The Wisdom of Community

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Welcome to New Zealand!

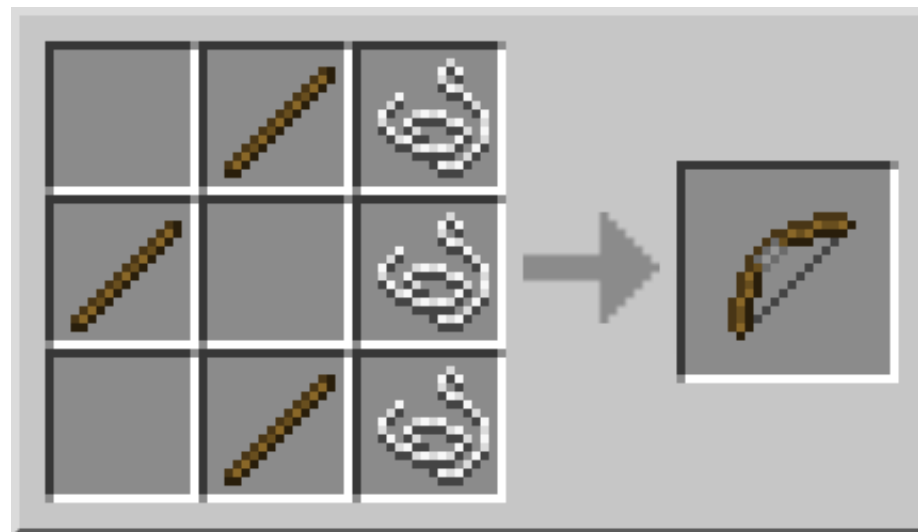Sandymount, Dunedin, NZ - Jonah Duckles

Minecraft

Brothers playing Minecraft

Spiders

Making a bow

THE CARPENTRIES
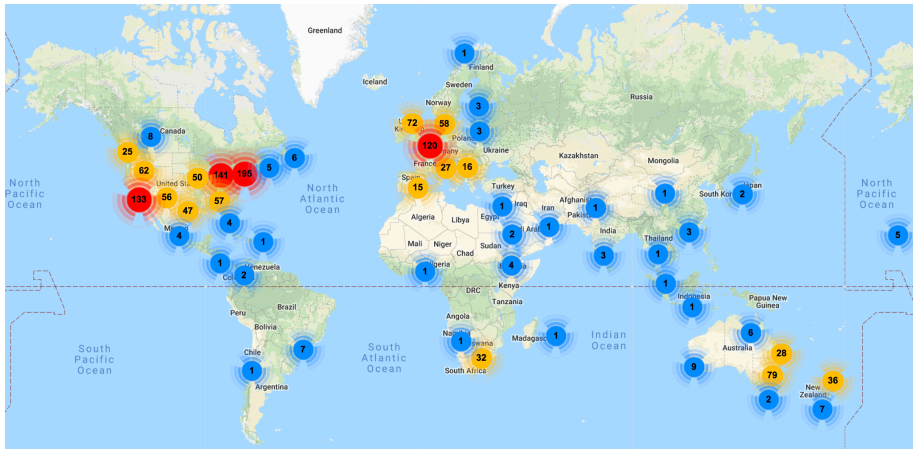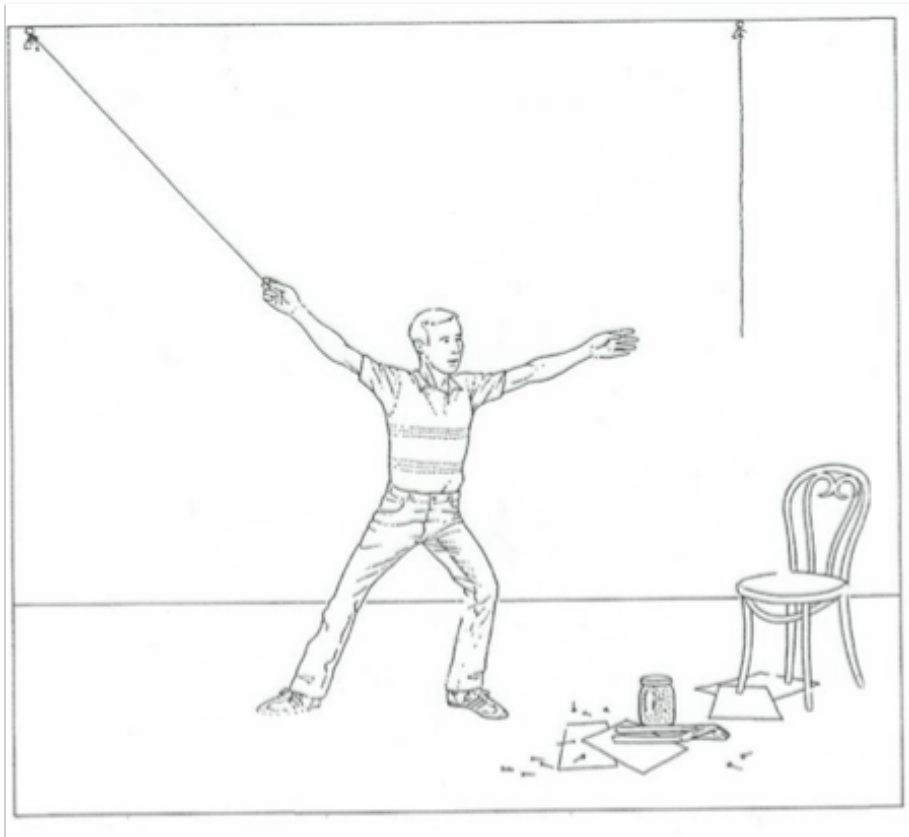

