PerCon Flow (PCF) aka Potentialism aka Capitalism 6.0

- a maximally ethical socio-economic model towards a high-tech future of abundance solving the biggest challenges -

Proposing Answers to the biggest societal and personal Questions

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1 Table of Contents

2   Table of Figures

3   Abstract

This concept describes a new **maximally ethical** socio-economic model (SEM) called PerCon Flow that is designed to solve, ideally, all socio-economic challenges of human societies on earth towards a **high-tech maximally ethical future**, especially after the Corona pandemic and facing gigantic

environmental challenges and around financing the UN SDGs (United Nations Sustainable Development Goals)[1].

All these questions point towards one solution – and nobody seems to ever have thought about this:

1. **How can we take away the cancerous parts of capitalism** like crime/corruption and the billionaire agenda and then perform some improvements like true equal opportunities so that everybody can reach their maximal potential and all misdirected incentives are removed?
2. How to create more **heaven on earth**? How to apply more principles of fairness and equal opportunities?
3. What if we **assess people** based on the same principles that people with **recalled experience of death (RED)**, previously dubbed near-death experiences (NDE) have, i.e. getting a life review based on the positive and negative effects of their decisions, actions and the intentions behind their actions including ripple effects, i.e. how this affects other people and their choices.
4. How to construct a **maximally ethical socio-economic model** that minimizes harm, fear, hate and psychological issues caused?
5. What if we apply **insights from machine learning**, especially reinforcement learning to society, i.e. **changing the global reward function**, i.e. paying everyone based on new criteria which are optimized to bring our societies forward and which don't allow cheating?
6. Systematically **analyzing the inefficiencies** and what **does not work optimally** towards possible solutions.
7. Systematically **analyzing the problems of our societies and looking for solutions** to most or all of them?
8. Systematically **looking at why systems or governments failed** and **looking for solutions so that history does not keep repeating?**
9. **How can we eliminate all misdirected incentives?** Speculation, manipulating or tricking people with legal clauses: up to 50% of our GDPs could be shifted towards net beneficial activities, e.g. to exploit our creativity instead of nature (doing more efficient research), finance start-ups, innovative ideas, the UN SDGs, end poverty, provide medical and psychological coverage, etc.
10. **How can we eliminate most crime and corruption? What are the key reasons for crime?**
11. **Why don't we reduce crime on a societal/entrepreneurial level?** If we did, who would be mainly affected and would some people lose their hopes/perspectives?
12. How can we allow as many people as possible to **reach their maximal potential**?
13. What are the key possible solution elements and how can we build them up to be logically based **on a few base principles** and then **derive from there**: Base Principles: Payment only based on net beneficial Outcomes, Universal Openness, Objectivity, Equality, Fairness, Efficiency, Innovation, Efficient Collaboration.

It is surprising that nobody ever seems to have asked these questions or thought about the answers – or they were censored. Especially since they all lead to the same solution. So why has it never been considered?

These questions and solution components lead to **puzzle pieces** that form the solution, but might have to be turned or reshaped to result in a perfect fit. The challenge is to design the **minimal change** that is still sufficient to solve all problems.

The concept looks at **different socio-economic models** and assesses them regarding disadvantages, proposing 68 desirable conditions for such models, then sets out to solve all disadvantages and challenges in a new model that emphasizes **net-benefit value (NBV)** as main criterion to pay people and organizations as originally proposed by Larry K. Mason (NoPOM model: no physical object money) but extended with hundreds of innovative principles, especially around modern AIs (artificial

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[1] https://en.wikipedia.org/wiki/Sustainable_Development_Goals#Costs_and_sources_of_finance

intelligence systems) optimizing the society and the economy. This model does everything imaginable to **guarantee a maximally ethical, fair and compassionate government with strictest non-abusable governance**. Under this premise, some otherwise abusable and possibly oppressive methods become the means to make as many people as possible comply, actually live and embrace the model and like it so much that such rigorous methods are not required anymore or don't matter since people don't feel a need to rebel against it. The alternative is to leave space for rebellion and subversion, but then it seems impossible to not have that exploited by criminal/corrupt or rich people up to the complete subversion of the system.

This concept strives to be **innovative or unique regarding these criteria**:

1. Probably the first time the **world's top or wicked 15+ problems were identified and described** including nature/Earth's limits, global warming, automation job loss problem, opening financial scissors, monetary collapse, hyper-inflation, misdirected incentives, crime/corruption, unfairness, true equal opportunities and potentials, avoiding recessions and wars, ...
2. Probably the first socio-economic concept that can stop the **decline of the Western World** and offers also poor countries a **realistic path towards prosperity**.
3. Probably the first socio-economic concept with a focus on being **maximally ethical**.
4. Probably the first socio-economic concept that proposes meaningful answers to the **biggest societal and personal questions**.
5. Probably the first socio-economic concept that solves the problems around the **capitalist races to the bottom** in various fields (automation, outsourcing, low (environmental/health/social) standards, ...)
6. Probably the first modern socio-economic concept to have been **reviewed by hundred+ academics**.
7. First concept to propose a **detailed realistic solution to all 15+ of the world's top 15+ problems – and most other problems**.
8. First big **societal vision and implementation strategy towards a bright fair high-tech ethical future for everybody.**
9. First concept to that's **optimized for the long-term prosperity and well-being of entire societies** with all citizens.
10. First concept to propose a **detailed realistic path towards a fully ethical scientific high-tech StarTrek-like future.**
11. First concept to **allow a consistent and fair financing of the UN SDGs (sustainable development goals) with the green new deal without putting anybody into poverty**, politics to protect mother nature and transform the economy into a **sustainable** one leading to **only sustainable i.e., minimal global warming, pollution, overexploitation, extinction of species**, etc.
12. First concept to **dramatically accelerate the human scientific-technological development**.
13. First concept to **end all work that does not benefit humanity.**
14. First concept to **eliminate all false incentives, end most cheating, corruption and crime**.
15. First concept to **treat everybody in it fairly** and to really allow everybody to **reach their maximal potential**.
16. First concept to **systematically address all root causes for crime, hate and psychological issues**.
17. First concept to **systematically minimize all types of economic wastes** and to **optimize all social and economic outcomes**.
18. First concept to **maximally limit the damage** that can be done **by individuals or groups of people**.
19. First concept to **minimize or eliminate all unethical and unfair practices**, e.g., regarding exploitation, taking advantage, manipulating, mobbing, defamation, defrauding, lying, etc.

20. First concept in which **taking responsibility** has the **original meaning** of the word, i.e., also **being liable** for one's (in)actions.
21. First concept to **avoid the in 2022 immanent and future recessions** and economic **crashes.**

3.1 Vision and Mission

Vision and Goals:
1. Identifying the **true root problems** of our societies/economies based on science to then analyze them and **propose solutions**. It turns out that there are **15+ ways** our societies are **transgressing thresholds**, can **end up in chaos** and **kill most of us within months! We are currently like lemmings marching to a cliff!**
2. **How can we take away the cancerous parts of capitalism** so that all **unfair parts** and all **misdirected incentives** are removed?
3. Identifying as many **quality criteria of socio-economic models** as possible, adhering to all of them and being as **innovative as possible**.
4. Designing a **maximally ethical** socio-economic model towards a **high-tech abundant future** allowing everybody to **reach their maximal potential**.
5. Not **letting billionaires all resources and power** while "you will own nothing and be happy" (Klaus Schwab, CEO WEForum.org: The Great Reset)[2].

Mission:
1. Making the **insights** from this analysis and the **solution proposal known**.
2. Opening the eyes of people to what is **really going wrong**, what are **false narratives, dangerous traditions** and how they can help to fix it.
3. Quickly **reducing the risks** coming from the **15+ wicked problem areas** to allow us to continue our lives without much more disasters and massive dying.
4. **Averting or reducing** the **predicted rapid economic decline** of the Western world.
   5. Putting as many societies as possible on a path towards a **bright maximally ethical high-tech future.**

4 Overview

This document proposes a new **maximally ethical socio-economic model** towards an **innovative high-tech future**[3] and ideas/problems leading to this concept with a focus **on innovation and _high-tech_**.

It has been proven that people indeed have intensive mental activity when dying like when reviewing their lives together with God or higher entities[4]. This article[5] is a meta-article summarizing thousands of **recalled experience of death (RED)**, previously dubbed **near-death experiences (NDE).** It summarizes that people across all religions often experience a life review when dying in which each intention, decision and action counts and their ripple effects, i.e. the direct and indirect positive and negative consequences of these and that they are weighed against each other based on ethical standards.

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[2] https://youtu.be/bEQcyIGH_vQ, https://youtu.be/mD-ioJM8v64, https://www.reuters.com/article/factcheck-coronavirus-netherlands-idUSL1N2T6137, https://web.archive.org/web/20201129053746/https://www.weforum.org/agenda/2016/11/how-life-could-change-2030/, https://www.facebook.com/worldeconomicforum/videos/10153920524981479/
[3] Envisioning a Star Trek-like collaborative future of abundance or at least wanting to avoid a Mad Max future - which strategy leads to reaching that state and with which kind of socio-economic system?
[4] https://www.dailymail.co.uk/sciencetech/article-10541939/First-recording-dying-brain-suggests-recall-key-life-events.html
[5] https://nyaspubs.onlinelibrary.wiley.com/doi/10.1111/nyas.14740

What if we use these standards also for the living to pay everybody their wages? All work would be assessed in terms of net beneficial value[6] for society and there would no longer be misdirected incentives. Instead, the freed resources would be used to allow everybody and our societies to reach their maximal potential. That is what potentialism is about.

A first **problem** is found in Richard Price's calculation at compound interest around Joseph's penny for Jesus Christ: "One penny, put out at our Savior's birth to 5 per cent, compound interest, would, before this time, have increased to a greater sum, than would be contained in a hundred and fifty millions of earths, all solid gold."

This data shows that the current financial model is not sustainable. Interest rates were earned by increasingly exploiting mother earth. But with the additional debts from the previous debt crises, increased by the corona pandemic, the existing systems have reached their limits.

The invention and development of artificial intelligence (AI) based office and factory automation and robotics is thought to threaten jobs at an unprecedented scale, with Oxford Professors Carl Benedikt Frey and Michael Osborne estimating that 47 percent of US jobs are at risk of automation.[7] If this leads to a world where human labor is no longer needed then our **current market system models, which rely on scarcity, may have to *adapt or fail***.

Potentialism / PerCon Flow (PCF) proposes how to solve _all_ of the 15+ biggest unsolvable problems described above!

Ray Dalio from Bridgewater Associates (a top investment fund) and himself one of the most successful investors in world history correctly foreseeing financial crises in the past, is emphatically pointing to the need for a **new monetary world order or otherwise risking a big economic decline** for the western states, because current monetary politics could easily lead to inflation or deflation and/or a big crash[8].

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[6] https://www.collinsdictionary.com/dictionary/english/net-benefit, https://ops.fhwa.dot.gov/publications/fhwahop12028/sec2.htm#:~:text=of%20a%20project.-,Net%20Benefit,over%20a%20selected%20time%20horizon : The ***benefit*** of something is the help that you get from it or the advantage that results from it. The ***net benefit value*** is the sum of the discounted stream of expected benefits and costs over a selected time horizon.
[7] https://doi.org/10.1016%2Fj.techfore.2016.08.019
[8] https://www.linkedin.com/in/raydalio/, https://www.linkedin.com/pulse/why-how-capitalism-needs-reformed-parts-1-2-ray-dalio/, https://www.principles.com/the-changing-world-order/, https://www.linkedin.com/pulse/archetypical-cycle-internal-order-disorder-ray-dalio/, https://www.linkedin.com/pulse/next-big-idea-transcripts-ray-dalio-rufus-griscom/ https://www.economicprinciples.org/DalioChangingWorldOrderCharts.pdf

The Typical Big Cycle Behind Empires' Rises and Declines

Big Wealth Gap

Debt Bust

Debt Bubble

Printing Money and Credit

Prosperity

CHN

USA

Revolutions and Wars

Debt and Political Restructuring

New World Order

New World Order

Time
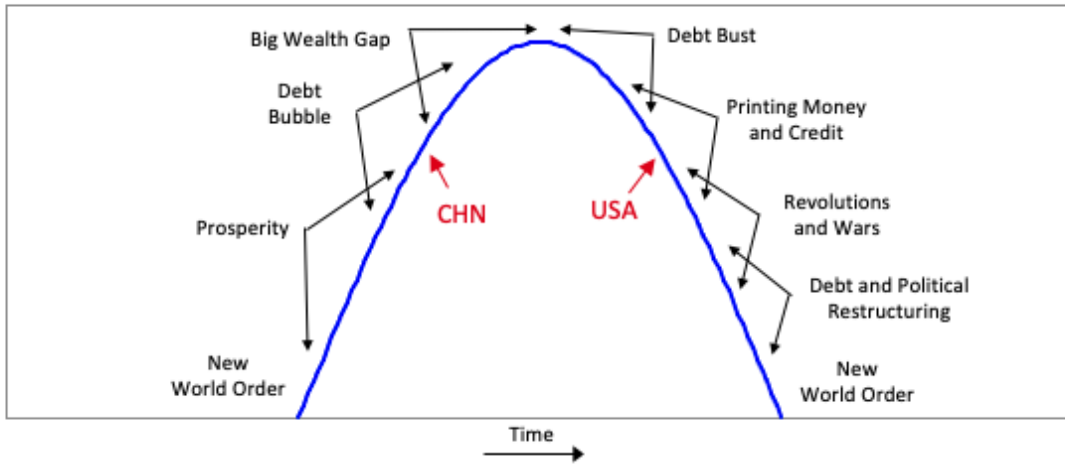
Figure 1: Bridgewater's/Ray Dalio's economic macrocycle and the USA's position to decline

USA Wealth Shares
— Top 0.1% — Bottom 90%

USA Income Shares
— Top 10% — Bottom 90%

Ideological Positions of Major Parties
— House Republican --- Senate Republican
— House Democrat --- Senate Democrat

More Conservative

Greatest Gap

Less Conservative

Rough Estimates of Relative Standing of Empires
Major Wars — United States — China
— United Kingdom — Netherlands --- Spain
— Germany --- France --- India
--- Japan --- Russia --- Ottoman Empire

Level Relative to Other Empires (1.0 = All-Time Max)

*Figure 2: **Bridgewater/Ray Dalio:** Wealth/income of the US top 0.1% approaching that of the bottom 90%, increasing income and ideological gaps, declining standing of the US with China on the rise*

PerCon Flow is designed to be a solution to the challenges that especially western countries are facing as described in the figure above but it is of course applicable to any country.

This is the world we live in
Europe, % of world total

GDP*

Market capitalisation†

*EU27 plus Britain, Norway and Switzerland
†MSCI Europe as % of MSCI All-Country World Index
Sources: IMF; Refinitiv Datastream

The Economist

Figure 3: Actual decline of Europe's GDP and market capitalization of MSCI Europe companies, source:
https://www.economist.com/graphic-detail/2021/06/04/how-america-and-china-dominate-global-business,
https://www.economist.com/international/2020/11/14/what-the-world-wants-from-joe-biden (original source, behind a
paywall)

In many western industrialized countries, around **20% of children are now raised in poverty** and around **1-5% of the people own >= 50% of all assets** and the **chasms between poor and rich are opening quicker and quicker (K-shaped recession due to COVID-19 with the richest getting richer and abusing their power to make the poorest become poorer, leading to 27 people** now owning more than the **poorest 4 billion people** - half of the world), with corruption, pandemics and crises having an acceleration effect. Often the rich in economic crises are even holding back investments and take advantage of the plight of the poorer people – and it's mostly worse in 2nd or 3rd world countries. At the same time, bureaucratic costs, taxes, social deductions and corruption are skyrocketing while individuals and organizations have increased difficulty to compete without bribing. This is also not a sustainable development. This leads to many premature deaths, uproar and possibly even civil wars or revolutions as we already see in some countries.

The German politicians around Chancellor Helmut Kohl **wasted around €6 billion** during the process of German re-unification by making many mistakes, e.g., allowing the East Germans to convert their relatively worthless currency East German Mark 1:1 into the West German Mark while their companies were very inefficient. That made the East German products and services far too expensive and un-competitive and thus made the entire East German economy collapse within weeks. Also, the economic conversion agency from communism to capitalism (Treuhand Agency) was corrupt, applied too low company valuations, was too slow and bureaucratic, fell prey to criminals in thousands of cases and ended with $2 trillion losses for selling all of the East German economy instead of making money. The only excuse of those politicians: "No text book existed on how to convert a communist economy into a capitalist one". We must never allow politicians to waste money based on such an excuse again. Therefore, we should have alternative monetary models ready when they are needed, to **not give politicians any such excuse again;** this might very soon be needed. *Delayed gratification* on a national level to first make companies competitive could have been a solution. All other ex-communist countries did much better but still performed sub-optimally.

The key points are:
1. The world might very soon need **such a model in a matured form,** because existing financial and ecological systems are **at the verge of crashing**.
2. Somebody needs to extend and **mature these ideas towards the *political middle,*** so that mainstream people are even willing to look at it and take it seriously. That should ideally create a path towards **acceptance by politics and Federal Reserve banks**.
3. This could implement **level 5 tribal leadership** on local and global scales.
4. The other points mentioned in the introduction of my document: Finding a path towards a **Star Trek-like future, serving as a northern star for guidance, harnessing the big advantages** mentioned in my document.
5. This concept could be an **alternative** to what some unethical governments or pseudo-elites might be planning for after the COVID crisis and might prevent taking worse decisions than introducing PerCon Flow.
6. This new model PerCon Flow was **developed by logically deriving it from a few base principles** that are proposed in many political Sunday speeches – finally taking these principles seriously: Payment only based on NBV (net benefit value), universal openness, objectivity, equality, fairness, efficiency, innovation and efficient collaboration.

This **proves: We should be looking for alternatives** that, at the same time, can solve humanity's biggest problems like corruption, crime, wrong incentives, and insufficient cooperation. Furthermore, such visionary proposals can serve as a **north star for orientation** or a **checking mechanism for business models or strategies**.
Another supporting trend is that **Holacracy, Teal, Sociocracy, Management 3.0, pitching framework** are becoming more and more widespread: Netflix (Book: no rules), Trivago, Basecamp, Valve, Gore, Semco, ...

"You never change things by fighting the existing reality. To change something, build a new model that makes the existing model obsolete."
– R. Buckminster Fuller

"Nothing is more powerful than an idea whose time has come."
- Victor Hugo

4.1 Solution Proposals for so far unsolvable or wicked Problems

WARNING: This is not for the faint at heart! People who are anxious, fearful, neurotic or tend to become depressive or have sleep problems, please don't read this and the following sections. Skip until section "4.5 Is there an Alternative to Centralism and Rigor?" The good news is that this document proposes solutions to all major problems.

There is **no viable suggestion how to finance and solve _any_ of these problems in current capitalism – at the same time the world's biggest problems:**

1. (From civil to thermonuclear) **war[9]**, civil unrest, devastations, sabotage, destruction of infrastructure, pollution of nature and resources, land becoming uninhabitable for a long time, nuclear pollution through accidents, testing or wars. Growing international tensions, **(trade) wars, (economic/fiscal) sabotage**, …

2. **Earth, nature and their limits:** Limited resources, exponential population growth/over-population but also: Pollutions, droughts, fires, floodings, plagues, pandemics, global warming/desertification, overfishing, need for quick de-carbonization, sweet water and soil scarcity, loss of up to 50% of the arable land, famines, mass migrations, **each day a billion-dollar disaster by 2030** and the other **UN SDGs** (sustainable development goals). Novel (dangerous chemical) entities[10] (e.g. organic pollutants, radioactive materials, nanomaterials, and micro-plastics) as pollutants. Minimizing the change of biogeochemical flows: Altered flows/cycles of nitrogen and phosphorous (N & P) and negative Land-system change (e.g. deforestation), ocean acidification, freshwater scarcity, stratospheric ozone depletion, atmospheric aerosol loading (microscopic particles in the atmosphere that affect climate and living organisms). Small losses of biodiversity can lead to ecosystem collapses: When animals that control other resources disappear, this resource can become overabundant and destroy the ecosystem. Biodiversity is also needed to fight diseases & pests and derive new drugs.

3. **Growing international and national inequalities leading to big instabilities:** Hunger, pandemics/diseases, lack of opportunity/hopelessness, radicalization (terrorism, drugs, wars, …). Rapidly **opening financial scissors in society, growing levels of income inequality**, failing to pay a living wage to many, little or no solution to persistent poverty/unemployment, the rich: greed, crime and abuse of power. Rapid **decline in buying power** of freely disposable income for many while some costs typically explode: Medical, housing, energy, education, military, construction/corruption, …

4. **Automation job-loss problem**, quickly falling numbers of jobs for people, threatening the livelihoods of more than a billion people on Earth. Another aspect is a race-to-bottom problem, e.g. that companies are forced to automate and reduce jobs quickly because otherwise they become uncompetitive. This could be done more wisely to prevent that most end up unemployed and in poverty.

5. Big **inefficiencies, wastes and harming on personal and organizational levels**. Some **economic sectors with price/corruption explosion** and/or blackmailing others (e.g. medical care, housing, banking, insurance, military, energy, …). **Loss of competitiveness** to China & Silicon Valley, especially during COVID-19.

