapy with asylum-seekers and refugees (many of whom are survivors of torture), making referrals to physicians, recruiting, working with and supervising psychiatrists, writing psychological affidavits on behalf of my clients to UNHCR in Ankara, consulting and collaborating with legal advisors, conducting trainings, writing funding applications, and supervising and training other therapists.

General course work, internships, and other requirements were a crucial part of my graduate education at Alliant/CSPP, but when I look back upon graduate school I believe that the Center for Integrative Psychology, more than anything, provided me with the courage, openness, critical thinking ability, personal flexibility, theoretical knowledge, and clinical application to be able to address the needs of any community within which I choose to work and live. The personal and professional support that I received has continued, despite the time and distance, and I am once again grateful for the AIU-CSPP Integrative community.∞

BOOKS OF INTEREST

- ♦ *Light in the Heart of Darkness: EMDR & the Treatment of War and Terrorism Survivors*, Steven M. Silver & Susan Rogers (2002).
- ♦ *Integrating Spirituality Into Treatment: Resources for Practitioners*, Edited by William R. Miller (1999).
- ♦ *Anatomy of the Spirit: The Seven Stages of Power and Healing*, Caroline Myss (1996).

COMMITTING TO SIT

Nate Bohy, MA reflects upon his one-month dedication to daily meditation and mindful practice

Submit to a daily practice. Your loyalty to that is a ring on the door. Keep knocking, and the joy inside will eventually open a window and look out to see who's there.

Rumi

I'VE been saying for years that by the time I turn 30, my meditation practice would go from sporadic and sloppy to daily and consistent. Of course I am aware of the immaturity, conflict, and arbitrariness inherent in making declarations like these to myself. If you are completely unified in word, thought, and deed, you have my congratulations.

When I turned 29 at the end of August, I made a commitment: fifteen minutes of meditation each day for a month. As you may know, taking time to sit and watch a noisy mind can be, strangely, both tiring and deeply restorative. Though I intended to allow my thoughts to simply float by, some persisted—some new, some reoccurring, some obviously stolen. I'll place my trust in your compassion.

For many of us, there is an obstacle course of filters and fears between what we experience and what we are able to share. Chuang Tzu said, "*I'm going to try speaking some reckless words, and I want you to try to listen recklessly.*" To truly share our interior world with others, we must first be honest with ourselves. I find that sitting and breathing with intention allows me to practice a type of honesty that usually hides beneath my daily, habitual self-editing.

It's the simplest thing in the world: *Sit. Inhale...Exhale.* The effects are amazing. And still I find it incredibly hard to do.

Why is it so difficult to do the things we know are good for us? To therapists and healers, this question is especially familiar. Its answers can be obvious or elusive, and depend on both your perspective and who you are looking at, whether it's a client or yourself. For some of us, questions like these are clearly part of the problem.

Just like our clients, any number of life's challenges can cause us to feel out of balance. Healers-in-training can be particularly prone to self-doubt, though our roles require exceptional self-awareness and an intimate knowledge of processes that can rebalance and invigorate. Perhaps the greatest gift we can give is a healing presence—a deep ability to be with whatever happens, without judgment or distraction from our own internal noise. Simple, right?

As therapists, we have our own lenses and experiences through which we must filter information, and need to be vigilant in monitoring any biases. At the same time, we can attempt to see clients' worlds through their own eyes. We may even be able to temporarily suspend our own worldviews in moments of deep presence. Even an imperfect effort toward such radical empathy can have profound effects. Meditation practice develops this kind of subtle mental flexibility, and the ability to witness and even momentarily suspend your sense of self.

Of course this winding road leads to why I sit, and want to sit more. Considering who these words are most likely to reach, I may be preaching to the choir. But if you are not already practicing consistently, perhaps you'll give it a try. Do you have fifteen minutes a day for a month? I encourage and challenge you to join me in walking the razor's edge between patience and self-discipline.

We can start again, any time, and always Right Now. There is a shocking beauty and power in every intentional breath. Simply sitting and breathing, any number of things will happen, from boredom to bliss—but these aren't really the point. With just a little of our time and intention, we can strengthen our ability to more fully experience what happens around and inside of us. This awakening can have a profound effect on our lives and those whose lives we touch.∞

ALLIANT INTERNATIONAL
UNIVERSITY
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PROFESSIONAL PSYCHOLOGY
*CENTER FOR INTEGRATIVE
PSYCHOLOGY*

Director:

Don Eulert, Ph. D.

Associate Director:

Christina Zampitella, Psy.D.

The Center for *Integrative* Psychology aims to promote theory, research, practice, and collaboration in the field of Integrative Psychology worldwide."

C.I.P. STATEMENT OF PURPOSE

Integrative Psychology emphasizes the interdependence of social, cultural, physical, spiritual and psychological dynamics. Studying "wholeness and health" from a systems perspective combines cutting edge science with traditional healing wisdoms and new paradigms of social evolution. The Center's programs honor diversity by integrating ecological, philosophical, spiritual, aesthetic, cultural, and scientific ways of knowing. *Integrative* psychology emphasizes psychology's agency in social contexts.

We therefore propose a practical psychology large enough to study human interactions in whole systems, to address disassociations of identity, and to promote a healthy and sustainable society. This psychology addresses the meaning and quality of our personal, social and global relationships. *Integrative* psychology seeks to bring humanitarian and scientific thought to bear upon critical human problems, including the effect of contemporary environments on health and behavior, and conversely the effects of human behavior on the environment.

2008 CIP CALENDAR

** Subject to Change **

Saturday, February 2

Practice of Integral Psychology
with Bert Parlee, Ph.D.

Friday, March 7

Discussion Colloquium: "Humanizing Trauma"
with Karen Hawthorne, Ph.D.

Saturday, March 22

Integrative Research Symposium
with David Peterzell, Ph.D.

Friday, April 4

Graduate Student Integrative Research Fair

Saturday, May 3

Critical Psychology CE Workshop
with Tod Sloan, Ph.D.

Friday, June 6

Discussion Colloquium: "Psychology of Terrorism"
with Al Zolynas, Ph.D.

Saturday, July 12

Integrative Bereavement
with Christina Zampitella, Psy.D.

Saturday, September 6

7th Annual Welcome Beach Party

Friday, October 3

Discussion Colloquium: "Ten Traits of Effective
Helpers" with Walt Rutherford, Ph.D.

Saturday, November 1

Eco Psychology CE Workshop

Friday, December 5

Multi Cultural Holiday Celebration

*Visit www.integrativepsychology.net for more
CIP news and Events Updates & Registration.*

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- ◆ Help victims of the Southern California wildfires and learn preventative measures to protect yourself and others against future natural disasters at www.redcross.org
- ◆ Develop community networks to support families with critically ill members at www.caringbridge.org and also find resources for caretakers and those grieving a loss at www.caringinfo.org.
- ◆ Check out the homepage of Big Sur's historic Esalen Institute at www.esalen.org