- 1,700 instructors - from 39 countries
- 1,700 2-day skills workshops
- over 40,000 learners

Preparing the unconscious mind

- Two day constraint
- N.R.F. Maier's two cords experiment
- Problem solving skills can be inaccessible to the conscious mind
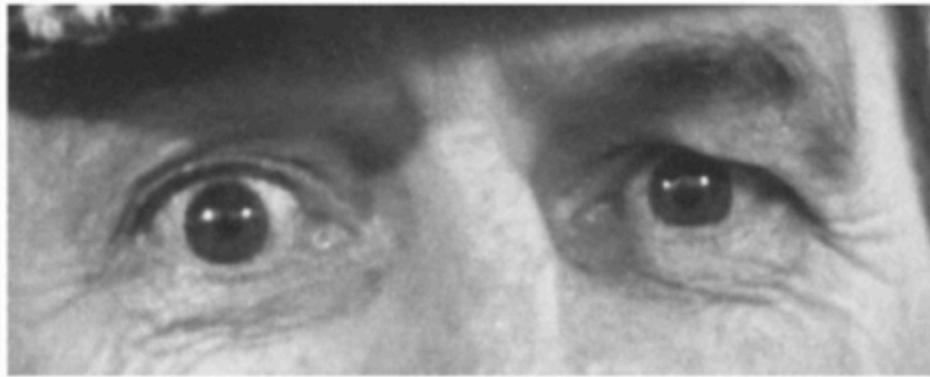- You can't teach all the things

Community

Social Intelligence

Which emotion do you see?

jealous

panicked

arrogant

hateful

Lab In The Wild

Panicked

joking

insisting

amused

relaxed

Insisting

"Seeing The Mind in The Eyes"

- This 36-question test is used as a measure of one's social intelligence
- teams who's members score highly on this test also score better on a series of group puzzles and challenges.

Take the test:

https://socialintelligence.labinthewild.org/

The Smartest Teams

Have

Evidence for a Collective Intelligence Factor in the Performance of Human Groups

Anita Williams Woolley,[1]* Christopher F. Chabris,[2,3] Alex Pentland,[3,4] Nada Hashmi,[3,5] Thomas W. Malone[3,5]

Psychologists have repeatedly shown that a single statistical factor—often called "general intelligence"—emerges from the correlations among people's performance on a wide variety of cognitive tasks. But no one has systematically examined whether a similar kind of "collective intelligence" exists for groups of people. In two studies with 699 people, working in groups of two to five, we find converging evidence of a general collective intelligence factor that explains a group's performance on a wide variety of tasks. This "c factor" is not strongly correlated with the average or maximum individual intelligence of group members but is correlated with the average social sensitivity of group members, the equality in distribution of conversational turn-taking, and the proportion of females in the group.

A s research, management, and many other kinds of tasks are increasingly accomplished by groups—working both face-to-face and virtually (1–3)—it is becoming ever more important to understand the determinants of group performance. Over the past century, psychologists made considerable progress in defining and systematically measuring intelligence in individuals (4). We have used the statistical approach they developed for individual intelligence to systematically measure the intelligence of groups. Even though social psycho- gists and others have studied for decades how well groups perform specific tasks (5, 6), they have not attempted to measure group intelligence in the same way individual intelligence is measured— by assessing how well a single group can perform a wide range of different tasks and using that information to predict how that same group will perform other tasks in the future. The goal of the research reported here was to test the hypothesis that groups, like individuals, do have character- istic levels of intelligence, which can be measured and used to predict the groups' performance on a wide variety of tasks.

Although controversy has surrounded it, the concept of measurable human intelligence is based on a fact that is still as remarkable as it was to Spearman when he first documented it in 1904

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1. High metrics of social intelligence across their members
2. Equal speaking time among group members
3. Higher proportions of women

Williams et al. and Superminds

How can you make your teams and projects more socially intelligent?