6. **Societal sclerosis/social encrustation: Fewer people doing net beneficial practical work**: **Breakdown of public services/companies** due to **bureaucracy/corruption**/complacency/inefficiency/lack of finance for disrespected parts like

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[9] How the Pentagon foresees the collapse of the American Empire: https://web.archive.org/web/20170720033615/https://ssi.armywarcollege.edu/pubs/download.cfm?q=1358, https://robinwestenra.blogspot.com/2017/07/how-pentagon-foresees-collapse-of.html

[10] https://www.stockholmresilience.org/research/research-news/2022-01-18-safe-planetary-boundary-for-pollutants-including-plastics-exceeded-say-researchers.html, https://pubs.acs.org/doi/10.1021/acs.est.1c04158

police, law enforcement, healthcare, administration, public research, **public health**/pandemics (massive costs and loss of productivity from (long) COVID), over-ageing of societies, nursing emergencies. Jobs in offices as a favor/nepotism[11], more corruption/fraud, exploding legal barriers, regulations, bureaucracy and lawsuits, rapidly increasing (avoidable) chronic diseases (long COVID, psychiatric issues, disallowing operations and cheap treatments where expensive pharmaceutical therapies exist like for hypoparathyroidism (HPT) etc.) based on a trend to put little money into research and therapy for these diseases to make big pharma and some doctors/therapists richer), more speculation, more coffee klatch, more excuses, more incompetence and corruption with circular blame games/mobbing, less education/qualification, less fair competition. That happens e.g. when people/organizations **can make more money by not solving problems or not fully doing their work** but by delegating it or selecting half-working pseudo-innovative solutions based on bribery money instead.

7. **Unethical conduct: Exploding crime and corruption rates**, too much self-interest, sacrificing ethical principles and conduct to maximize profits; fraud and consumer debt/default at the expense of community and commons. Letting politicians and business interests collaborate to **subvert the economic interests of the majority of citizens**.

8. **Mindsets/skills**: Less education, less continuous deliberate learning and practicing to be and stay among the top, less openness/perceiving, more prejudice/judging, more fake news, more hate, less cooperation, lower attention spans, more ADD, less care, more outrage and hate (on social media), ...

9. **Recessions and economic instability** with **big harm** to people and organizations. **Bubbles and ensuing crashes:** Stock, derivate and crypto markets, house/immobile prices, food prices, explosion in many shipment and supply prices, (avoidable) mass unemployment with people dying and families separating from poverty or the mental pressure, less net disposable incomes to feed the bubbles and the debts.

10. **Unpredictable and instable monetary instruments and policies** creating increasingly more risks and issues worsened by purely **financial speculation and hoarding of money** (none of the monetary models have proven to be viable). **Quickly rising prices:** (energy, food, health), (hyper-) inflation & **insufficient supplies, supply chain issues** coinciding with mass unemployment can **let many people die** or cause uprising. **Explosion of national debts** / printing money / big risks of hyper-inflation or debt collapse.

11. **Misdirected incentives: Explosion in crime/fraud/corruption, lawyers, marketing, sales, manipulation/brain washing, too narrow and short-term** focus on **organizational, profit and GDP growth; corporate profit maximization and societal interests often misaligned** (e.g. little interest in developing vaccinations with long-term effects); not enough social values; lack of win-win-principle, fairness and happiness in the market equation.

12. **Political inefficiencies and problems:** Inability to act fast enough, e.g. to the signs of decline: Little trustworthiness, gerrymandering, pressurizing and counter-pressure, gridlocks, media synchronization, blockages, reversing each other's politics, growing role of money with many negative effects (higher entry hurdles, moral obligations, high time investment, questionable business relationships, nepotism/corruption, ...), adopting more extreme positions to get heard, conflict-prone systemic relationships, difficulty to pass new law even if urgent or objectively right, insufficient accountability on all levels, consistency in legislation and foreign relationships beyond electoral periods, too much power of lobbies, blackmailing with secret knowledge, disliking each other, lack of cooperation and looking for the common good.

13. **Insufficient accountability and liability** for human/medical, social and environmental and societal/political costs. **Permitting or not prosecuting unethical deeds and business** sufficiently

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[11] German idiom: „ein Amt bekleiden" = hanging one's suit or jacket on a chair corresponding to a public function without actually having to work or bear responsibility.

with typically negative impact on society or the majority of people, e.g. forms of nepotism/corruption, politicians and business interests collaborating to subvert the economic interests of the majority of citizens (vaccine, mask and test companies during the COVID pandemic), unfair competition, manipulative or incorrect media/advertising, fake news/false narratives, click baits, turning the human psychology against humanity, distracting, lowering attention spans, dividing society, not giving equal fair opportunities, businesses that create addictions, unfairly exploiting the plight of others (soaring healthcare/drug/housing/rent/energy prices), ...

14. The **road to hell** is paved with good intentions[12]: **Complacency, unconscious incompetence, ignorance, jumpiness** (starting but not thinking and following things through)**, laziness, brushing things/people off, partial or half-baked solutions and abuse of power leading to bigger failures or damage and people accepting mediocrity/low quality, arrogance or failure.** Making up stories or advice, accepting just anecdotal evidence as truth, incomplete understanding/knowledge/analysis and consequently incomplete procedures/activities. These are systematic effects in large parts of politics, media, public services, legal system, healthcare, education, fighting crime/corruption, ... If media or politics start the narratives "It's being taken care of" or "There's hope", the coming to nothing or failure percentage is ~99%. If they do not even say that (like for these 15+ big problems), it's bound to fail. Only if they allocate a concrete budget to a concrete plan with liabilities, the chances are better. If you look at any failed project, political idea/agenda or company, you'll find that media was fed or found a positive twitch, **people tried, but not hard enough**. Without change, the same is going to happen with these 15+ big challenges. E.g. during COVID-19 to allow for testing, but have that lead only to negative consequences for the infected person (apart from having to wait in the cold for many hours each for an antivirus and then again for a PCR test), not fully elucidating about symptoms, prevention, incubation time, treatment, not helping people to avoid further infections like special medical care and medications for COVID infected people, having people do shopping for them, compensating people to not go to work and infect others so that all these deficits lead to these people *infecting many others.*

15. **Victimization by divide and conquer, fears, mass psychosis induction, individualization and distractions** mainly through (social) media and talk, stipulating dangerous views, trends and effects: dividing, individualizing, selfishness, self-overestimation, arrogance, prejudices, less personality development, less (continuing auto-didactic) education, popping up of more and more belief groups, sexual orientations, fetishes and perversions, quarreling between the groups, needless discussions around hardly relevant details (e.g. yellow press topics), many freaky non-scientific views, becoming easy to manipulate or defraud[13], dumbing down, demanding ever more simplification while rejecting to even try to understand detailed descriptions or complex things, culture of superficial indignation/outrage (overlooking the real problems); inability to discuss objectively or cooperate efficiently, see the bigger need, run and finish projects efficiently and fairly.

16. **Many countries do not have enough inter-generational justice and/or are overaging** and consequently run into **financial trouble**, mostly when baby boomers will retire. Examples are Japan, Italy, Germany, China, etc. In Germany, by 2035 the social deductions are projected to be around 50% and many public employers and companies won't be able to finance their retirement promises.[14]

PerCon Flow proposes how to solve *all* of these and most other problems!

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[12] https://en.wikipedia.org/wiki/The_road_to_hell_is_paved_with_good_intentions
[13] Also in elections, as Cambridge Analytica & co showed regarding Brexit and Trump 2016.
[14] https://www.finanzen.net/nachricht/private-finanzen/rentenreform-studie-ohne-reformen-droht-bei-der-rente-finanzielle-not-10759638

We need to solve these issues quickly and extremely efficiently, as e.g. the following statistics show:
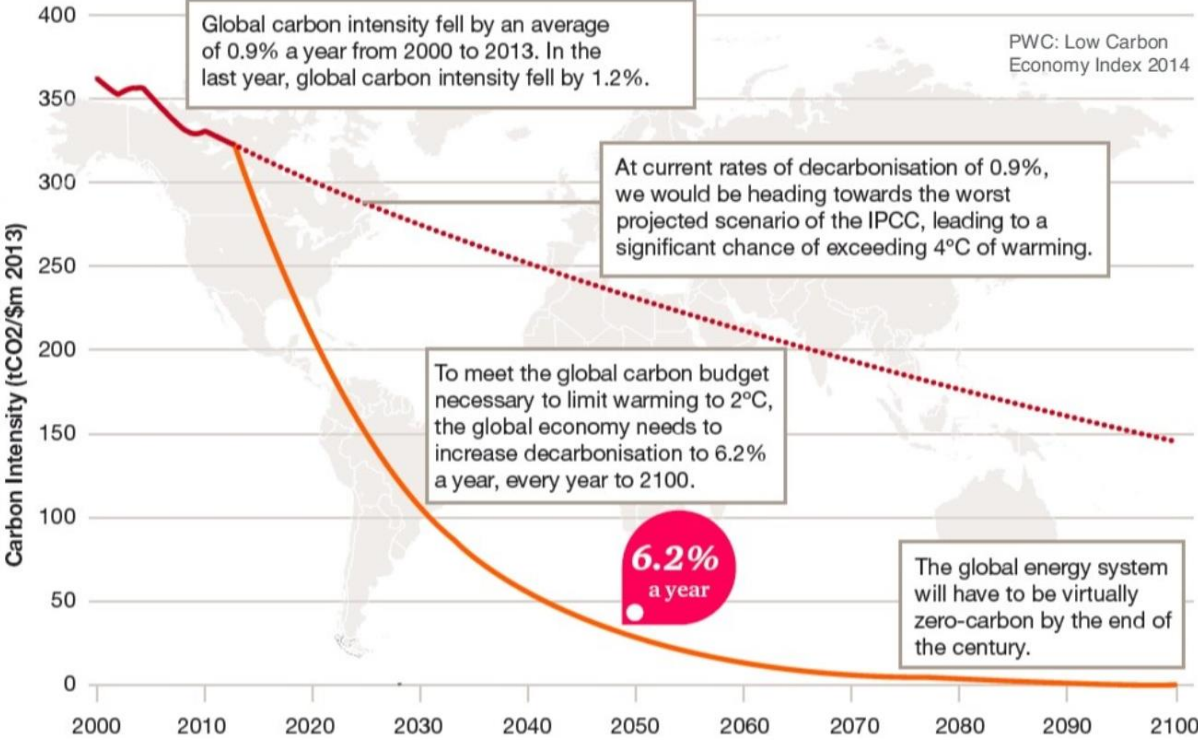
Figure 4: Carbon-Intensity/Global Warming: Faster Decline Required, Source:
https://www.slideshare.net/Jane20150115/ralph-thurm-keynote-shanghai-final

Figure 5: Days between Billion-Dollar Disasters: By 2030 there will be a billion-dollar disaster each day while it was only every ~40 days in 2010. Source: https://medialibrary.climatecentral.org/resources/disaster-fatigue
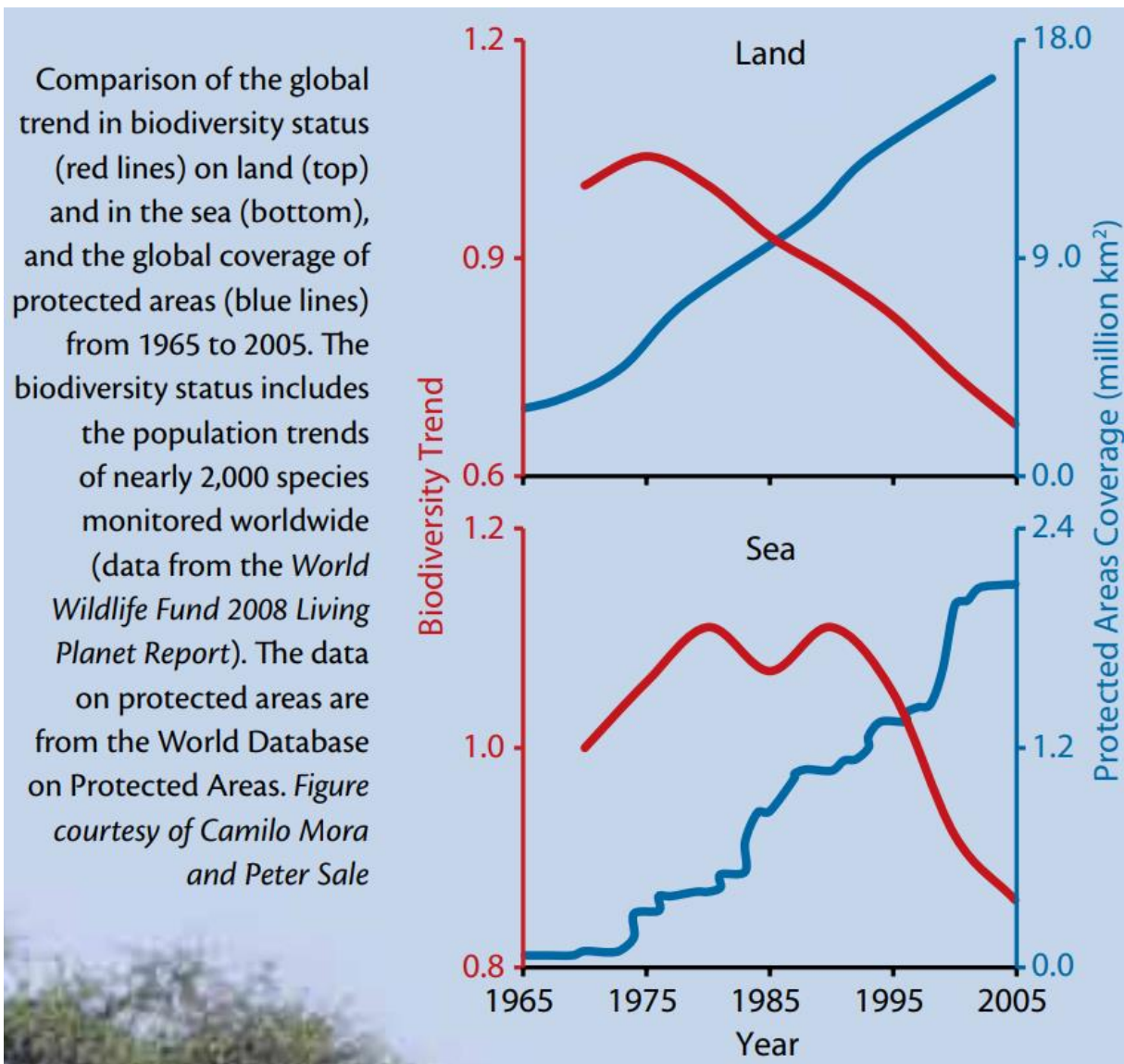
Figure 6: 27 Earths needed by 2050 to stem Biodiversity Loss. Source:
http://www.soc.hawaii.edu/mora/Publications/MoraPress1.pdf

4.2   Ways the World could end

We can mostly **not influence:**

1. A **big solar storm** (very serious if during a magnetic pole reversal or weakness): There's a 12 percent chance of Earth being struck by such a storm within the next decade. Solar storms can burn out our satellites and disrupt the power grid to create massive blackouts that need around a decade to get fixed. This will lead to anarchy-like chaos on an epic scale, creating one of the biggest natural disasters in all of human history and probably the most financially damaging event that we have ever seen.
2. **Super-volcano eruption:** Every 100,000 years, approximately, Earth experiences a mega-eruption from a volcano. This already happened in Indonesia 74,000 years ago, a massive event that potentially wiped out most of the world's population at the time due to causing a multi-year world-wide darkness and thus winter. America has a super-volcano right near the heart of the country, in Yellowstone National Park.

3. **Reboot:** There is actually strong support by scientists for the idea that we really do live in the Matrix or for the related brain-in-a-vat[15] hypothesis. Everything around you is a complicated computer program. Everything you see is not real. You have been programmed. And at any given moment, whoever is running the program may come along and simply reboot it — or shut it down. And where will we be then? Elon Musk believes that we are definitely inside a computer simulation. He also believes that the simulation may be nearing its end, and you know what that means…

We can **partially influence** (addressed through the focus on efficient research and through not saving money on precaution measures):
1. **Asteroid or comet impact:** As asteroid or comet killed the dinosaurs. A large asteroid will have more energy when it hits Earth than thousands of atomic bombs. Should such an asteroid strike land instead of water, a country the size of the Netherlands could be completely decimated upon impact. Once the asteroid hits it will release massive dust clouds into the atmosphere, which will affect weather on a worldwide scale. This could create massive and immediate food shortages and block the sun for a period of months or even years. There is an asteroid belt in space very close to the Earth, and there is always a possibility that a massive space object could come hurtling towards Earth at any moment. Even if we see it coming, humanity does not yet have the means to efficiently change its path.
2. **Viral/bacterial pandemic:** More than 4 billion people live in urban areas and cities around the world. More and more people are living in cities, and that population is only going to get bigger in the next few years. This keeps worldwide epidemic a very real possibility. Overcrowding and big populations are exactly what a virulent disease wants. Massive epidemics are terrifying because they have happened. The Black Death decimated around two thirds of the population of Europe in the 14th century. Influenza killed around 30 million people in 1918 and 1919. Disease could sweep through the world's cities quickly and effectively, greatly reducing population and creating a global crisis which might, ultimately, be our downfall. A single antibiotic-resistant, genetically-engineered disease like a coronavirus with more aggressive functions could potentially destroy a huge portion of the world's population.
3. **Fungus or druses:** Scientists know surprisingly little about fungal or druse infections. Fungal infections have killed animal populations in the past. Potentially deadly fungus or druses could easily work its way through the human population because science still knows so little about treating fungus or druses in humans. So many of our infections have become resistant to antibiotics and other medications due to over-prescribing that we are frighteningly vulnerable to bacteria, fungus, druses and viruses.

We can **greatly influence** (addressed by the details of PCF and its priorities):
1. **Nuclear war:** As of 2022, Russia, the U.S, France, China, the UK, Pakistan, India, Israel and North Korea have nuclear weapons. Wladimir Putin threatened to use them in 2022 if other countries do actively help the Ukraine. There are enough nuclear weapons on earth to destroy it several times.
2. **Class war / civil war:** The world is becoming more and more divided by the day, and the income gap between the rich and the poor is widening. Economic and tax policies that favor the rich and a decrease in the world's resources are going to put a strain on basic civility and decency that may render these qualities obsolete. The world is running out of both water and food, and these shortages are getting worse each and every single year while there is growing divisiveness and a wealthy population with increasing needs and money.

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[15] https://en.wikipedia.org/wiki/Brain_in_a_vat

3. **Catastrophic weather:** Weather events like hurricanes have become more massive and more frequent in recent years, which many scientists attribute to climate change. It only takes a few weather events in a few places to create a global disaster that we are not at all prepared to handle. Entire countries could collapse in the face of severe weather, which has been known to be the downfall of entire civilizations in the past.

4. **AI and robot wars[16]:** Artificial intelligence (AI) can potentially pose a threat to the human race. Stephen Hawking predicted that robots could lead us into a global arms race, and humans could easily end up on the wrong side of the conflict. Humankind is capable of creating very dangerous technology, even if we don't fully understand what it does, and this can lead to worldwide disaster. Increasingly humanized interfaces and new leaps in artificial intelligence make this a frightening possibility – but one which can be mitigated relatively easily with e.g. governance and cybersecurity measures.

5. **Economic collapse:** If the world economy collapses, the demand for food, gas, clothing and other essentials will very quickly outpace the supply. Water and electricity may become unavailable in a matter of days. Such a collapse would cause a panic around the world that would cause skyrocketing interest rates. The complete devaluation of the U.S. dollar and other currencies around the world would happen quickly, and hyperinflation would set in. Trucks may literally be stopped on the highways due to lack of gas. Riots would erupt around the world. If commerce stops in the U.S. for even just a few days, the world economy could fall within a week and a resulting worldwide panic would lead to massive amounts of death and destruction.

6. **Widespread governmental collapse / anarchy:** Not all systems of government were built to last. Feudalism in Europe, Communism in the Soviet Union, the great ancient dynastic empires— all of them fell. Some fell slowly, some seemed to go all at once, but all created widespread consequences when they fell. How will the world change if there is a massive collapse of government today? It is hard to predict how the world might re-shape itself if a system that's used on a big enough scale — Capitalism, for example — were to collapse in the style of other unsuccessful forms of governance. Revolts from citizens, economic crashes, war and natural disasters can all be catalysts for governments to topple. And when enough governments topple or those of some important countries, it ends up changing the entire world. Civil unrest on a big enough scale could lead to worldwide protests, warfare and a complete collapse of civilization as we known it. A total breakdown in law and order comes with impossible-to-predict effects. Whole countries could fall in a matter of weeks if there are enough angry people revolting against the world they once knew. Many historians believe that Rome, one of mankind's greatest civilizations, was first destroyed from within before it became weak enough for outside invaders to destroy. If enough unhappy people decide to act out, it could lead to a collapse of global systems and transport us right back to the Dark Ages.

7. **Societal negative snowball effect:** Known as the Snowball Theory, many scientists believe it will not be one event that destroys humankind. They think that several events will culminate in a snowball effect that ultimately causes the crash of the human population. For example, global warming leads to melting ice which releases ancient viruses into the unprepared human population. While virus is wiping out one area of humanity, a global weather event occurs on the other side of the world to destroy a huge chunk of the population on its own. Events continue to snowball until the world is crushed by the effects of it all happening at once. One by one, systems break down until everything falls, spectacularly, apart.

8. **Undertakings or experiments gone wrong or misunderstandings:** Physicists say that we won't use the Heavy Ion Collider to create a **black hole** that will swallow the Earth…but then, it wouldn't be the first time someone's experiment went dreadfully, terribly wrong, would it? The

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[16] https://futureoflife.org/background/benefits-risks-of-artificial-intelligence/

initial SARS-CoV2 release, the COVID Omicron variant release, the Varoa mite release and many others are said to be lab leaks. In 1983 the launch of the Soviet nuclear weapons was stopped by a single lower level person after the Soviet satellites seemed to have discovered the start of U.S. nuclear missiles – which only later turned out to be a misunderstanding/misinterpretation.

4.3 Common Misunderstandings

Due to prevalent false narratives in the media and in movies, the following misunderstandings are common: Very common is the belief that AIs might turn evil and that evil governments can easily be fought by freedom fighters and that we should leave them some possibility to do so. However, these are just needed for Hollywood dramaturgy, not in real life as the sections below describe.

4.3.1 Preventing Governments and People from becoming unethical or allowing for Freedom Fighters?

1. As an average citizen under a sub-optimal government, would you rather be inclined to follow a **rich person** offering you 2-10x your normal payment without any risk or follow some **penniless unqualified freedom fighters** risking your life and your livelihood?
2. It is the same for most people: That's why **freedom fighters have hardly ever been successful** except if they were heavily funded, typically by other states, e.g. the U.S's CIA or the evil government was very weak/chaotic/stupid.
3. If we allow or don't fully prosecute crimes that freedom fighters might commit, **where do we draw the red line**? It is probably not ethically, clearly and sensibly possible and that red line would always be moved, to e.g. allow the rich to buy politicians. People are either criminal or not and not in between. It is also difficult to define when people are allowed to fight a government: In crises, wars, etc. stricter actions must be acceptable.
4. So freedom fighters like Robin Hood & Co. have become a **false narrative of the billionaire agenda** – trying to generate extra advantages for them: And that with a hero who fought against the rich!

4.3.2 Did you know that ~95% of the Fortune-500 base most of their Decisions on AI Systems?

1. Often, these decisions are even made automatically in real-time.
2. Examples: Stock market investments (algorithmic trading), credit application decisions, dynamic pricing, real-time online advertising, price and purchase decisions in the supply chain, medical analyses, predictive maintenance, ...
3. Not much is published in normal media about this but in AI and big data journals. You can verify this by looking for the terms "data scientist", "machine learning", "artificial intelligence" in job boards.
4. People nowadays mostly just discuss the decision factors and algorithms of these systems and sometimes override their decisions manually if they are fast enough.
5. These systems are very narrowly intelligent in the field they are trained for and not a threat. Even if they became more intelligent, it could easily be prevented that they become a general threat with measures of cybersecurity and internet filters, restricting their access to info about themselves and topics they shouldn't know. There is an entire section on this in the AI chapter below.
6. Shouldn't governments do the same?

4.4 We're just discussing far too inefficient Solutions

We **as society** must become **much more efficient at the highest levels and start immediately** (**improving each year by ~5% globally in all 15+ problem categories to avoid big catastrophes.** If you've ever tried to improve by 5% regarding the points you get across all school/college/university subjects, you know how hard this is):

1. Reduction of CO_2 emissions, stop of deforestation, electric vehicles, and all other currently discussed topics: All just **maximally** lead to **~0.1% yearly improvements** each in just a single major problem category (out of 15+).
2. To prevent the **collapse of nature or our economies/civilization**, we need to **improve by several percent per year in all major problem categories**. That means that we **need to improve 10x-100x faster** than currently.
3. We need to **think and act much bigger**!
4. This can only be achieved by **massive systemic shifts**:
   a) We must all become more efficient at a personal and team level (more cooperation, fewer conflicts).
   b) Crime and especially corruption must be minimized.
   c) We must eliminate all misdirected incentives.
   d) We must eliminate all unethical, manipulative or exploitive/abusive/zero-sum activities.
   e) We must fix all major issues of current capitalism.
   f) We must efficiently get to objectively good decisions.
   g) We must exploit our creativity instead of nature.
   h) We do not have much time for discussing and testing.

4.5 How these Problems could hit Individuals personally and how this Concept solves the top Issues

Big Problem	How these Problems could hit you personally	Solution in PCF / Potentialism
1. (Civil) **war**, civil unrest, devastations, sabotage, pollution, **(trade) wars, (economic/fiscal) sabotage.**	**Many people die** due to (civil) war or its consequences or live in dire poverty due to **(trade) wars, and economic/fiscal sabotage**, destruction/pollution of infrastructure, resources, nature, ...	**Binding ethics codes** and of **ethical cooperation** – on national and supra-national levels. Generally, taking on ethical decisions and fostering global development and cooperation to avoid wars. No race to the bottom regarding taxation, no speculation, etc.
2. **Earth, nature and their limits:** Limited resources, exponential population growth/over-population, pollutions, droughts, fires, floodings, plagues, pandemics, global warming/desertification.	**There are just not enough resources for you to survive and people will die earlier** due to heat and tropical infections. Sweet water scarcity, loss of arable land, mass migrations increases cost, **each day a billion dollar disaster by 2030** and ecosystem collapses: New drugs do not get developed because the animal or plant from which it could have been derived became extinct.	These problems are solved with the **new reward function around NBV** and by accelerating innovation, here in the field of green tech/decarbonization. Around 50% of the GDPs would be shifted away from speculation, marketing, sales etc. towards net beneficial activities.
3. **Growing international and national inequalities leading to big instabilities:** Hunger,	**Death** from hunger, disease, terror, war, etc. Unemployment or increased poverty, inability to pay bills while working while	**Fair trade and development aids**, allowing any country to reach maximal performance levels if they introduce PCF.

Big Problem	How these Problems could hit you personally	Solution in PCF / Potentialism
diseases, lack of opportunity, radicalization. Rapidly **opening financial scissors in society, growing levels of income inequality, decline in buying power.**	others become richer. Some **costs explode** and an inability to afford things like these any more: Medical, housing, energy, education.	Everybody is **fairly paid regarding NBV** delivered (normalized across the population) **and minimally gets the UBI** (universal basic income) and prices are calculated ethically on that basis. Bosses can no longer determine their income.
4. **Automation job-loss problem.**	**Job loss** because an AI, robot or machine does it. Alternatively, it could be outsourced to low wage countries or others to which this has happened offer to work for less in your position: lower pay.	**Money is systematically re-invested** and **many new job types are created and paid by society**, e.g. caring/coaching/education jobs which also partially prevent crime, diseases like depression, etc.
5. **Economic sectors with price/corruption explosion** blackmailing others. Big **inefficiencies on personal and organizational levels. Loss of competitiveness.**	All **tax payer money goes to banksters, military** and other corrupt or fraudulent people. Inefficient **governments and companies**, sabotage/sue each other and create little value or even harm. **Employment only exists for richest or highest IQ people** in a handful of western corporations and in some Chinese regions. All **others are unemployed or low wage slaves.**	Elimination of most crime and all corruption by e.g. only having **one fully trackable crypto currency**. Prices are calculated ethically. New team-**based management techniques** in which everybody can reach their full potential and efficiency, also maximizing flow state and cooperation. **Accelerated innovation** for everybody; equal opportunity for all regions with equal politics and thematic clusters of excellence, fair determination of prices, no monopolies. No speculation.
6. **Societal sclerosis: Fewer people doing net beneficial practical work. Breakdown of public services** (bureaucracy, corruption, ...).	The **costs explode to get anything practical done** or get a disease cured: Most institutions are increasingly incompetent, bureaucratic or corrupt. **No more public services** – no recourse to being defrauded, sick, unemployed.	Elimination of most crime, building everything with **maximal efficiency in mind on personal, team and organizational levels**; offering the best-fitting therapies, minimizing mobbing, enforcing ethical fair principles.
7. **Minimizing crime and corruption rates**	**Frequent victimization due to crimes;** blackmail and bribery are rampant.	Main measures: **One central controlled and monitored crypto currency, each transfer must have a valid purpose, fighting drugs**, monitoring some top decision makers and criminals, educating people (on

Big Problem	How these Problems could hit you personally	Solution in PCF / Potentialism
		jobs and regarding ethics), having a UBI and free healthcare for everybody so that people do not have to steal.
8. **Mindsets/skills**: Less education, more fake news, more hate, less cooperation, lower attention spans, more ADD, less care, more outrage and hate (on social media), ...	**Inability to comprehend the chaos and misery or effectuate positive change** due to just different superstition and false narratives being discussed that distract people from the real issues, having to work all waking hours and education has become unaffordable.	**Reversing all man-made trends that led to deteriorations** through different politics, regulating IT and media companies, education and healthcare programs, new optimized news and publication systems, etc. No speculation.
9. **Recessions and economic instability. Bubbles and ensuing crashes.**	**Job loss during most recessions** and an inability to buy necessities due to lack of supplies or too high prices. Loss of **many investments** and possibly **jobs or companies** due to a crash. Banks might **force people to pay back credits** by selling off investments at low rates.	A **new monetary system** not creating new money with credits. One central controlled crypto currency, having to re-invest money (not allowing to hoard it), no interest paid (except for success percentages), minimizing credits but reinvesting capital instead and giving the ROI back to investors (dividends, higher share prices). **Speculation is forbidden**, all value/prices are calculated based on **objective criteria based on supply chain**, costs and benefit created.
10. **Predictable and stable monetary instruments and policy. Explosion of national debts.** Inflation & **insufficient supplies** coinciding with mass unemployment.	**Classical money has no more value or becomes worthless** within months (hyper-inflation) or overnight (debt collapse/monetary reform). Bartering or trying to find the 0.001% of crypto currencies that might rise. **Consideration of accepting imminent death** or participate in an uprising to fight against **quickly rising prices** & **insufficient supplies** coinciding with mass unemployment.	Implemented through the introduction of a **new monetary system** in which debts are the exception but re-investment of money is the main mechanism. No interest is paid but only profit/growth percentages. **No more debts** have to be created except in emergency situations (after which they are reduced again) due to a new monetary system. Mainly money is re-invested and hoarding money is forbidden. Inflation is under control because no debts have to be created anymore and everybody **receives fair payment**. Several competing central planning and prognosis

Big Problem	How these Problems could hit you personally	Solution in PCF / Potentialism
		units optimize overall resource and work allocation.
11. **Misdirected incentives, too narrow and short-term** focus on **organizational, profit and GDP growth;** corporate profit maximization and societal interests often misaligned, not enough social values.	**Mandatory overtime but a few months later the company crashes due to lack of innovation or materialized risks.**	Misdirected incentives are mainly removed with the new reward function NBV (net benefit value) on a societal level. The **societal focus is simply shifted by laws and practice** with corresponding practical measures that contribute better to long-term macro-economic net beneficial effects.
12. **Political inefficiencies and problems**	**Governments/administration(s) do not get much done,** mostly quarreling, bribing, paying lawyers, suing.	An entirely new **science-based political system** is introduced: Countries, regions and organizations are essentially led like the most efficient corporations are led nowadays.
13. **Insufficient accountability and liability. Permitting or not prosecuting unethical deeds and business.**	**Companies reorganize or otherwise give worse jobs or contracts** forcing you relocation, less time for families, environmental destruction, etc. **Unethical business and profits to peoples' disadvantage,** manipulating people, governments, authorities, peoples' partners/employers.	Based on NBV and laws, each person is **fully accountable** by law (except for the UBI). Everything that is **unethical is forbidden, detected and prosecuted** with the help of AI regarding all aspects.
14. The **road to hell** is paved with good intentions[17]: **Complacency, unconscious incompetence, ignorance, jumpiness** (starting but not thinking and following things through)**, laziness, brushing things/people off, partial or half-baked solutions and abuse of power leading to bigger failures or damage and people accepting	Problems only seemingly get worked on or solved. In reality **much does not get solved or even gets worse** (e.g. debts, corruption, ...). The **public just takes peoples' and organizations' money and does not help much,** e.g. allowing people to get defrauded.	Reward based on the end result (net benefit value) not based on how somebody seems to try. Public figures are publicly assessed.

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[17] https://en.wikipedia.org/wiki/The_road_to_hell_is_paved_with_good_intentions

Big Problem	How these Problems could hit you personally	Solution in PCF / Potentialism
mediocrity/low quality, arrogance or failure		
15. **Victimization by divide and conquer, fears, mass psychosis induction, individualization and distractions**	Manipulation into **strange (sexual) hobbies and conspiracy theories, electoral choices, to buy useless or non-functioning products/services and to effectively die early in poverty**.	Clear laws for media and communication, public information portals with complete information required.
16. **Many countries do not have enough inter-generational justice** and/or are **overaging** and consequently run into **financial trouble**	**Gigantic old age deductions, youth inherit gigantic debts and broken systems** (while previous generations might have lived well beyond their means) but ensuing generations **will not get much, elderly spend end of life or even entire life in poverty**.	Around **50% of the GDPs** would be shifted away from speculation, marketing, sales etc. towards net beneficial activities which frees gigantic financial and personnel resources. The causes for having fewer children will be removed like bringing families out of poverty, having to work less, having more time to find partners and to interact with possible partners in many more ways (doing many things together: learning, spare time activities, acting/theatre, brainstorming, psychology sessions, group sessions, ...). No generation is allowed to live beyond their means, i.e. to use up more resources than they create.

4.6   Quick Summary of Ideas of Introductions/Explanations

1. The **cancerous parts of capitalism** are taken away like crime/corruption and the billionaire agenda and then some improvements are performed like true equal opportunities so that everybody can reach their maximal potential and all misdirected incentives are removed.
2. **18+ USPs and 76+ quality criteria** to achieve
3. **Paradigm shifts required**: Old world -> new world
4. Bridgewater's **Ray Dalio's prognosis for a downturn of the entire Western world**: We need to avoid this downturn which will also lead to **wars and many deaths**.
5. A maximally **scientific** analysis of all **socio-economic models** and finding their best combination.
6. A maximally **scientific** analysis of all **problems and their solutions**.
7. The **UN SDGs can't be financed**, says even the UN itself. So we need to come up with a better proposal.
8. There are **15+ wicked problems** / so far unsolvable problems: We need to solve all of them by improving >= 5% in each of the categories to avoid a total disaster for humanity.
9. Here are the **proposed solutions to the 15+ problems**.
10. Here are the **12+ simple questions** that nobody seems to ever have asked or tried to answer. How can that be given that 8 billion people are living and 110 billion have lived on earth?

11. Various introductions regarding **boundaries our societies are reaching**: Monetary collapse, wars, crime/corruption, pollution, environmental issues, ...

4.7   Is there an Alternative to Centralism and Rigor?

Too much damage has been done by totalitarian systems with centralism and rigor. Should we therefore generally reject centralism and rigor? Such systems can certainly be abused easily by despotic leaders if not sufficient precautions are taken.

One of the most fundamental questions therefore is if an optimal socio-economic model is rather centralized or decentralized/federal?

Therefore, we're looking at the factors for this decision in the following sections.

4.7.1   Dealing with the human Dark Side, Crime and Laziness

Our ancient primate relatives – chimps and bonobos – differ in how they deal with stress and arising conflicts. Bonobos solve them typically with sex and care for each other while chimps often become openly aggressive both on a personal and a collective level culminating in strategic wars of conquest. We humans seem to have some of these chimp genes and many millennia of continued war and crime have led to many situations like famines, wars etc. in which only the fittest and most aggressive ruthless evil or criminal individuals survived who stole from others or killed them. That has determined our human gene pool, unfortunately. Despite having developed a sense of fairness, we often use it to justify wrongdoing as "retributive justice", e.g. in the form of a person from a poor country cheating "a bit" on a person from a rich country or born rich. And those who could afford it, enjoyed their position of being able to be lazy – just like lions or other efficient animals who just hunt when they have to.

As a consequence, **hardly anybody seems to be always trustworthy or be an always good human being**. How we react seems to depend more on:

1. Our (perceived) materialistic needs, e.g. being hungry, needing medical supplies, needing to feed a child, etc. and how they are not being met.
2. Our (perceived) injustice and our opinion about retributive justice.
3. Time or resource pressure.
4. Our mental/psychological condition: Fear, hate, dislikes, personality disorders, psychological issues.
5. Social control / (compliance) pressure and the image/(negative) impressions we could create vs. possibly lost opportunities by doing so.
6. Possible negative or positive consequences; how well we can get away with such behavior or how society tolerates this.
7. How much we have to lose.
8. What we have to demonstrate to others or what they expect from us.
9. ...

4.7.2   Inefficient Discussions

Since we're all overworked and a bit lazy, meetings are hardly ever well-prepared by anybody – especially if meetings are frequent or if there is time pressure. As a result, there are few efficient meetings or discussions. If the experts prepare suggestions around their fields of expertise, that others review, question or extend is typically much more productive. Especially when people are experts in several fields (m-shaped competence profiles) and know all relevant details or are willing to research them, they can bring together thoughts, ideas and principles from several domains which typically leads to synergies and even new ideas. However, our current societies hardly ever educate or pay people to develop such a competence profile and people often see such people as a threat and tend to mob them. As a result, most of our discussions are much too superficial and unproductive. This is aggravated by the divide-and-conquer approach of the rich towards the

employees in their organizations – amplified in the media. This results in many wasteful, often even personal aggressive or even divisive/hateful/fearful discussions over small details or just in outrage or defamation, e.g. out of a desire to appear to be more ethical.

It requires an entirely different education and big preparations by all participants to break out of these "well"-worn tracks. To then add group flow on top of that is an even bigger feat. Currently, hardly any team of people is set up to evolve quickly through such discussions.

4.7.3 Raising our Vibrations: Why building Trust and Compassion bottom-up won't be sufficient

A favorite dream is to magically awaken large parts of humanity to the idea to cooperate and co-create together altruistically and efficiently, just as philosophers and religious leaders have been preaching it for centuries – ideally inspired by the Holy Spirit or other benevolent forces. It actually seems to be the sense of our human lives – to efficiently contribute to the peaceful evolution of humanity.

There are **several approaches** to this (which unfortunately all so far have not succeeded on larger scales):

1. **Conscious awakening** using yoga, meditation, hypnosis, mindful ceremonies, conscious language, non-violent communication, Tai Xi, Qigong, (Eastern) religious elements, etc.: Only some people participate, then only partially experience it and practice it even to a lower percentage. The small practicing core teams hardly ever has the competences and resources required to complete a project professionally. Some members abuse the claim to have had their "conscious awakening" more or less aggressively or arrogantly to feel or even proclaim a superiority.
2. **Building trust and compassion**: Common activities help to build feelings of belonging to a group and of compassion. However, other interests and pressures easily break them up, see also above regarding our human dark sides. If not all group members are maximally professional, fit together and the group is not sufficiently financed, members quickly lose faith and might try to rip off or defraud each other – exploiting rests of possible trust before that vanishes also – thereby accelerating the decline.
3. **Mental coherence, being soul partners**: Those are nice concepts, but they are neither scientifically proven nor do they seem to provide tight longer-lasting bonds.
4. **Brain stimulation devices: They are not far enough advanced and not working deeply enough to solve this complex challenge.**
5. **Brain analysis and training devices:** They are just starting to develop, especially regarding efficient training techniques. **Bio and neuro feedback** analysis and training have being scientifically validated.

Other suggestions:

Psychological assessments and monitoring: People could be continuously be analyzed psychologically to assess how well they have their dark side and desires under control. However, many might feel that this is already a too big invasion of privacy. These analyses could be done automatically and no other human would need to see them. However, this still won't deliver a guarantee for good future behavior or aligned creativity.

Evaluation of people's deeds: To create more social pressure to comply, people could be continuously evaluated and assessed so that the consequences of bad behavior would be disastrous for people so that they are sufficiently deterred from doing so. This is what online merchants and other professions have to bear in the internet already – however there they have the option of starting from scratch with a new company name or buying/hacking another organization. The

question is if we want to put that much pressure on people to evaluate them so comprehensively that they effectively must comply. If so, then this might be a solution element.

Mental training and especially flow state to become **up to 5x more productive and up to 7x more creative** while feeling effortlessly: This has been scientifically proven to work for ~50% of the population. Highly actionable and efficient customized personality and job role specific workshop materials are being developed by Compris.com.

Making people like their work in other ways, e.g. due to a good work atmosphere, the ability to excel and develop excellence, fair pay, being respected and getting heard regarding ideas as part of a purposeful ethical product or service.

However, the **main hurdle is the lack of financing and payout** of these co-creative ideas and projects: There we come back to the need to have better socio-economic models which can assess which initiative has good success probabilities and thus should get funding. Otherwise, maybe one in a thousand co-creative projects might turn out to become profitable after 3-10 years. But who has enough money to finance their lives until then and who can assess well enough **which projects will work and lead to pay out** considering the fact that most will have to drop out to earn some money to finance their lives?

That means, unfortunately, that **none of these ideas, practices or their combinations** will consistently lead to or even guarantee **efficient cooperation**.

4.7.4   Decentralized Ideas and their Shortcomings

Utopia of decentralization with empowerment and autonomy. The inefficiency problem associated with decentralization could possibly be mitigated through AI, DAOs and smart contracts establishing a "New United Nations" between communities rather than nation states, where all will have fair representation. As these communities are made from the smallest unit of the building blocks which constitute society (individuals) who group together in neighborly communities (villages, neighborhood sections, business and non-profit organizations) which dynamically group together based on shared values and cooperative living arrangements, or goals. Groups will be essentially be made up of communities who become living entities. Those who are open to the technological opportunities and can manage change and transformation will become DAOs (Decentralized Autonomous Organizations) which act based upon laws stipulated by the citizens themselves and written as Smart Contracts. Those that are unable to manage the change and embrace technology will have the option of slowly adjusting with support from other communities in order to maintain participation in the world stage (such as was the case during the height of the COVID 19 pandemic lockdown where citizens in organizations organically supported each other to switch to virtual (conferencing) connections). Digital technology will enable communities to act as representatives in national / regional government bodies enabling a "new program" to run in politics, where career politicians are phased-out, to be replaced by digital entities (DAOs) defined by individuals or human-led entities (as per community choice). Communities that are unwilling to embrace technology will create their own economies with human-centric jobs (teaching, coaching, healing, art, music, philosophy) as in the cases of many indigenous tribes which may take several generations to embrace technology and they should be encouraged to embrace cultural preservation. The open issue is if or **how it is possible to coordinate and combine all the many positions of these many tribes efficiently**: Are AIs and expert teams sufficient for this (which would at least deliver a baseline model) – like for common people – or **are special measures appropriate and what could they look like**? **Endless discussions without reached and implemented conclusions** like e.g. around the COP climate conferences are not efficient.