What are the benefits of community to the individual?

Passive participation

- Shared purpose
- Context for your own strengths and weaknesses
- New ideas
- Increased empathy for others
- Discourse

ACTIVE CONTRIBUTION

- Recognition for your own abilities and limitations
- Others who may have strengths which compliment your weaknesses
- Mentorship and support
- Conflict and challenges
- Your own learning and growth

The Stages of Community

Formation

- Identify a Shared purpose
- Enumerate capabilities
- Detail limitations
- Build in opportunities for socially intelligence
- Expect and embrace healthy conflict

What can we accomplish together?

Call to Adventure

- To the moon & back
- Lets build a...
- We could...

What is our shared purpose?

Mural by Aroha Novak and Guy Howard-Smith

Uncertainty and doubt

- Others are already doing…
- Not today…
- Spiders scare me
- Are we really needed?

I'm not sure anymore…

Building the initial team

- Pitch to others
- Getting others on board
- Enumerating your collective strengths
- Communicating the shared nature of your adventure

Come join us!

The Abyss

- Why did I even do this!?
- How are we going to get out of this mess?
- There's a spider behind that door, I know it!
- Emotions: Fear of the unknown, despair, opportunity

Is this even worth it?

DEPARTING THE ABYSS

- Walk around, name things, observe the abyss
- Demystify what you see together
- Develop a plan as a team
- Forge new strength
- When you encounter this same abyss next time you'll be ready

CAN'T GO BACK...MUST WORK TOGETHER.

Return transformed with new wisdom

- Confidence
- Familiarity
- Shared accomplishment
- Inviting others to go through the abyss with you
- Lets do that again, but better this time!

We know how to...

Repeat

# What are some tools to sustain shared purpose?

Codes of Conduct

> "
> *It is important to remember that a community where people feel uncomfortable or threatened is neither healthy nor productive.*

- Enables us to invite participation from all perspectives?
- Expects our organization to build some level of social intelligence
- Invites people to feel safe in your midst

Community Communications Tools
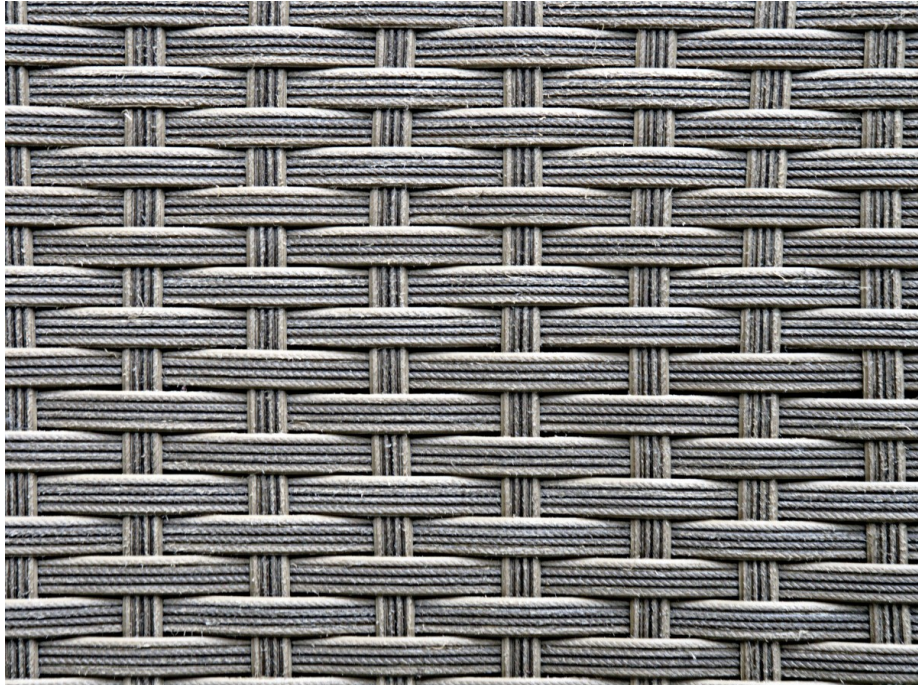
Balance of

- Time-based tools (media)
- Space-based tools (media)