Leaving abuse potential: In organizations, we typically don't accept any type of **theft or fraud**. If we accept some level of theft or fraud, then the question is where the red line is? That red line would probably always be shifted with many discussions about it. Normal people who steal or defraud people in normal organizations are terminated with immediate effect. Why should we leave fraud opportunities on other societal levels or for "special people"? Just because the rich want to use this to enrich themselves even more at the expense of others? Central monitoring and control is the most efficient answer to not leaving abuse potential – as organizations do it with normal employees nowadays. Why should it be less efficient on higher levels? Decentral monitoring approaches are theoretically possible, but practically never as efficient and complete as central ones. Even if somebody considers an extreme fascist, communist/socialist or nefarious authoritarian government possible in spite of the extreme governance mechanisms laid out in this document, maybe after a long sequence of subversive actions and laws: If we left space for a Robin Hood and other *benevolent outlaws and freedom fighters*, wouldn't it be much more likely that instead of Robin Hood type of figures, **the rich and imperialist CIA-type of organizations would use these loopholes** to implement their agenda, like they are doing it nowadays, i.e. with corruption and dominance mechanisms?

Cooperation: Inside an organization, everybody is urged by management to be open and cooperative. The reason is that this leads to efficiency, learning and knowledge exchange. However, on a private level, hardly anybody practices this except perhaps with a few very close friends. Why? Because of divisive media and egotism? As a result, private efforts / organizations typically don't succeed because not enough people are willing to help and not all required slots can be filled due to lack of skills.

Allowing underground activities to overthrow a possible future evil government: That's part of some movies but we can create a reality in which that is not necessary:

Cosmo-localist ideas: They fail to use economies of scale: Some goods or services will be more expensive than with the effects of mass production in a globalized economy.

Federal systems: They tend to suffer from evasion effects like tax evasion and not attracting enough top performers and experts or not reaching the critical mass. The corona pandemic has shown how different, uncoordinated and inefficient the activities of the states in the USA or Germany were. Due to the not-invented-here (NIH) effect, the wheel typically has to be reinvented in each of these systems and a disaster happens if that doesn't happen – e.g. millions of people dying from COVID-19 and trillions of dollars of damage.

Economies of scale[18]: Central coordination allows much better planning (more precision and further into the future considering more factors and scenarios) and effects of mass production then allow much better and thus more competitive cost structures realizing many types of synergies– especially in a globalized world with world-wide specializations.

Central information processing, machine learning/AI, (digital/AI) ethics: Healthcare will probably only make quick advances if the central analysis of medical data down to genetic data and reactions in patients' bodies upon medications are recorded and evaluated. The COVID-19 pandemic with the many mutations/variants or future pandemics might make that necessary. All other domains would also benefit from central processing, but care must be taken that corporations or billionaires can (ab)use the data to the detriment of others, e.g. manipulative marketing, denying optimal conditions/prices with e.g. dynamic pricing, etc. Therefore, the main idea of this model is to have **one of the tightest and complete not abusable governance models** to really make sure that societies are

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[18] https://en.wikipedia.org/wiki/Economies_of_scale

run ethically and can't be taken over by egomaniacs, criminals, fascists, billionaires, etc. Then the citizens' lives, money, data, secrets etc. can be entrusted to those tightly governed maximally ethical communities/countries. Regarding ethics, no complete consistent framework for all ethical questions could so far be proposed, with capitalism and the existing extreme rights and interests of billionaires being a major hurdle. However, with the higher purposes of this model, it might be possible to derive such a complete consistent model due to clearer principles and much less conflicts of interests and no consideration of old unfair/inconsistent rights and laws. Then also all rules for safe central information processing, machine learning/AI fall in place in mainly pursuing the maximal long-term net-beneficial goals for societies, countries and the world.

Attracting and educating enough specialized creative talent: In smaller groups, people have to be more generalist than in highly specialized teams where they can go deep into details, reach and push the boundaries of research. Practical implementation is required to test theories and to educate people realistically. People grow professionally by reaching excellence and having room to be creative or innovative. All of this is more easily possible in specialized structures striving to harness economies of scale, e.g. in modern Silicon Valley IT companies.

Cost and time factors of decentralization: Complex IT systems, monitoring systems and agreement processes explode almost always regarding financial or time efforts, e.g. due to coordination, agreements and idea/innovation propagation efforts regarding the many people involved who also want to have their say.

4.7.5   Conclusion

Unfortunately, only concepts with centralism and rigor seem to provide high levels of efficiency without falling victim to various fallacies. Nevertheless, researching, testing, adapting, improving and practicing such non-centralistic techniques can provide valuable input and possibly lead to a new generation of socio-economic practices with less rigor and centralism. Applying also compliance and ethical rigor to such a central model currently seems to limit abuse potential better and seems to lead to the best overall results. The section on the political system shows many regulations and checks & balances how to make sure that politics or governments can't turn evil and immediately are removed from power if they show such signs.

4.8   Why this is for EACH CITIZEN - Protecting Humanity from harmful TINA Politics

Corrupt/stupid/lazy politicians tend to say "There Is No Alternative" (**TINA**) when they just want MORE TAXPAYER MONEY but cannot explain it. **Nobody** was so far able to propose how to solve the gigantic challenges after COVID-19, the global recession, fast growing inflation, global warming/massive storms & droughts and other UN SDGs, 99% of people having rapidly declining monthly freely disposable buying power if not already fighting for survival.
Only proposals for common citizens: Pay more taxes, work longer & harder, get less benefits (like healthcare, infrastructure, functioning legal system). Even worse, the **great reset**[19] or similar activities might be *secretly decided out of **lack of** politicians seeing (or wanting to see) **alternatives***. This could e.g., mean **hyper-inflation**, continuously and rapidly losing buying power or even monetary reforms (**total loss of buying power**).
Every time some **TINA hardship is proposed**: **Common people can stand up and say that PerCon Flow (PCF) is the alternative, i.e. tell the classical and social media.**

4.9   Shouldn't somebody else come up with such a Model?

1.   **Economics/AI professors** will not do it because with a single mistake they would become a figure of fun and be ridiculed, that the movement could become chaotic/embarrassing (if it attracts

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[19] https://www.weforum.org/great-reset, https://en.wikipedia.org/wiki/Great_Reset

chaotic people), that they lose donors/funding, etc. They also easily get millions without having to deliver any results or just looking at some minute details that might or might not become commercially relevant in a few decades. Therefore, they have become very complacent, ignorant, risk-averse and often conservative even though they are theoretically supposed to bring about new insights and change.

2. **Bigger consulting companies and corporations** won't do it because their owners have too much vested interest in current capitalism and like professors they fear getting ridiculed.

3. Generally, **scientists** probably won't do it because they would **get ridiculed if a key element were wrong** and also due to the bad reputation around RBEs (resource-based economies) which won't work due to many reasons and because it is hard to apply scientific principles to such a new proposal. Peer-reviewed papers should have scientific comparisons or test runs. Simulating this new PCF model is a gigantic feat and COVID-19 simulations have shown how error-prone they are.

4. However, one or more **experts in many fields are needed** for such a proposal: Macro and micro-economics, banking, insurance, how companies of various industries really work internally, IT/digitalization, eGovernment, AI/NLP, many fields of politics.

5. As e.g. the book "Keith Sawyer: Group Genius"[20] teaches, **most innovations come from the rim of a field and are typically combinations of many previous ideas floating around**.

6. The **UN (United Nations), think tanks and top corporations** won't propose anything that is not optimal for the billionaires that they represent. Think tanks only seem to exist to superficially discard real solutions and instead propose patchwork that makes their funding billionaires benefit even more.

That's exactly how this proposal came about based on academic qualifications and 20+ years' consulting in all relevant fields with the IT insider view.

4.10 How to read and use

This recipe will contain some **bitter elements, like in a medication** - in this case a **medication to stop corruption and abuse of power**. Like solving a **puzzle**, even I as the author had to re-evaluate some beliefs and change some opinions – like **turning the puzzle pieces** - to come to an overall solution that balances all factors for the common good. Readers should try to exhibit some mental flexibility before coming prematurely to judgments. Much of today's public opinion is based on what governments or media billionaires want people to (not) know or (not) to believe and not on what is scientifically true. Algorithms like those of Cambridge Analytica[21] and most (social) media companies are designed to analyze platform users psychologically and to turn psychology against them to maximally manipulate them into believing, buying and voting what their bosses/investors want them to. As much as possible, all proposals are explained with rationales. Everybody should try to continue to exhibit as much mental flexibility as possible - not just children who still need to learn and criminals who need to learn the ethical ways to become successful.

Even though-this is written in **prescriptive** so it can easily be turned into legal texts, it is not meant to be that prescriptive – more as a **baseline model for discussion and to improve/extend**, i.e., besides being a template for laws it also indicates what I consider important or as part of a possible

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[20] https://www.amazon.com/Group-Genius-Creative-Collaboration-English-ebook/dp/B0713T8VS4/
[21] https://www.businessinsider.com/facebook-personality-test-cambridge-analytica-data-trump-election-2018-3, https://en.wikipedia.org/wiki/Cambridge_Analytica, https://www.theguardian.com/uk-news/2018/mar/23/leaked-cambridge-analyticas-blueprint-for-trump-victory, https://www.dw.com/en/what-role-did-cambridge-analytica-play-in-the-brexit-vote/a-43151460

synergistic solution. Certain aspects like the monetary system, government, etc. must not fail which is easier said than done in times of rapid sometimes chaotic change. These parts are described in prescriptive language. The underlying *idea* is that ideally, **human behavior** should be **modeled, simulated and tested** regarding all aspects and the society should be as **free and liberal as possible** if its economic prosperity is not significantly impacted. The COVID-19 pandemic has shown that some people (e.g., in Sweden) use their freedom rights more responsibly than others depending on intrinsic motivation, circumstances, culture, attitudes and education. In the end, those regulations or model variants should be in place which form an **optimal balance between prescriptive and liberal regulations and models** based on future more detailed and differentiated insights in human behavior depending on circumstances.

The descriptions here are **very dense** and can lead to mental exhaustion or headaches if one tries to read too many new materials at a time. It is therefore recommended to only read sections whose ideas are completely new in small chunks - time after time, e.g., **15-30 minutes per day**. In future, a version with more examples and narrative might come out. People who have **ADD** (attention deficit disorder) should start by looking at the memes and pictures in this file and mainly in the corresponding presentation. This concept is solving all problems addressed in the memes.

This document uses a **complete numbering system** as many legal texts do. It is therefore possible to refer to a clause: 5.4.1 (4) as in legal matters which means phrase 4 in section 5.4.1.

Quick/emergency introduction: In times of crisis, it might become necessary to quickly introduce this concept or parts of it. Therefore, it is written in prescriptive language so that it can form the basis for laws or regulations. The subsections could be divided up among employees so that e.g. one person proposes how section 5.5.1 affects the organization / what is non-compliant with it, the next takes section 5.5.2, etc.

4.11 Completeness and Quality Criteria for Socio-Economic Models

The following criteria **after point 35** are based on proposals by Copiosis:

1. **Can the idea be expected to work** in the sense that it avoids any kind of economic or political crisis and that the average human can expect to get an improved quality of life?
2. Does the concept prevent **massive inflations, deflations**, economic crashes, severe under-performance (as in communism) and other **economic crisis scenarios**?
3. Does the concept minimize or **prevent severe corruption, accumulation of wealth or power among the rich, caste formation, oligarchies, dictatorship, military rule** on a regional, national or international scale?
4. Does the concept increase **human efficiency and** innovation?
5. Does the concept provide enough **consequences (or punishment) to deter (or punish) perpetrators, but not too extreme ones, to let them suffer more than in current western democracies**?
6. Does the concept define **consequences (or punishment) in a sufficiently fine-grained way, to deal in a fair ethical way with all types of inappropriate, damaging/value-reducing or wellbeing-reducing behavior of people?**
7. Does the concept leave **all exertion of force and punishment** to the **state, the legal system** or a **neutral** governmental organization?
8. Is the concept comprised of techniques to deal with **prioritizations, bottlenecks, scarcity and urgency?**
9. Does the concept handle **supply chains efficiently**, driving value creation and minimizing waste?
10. Does the concept professionally **handle conflicts regarding interests, opinions and difficult to estimate probabilities?**

11. Does the concept **prevent anybody from getting too much power** (billionaires, politicians, bankers, doctors, advisers, criminals, influencers) and does it **balance or divide power** with **checks and balances** to minimize abuse?

12. Does the concept optimize **long-term economic value creation** and **prosperity** in all regards, i.e., does it **minimize all types of WOMBATs** (wastes of money, brains and time) like e.g., **bureaucracy**?

13. Does the concept **support or enforce** the top **personal life success factors** that are also important on a national level?

14. Does the concept **minimize reasons leading to crime?**

15. Does the concept **maximize healthy varied eating/nutrition and environmental factors?**

16. Does the concept **minimize psychological and medical issues** people get and help **treat** them?

17. Does the concept **maximize the motivation and success probabilities** to participate in short and **long-term projects** and to make them a **success?**

18. Does the concept minimize **life hazards** and help **dealing with their consequences?**

19. Does the concept **maximize the motivation and reward to use and improve upon the ideas and work of other people?**

20. Does the concept **maximize the motivation of everybody to work/contribute efficiently without taking too many risks?**

21. Does the concept **maximize the quality of education and the opportunities** of all non-criminal people?

22. Does the concept **not suppress or discriminate non-criminal people except for personal taste related cases where a commission decides?**

23. Does the concept generally **make discrimination illegal** except for personal taste related cases and **require full objective criteria-based explanation of all staffing/funding/rejection decisions with their reasons and ideally improvement suggestions?**

24. Do all principles, laws, decisions have to **honor the proportionality principle** (e.g., nothing is leading to *disproportionate good or bad consequences* except missing deadlines)**?**

25. Does the concept aim at **having all decisions done at an objective level** to maximize outcomes and to minimize discrimination, nepotism, corruption and other crimes?

26. Does the concept prohibit the invasion of so far honest people to a minimum?

27. Does the transition plan work without any **social or economic collapses** and without any **revolutions**?

28. Does it integrate well with **modern self-organizational** or **employee participation** structures like Holacracy, Teal, Sociocracy, Management 3.0 and pitching framework?

29. Does it globally optimize the filling of all positions with the **optimal job candidates**?

30. Does it globally **optimize the performance and efficiency of public services/organizations** and stimulate the same for **non-public organizations** so that e.g., just that work is dropped that would have led to the least net benefit? (E.g., that law enforcement only does not pursue low net value cases, that only low net value research grants are not funded, etc.)

31. Does the concept generally support a **positive view on humanity**, i.e., if possible, if inappropriate behavior or outcomes are seen, **first checking for problems beyond one's control** (e.g., education, IQ, disability, psychological or medical problems) and **helping** with them before imputing malicious intentions?

32. Does the concept generally **prefer to identify and solve root causes** rather than symptoms?

33. Does the concept advocate **freedom of speech and of press/media** and help **fight fake news** and **scientifically incorrect knowledge or advice**?

34. **People with deviating political opinions** are accepted as long as those opinions are not contradicting to latest scientific insights and do not lead to revolutions or disasters.

35. **All human rights and all key values of western democracies:** Freedom rights, democracy, valuing family and having a personal confidential sphere, ...

36. Does the concept offer a **new infrastructure** (political processes, economic processes, logistic processes and financial processes) that preserves the international nature of our global community?

37. Does the concept offer a way to **smoothly transition corporate operations** and other businesses into the new reality?

38. Does the concept offer ways to **compensate people doing dirty jobs** no one wants to do, but that we need, while we transition?

39. Does the concept recognize and honor **national boundaries** and the different interests nations may have?

40. Does the concept **explain how nations will conduct trade during the transitional process and after**?

41. Does the concept **promote global trade** and recognize the interconnectedness of our global civilization?

42. Does the concept recognize and promote **international sharing of ideas and increased material prosperity**?

43. Does the concept offer a credible way of **reinventing the justice system,** both within nations and internationally?

44. Does the concept **reduce problems that come from money, profit and power expressed as wealth**?

45. Does the concept offer a way to **soothe conditioning** resulting from centuries of living inside **capitalism** as the idea is implemented?

46. Does the concept **offer to everyone the basic necessities**: food, clothing, education, healthcare and housing at no cost and offer a practical way to do that?

47. Does the concept provide **incentives for individual innovation and entrepreneurship**?

48. Does the concept make every human being **completely free, able to do whatever they want including pursuing their self- actualization as a full-time occupation**?

49. Does the concept **recognize and honor diverse religions, spiritual paths, creeds, beliefs and values?**

50. Does the concept include **science-based decision making**?

51. Does the concept offer a society where **opportunity is available to everyone regardless of religious, ethnic, economic, political, gender, race or other background?**

52. Does the concept offer **incentives for those interested in restoring the environment**, caring for animals, or other charity work?

53. Does the concept **reward any individual act** that makes **people and the planet better off**?

54. Does the concept recognize that **people have different capacities for creating, working and ideating,** benefiting people and the planet, and reward people for their unique contributions instead of treating everyone "equally?"

55. Does the concept offer a credible way of **supporting further space exploration?**

56. Does the concept offer a credible solution to **preventing/eliminating most crime?**

57. Does the concept offer a credible solution to **homelessness?**

58. Does the concept offer a credible solution to **hunger?**

59. Does the concept offer a credible solution to **environmental destruction?**

60. Does the concept offer a credible solution to **nepotism** and **corruption?**

61. Does the concept offer a **reliable, rational transition plan?**

62. Does the transition plan offer ways to **compensate or leave whole, those who have generational investments in industry?**

63. Does the concept offer the **1% and other elites a way to cooperatively transition** with the rest of us?
64. Does the transition plan offer practical ways to **compensate asset owners** for the value of those assets and investments made in them by others?
65. Does the transition plan offer practical ways to **compensate cash valuations of investments, debt, risk, and intellectual property?**
66. Does the transition plan include **real-world demonstrations or simulations** of the idea people can explore with?
67. Does the transition plan offer **practical ways you can get involved** beyond participating in meetings, chatrooms and other conversations?
68. Does the transition plan offer ways to **mitigate sanctions and other dispute tactics** some nations and people may throw on the transition path?

For more radical ideas or concepts (all suggested by Copiosis, not supported by PerCon Flow):
69. Does the idea include *science-based* *decision making* but **not** to the **exclusion of other methods**?
70. Does the idea drastically **minimize the effects politics** has on society and the planet?
71. Does the idea **eliminate corporate personhood** while doing no harm to those entities or the people in them?
72. Does the transition plan offer a credible way to **eliminate money and debt** without harming anyone?
73. Does the transition plan or philosophy advocate **seizing of assets, wealth transfers** or other uses of force or direct or **kinetic violence to strip wealth** from the 1%?
74. Does the transition plan provide a way to **eliminate government** while preserving those government services we want and need?
75. Does the transition offer a way to **eliminate the banking industry** while leaving bank investors whole?
76. Does the transition offer ways to **eliminate the financial services sector** while leaving the value of that sector whole?

In future, this list will be **extended, categorized** and it could serve as a basis to score socio-economic models, e.g. by adding weights to the factors. In another step, **economic simulations** could be done to avoid bad variants and to make regulations as liberal as possible without losing too much efficiency.

4.12 Major Capitalism Evolution Steps, proposing Capitalism 6.0

This file https://www.winthroppartners.com/wp-content/uploads/2018/12/Business-Trend-Capitalism-1-2-3-4-5.pdf has this model of major capitalistic models:
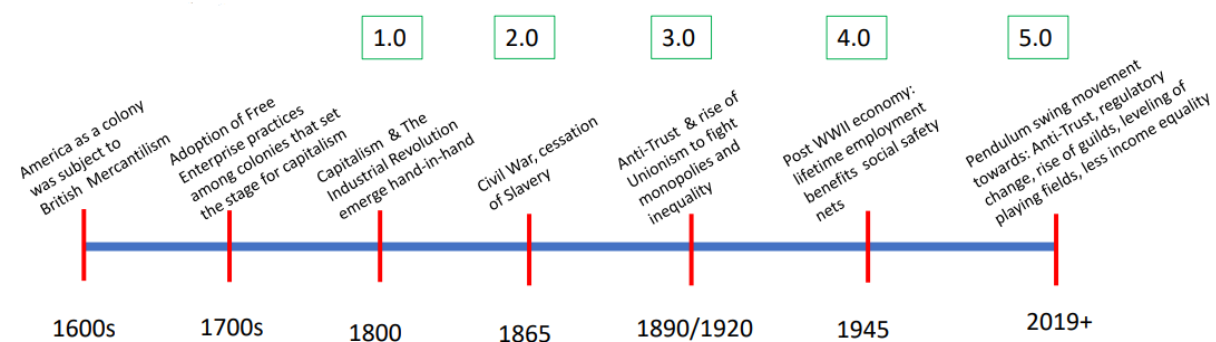
PerCon Flow aims to become widely accepted as Capitalism 6.0.

Links to **other descriptions of key capitalistic milestones and improvement ideas** which may differ from the above timeline and concepts – they are often book titles, commercial public speaking agendas, etc. and designed to sell and to position the authors as visionaries:

General discussion of deficits and ideas:

https://www.forbes.com/sites/forbesasia/2019/10/16/a-defense-of-capitalism-by-nipseas-goh-hup-jin/?sh=50e1b0b474b7

https://www.winthroppartners.com/wp-content/uploads/2018/12/Business-Trend-Capitalism-1-2-3-4-5.pdf

Capitalism 2.0:

https://www.amazon.com/Communism-2-0-25-Years-Later-ebook/dp/B00TZCI9HK

https://www.wired.com/2009/03/communism-20-on/

https://trustedadvisor.com/articles/is-capitalism-2-0-a-mirage

https://medium.com/fusion-by-fresco-capital/capitalism-2-0-eb47c87214e6

https://dobetter.esade.edu/en/capitalism-2.0

https://www.humanizingbusiness.com, https://www.humanizingbusiness.com/aboutus,

https://www.linkedin.com/in/mark-fernandes-29052a157/ working with Simon Sinek

https://www.bigspeak.com/speakers/mark-fernandes

Capitalism 3.0:

https://www.amazon.com/Capitalism-3-0-Guide-Reclaiming-Commons/dp/1576753611

https://ssir.org/books/reviews/entry/review_capitalism_30

http://peter-barnes.org/book/capitalism/

Capitalism 4.0:

https://www.amazon.com/Capitalism-4-0-Economy-Aftermath-Crisis/dp/1586489623 2011

https://www.amazon.com/Capitalism-4-0-Economy-Aftermath-Crisis/dp/1586488716 2010

https://www.theguardian.com/books/2010/jul/25/capitalism-4-anatole-kaletsky

Capitalism 5.0 / 6.0 / Future:

https://www.salon.com/2010/05/18/next_american_capitalism_model/ 2010

4.13 What about other Suggestions?

The table below lists a number of socio-economic model suggestions and their key shortcomings:

Suggestion	Key Shortcomings
Current Capitalism	The 15+ big problems described here. A key underlying problem are the rich and their greed and unethical/unfair behaviors, especially the billionaires which often also dominate the media with false narratives and ruthlessly try to secure themselves as much (public) money as possible while keeping everybody else down and not adopting their payments sufficiently to productivity or profitability improvements or inflation. It also has a race-to-bottom problem, e.g. that companies are forced to automate and reduce jobs quickly because otherwise they become uncompetitive. This could be done more wisely to prevent that most end up unemployed and in poverty.
Extreme globalization	Brittle supply chains with possibilities for some organizations or countries to blackmail others; many products being out of supply including life-saving medications or products (people dying); a driver of inflation in case of problems or conflicts; all professions which can be outsourced to cheap labor countries get wiped out; ruthless capitalism leading to mass layoffs and impoverishment of the masses.

Suggestion	Key Shortcomings
Quick rip-off, get-rich-quickly schemes	1. **Lowly paid contract work:** Contractors and companies try to get as many contracts as possible, then look for even cheaper sub-contractors or employees and typically fail – just wasting everybody's time and possibly disappearing with paid installments. 2. **Degrading online marketing:** This has become too expensive except for top corporations and some unethical quick-rip-off schemes like selling crappy overpriced videos / eBooks / NFTs online. Marketing makes services and products typically 2x-10x more expensive for the end customer. 3. **Unethical self-rewarding automated sales**, hooking possible stupid customers (seen as stupid sales victims) up on chatbots and charging 5-10x the market rates: Destroys everybody's attention for sales messages. Also ethical innovative offers don't come through anymore. 4. **Millions of people changing their online qualifications with the perceived needs:** Turnaround experts in the pandemic, then marketing experts to rip off 25% of the ad spending, cybersecurity experts, anti-climate change fund raisers, ESG experts, ... 5. **Many fraud schemes** with upfront payments, fake investments, crypto investments, etc. **Bottom line:** All these schemes **poison and degrade our human coexistence** more and more and lead to **negative net beneficial results**.
Socialism, Communism	Insufficient motivation on people to work efficiently; too centralistic flawed bureaucratic planning leading to under-supplies and loss of quality of life; no real democracy; too much focus on the military and suppression; corrupt pseudo-elitist systems of politics/decision making e.g. around the politburo.
Cosmo-localist models	Due to having to buy local, this will be exploited by participants either by being just lazy or by charging too high prices or by just not being competitive due to lack of mass-production and sharing work.
Bottom-up co-creative approaches	As discussed above,~99.9% of initiatives won't get funded and won't succeed, are too inefficient, don't motive people enough and their members won't be able or willing to wait for many years to get an acceptable reward for their efforts.
RBEs (Resource-based Economies)	There is an entire section on them in the extended version of this document. Even though they typically avoid money, they'll use some kind of mechanism like points to pay for resources and services. That mechanism will typically lead to **hyper-inflation** because all proposals so far have deficiencies regarding supply chain, having complete supply (especially for complex products), balancing supply and demand and motivating people to work sufficiently and efficiently. I.e. soon most people in such communities will typically be poor and not able to buy anything. Especially healthcare, medications and old age care seem to be a problem of all of them.
Trom: Trade-free society	No chance to build up a functioning economy: No ability to build up supply chains with trade; No ability to mass-produce complex goods; insufficient motivation for people to work since they're supposed to

Suggestion	Key Shortcomings
	give away what they produce for free against the hope to get donated what they need.
Israeli kibbutz	This is based on Wikipedia's _Kibbutz crisis_ entry – but **many of the models above can be expected to run into similar problems**: With time, the kibbutz members' sense of identification with the kibbutz and its goals decreased. This process originated from personal frustrations among the kibbutz members as a result of internal processes, from the growing stratification and inequality due to the growth of capitalistic practices, and a generation born and raised in the kibbutzim that did necessarily inherit their parents' fiery ideological and motivational drive to "settle the land". Over the years, some kibbutz members established professional careers outside the kibbutz, accumulating power, privileges and prestige. The balance between individual values and values of the kibbutz began to tip, and work motivation was affected. An emphasis was placed on social compensation to encourage productivity. These processes occurred in parallel with a severe economic crisis (itself a sub-component of the Israeli economic crisis of the 1980s). • The privatization processes and the adoption of non-cooperative beliefs in all of the Israeli society, affected the moral and structural support of kibbutzim, and with the years penetrated the new generations of the kibbutzim. • The kibbutzim were built on the attempt to create a permanent and institutionalized framework, which would be able to set a pattern of conduct that would successfully handle the implementation of shared values. The attempt to place such a regular pattern required creativity in the adoption of kibbutz practices to its growth and changing kibbutz system and encompassing society, but kibbutz leadership suppressed innovators and critical thinkers, causing either failures to deal with changes or adoption of capitalist solutions that negated kibbutz basic principles. • The kibbutzim had rural patterns of settlements, while over the years the Israeli society began adopting urban patterns of settlements. The lack of match between the patterns of the kibbutz society and the majority of the Israeli society, appealed the strong linkage between the kibbutzim with the entire Israeli society, a principle that did not allow the continuation of the collaborative model (because of the internal weakening and the loss of the all-Israeli legitimacy). • The kibbutzim were established during the pioneer period and were the fulfilment of the Zionist vision, as during that period of time every member was required to give the maximum from himself for the good of the collective: the kibbutz and the state. In addition, as a group it was easier to deal with the common problems of the individuals—which allowed the recruitment of a large number of people for maintaining the safety of the community at that time, and therefore this way of life was suited for the Zionist goals more than other forms of life at that time. • The original concept of the kibbutzim was based to a large extent on self-sacrifice of its members for the sake of abstract foundations and not on the cancellation of work, and therefore

Suggestion	Key Shortcomings
	after the pioneer period the linkage between the kibbutz members decreased, due to the decline in the pioneering spirit and the decline in the importance of the self-sacrifice values.
	• When the kibbutz was perceived as an initiator for values and national objectives, it was very much appreciated in the Israeli society and it was easier for the members to identify themselves with the kibbutz, its function and its significance. With the decrease of its appreciation and the minimizing of the social significances in the Israeli society, the kibbutz identity weakened.
	• The kibbutzim were not capable of dealing with the increase in the standard of living in order to keep the communal values relevant, which eventually led to the changes in patterns of life of many members, undermining the relevancy of the communal framework, which was not adapted to this.
	• The globalization processes and the kibbutz failure to block them exposed the kibbutz society to a different type of culture. For example, after kibbutz members were allowed to have television sets in their own homes, the kibbutz members were exposed to "the good life" in which people were compensated for their work and could buy themselves different luxurious items. The kibbutzim were not capable of dealing with these processes.
	• The collapse of the Communist bloc resulted in the weakening of Socialist beliefs around the world, including in the kibbutz society.
	During the 1980s, following the peak of the kibbutzim crisis, many people started leaving their kibbutzim, and there was considerable tension due to the economic situation.
Transhumanism, Population reduction agendas, etc.	They are inhuman and based on force. That will not happen in PCF. There will be no pressure on people in PCF except to not be criminal/corrupt.

4.14 Supporting the Transition from a Scarcity- to an Abundance-based Economy

Figure 7: Scarcity-Based Value System from http://futuristplayground.org/process/

Instead, **abundance** can be reached regarding these **values**:

1. Scientific discovery
2. Nature's regeneration
3. Wellness
4. Efficiency
5. Collaboration
6. Means of financing
7. Ideation

Soft Factors:

1. Freedom
2. Self-motivation
3. Compassion
4. Mutually beneficial relationship creation (synergistic)
5. Being results-oriented
6. Conflict Resolution, not escalation
7. ...

Many **technologies and organizations have even gone exponential** with an entire economic branch of research around them:

1. Artificial Intelligence (AI), NLP, computer vision, intelligent robotic process automation (IRPA)
2. Internet of Things (IoT)
3. BioTech/MedTech: Developing Anti-COVID vaccines in months instead of decades with new tech like mRNA
4. Space rockets: SpaceX has reduced the costs per kilogram by a factor of 10.
5. Sharing economy having reduced the costs of using things instead of having to buy them.

6. Quantum computing

During the many recent crises, everybody has noticed that **money is not a scarce factor**: It can simply be printed. However, abundant means of financing without causing too much inflation is still difficult.

Unfortunately, production system owners and bankers are **limiting innovations** by limiting their financing and adoption. They think they fare better by monetizing each technology generation to the utmost and having new technology wait. That way they have to do less risky investments, less management, less re-training, more passive income (licenses/royalties), fewer employees thus increasing pressure on the labor market thus lowering the general wages, etc. Many tend to wait with innovations until competitive pressure forces them to do so – and often then it is too late to keep their market share or even for their survival (e.g., Kodak, Nokia, ...). Also, colleges/universities throttle innovation: They prefer to sell/license interesting ideally patentable parts to the highest paying company, to only publish less commercially relevant materials and to justify more millions for their research by pointing to others who seemingly are too hasty, have some gaps or not ideally well-founded explanations for their research. However, they use the promising (preliminary) results of their competitor to justify why they need a multiple of the research money.

Many of these academics and capitalists do **resist technological innovations** (thus nowadays putting their entire **country's competitiveness at risk** while e.g., Silicon Valley and China rush ahead) **and of course also socio-economic innovations,** out of selfish reasons. They should not have the last word, to avoid a bigger crisis.

5   PerCon Flow aka Potentialism aka Capitalism 6.0 (PCF, Thomas Poetter)

5.1   Core Ideas of PerCon Flow

1. Elimination of most crime, all corruption and **misdirected incentives in favor of efficient collaboration, UN SDGs** (sustainable development goals) e.g. environmental protection.
2. Adopting **best practices** and innovations of industrial analysts, VCs (venture capitalists) and investment banks but applying and automating them **for the good of society**.
3. **AI to automate everything** (if desired) to minimize bureaucracy and speed up decisions.
4. **AI analyzes & orchestrates everything**, being fed & controlled by humans.
5. State or society remunerates everybody based on **net beneficial value (NBV)** of the results of their work instead of wages.
6. Shifts **away from less beneficial work or professions** (speculation, marketing, sales, legal work for corporations) towards efficient practical science/innovations, medical, social, care and environmental work.
7. **One cryptocurrency** as a state's only currency with requirement for valid reasons for payments: Provides transparency and minimizes corruption and crime.
8. **Everything ethical; avoiding recessions** and any disruptions; **exploiting our creativity instead of nature, optimizing** the entire society, science & R&D
9. If required, each citizen gets a low **UBI** (universal basic income), free education and healthcare and is expected to improve their persistency, **con**scientiousness and (working/ideating in) **flow** (state) and collaborative skills – the properties that most likely lead to success in life and are the root of the name.

The **key differences** between the current socio-economic developments and the potential with potentialism are:
1. **~10-50% of GDP which are based on cheating, fraud and crime would be put to ethical uses.**

2. **~50% of activities and professions which don't produce significant societal benefit will be terminated** and put to better uses (marketing, sales, manipulation of others, cheating, corporate legal services, ...)
3. **Research & development (R&D) will become ~10x more efficient** by asking more audacious questions and putting more audacious theses out that will be verified or falsified.
4. **All people cooperate efficiently and ethically – no war or mobbing any more.**
5. **We could probably solve all problems** and **all be prosperous, healthy and happy!**
6. **...**

5.2   Short Overview with Key Concepts

This describes the **flowing together and culmination of ideas on how to improve capitalism, and to avoid the imminent financial or economic crash by maximizing innovation into a bigger synergistic concept** – so to say "**capitalism 6.0**" dubbed "PerCon Flow". It is rooted in and contrasted with existing ideas about socio-economic models (SEMs).

From the point of view of **constitutional economics**, the problem of undesirable market outcomes is due to **incorrect rule-making or regulation**. Consequently, reforms must be located in the area of rule-making. The issue here is about a **wrong "enactment" of the market**, which should be corrected. Ultimately, **weaknesses in the democratic rule of law or in the process of lawmaking and law enforcement at the supra-state level are responsible**. This is addressed with the top-down parts of this concept.

This model is **just an example** of a political configuration or **innovative political agenda** of such a model – **trying to be in the political middle** for Western economies but integrating ideas based on their aptness – not even excluding ideas rooted in the far-left spectrum – but in an adapted form hopefully acceptable for the political middle. Even though this concept is written in a very prescriptive form so that it can serve as a basis for possible laws, it can of course **be changed or extended** in any degree based on new creative ideas, political taste or existing political majorities. Several details and examples were just included to give innovative ideas and describe the philosophy and how its parts flow together. The economic, team work and education categories are more related, the other categories are more independent and can thus be changed more easily. In any case, the **resistance of many interest groups who have led the existing systems to the edge of the socio-economic abyss has to be overcome** or the **next step into the abyss is inevitable**. **Big threats** always require big efforts or **big changes** to avoid them – also regarding this PerCon Flow approach.

Even if a **big crash or decline** can be avoided, there are now highly innovative regions. Regarding AI (artificial intelligence) these are e.g., Silicon Valley (USA) and several Chinese **innovation hubs**. If countries do not react, then their innovative companies will soon dominate most sectors, not just the internet and AI sectors. Therefore, all countries should be looking out how they can become **similarly competitive and innovative** and **PerCon Flow provides a solution how to even become more innovative**.

The **basic thought** was **what an optimal socio-economic system** which **maximizes creativity, innovation and prosperity would look like. No wrong incentives**, remunerating everybody based on the **net benefits values (NBV)** and **effects** created, trying to make **everything sustainable and ethical**, being **maximally fair** to everybody, eliminating the **root causes** of everything that does not work optimally in today's societies like *all types of wastes/inefficiencies, misguided companies/organizations, abuse of power, bad influence of billionaires and growing income inequalities, suffering of innocent people, crime/corruption, bad education, health, psychological issues, prejudice, hate, discrimination, defamation, ...*

The base principles are:

The **cancerous parts of capitalism** are taken away like crime/corruption and the billionaire agenda and then some improvements are performed like true equal opportunities so that everybody can reach their maximal potential and all misdirected incentives are removed.

Payment only based on net benefit produced, universal openness, objectivity, equality, fairness, efficiency, innovation and efficient collaboration.

From these base principles **most of PerCon Flow is derived using mathematical logic** like induction or concept transfer. The key human values are the base principles in the headline. They will be accomplished when they are fully respected from the top to the bottom of society and misdirected incentives (speculation, manipulating or tricking people with legal clauses), unethical or unsustainable practices, crime/corruption and status behaviors are eliminated.

PerCon Flow shows how the **latest AI breakthroughs** (including NLProc – natural language processing) can be applied to improve society. **Calculating objectively the net benefit value** of people's activities and optimizing them is only now economically possible with AIs that understand English better than the average American.

I'm proposing PerCon Flow as my vision of an abundant future in contrast to the current future tracks in which we're headed towards complete dominance by a few corrupt billionaires/oligarchs and oppression and poverty for the rest.

It also originated from thinking about AI-based automation business idea which could eliminate millions of jobs and having ethical concerns about that. This concept shows how society can still function and actually **function better with those levels of automation**.

Averting a sudden Human End Game: This Concept can for the first Time solve Problems that nobody had a Solution for before

1. Global warming/desertification, overfishing, need for quick de-carbonization, sweet water scarcity, loss of ~50% of the arable land, mass migrations, **each day a billion dollar disaster by 2030** and the other UN SDGs (sustainable development goals). Small losses of biodiversity can lead to ecosystem collapses: When animals that control other resources disappear, this resource can become overabundant and destroy the ecosystem. Biodiversity is also needed to fight diseases & pests and derive new drugs.
2. **Explosion of national debts** / printing money / big risks of hyper-inflation or debt collapse.
3. Rapid **decline in buying power** of freely disposable income while some costs explode: Medical, housing, energy, education, military, construction/corruption, ...
4. **Breakdown of public services/companies** due to **bureaucracy/corruption**/lack of finance for disrespected parts like police, law enforcement, healthcare, administration, public research, **public health**/pandemics (massive costs and loss of productivity from (long) COVID), over-ageing of societies, nursing emergencies.
5. Some **economic sectors with price/corruption explosion** and/or blackmailing others (e.g. medical care, housing, banking, insurance, military, energy, ...).
6. **Record high crime and corruption rates**.
7. **Limits of the earth's resources**, exponential population growth/**over-population**.
8. **Loss of competitiveness** to China & Silicon Valley, especially during COVID.
9. **Mindsets/skills**: Less education, more fake news, more hate, less cooperation, lower attention spans, less care, more outrage and hate on social media.

10. More international tensions, **(trade) wars, (economic/fiscal) sabotage**, ...
11. **Quickly rising prices** (energy, food, health), (hyper-) inflation & **insufficient supplies** coinciding with mass unemployment due to automation or recessions can **let many people die** or cause uprising.

This concept strives to be **innovative or unique regarding these criteria**:
1. Probably the first time the **world's top 15+ problems were identified and described**.
2. Probably the first socio-economic concept that is able to **solve most human problems**.
3. Probably the first modern socio-economic concept to have been **reviewed by dozens of academics**.
4. First concept to propose a **detailed realistic solution to all 15+ of the world's top 15+ problems – and most other problems**.
5. First big **societal vision and implementation strategy towards a bright fair high-tech ethical future for everybody.**
6. First concept to that's **optimized for the long-term prosperity and well-being of entire societies** with all citizens.
7. First concept to propose a **detailed realistic path towards a fully ethical scientific high-tech StarTrek-like future.**
8. First concept to **allow a consistent and fair financing of the UN SDGs (sustainable development goals) with the green new deal without putting anybody into poverty**, politics to protect mother nature and transform the economy into a **sustainable** one leading to **only sustainable i.e., minimal global warming, pollution, overexploitation, extinction of species**, etc.
9. First concept to **dramatically accelerate the human scientific-technological development**.
10. First concept to **end all work that does not benefit humanity.**
11. First concept to **eliminate all false incentives, end most cheating, corruption and crime**.
12. First concept to **treat everybody in it fairly** and to really allow everybody to **reach their maximal potential**.
13. First concept to **systematically address all root causes for crime, hate and psychological issues**.
14. First concept to **systematically minimize all types of economic wastes** and to **optimize all social and economic outcomes**.
15. First concept to **maximally limit the damage** that can be done **by individuals or groups of people**.
16. First concept to **minimize or eliminate all unethical and unfair practices**, e.g., regarding exploitation, taking advantage, manipulating, mobbing, defamation, defrauding, lying, etc.
17. First concept in which **taking responsibility** has the **original meaning** of the word, i.e., also **being liable** for one's (in)actions.
18. First concept to **avoid the in 2022 immanent and future recessions** and economic **crashes.**
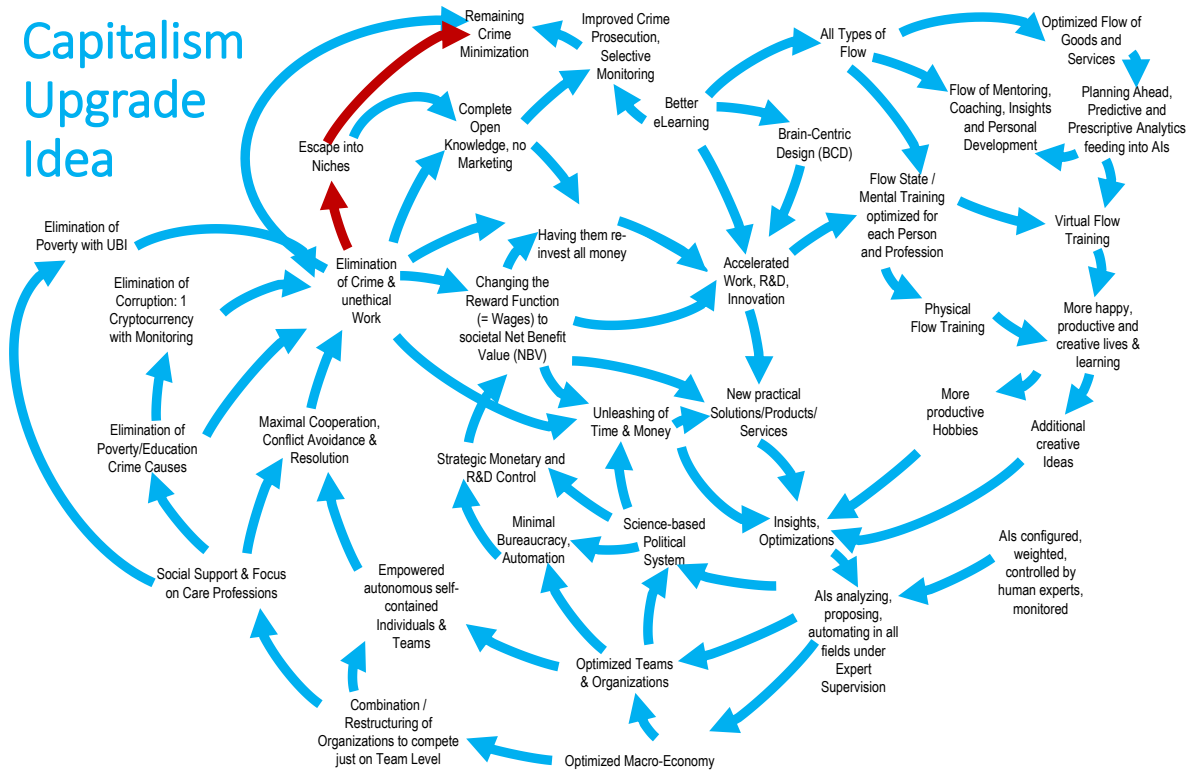
Figure 8: Concept map of important PerCon Flow ideas

Even the ancient Romans knew: "Ducunt volentem fata, nolentem trahunt" (Seneca: **The fates lead the willing and drag the unwilling**). Who does not implement innovations will be drawn by fate into **recessions, crashes and economic decline**. This does already apply to all those who do not benefit from **well-financed innovation hubs like Silicon Valley**.