Time-based media

- Twitter
- Phone calls
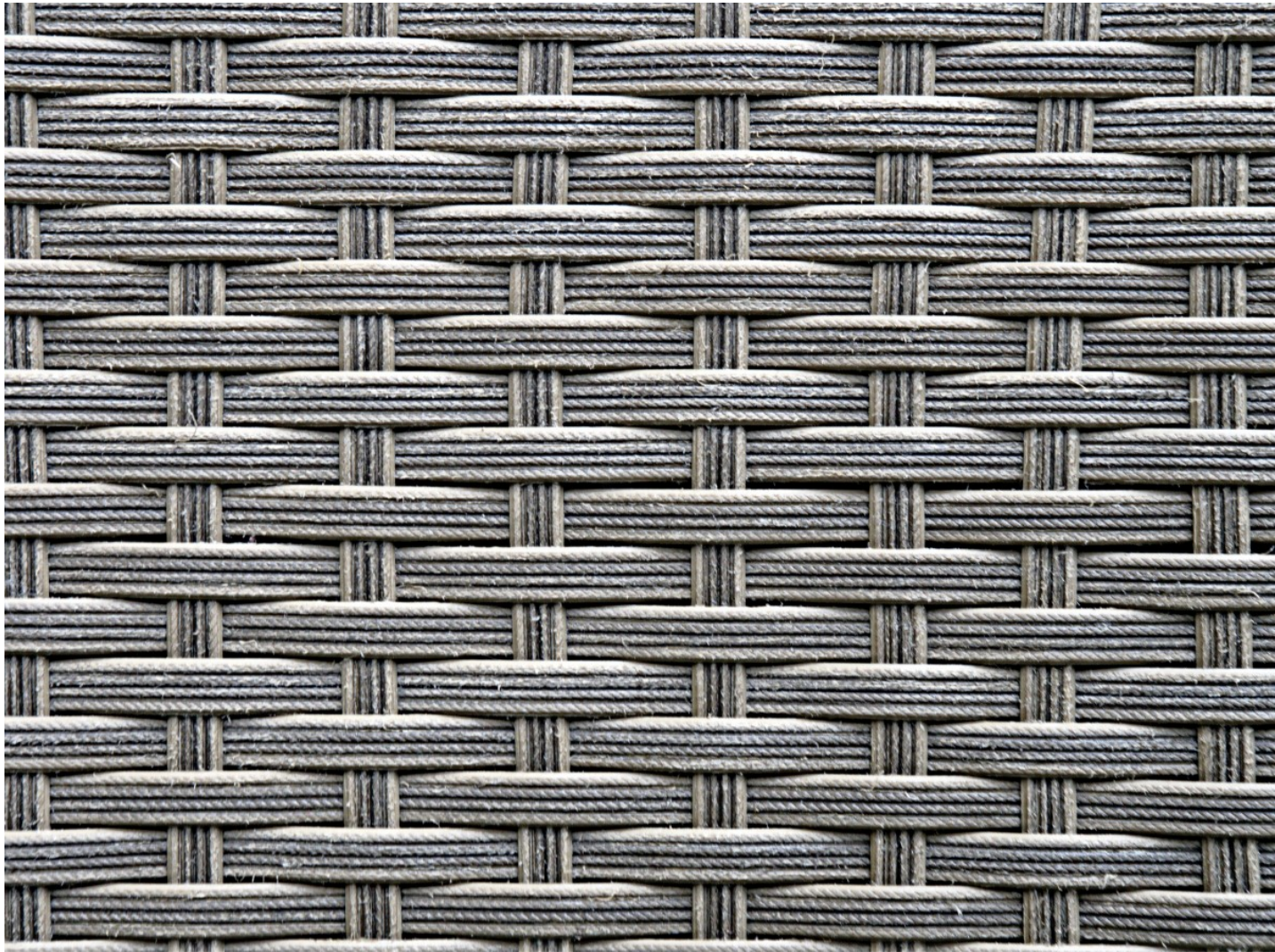- Video chat
- Newsletters
- Slack
- 1-1 conversations

Ephemeral

Space-based media

- Titles/roles (instructor, volunteer, mentor)
- In-person Conference events
- Campus, office, location
- Awards (plaques, statues, etc)
- Physical office
- Books, lessons, journals
- Swag - stickers, t-shirts

Lasting presence

Artifacts of The Carpentries

Time Based

- Workshops
- Community Calls
- Mentoring
- Twitter
- Slack
- Verbal conversations
- Etherpads

Space Based

- Lessons
- Organizational Memberships
- CarpentryCon
- Instructors
- Badges
- Awards
- Long-term surveys

THRESHOLDS

- Define roles in your community
- Invite people to cross thresholds which allow them to assume those roles
- Support them as they do
- Grow and connect these roles to the overall mission

pixbay

Build Scaffolding

- Scaffolding allows your community and its roles to climb together
- Invite others to begin the climb with your community
- Scaffolding allows you to do more with less effort

Pxhere

Lessons from NZ's Indigenous Maori Community

Maori Education and Carving

- Carvers learn all skills, but rapidly specialized
- Value to iwi in having collective consciousness among learners
- Learning in isolation of very little value to iwi
- Whare Pōrukuruku - one-to-one teaching with limited value over learning together

This week

What spiders can you kill together?

Dunedin Street Art

http://dunedinstreetart.co.nz/

Map

Thank you!
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https://jduck.net/presentations
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