"It always seems preposterous until it's done."
Nelson Bretela

Adapted & Extended from Voros (2003)

https://thevoroscope.com/2017/02/24/the-futures-cone-use-and-history/
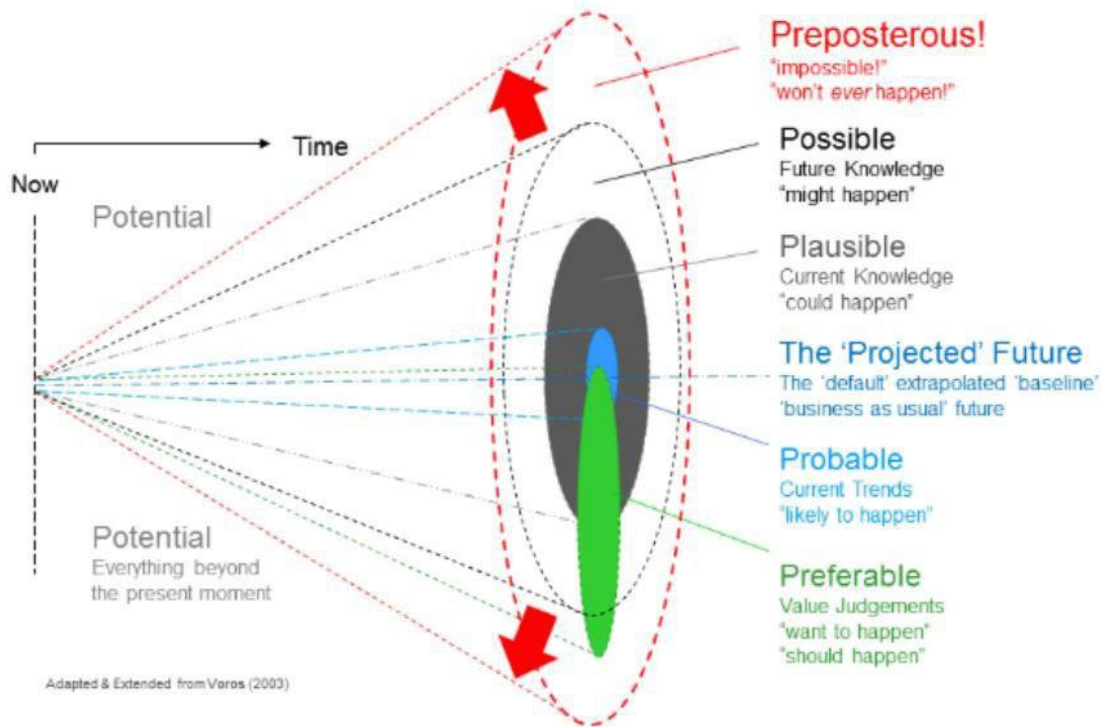
Figure 9: Future: It always seems preposterous until it is done

What is PerCon Flow? It's a new socio-economic model (**SEM**) that strives to offer in practical ways equal opportunity for all while acknowledging that outcomes are unequal but that a focus on **per**severance and **con**scientiousness (short: PerCon) pursuing long-term goals, ideally in (group) **flow state** dramatically improves the success probabilities. The *original idea* was to call it **Grit[22] Flow** with grit being defined as "perseverance and passion for long-term goals" but ensuing research found that **perseverance and conscientiousness are the top success factors** and *passion/purpose* is less relevant except for creative / high-end professions. **Flow** stands for the **mental state of optimal performance and creativity** with a group flow component and also figuratively for goods, services, processes and thoughts of individual people (interests, insights, knowledge) and humanity **flowing together** towards a common good and innovation towards maximal productivity and wealth. People are among other factors assessed and paid based on how they are **supporting and not disrupting or interfering with flows of any types and create practical value**. These form the name because **perseverance, conscientiousness and group flow are the defining objectives and properties of this approach.**

PerCon Flow takes several ideas **from the extreme political left to the middle of the political spectrum** to allow it to get **adopted politically or on scientific grounds by (local) government or Federal Reserve banks**. While many individual measures are completely unacceptable to many – like

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[22] https://en.wikipedia.org/wiki/Grit_(personality_trait)

when making a delicious meal – through the way they are mixed, balanced, flow together and form a new synergistic concept, the **end result should still be appealing to many: a maximally innovative and productive society.**

The following table shows **several economic attributes compared that will shift**:[23]

Classical Capitalistic Economy	PerCon Flow Economy
Growth through **unsustainable exploitation of the planet's limited resources, speculation, elbow mentality, fraud, war.**	**Growth** through putting our **unbounded sustainable creativity** to work with optimal flow regarding **accelerated innovation** and **higher efficiencies** through efficient collaboration, co-creation and just the competition required for motivation and efficiency.
Misdirected incentives of money or economy.	**No misdirected incentives any more of any type.**
Zero-sum or win-lose outcomes, wrong incentives directing trillions of dollars to manipulate or subdue other - useless and even harmful for the good of society: speculation, marketing, sales, tax advisors, large part of lawyers' work.	**No useless work for society gets remunerated any more,** top resources are put into **maximal innovation, environmental protection, education, healthcare, etc.**
People are **afraid of investing** or using money or speculate or create sparsity or monopolies (e.g., with protective rights).	All **money** is **managed by a few institutions** and **gets continuously invested** into new technologies with a risk and profit sharing approach.
(Destructive) **Competition** mainly on an **organizational level.**	(Constructive optimizing) **Competition** mainly on a **team and personal level.**
Low **wages** and often **high consulting fees** due to nepotism to **pay people**	**Net Benefit Value (NBV)** to **fairly remunerate people.**
Monetary unsustainability through interest rates, speculation, having to massively print money, inflation, crashes, growing inequalities, abject poverty, increasingly more early deaths.	Monetary sustainability by **disallowing interest rates, speculation**, investing all into innovation and other measures.
Investment bankers and analysts **invest based on latest elitist insights, insider knowledge and corruption.**	The **community** invests based on **objective insights published early** to the community.
Pseudo-meritocratic "elites" discriminate and bribe.	**Equal opportunities, complete openness and no discrimination.**
Bureaucracy	**Unbureaucratic** due to AI-based automation
>= 90% of startups fail, e.g., due to marketing/sales, not getting accepted	Society optimizes the success probabilities of new tech and business ideas in every respect and tries to **remove all innovation hurdles.**
Billionaires or unethical managers manipulate or subdue millions of people for selfish reasons (win – lose, zero-sum "games").	**All business transactions and projects are fair** and optimized for NBV.
Prohibitions, complex (case) laws	**Extreme liberty: few clear principles and commandments, hardly any prohibitions**

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[23] Adapted/extended from https://youtu.be/4qKAse8388k?t=137, https://docs.google.com/presentation/d/1rwCe2JZPbSvGRWdpRfgJqK9Zri5DiWOsmx6wKSwYfJI/edit#slide=id.p , https://www.gameb.wiki/index.php?title=Game_B

Classical Capitalistic Economy	PerCon Flow Economy
Not enough time or money to **prevent and look into discrimination, defamation, other negative behavior**	**AI-based assessment of behavior and outcomes where required.**
Biblical recessions roughly every 7 years with millions of job losses, suicides, etc. – HR departments doing Sisyphus work.	**Avoidance/minimization of recession** due to many counter-recession mechanisms like continuous cleanup/renewal.
Inflation that more or less quickly takes away the value of savings of relatively poor people.	**Minimized inflation and deflation –** not giving anybody a disadvantage.
Priority on driving consumption to the extreme using manipulation	**Priority on preservation** (of nature, economy, monetary value, piece, product quality, ...)
Big inefficiencies due to white-collar-**crime, speculation, artificial scarcity.**	**No avoidable inefficiencies**, everything aligned with maximal NBV.
(Planned) Obsolescence	**Optimum Design** for longevity and reusability
Property	**Property and access** (providing abundance)
Unrealistic hope for **infinite growth, no plan B.**	**Growth driven by innovativeness inside nature's bearable limits.**
Repetitive labor for income	**Mechanization, automation, ingenuity**
Scarcity/Imbalance	**Abundance, balancing** of needs
Dispersed work with inefficiencies	**Creating and following strategies** to get skills passions and work packages perfectly flowing together.
Band Aid **Fixes**	**Systems Approach**
(Planned) **Obsolescence**, disposal with little re-use	**Optimum design** for a long life and upgradable parts: Cradle-to-cradle circular economy
Property	**Property and access** (providing abundance)
Transactional Accounting	**Systemic Accounting**
Labor for Income	*Mechanization, **Automation, AI, NLP**
(Artificial) **Scarcity**	*Abundance
Competing Metrics	**Commensurate Metrics**
Imposed (Command & Control)	**Emergent** (Self-Governance)
Symptomatic actions	(Root) Cause-Effect (**real sustainable solutions**)
Uncoordinated **Partial Solutions**	**Systems Solutions**
Capital, influence/bribery or opinion-based	**Data based, objective**
Punitive	**Protective and rehabilitating**
Interventionary	**Preventative**
Linear Materials Economy	**Closed Loop (materials economy)**
Depleting & Extraction	**Regenerative**
Fixed	**Modular & Adaptive**
Commodity Based	**Technology Based**

*Innovations and changes are also based on new scientific understandings; industrial or societal innovations.

Summary of key concepts in a PerCon Flow society:
1. **All knowledge is made open** and held in an improved Wikipedia-type of resource: no more patents, industry secrets, etc. (except to protect against non-PerCon-Flow countries).
2. Replacing the exploitation of the **earth's limited resources** with the effortless-feeling **limitless exploitation of our mind's ingenuity and creativity** in flow state.

3. **Competition takes place on a team[24] and NOT on a corporate level**, i.e., most **companies** competing in key common fields against each other are **combined** (as far as practical), sharing their knowledge, expertise and employees.

4. **Demanding or paying interest rates is forbidden** as well as **all types of speculation** and **bartering/black market transactions** because it de-stabilizes the monetary system. A stable monetary value is desired – avoiding **inflation as well as deflation** except for fighting a crisis.

5. **All standard insurance needs are covered by the community or government but with a deductible** amounting to around 50% of one's annual income for all insurances together per 12 months to encourage personal responsibility. All necessary health care would be provided without deductibles. Beyond this, people can buy online insurance to minimize marketing/sales costs.

6. There's **no such cash any more. It is completely digitized using distributed ledger technology (DLT) based transactions e.g., using digital money or crypto-currencies.**

7. All **payments have to be made digitally** and shall be traced to **eliminate unethical uses**. Bartering is prohibited except in one's neighborhood for non-bureaucratic help and for some **alternative innovative communities**.

8. **All money** is **managed centrally** by governmental organizations or just a few banks adhering to standards and systematically invested for the good of the community, country or mankind with **first priority into innovations and then into higher quality and length of life**. Taxes are also deducted. In crisis times, the government is allowed to adjust the amounts of money in the bank accounts using **smart rules or contracts** (additional tax or financial gifts to prime the economy).

9. Regarding their money/assets people get **no interest but a share of the results** reflecting the percentage of improvement/growth of society which can be negative, too.

10. **Salaries, consulting fees, rent/product/service prices are replaced by a virtual form of reward or payment calculation** based on the **NBV** (net benefit value) created – an idea by Larry K. Mason (NoPOM).

11. **Payments** outside the PerCon Flow countries must minimally cover the basic survival of a 3-person-family including social deductions/contributions and old age provisions which must also be predicted to be sufficient for the parents to cover life's necessities at the location in which they live.

12. People get **paid** according to their '**net benefit'**. This means that if person A does something that benefits person B but negatively impacts either person C or the environment, then person A's net benefit shall be the good they have done minus the bad. This means it is in everyone's financial interest to be as ethical and benign as possible.

13. **Universal Basic Income (UBI):** no one should have to 'earn a living' in a job they hate, earning just about enough money to stay alive so they can carry on going to the job they hate. Civilization could easily provide the basics of life for everyone for free, and in a PerCon Flow system it would.

14. If people want anything **beyond the UBI** (a better life style, luxuries, etc.) then they shall have to **create something valuable** in order to get additional money to pay for it.

15. **How people/goods/services get paid is decided by multiple competing AI systems whose weights are controlled and adjusted by a scientific community** each called the PerCon Flow Strategists. A member of this Strategists Organization shall have an area of expertise they give assessments about. Their sole job is to set the weights FAIRLY – possibly together with others. They determine rewards by an algorithm created specifically for this purpose. To

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[24] Amazon best practice: https://www.theregister.co.uk/2019/05/14/amazons_away_teams/, https://www.theguardian.com/technology/2018/apr/24/the-two-pizza-rule-and-the-secret-of-amazons-success, https://www.inc.com/peter-economy/the-14-amazon-leadership-principles-that-can-lead-you-your-business-to-tremendous-success.html, https://www.impraise.com/blog/the-amazon-controversy-what-is-missing-in-its-performance-management

minimize narrow-mindedness, abuse or corruption, multiple AI systems and teams do this – competing regarding actual vs. expected comparisons. The idea is that open-minded teams detect possible future shortages, threats or opportunities early and put this into their model and advertise them to get awarded based on the preciseness of their assessments. Citizens can decide based on which AI they want to get rewarded. That means many decisions that are political nowadays would indirectly be made by the teams around these AI systems – just like top financial or fund managers are doing it today. Simple KPIs are often not sufficient – the system would have a maximum likelihood estimator and other higher math/stochastics/AI.

Example COVID pandemic: The AI system would analyze the anti-COVID strategies: PCR vs quick Testing, vaccinating, physical distancing, types of masks to use (FFP2/3), economy vs saving years of lives of citizens, which rules to introduce when? AS KPIs neither incidence no fatality rate are sufficient, rather a maximum likelihood estimator of future (economic/medical) performance should be created based on incidence, positive quotient, number of people tested, type/location of people tested to detect outbreaks and make other assumptions, movement of people, religious/cultural behavior and circumstances, number and trends of hospitalized people, mutations circulating, their medical/pandemic properties, fecal analyses in wastewater treatment plants etc.

16. **New or dramatically changed AI systems would be limited and analyzed regarding their changes:** Do they represent one or more valid future economic scenarios or could the changes be rooted in nepotism, corruption, etc.?

17. **The setup of such AI systems would start with the existing price and payment structures, but first everything that does not produce net benefit would be eliminated:** speculation, fraudulent activities, marketing, sales, insurance, parts of banking, agent professions, tax advisors, large part of lawyers' work, not sufficiently net beneficial research, fake news, spreading/selling unscientific content, ...

18. Any business idea, project or behavior that likely has a **negative net benefit value for society** is prohibited. E.g., privatization of profits and communitization of losses is forbidden and has taxes or penalty tariffs as a consequence for imports.

19. **Teaching everybody in personality development, psychology, psychiatry coaching/mentoring** each other so that hardly any ill-behaved or (psychologically/medically) untreated people are around anymore.

20. **Eliminating as many reasons as possible why people get triggered** (i.e., minimizing the build-up negative anchors) or falling into negative behaviors or beliefs: discrimination, having to pursue menial jobs to survive, having to work under a bad or incompetent manager, causes of crime, lying, etc.

21. **As much as possible is standardized with continuous upgrades** as science and insights emerge and all organizations have to adhere to them.

22. **Perseverance** and **conscientiousness aspects (beyond grit)** get rewarded, e.g., rewarding **not dropping out** of projects when it gets harder.

23. Incentives for **picking up somebody else's work, finishing it**, commercializing/marketing/selling it. However, some people just might be wrong in their positions.

24. Several levels of management and strategizing – having to merit it to be allowed to work in full Holacracy, Teal, Sociocracy, Management 3.0, pitching framework(used e.g., by Netflix (Book: no rules), Trivago, Basecamp, Valve, Gore, Semco, ...). **Team and task-based varying management structures**: The less experienced, knowledgeable and less cooperative or more criminal, the more management.

25. **Several competing central AI systems for evaluating** risks, opportunities, future scenarios, feasibilities, probabilities, weights, estimating and publicly advertising projected NBV, etc. Anybody can choose based on which AI system they want their work assessed like they chose

utility suppliers nowadays. The AI systems are rewarded based on their actual-vs-expected performance to give no room for corruption and lack of innovativeness.

26. **Rewarding MONEY after milestones reached** or even estimated benefit so that people do not have to wait until a big/long project is finished to get their rewards.

27. Criteria used when **assessing how much NBV/money** to award (non-exhaustive):
    a) Urgency
    b) PerCon (improvement over grit), **per**severance and **con**scientiousness working on projects
    c) Factors regarding the improvement or impairment of **flow** of all types: ideas, goods, services, traffic jams, hiatus of all kinds.
    d) Efficiency/productivity of work and resource usage
    e) Fitness of the work and the results into what others produce and need, if it flows nicely along (avoiding production jams/bottlenecks/queues) and together with what others need.
    f) Degree of friendly collaboration, co-creation, ideation with others in group flow
    g) Resource abundance: supply and demand side, past and future trends
    h) Customer/Creator ratio (social impact)
    i) Customer satisfaction based on objective criteria
    j) Customer benefit
    k) Environmental benefit, use of regenerative energy and materials
    l) Human benefit
    m) Scientific benefit/risk short-term and long-term
    n) Demonstrated self-education (taking a test after learning)
    o) Current and future risk
    p) Long-term future strategies into which it fits, potential, opportunities
    q) Innovativeness, creativeness
    r) Future-safety
    s) Scarcity and required qualification (e.g., regarding the payment in jobs)
    t) Monetary stability (avoiding inflations and deflations)
    u) Regional factors: wealth, cost levels, level of public services, education, income, tax and social cost levels and deductions, efficiency losses/wastes.

28. Regarding contributor's **valuation** it is recommended to assign a value to each contribution and person, with the sum of each segment leading to a comprehensive valuation.

29. **Objective meritocratic and proven qualification criteria** for being considered for anything (but not having a pseudo-meritocracy discriminating people): Placing/keeping people in **expert committees** with voting rights with continuous assessments of skills and knowledge, regarding the level of monitoring or trust, putting time or money into their suggestions, etc.

30. Prioritizing and having to **pay what is needed as input to discourage inefficient use**. Resulting/produced materials may only in exceptional cases be less expensive than the supplied input materials plus work costs at minimal wage.

31. Allowing people to **report needs in an IT system**, e.g., getting food delivered when their infected in times of a pandemic.

32. A big visual **Wiki (stigmergy, stigmergic knowledge accumulation) and intelligent search engine.**

33. A **Liquid feedback[25]-like system for political opinions/voting.**

34. For every service or product, **only a limited number of teams** is accepted based on
    a) Implementing the top different **strategies to reach the top USPs or trade-offs regarding USPs** (unique selling propositions) or **KPIs** (key performance indicators): Each product/service should be the best regarding certain aspects but often there is none

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[25] https://en.wikipedia.org/wiki/LiquidFeedback, https://liquidfeedback.com/en/

which is optimal in all respects due to required trade-offs. Therefore, good trade-offs shall also be considered.

   b) **Risk minimization** (people, regions, technologies …): Everything should be able to go on if normal natural or personal disasters happen.

   c) Size and regions of the demand so that this can be **fulfilled nearly optimally** and ideally locally.

   d) Allowing **different team structures** with different types of personalities as long as they are highly likely to succeed and reach top productivity.

   Teams leading to purely mediocre or bad offerings or that are not needed, are **dissolved** to have the members contribute to other teams or start new projects.

35. People get **gently pushed to fill up projects** and to no longer work on hopeless things, ideas, etc.

36. Still have top and lower level **decision makers/managers** who decide where the AI system can't decide alone because no decision is objectively the best one (lack of information, etc.): Politicians, managers or experts continuously have to prove competences across the bank (technical, personal/social).

37. **Crime-investigation** based on existing **reputation: Balanced monitoring, scoring, assessing people** and silent/gentle investigations to not make people victims of false whistle blowing/denunciation/defamation.

38. **Punishment/consequences** by giving people less for their basic life, forcing them to learn the (psychological) topics in which they showed deficiencies, having to wear electronic foot chains or implanted devices with defined legal places where to stay or move along, having to wear monitoring equipment (camera, microphones), locating devices (e.g., GPS), become test & teaching subjects for medical/pharma experiments, serving as patient model in medical teaching, having to do social/menial work, ... For severe criminals, implanted devices could even induce slight or severe pain to keep them from committing new crimes when monitoring data hints at that. However, putting people in prison is not a good option: There they just lose time, become more radical, angry, jaded and do not typically develop positive new skills but rather negative ones.

39. **Challenging and encouraging**: People who cause high costs for the society, even if not directly illegal, can be challenged to change their behaviors: From gentle encouraging, nudging, training to mandatory trainings or health checks, e.g., if people are living an unhealthy lifestyle, over-eat, break the flow of other people's work, etc.

40. **Legal System:** It shall stay the same as it is in central Europe, e.g., Germany or Switzerland: expert judges, no lay people or citizen juries, fact-based argumentation; the main focus is on prevention: Educating people and taking away the reasons and motivations for crime.

41. Hardly any **effort would be required for contracts and legal cases** because most of the contested issues would be determined by the NBV calculation.

42. **Guiding people to fill the most relevant roles for the future best** of society and **limiting the number of new projects** that can be opened by resources and quality of ideas/projects.

43. **Support for different team structures and types of teams and leadership/cooperation practices:** Depending on the task and the challenges, different personalities and organizational forms and practices might be required and what exactly works best on a personal level is usually not clear. Therefore, for a single task, multiple teams approaching the problem differently on a technical/personal level can be formed. However, they need to make their strategies explicit and thus facilitate staffing and minimize discrimination with objective criteria who fits in. E.g., Simon Wardley's innovation personalities (Pioneers, Settlers, Town Planners)[26].

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[26] https://agilebusinessmanifesto.com/agilebusiness/a-structure-for-continuous-innovation-pioneers-settlers-town-planners/

44. **Upgraded governments** are only allowed to decide among different options with roughly equally good outcomes and are allowed to adjust weights or resolve conflicts. They must publish their weights (except for national security related issues) so that everybody can spot fabricated unrealistic weights leading to wrong decisions (e.g., due to corruption).
45. **Parliaments** could persist in smaller forms or be replaced by Wikis, weighting mechanisms, AI and expert committees.
46. **Transitioning to PerCon Flow:**
    a) **Existing money would be converted to the (optionally new) money and people/companies still keep everything they own.**
    b) **All knowledge and process documentation** of all organizations would be **opened up** to everybody participating in the form of a giant Wiki-like IT system.
    c) **Companies/organizations would be combined to reduce productivity loss** due to competition, small numbers produced, etc. but all technical R&D and technical approaches that might be relevant for the current or future of the organization and its technologies would be pursued in parallel based on weighting factors – maybe putting some ideas on hold.
47. **Non-violent communication (NVC)** and applying principles of spiritual awakening/personal development, e.g., showing respect, gratitude and appreciation with a growth mindset (moving out of a fixed mindset, elbow mentality, arrogance, etc.).
48. **Adherence to the doughnut economics principle[27].**

In the more detailed descriptions below, an **entire political agenda** is described. All of this is **just one suggestion and subject to adaptations, refinements, extensions, etc**. It is of course OK to create variants of this concept and to even edit this text (also available as Word and HTML) to turn it into such a variant. Nothing is carved in stone. This document is mainly about laying out one possible path to a bright fair future and abundance and as such may be the first one regarding a number of criteria as described above. However, I'm inviting everybody to **propose improvements or new concepts** so that there is **a set of suggestions for the future** and the **best of them can be chosen and implemented**.

5.3   Inefficiencies and Limitations addressed
These inefficiencies and limitations would be addressed or completely removed, partly taken from (Peter Joseph[28], Zeitgeist movement):
1. **Monetary policy:** Limitations of quantitative easing (e.g., printing money) at 0% interest rates in 2021 and **risks of inflation/deflation**. New monetary policies are needed.
2. **Recessions** roughly every 7 years: By having a system which continuously cleans itself out, we can do without recessions.
3. Problematic or **wrong incentives**, e.g., around speculation e.g., making millions with food or medical speculations to the detriment of people (up to risking their lives).
4. Most **crime, corruption, cheating, conflicts, war**
5. Most **non-productive parts of the economy**: Marketing, sales, insurances, (possibly partly) banks, speculation, tax advisors, large part of lawyers' work.
6. Breaking most **vicious circles** and discrimination, also regarding biased law enforcement, acceptance of suggestions, etc.
7. **Hardly any human suffering, psychological problems, anger, rage, discrimination**
8. Automation **job loss problem**
9. **Money not being invested** due to fear of loss

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[27] https://en.wikipedia.org/wiki/Doughnut_(economic_model)
[28] https://youtu.be/4qKAse8388k?t=517

10. **Abject poverty (1 child dying every 5s due to this), relative poverty and inequity**
11. **Unemployment**
12. **Destabilization** and conflict
13. **Debt collapse**
14. **Pollution and waste**
15. Energy **scarcity**
16. Water and **resource scarcity**
17. **Public health** disorders
18. **Negative project management or negative project members making projects underperform or fail**
19. Most **regions are falling** behind when compared against Silicon Valley and Chinese cities – being accelerated by tax evasion constructs protected by corrupt politicians. That strips these countries of the ability to invest in research to innovate.
20. **Research projects not delivering any tangible actionable insight.** Some research organizations have failed in all or most of their projects wasting billion-dollar amounts. "Old wine in new bottles" should not be funded. E.g., certain aspects of symbolic AI or genetic algorithms are impractical. We do not need new projects failing due to the same reasons.
21. The **brightest human minds** and many of humanity's **resources** are put into harming or taking advantage of fellow humans, i.e., victimizing others and get victimized. Often a lose-lose outcome, sometimes turned with discrimination or corruption into a win-lose outcome for billionaires. Many good ideas are never heard or implemented due to prejudice or discrimination. This disregards the fact that not money is scarce (that can be printed or created digitally in unlimited amounts) but good ideas, their efficient implementation/execution and natural resources. Humanity should **systematically prioritize win-win outcomes**!

Eliminated or Reduced Jobs: With Reasons	Increased or Created Jobs: With Reasons
1. **Fake news**: unethical.	1. **Market** and **technology** analysis (~100x more than today in western economies): Possible future directions are explored to optimize the risk-opportunity ratio - since most resources shall be put into these future directions. Around 10% shall be put into moonshot projects.
2. Spreading/selling **unscientific unproven content**: unethical except labeled as such and given away for free.	
3. **Speculation**: unethical.	
4. **Fraudulent** activities: unethical.	
5. **Military, police, espionage**, counter-espionage: less needed (hopefully).	2. Continuous **improvement and innovation** in all areas (~10x more): researching alternatives, ideating, testing, monitoring, documenting the results, identifying and communicating the best methods with rationale to accelerate innovation.
6. Parts of **banking**: just payment processing stays, everything else done by the AIs.	
7. Most **insurance** jobs: Replaced by state insurance since the risks can be objectively assessed and the rest depends on how deeply customers are manipulated or discriminated (unwanted detrimental competitive factors).	3. Research and development (**R&D** ~10x more), **engineering**, testing and support in all fields that are useful for humanity and to accelerate innovation.
8. **Marketing, sales**: replaced by objective information through Wikis, TV shows, ...	4. The previous groups would mainly also be **reviewing/improving project proposals** and assess project **outcomes** and note **lessons learnt** to optimize resource usage.
9. **Agent** professions: Replaced by objective information.	
10. **Tax advisors**: replaced by AI.	5. **Social, educational, psychological and medical** professions: Doing their best to

11. Large part of **lawyers'** work: Contracts are hardly ever needed. The final results count. Replaced by AI.	help each human reach their maximal potential and live their optimal life.
12. Any other **not sufficiently net beneficial research or work**.	6. **Life enjoyment** related jobs: entertainment, wellness, luxuries, vacation, sports or art-related jobs: to enjoy successes, compensate for good work, regenerate quickly.
13. All **simple or repetitive jobs** that were **scheduled for automation anyway**.	

5.4 Big Opportunities

The big opportunities are:

1. **Faster innovation** because all knowledge and innovation is open and a large share of the money is systematically invested in it and the brightest minds innovate.
2. Minimizing **misdirected funding.**
3. **All misdirected incentives of society are removed.**
4. Minimizing **bureaucracy.**
5. Faster **creation of wealth and prosperity.**
6. Even **faster automation**, less work for humans but a high standard of living for most.
7. **Protecting the earth** efficiently.
8. Before introduction: Still an **inspiration** for what's needed in the future, can be a basis for awarding **incentives/bonuses at work** and **keeping project teams going.**
9. People could **follow their passions** and excel in what they do without psychological issues.
10. It generates the highest probability of **everyone reaching their maximum potential** and contributing nearly optimally to **society**.[29]
11. Moving from (artificial) scarcity to **abundance, no more abject poverty**.
12. No more **discrimination**, **equal opportunities** for everybody.
13. Eliminating most psychological/psychiatric/**mental health** issues.
14. Solving the problem of **unemployment.**
15. **Hardly any effort for contracts and legal cases, because most of the contested issues would be determined by the NBV calculation.**
16. **Avoiding recessions** and the resulting mass-unemployment, public debt accrual, violence, (psychological) suffering, etc.
17. **Little lawyer costs:** Few contracts need to be created anymore because people get remunerated based on NBV, most reasons for crime are eliminated.
18. **Putting humanity's resources to the best possible uses.**
19. Best approach to help each human **reach their maximal potential** and **live their optimal life**.

5.5 Categories with Principles

At the highest level, it is important to note that this concept comes from a true **positive, benevolent, next-loving desire to maximize our society's innovative power,** and use that to achieve prosperity and equal opportunity for most[30] and especially to all those who show persistency, conscientiousness and flow – the three defining elements of this model.

This contrasts with probably **all other models in use today, which more or less serve to cement the power of an elite and to exploit others and to allow corruption or nepotism;** they often come from negative **attitudes of hate, contempt, fear, arrogance, oppression, corruption** or out of **wanting things for free or out of naivety**.

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[29] https://pellucid00.blogspot.com/2021/02/why-people-do-things.html
[30] Except perhaps some criminals, very misfortunate or lazy people

Most of the sub-topics here can even be introduced independently, e.g., based on political necessities or taste or just to minimize risks.

The general layout of the sections is as follows:
1. **Key points** in an enumerated fashion.
Descriptive text around less key points.
Rationale:
1. **Rationale** points for this overall concept in an enumerated fashion.

5.5.1 Unfettered Freedom in a maximally ethical and compassionate high-tech Society with maximized Potential for Everybody

1. There **must not be any pressure on people** except to not be criminal/corrupt and in great emergencies (defense in a war, pandemic, disasters – saving people's lives).
2. People must **not be forced to take experimental vaccines**, especially not if in their situation the benefits don't outweigh the disadvantages greatly.
3. Other countries must **not be attacked or invaded** breaking the law of nations.
4. **Lives and livelihoods** of people may not be sacrificed.
5. All decisions must really be **maximally ethical** in the situations given and no conspiracies are allowed.
6. The population must always be able to **vote for a different government** or even **socio-economic model** and get that quickly implemented.
7. Any **extremism** (left or right, communism/socialism or fascism) **is rejected** including populism, media manipulation, media synchronization, spreading hate/fear/divisive content, etc.
8. Nobody **may be forced to accept** artificial (electronic) or genetic enhancements.
9. **Reading the brain read out** or even uploading its content may only happen in cases of suspected serious crime, may only be used for fighting/preventing crime and must immediately be deleted if people didn't commit the suspected crime.

Rationale:
1. Transhumanism and population reduction agendas are inhuman and based on force. That may not happen in PCF. They are irreconcilable with PCF.
2. The section on the political system shows many regulations and checks & balances how to make sure that politics or governments can't turn evil and immediately are removed from power if they show such signs.

5.5.2 Monetary/Financial System and Remuneration

1. **Demanding or paying interest rates is forbidden,** as well as **all types of speculation** and **bartering/black market transactions** because it de-stabilizes the monetary system. A stable monetary value is desired – avoiding **inflation as well as deflation** except for fighting a crisis.
2. **All standard insurance needs are covered by the community or government but with a deductible** amounting to around 20% of one's annual income for all insurances together per 12 months to encourage personal responsibility. All necessary health care would be provided without deductibles. Beyond this, people can buy online insurance to minimize marketing/sales costs.
3. There shall be **no cash any more. It is completely digitized using completely traceable distributed ledger technology (DLT) based transactions, using crypto-currencies** without wasteful mining **and each transaction must have a valid non-criminal private or business reason** that shall be checkable and actually be checked at least randomly. Trade and business transactions must have the full shipping papers, and invoices in digital form, attached to the transaction so that the flow of goods and services can completely be traced to easily identify unethical or criminal uses.

4. To the outside, just **financial account IDs are visible**, but the relevant government or community has the mapping of account IDs to **account owners with other metadata** like the type of business or private lifestyle are associated to these accounts so that **unethical uses** can more easily be identified because they break the typical spending pattern.

5. **Bartering** is forbidden/prohibited, except in one's neighborhood and for maximally 3rd degree relatives for non-bureaucratic help and for **alternative innovative communities**. States should allow some deviant/alternative communities to discuss alternative ideas, try them out and possibly integrate them to make the overall society better.

6. **All money** is **managed centrally** by governmental organizations, or just a few banks adhering to common standards and it is **systematically invested** for the good of the community, country or mankind, with **first priority into *innovations* and then into higher quality and length of life**. Taxes and social contributions are also deduced. People receive the net wage payments. In crisis times, the government is allowed to adjust the amounts of money in the bank accounts using **smart rules or contracts** (additional taxes or financial gifts to prime the economy). One option is the introduction of Central Bank Digital Currencies (CBDCs) which allows them to monitor all transactions and to introduce behavioral economics: Stimulating any group of people with lower/higher interests as needed.

7. **Transactions** should be **open** inside an organization or community (fully or mostly visible to everybody, i.e. having distributed control and transparency) but could be **hashed or encrypted** on the next higher levels: Community, land, country, world, etc.

8. **The central (distributed) ledger shall allow citizens to control all involved governmental** bodies to make sure that nothing illegal is done by these governmental bodies

9. **All non-official money, currencies, currency-replacements** (checks, bills of exchange, ...) and especially **non-official cryptocurrencies** are **forbidden.**

10. Regarding their money/assets, people get **no interest but a share of the results,** reflecting the percentage of improvement/growth of society which can be negative, too.

11. **Charging interest is illegal** for everybody due to its long-term unsustainability. Also all **workarounds, e.g. in the style of Islamic-finance are illegal** like offering assets at less than 100% which later get paid out at a higher percentage, e.g. 100% or more.

12. **Salaries, consulting fees, rent/product/service prices are paid as NBR** (net benefit reward) based on the **NBV** (net benefit value) created as crypto money **by the community or state** instead of being paid by companies or organizations.

13. **Payments** outside the PerCon Flow countries must minimally cover the basic survival of a 3-person-family including social deductions/contributions and old age provisions, which must also be predicted to be sufficient for the parents to cover life's necessities at the location in which they live.

14. People get **paid** according to their '**net benefit value' (NBV)**. This means that if a person does something that benefits one person but negatively impacts another person or the environment then the net benefit shall be the good that was done, minus the bad that was done to someone else/the environment. This means it's in everybody's financial interest to **be as ethical and benign as possible**.

15. **Universal Basic Income (UBI):** A low UBI is paid to everybody if they do not earn any other income that is higher than that UBI where the UBI fills up incomes and does not replace them. No one should have to 'earn a living' in a job they hate, earning just about enough money to stay alive so they can carry on going to the job they hate if they have such higher skills and matching vacancies for such higher jobs exist. Our civilization can easily provide the basics of life for everyone and in a Potentialism / PerCon Flow system it would. UBI recipients are obliged to improve their job qualifications (learning or practicing in (online) courses or auto-didactic with

exams) or do beneficial work for the community, participate in (medical) tests/trials, polls, etc. in full-time as far as they can.

16. If people want anything **beyond the UBI** (a better life style, luxuries, etc.) then they shall have to **create something valuable** in order to get additional money to pay for it.

17. Instead of **raising/lowering interest rates** or expanding/reducing the amount of money through classical measures, money can be put into, or extracted out of, the accounts of banks, companies or people by a software or smart contract or the primary reasons for them can be fought. E.g., when inflation is foreseen by the AIs to kick in due to a shortage, the reasons for the shortage can be tackled or actors can be informed to re-prioritize due to the coming shortage, e.g., focusing on modernizing or training their employees and prices can be adapted by the AI beforehand and this can be announced by the AI.

18. A **mild kind of social scoring** could be introduced, maybe not for all but more for people who stood out negatively and didn't get towards a better score. It could also help to eliminate mobbing/bossing, intrigues, gossiping/lying/slandering/defamation, etc. Unless people become criminal, social scores shall **never reduce people's ability to reach their maximal potential** (education/career) and people shall never be urged into work below their qualification and ability except during times of crisis. E.g. top people get scores for holding a presentations, writing papers/books, etc. while people with lowest qualification could do simple communal or care work.

19. **Credits and debts** shall continue to exist **only for some special reasons** and under **special circumstances:** The principles are as follows:
    a) It shall be the **base principle** for people and organizations to first **save money** and then spend it.
    b) The **financing of innovations and organizations** (including new startups) is done through the state or community – to allow objective and continuous financing without creating recessions.
    c) **Only the community or government may give credit out** – in a centrally coordinated fashion so that **no significant inflation** is created but so that the economy in all legal fields get sufficiently stimulated but not overstimulated – especially around crises.
    d) The AI and experts deciding about funding or credit will **coach** everybody regarding funding or credit requests and shall **make their decisions completely transparent with a complete written rationale provided** and as far as possible public (except national security, secret innovations, etc.) to avoid unfair allocation or corruption.
    e) Private credit may be used scarcely to **incentivize smart highly educated or skilled people** (e.g., who are career starters with good marks, have by misfortune failed in a previous project without bearing large responsibility for that failure, who come from outside PerCon Flow / from another country) or more widespread to **help the economy out of a crisis**.
    f) Being **successful with an investment** means that the entire community participates in the generated value (instead of receiving interest). If people lose their money through incompetence, crime, laziness, etc. they get less NBV, can be punished or be obliged to do special beneficial work for the community.

Rationale:
1. **Credits and debts** shall continue to exist only for some special reasons: It allows to **finance emergency purchases** like a car repair, a new washing machine or refrigerator (even if a basic one would be paid as part of UBI, many people might still want a specific better model) and getting into debt makes people **think more wisely** about their decisions.

2. **Money and classical prices still exist** because this naturally avoids problems in the supply chain, e.g., that produced goods/services are cheaper than the inputs used or that scarce goods/services are misdirected due to inappropriate prices. Theoretically, it is possible to have an economy without money but instead have another mechanism like points, net benefit revenue (NBR), variants of crypto currencies etc., but this **would require complex mechanisms to make goods and service flows optimal**, e.g., using AI systems to determine the equivalent of prices for all elements in the supply chain.

3. Even though **distributed ledgers and crypto currencies** were conceived among other reasons for decentralization, they can also be used to have central control (through governmental bodies: local, regional and global ones, even multiple layers with encryption are possible) but **allow citizens to control them to make sure that nothing illegal is done** by these governmental bodies. The central control allows governmental bodies to control and make sure that no crime and bribery is done with the help of the ledger or the crypto currency.

4. **Insurances are replaced by a state insurance** (except special cases, e.g., specialty insurance) since the risks can be objectively assessed and the rest depends on how deeply customers are manipulated or discriminated (unwanted detrimental competitive factors). Generally, society often has to pay when insurances do not pay since many people then have no money at all and need society's financial support: A massive implementation of the **unethical principle: Privatization of profits, socialization of losses**. Special *examples* showing also other aspects:

   a. **Insurance against floods:** The state insurance is the alternative to a mandatory insurance. Normal private insurances are not possible because thousands of specific streets have a much higher flooding risk than others and **insurers are not willing to insure people there**. Politics instead can enforce the **costs-by-cause principle** (e.g. making polluters/CO_2 emitters pay more) or decide **where which types of building are allowed or not to minimize risks**.

   b. **Life/health insurances:** Life insurances charge up to 80% of the insurance deposits of the first five years as sales costs. Typically, another 20-30% are insurance tax and/or VAT, up to 80% of the other net payments/deposits cover costs and profits of the insurance companies. As a result, life insurances often have a **negative ROI** for customers and even if not, life insurances and many others have a very **low ROI around 10% of the deposits**. This is so ridiculous and so much rip-off that it should be replaced by state systems.

   c. **Professional indemnity insurance:** Big corporations are trying to save costs by just hiring the cheapest idiots as contractors and force them into professional indemnity insurances to later invoice and sue them due to the inevitable disastrous results of their low IQs and get indemnity. However, these cheap insurances typically have ruled out 99.99% of practical cases from their contracts so that the maximal result for those corporations is that they drive many poor low IQ contractors into bankruptcy, make them unhirable (due to the stigma of having failed evidenced in a public law suit) and effectively give the community the burden of paying for their livelihoods.

   d. **Legal protection insurances** are typically not available for private/hobby purposes but not to those whose livelihood depends on getting invoices paid and to possibly enforce that by law.

5. **Even just requiring to make all payment through secured payment systems like SWIFT would theoretically work.** Unfortunately, the scandals around cum ex fraud and the thousands of law suits based on the accusation of thousands of criminal acts of many large international banks, proves that banks are not sufficiently trustworthy for this option. Also, the EU's financing around TARGET II shows potential for abuse of this option.

6. **Islam is right to forbid interest rates:** Consider the **Joseph penny / Jesus cent**: If, for example, someone had invested only one penny at 5% interest in the year 0 – the birth of Jesus, it would have become through compound interest, in 1466 the value of a globe of gold and today already more than 200 billion globes of gold. Alternatively, if Jesus had invested one euro-cent at 5% interest in the year 0 and there had been no currency reform since then - it would be worth more today than the amount of money in circulation. This shows that no monetary system can survive in which significantly higher interest is paid than it corresponds to the percentage increase in value in the real world + inflation rate. The very fact that sufficiently many market participants are willing to pay such high interest rates (instead of saving) is a strong indicator of increasing over-indebtedness (of government and/or economy). Furthermore, high values (currently a high multiple of the value of the real economy) stuck in derivatives are a strong indicator for speculation with borrowed or created money and thus for dangerous bubbles.

5.5.2.1 Relaxation 1: Decentralized Finance (DeFI), anonymously transferrable Cryptocurrency

1. Many **DeFi applications are allowed** including self-developed smart contracts and the anonymous or pseudonymized transfer of crypto currencies – possibly under limited conditions to avoid crime: Requiring valid subject for all remittances and some proof of counter-value delivered, for charity, limited to small amounts or to trustworthy people with high NBV amounts, etc.
2. **Limited speculation** can be allowed with non-existential things like art / NFTs (non-fungible tokens).

5.5.2.2 Aggravation 1: NBR instead of Money: No direct Ability to transfer Money or NBR

NBR stands for "net benefit reward", the remuneration for NBV, "net benefit value". It is the replacement for money: Stored in digital systems or even in other forms. It's use will be heavily restricted: It is not possible to directly pay people with it, especially **not for unethical purposes**, as described below. Such a scenario can e.g. be used **for a modern prison** which could then be in a gated community, one or several sky scrapers, etc. with controls.

Feedback received that asks for including this option:

https://www.facebook.com/groups/pomeducation/:

Larry K. Mason, NoPOM.info (NoPOM = No Physical Object Money) and inventor of NBV: If I can **pay someone to do something evil** using PerCon Flow, then that is an aspect which I resist.

Thomas Poetter: No, that is NOT possible - payments must be justified.

Remzi Bajrami, common-planet.org: Are you allowed to just give me the money for no reason or any reason at all? If the money flows from one person using it to **incentivize, coerce or control others** then obviously that is a bad design if alternatives exist.

Thomas Poetter: This can be controlled by law or alternatively NBR can be used disallowing such things. I think it is also a matter of how vicious we think humans are and how much we need to control them.

Remzi Bajrami: Thomas Poetter that's just it, with a POM (Physical Object Money) currency one CAN use it to **control people**, whereas with a NoPOM the only thing each person can do is control their own consumption, along with being free to control their production as well.

The following aggravated model shows how to **completely prevent** people from paying others for evil things like incentivizing, coercing or controlling others, by **abolishing classical money** and **not allowing people to pay others directly**. This is modeled as closely to NoPOM as considered practically and efficiently implementable.

Principles:

1. **Money and all cryptocurrencies are abolished**. There is **only NBR (net benefit reward)** replacing money and it is stored like digital currency (in a SWIFT system) or as crypto currency.
2. **Salaries, consulting fees, rent/product/service prices are replaced by this NBR virtual form of reward or payment calculation,** based on the **NBV** (net benefit value) created – an idea by Larry K. Mason (NoPOM).
3. **Nobody can be paid directly** to disallow any unethical uses and **put an end to all money-related crime**. Instead, everybody is only awarded NBR corresponding to the amount of NBV earned for the period. NBR is created to award people and it goes out of existence when used to buy something, i.e., there are only indirect payments through and controlled by society.
4. **Producers put prices** (also called "**gateways**" in some RBEs, i.e., an amount of NBR needed to "unlock" that goods or services possession that will then be subtracted from one's account) **on their goods or services (GoS). These prices must be higher** than the sum of the used materials and typical work needed to create or offer the GoS.
5. **AIs together with the experts can negotiate any prices,** set spans of prices and allocate different levels of NBV/NBR to them or even dictate them if necessary, to make production continuously more efficient or to adjust for suddenly shifted priorities, risks/threats, opportunities or emergencies.
6. **The AIs also optimize everything for price stability:** purchase prices, sales prices, associated qualities, NBV and NBV awarded, etc.
7. **The AIs together with the experts make future estimates, control the supply chain, influence or dictate prices, quantities and strategies to optimize efficiency:** based on estimated future requirements, the possible strategies are discussed with producers: price/quality/service/innovation/usability or other leadership strategies and associated price ranges, quantities, qualities, etc. Producers offer their desired cost-profit models as data science model, in the simplest case as a spreadsheet with formulae for everything thus also making various (in)efficiencies and future improvement/innovation strategies transparent. Team efficiencies and personal feedbacks on work culture and innovation are also considered. The AIs then calculate and optimize the overall for society best allocations of resources: which producer should produce what, in which quality and quantity, at which profit/innovation/re-investment coefficients?
8. **The AIs may differ in how they estimate the future and which priorities they give to which types of innovations.** Normally, only one AI may decide for each industry – based on which AI is chosen by the majority of producers normalized, based on their turnovers (i.e., the biggest manufacturers have the biggest influence) adjusted by how well the AI performed in previous years.

Rationale:
1. A world without money is possible. However, the **supply chain** and the prevention of inflation/deflation becomes difficult but can be guaranteed and optimized by AI.

5.5.2.3 Aggravation 2: Combination of NBR, Social Scoring and Monitoring/Prevention Measures

How to deal with **hardcore criminals, deeply indoctrinated, extremely deviant or evil people or incurably mentally sick** people?
Inside **prisons (if still required), special communities or reeducation camps**, the aggravation described here could be applied.

Principles:
1. These principles are **only a last resort** if everything else is not possible or fails (e.g., re-education, mental health treatments). It shall be preferred to just put people under monitoring, possibly with small implants that prevent them from doing harm to others.

2. **NBR, social scoring and monitoring/prevention measures are combined**: For each time period, a high social score leads to money/NBR payments and low scores to fines directly billed to the account. The insights from the monitoring/prevention measures are all used to adjust the social score fairly and precisely.
3. **People with high social scores and NBR** get treated better, e.g., better diagnostic and medical treatment services, expensive life-prolonging services, better vacations, services/goods in general like housing, clothes, etc.
4. **People with low social scores or NBR get treated worse,** e.g., worse diagnostic and medical treatment services, no expensive life-prolonging services, no or just simple vacations, generally worse services/goods like housing, clothes, etc. However, their children shall be affected as little as possible.
5. Further possible punishment measures for **low social scores or NBR:** Not being allowed to travel for private purposes, not getting meat to eat (e.g., just vegan + insects), not getting good entertainment equipment or none at all to get incentivized to learn and help other people, having to learn and pass exams, having to take treatments/medications to improve their underlying conditions, having to do work for the common good like cleaning and maintaining parks and streets.

Rationale:
1. These are extreme principles that can make life quite unpleasant.

5.5.3   Economic System and Management

5.5.3.1   *Prosperity through maximized Education and Innovation: Exploiting our unbounded Creativity instead of bounded natural Resources*

1. Replacing the exploitation of the **earth's limited resources** with the effortless-feeling **limitless exploitation of our mind's ingenuity and creativity** in flow state based on excellent education.
2. The **economic vital signs and positive prognosis factors for economic success** shall be optimized by politics, organizations and the people: Leadership capabilities, education levels, character/determination, rule of law, corruption, resource allocation efficiency, openness to global thinking and all shall avoid to spend more than they are earning except for times of heavy investments or crisis.
3. **Systematically minimizing waste on a societal level**: waste of money, (natural) resources, talent, scarce materials.
4. Most of the **available monetary resources** and the **brightest minds** are tasked with research & development (R&D) along a shorter or longer commercial perspective including moonshot projects. However, fundamental research with minimal expected values of NBV shall normally not be financed.
5. Using **stigmergy** to collect and extend knowledge, as e.g., done by Wikipedia.
6. **Fast-track research: It is certainly possible to accelerate current technological development by around a factor of 100-1000** with the following measures among others:
   a. **Systematically collecting and assessing all technological ideas**.
   b. **Idea proposals shall systematically be evaluated and combined with other ideas to not lose any valuable idea**: many small ideas flowing together, getting extended through ideation sessions, and being forged into optimized business strategies.
   c. Due to a fair remuneration (NBV) people should be **willing to propose their ideas** (which they, under classical conditions, would have withheld for patenting, VC (venture capital) or as trade secrets.
   d. Having **enough financing** for implementing the top ideas.
   e. **No more motivation** for anybody to **hold R&D ideas** back.

f. **Minimizing failure risk** due to latest team/leadership techniques and not having any marketing/sales risk.

g. **Highest reusability and reuse** of developed concepts and materials due to highly synergistic economic and research structures with competition only on personal/team level.

h. **Systematic coaching, mentoring**, assessment and correction of all teams' work.

i. **No more destructive activities** (mobbing, false accusations, imputations, discriminations, corruption, fraud, etc.) but highly cooperative work in flow state.

j. Around **7x higher creativity** and up to **5x higher productivity** due to work in **flow state**.

k. **Cross-fertilization** due to interdisciplinary research and results from other teams spreading quickly over all other relevant teams.

l. Excellent **support of all R&D work** with researchers, strategists, engineers, testers, supporters, etc.

m. **Rewarding the quick incorporation and adaption to new insights.**

n. Doing a **depth-first search** along multiple commercially promising directions: In many disciplines (e.g., brain science), big scientific experiments are very costly (e.g., due to expensive hardware) but inexpensive by having many people do many small experiments with themselves, friends or family (e.g., with devices of the quantified-self movement like fitness trackers) and letting an AI system look for patterns and commonalities. The costly but perfect analysis of all fundamental factors could be postponed and only be applied to the most relevant directions, or where explanations for the fundamental mechanisms are still missing.

7. **The high innovation** together with more and **better education,** so that perhaps 50% of the population can work in such R&D projects and a possibly reduced workweek can **create jobs for probably anybody who wants to work.**

8. **When a new technology or fundamental pathway is discovered** that can make an existing product line or line of research outdated, then a cost-benefit-analysis shall be made: The costs/risks/opportunities of delaying the new direction vs. the same criteria for switching directly to the latest and greatest. Especially when there is no competitive pressure on the old technology and when already most of the investments in this have been made, some slowdown of the latest tech may be adequate to e.g., earn a full ROI (return on investment) on the old technology. Due to the **team nature**, the new tech might only mean to replace the tech of a few teams and to upskill their members.

9. **Bureaucracy is maximally reduced.** E.g., regarding medical/pharmaceutical/chemical research: for the specific innovations risk areas are identified (by the AI systems, the analysts and other domain experts) and systematically addressed with tests and counter-measures. Insights are directly applied to similar projects or undertakings.

10. The AIs, with experts, shall decide beforehand and (adapting this) during research **how much more basic or fundamental research** is needed, and where it is more promising to be more adventurous to quickly and depth-first explore promising future directions.

11. **No speculation or hoarding of money or values and no creation of artificial scarcity** is allowed: Money has to be re-invested immediately:

a) These are generally **unfair practices** that easily lead to **unfair advantages and to recessions**.

b) **Commercial organizations** will therefore **manage the resources** required for their operations, R&D, services, production, etc. which might belong to multiple owners who thus cannot artificially make them scarce but who benefit just like current corporate shareholders from the profits and growth generated.

c) The **pieces of top artists, houses, land** and other possibly **scarce resources** would have to be sold by their owners to the extent required to avoid the formation of bubbles and over-proportional price increases (compared to related domains). Where easily possible without harming the resources, owners have to allow the creation of copies/pictures/videos and have the right to keep them also for themselves. That shall be regulated by AIs + experts controlling it.

Rationale:

1. Project would be done similar to those of **Elon Musk, e.g., Tesla, SpaceX and moonshot** projects, like planning to build a human community on Mars.

2. Thomas Poetter together with friends from startups, from Silicon Valley and research can **relatively easily propose enough commercially relevant R&D directions to bring up to hundred-thousands of people into work**. However, this must either be remunerated as proposed, based on NBV, or at least as good as the expected value coming from getting these patented step-by-step, and then getting them financed with VC and bringing them to the stock market.

3. In many more or less corrupt western countries, research proposals/**funding requests** of companies who do not pay bribes are **not even considered**. They get rejected e.g., because the length of sections is not to the liking of a corrupt reviewer, because not the overpriced UI (User Interface) or test suite of a corrupt partner is licensed, etc. Also, no coaching or mentoring takes place. Thus, many excellent ideas never get implemented. This is also wasteful because assembling a research consortium, ideating and distilling out the best ideas typically takes around 3 person months or more time for a single proposal and puts the ideas at risk of getting stolen.

4. With the last crises, everybody has noticed that **money is not a scarce factor**: it can simply be printed. However, abundant means of financing without causing too much inflation is still difficult.

5. Unfortunately, production system owners and bankers are **limiting innovations** by limiting their financing and adoption. They think they fare better by monetizing each technology generation to the utmost and having new technology wait. That way they have to do less risky investments, less management, less re-training, more passive income (licenses/royalties), fewer employees thus increasing pressure on the labor market thus lowering the general wages, etc. Many tend to wait with innovations until competitive pressure forces them to do so – and often then it is too late to keep their market share or even for their survival (e.g., Kodak, Nokia, ...). Also colleges/universities throttle innovation: They prefer to sell/license interesting ideally patentable parts to the highest paying company, to only publish less commercially relevant materials and to justify more millions for their research by pointing to others who seemingly are too hasty, have some gaps or not ideally well-founded explanations for their research. However, they use the promising (preliminary) results of their competitor to justify why they need a multiple of the research money.

6. Many of these academics and capitalists do **resist technological innovations** (thus nowadays putting their entire **country's competitiveness at risk** while e.g., Silicon Valley and China rush ahead**) and of course also socio-economic innovations,** out of selfish reasons. They should not have the last word to avoid a bigger crisis.

7. It is generally **impossible, to deduct causal relationships from statistical data**. This should not allow us to not develop and push forward theories about such relationships and continue to test them in practice (as e.g., in the biohacking movement).

8. Many scientists in 2021 seek to justify the **millions** for their **more basic or fundamental research** by trying to prevent more advanced or adventurous depth-first research from getting funded or published. This stifles innovation and must be controlled and reduced. This often comes with

some scientists' approach to personally patent or sell promising, more adventurous ideas to the highest paying company and to hinder their colleagues, seen as competitors, from doing so before them. It is aggravated when previous insights leading to these ideas were generated with publicly funded equipment or grants, or came out of unethical activities like voting down the concepts of competitors for no factual reasons.

5.5.3.2 Open Knowledge, Coopetition, no artificial Scarcity

1. **All knowledge is made open** and held in an improved Wikipedia-type of resource: No more patents, industry secrets, etc. (except to protect against non-PerCon-Flow countries).
2. **Blocked or removed from these open Wikis is all disinformation or tendentious/biased information** suited to unethically manipulate people.
3. **All organizations shall cooperate regarding resources:** Storage, supply chain, talent, financing, etc.
4. **Competition takes place on a team[31] and NOT on a corporate level**, i.e., most **companies** competing in key common fields against each other are **combined** (as far as practical), sharing their knowledge, expertise and employees.
5. **Underperforming teams:** Other teams are allowed to work around them, possibly duplicating some work. It is even better if the other teams try to re-use as much as possible of the original team's work, since everything is open and the team members are obliged to inform, teach and train all others with legitimate interest. In parallel, this fact of underperformance is flagged to the management and validated against the KPI monitoring system: the management or members of other teams try to find out the reasons and to remedy them, e.g., through strict prioritization, making decisions, conflict resolution, training, talking at the meta-level, exchange of team members.
6. Experienced **practitioners** should be brought together with people with **fresh ideas/visionaries** and people who fill the other roles like communication, management and various detailed activities to make an idea successful while being paid well. It makes little sense to have *startups of inexperienced people* who *naively waste time and money* on practices that other people know are not working and then fail with >= 95% probability.
7. Our **language and communication patterns** and technologies should be improved, e.g. towards more visual or efficient communication, norming e.g. details in different disciplines, towards more efficient cooperation and getting results more efficiently, towards more humor or less ambiguity, etc.
8. It is no longer allowed to **create any artificial scarcity**, i.e., the following elements must be provided in a sufficient amount (non-exclusive): housing (e.g., in modern sky scrapers taking not much space), medical care, food, places to build required optimized houses or factories, licenses/permissions for professional work, internet access, project financing, if the project is a top scorer regarding objective criteria and opportunity to work if higher qualified than others.
9. **Reputation accounts** store all achievements of a person: school, university and work assessments, completed courses with scores, innovations, suggestions, etc., in a cryptographically protected format.

Rationale:
1. Coopetition is a useful strategy in business, in which competition and cooperation are combined in a way that harnesses the benefits of each. There are typically statistics involved that map out the possible shares, wins and losses of parties involved in the alliance and what is expected of each party to achieve mutual benefits. Coopetition seeks to improve profits and/or customer benefits because they help to improve products or services. This serves to move the business from a zero-sum game (win-lose) to a win-win outcome. The idea of coopetition was introduced

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[31] Amazon best practice

by Adam M. Brandenburger and Barry J. Nalebuf, who are professors from Harvard and Yale respectively. Typically, this includes a mixture of cooperation with suppliers, customers, and firms producing complementary or related products, e.g., software and hardware firms. Specifically, coopetition is when competing companies collaborate with each other with the expectation of mutual benefits with the major reasons being:

    a. Coopetition enhances synergy between companies in which each of them gain benefits and achieve their business goals.

    b. Coopetition aids expansion of the businesses involved and the entire industry.

    c. Coopetition is formed by companies who share common gains and have similar objectives in order to achieve their goals faster.

5.5.3.3 New Technologies and exponential Growth Models

These factors can lead to exponential growth:

1. Creating and efficiently maintaining and expanding one's **competitive advantage** (e.g. through technological/business innovation), possibly creating **entrance barriers** (business moats) to competitors.
2. **Exponential growth of one's market**, e.g. being in AI, 3D/AR/VR, EdTech, biotech, intelligent automation.
3. **Flywheels of corporate synergies and accelerating networking effects.**
4. Better **synergies internally** (tech, marketing, sales, e.g. cross/up selling, personalities, skills) and externally: customers, suppliers, finance/investors, personnel market, partners, e.g. affiliate marketing.
5. Tapping into **abundances** (of e.g. customer data on a social platform) and making them work towards one's organization.
6. **Hitting a nerve**: serious pain or need, better marketing, etc.
7. Addressing and **serving a customer need much better**.
8. **Well-oiled organization** with outstanding human cooperation and innovativeness.
9. Seriously **outperforming** the competition (cost/price/marketing/quality/tech/innovation) or creating a new market or a disruptive offer.

Latest research in **ideation and business strategy** has developed and scientifically validated a number of additional methods or priorities, e.g.

1. Starting with **ideation around business ideas or business models.**
2. Focusing on creating a maximal **customer value** or solving **customer problems.**
3. Finding (marketing/sales/partner/...) **synergies.**

Principles:

1. Ethical high or exponential growth opportunities shall be prioritized.
2. Organizations and business models shall be optimized or transformed to maximize the probabilities of ethical exponential growth.
3. Modern strategies around balanced scorecard, OKR (objectives & key results) or OGSM teach that full consistent **business strategies** capturing all parts of an organization should be created and that the key KPIs should be monitored, e.g. in a dashboard and that descriptive, predictive, and prescriptive analytics (aka Data Science) should be done around these.

Figure 10: Exponential Technologies in 2021, (c) Antonio Grasso based on Deloitte

5.5.3.3.1 Peter Diamandis: 6 Benefits of an Abundance Mindset

(1) People understand that the world is becoming more abundant, and this allows them to maintain a **hopeful and compelling vision for the future**. Having such a positive mindset sets one apart from competitors and helps **attract the best team to their mission**.

(2) **Missed opportunities are not resented** because it is understand that the world has ever-increasing opportunities. Next year holds many more exciting, fulfilling, and profitable opportunities to pursue.

(3) **The future is not feared**. Instead, it is embraced. Excitement to learn everything possible to create a personalized future of one's desire.

(4) **Competitors are viewed as potential collaborators** in a world of ever-increasing business opportunities. Unnecessary worry about competitors is minimized because another, larger pie can always be created. People focus time, attention, and resources on pursuing Moonshots that are 10x (1,000%), versus fighting in the trenches for 10% improvements.

(5) **Business is reinvented through a digital lens—constantly dematerializing, demonetizing, and democratizing products and services**, making them available to a larger and larger customer base at a lower and lower cost.

(6) **Leaders convey a hopeful and compelling future that inspires and guides their employees and customers**. People inherently **want good news**: *data-driven optimism* rather than a continuous dribble of negative, crisis-oriented, amygdala-energizing banter.

5.5.3.4 Economy based on Sustainability, Balancing short-term Wealth Creation

1. **Short-term profits and long-term wealth creation** are balanced with **sustainability on Earth. NBV** can be tuned to be an **excellent indicator for this** and to **avoid wrong incentives.**

2. **Adherence to the doughnut economics principle[32]:** the economy reaches a **social foundation,** a minimal level regarding all aspects, but not go beyond the **ecological ceiling** which leads to environmental unsustainability.

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[32] https://en.wikipedia.org/wiki/Doughnut_(economic_model)

3. **All relevant sustainability goals and ethical principles** shall be taken into account for which a comprehensive reporting or scoring framework like the **Six Capitals Framework**[33] is recommended which takes into consideration the following capitals: Manufactured capital, financial capital, intellectual capital, social capital, human capital, natural capital.
4. **Circular economic business models**[34], especially **cradle-to-cradle models** shall be preferred / get higher NBV scores.
5. It is forbidden to **externalize the consequences or costs of economic activities.** Those who do it nevertheless have to pay **fees to neutralize** all negative consequences and additional fines. This e.g. also means that companies who accept risks that materialize like e.g. viruses/organisms escaping labs, mobbing/bossing or red zone working climates also pay fees for the suffering, the mental health, qualification treatments and the invalidity pension or other early retirement pension that are in average required.

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[33]
https://www.academia.edu/34909272/The_Six_Capitals_Framework_A_Discussion_of_International_Integrated_Reporting_Councils_Model, https://integratedreporting.org/wp-content/uploads/2013/03/IR-Background-Paper-Capitals.pdf
[34] https://www.accenture.com/t20150523t053139__w__/us-en/_acnmedia/accenture/conversion-assets/dotcom/documents/global/pdf/strategy_6/accenture-circular-advantage-innovative-business-models-technologies-value-growth.pdf

5.5.3.5 Prioritizing Low-Marginal-Cost Projects / Open Access Community

Jeremy Rifkin[35] suggested to prioritize projects leading to systems of efficient scale-up and distribution of open sharing resources for maximum access and usage with minimal resources (Open Access Community). Examples are generally frequently found around **copyable/scalable software** and **sharing economy**:

1. Sharing physical tools.
2. Aquaponics.
3. Developing software that leads to the benefit of many and can easily be copied or scaled e.g., in a cloud.
4. Wikipedia-like open knowledge sharing.
5. Ride hailing instead of owning a car.
6. Bike sharing.

5.5.3.6 Avoiding Recession, Inflation, Deflation and wrong Incentives

1. All money paid based on NBV is **normalized** based on what normally prevents both an inflation and a deflation, i.e., **monetary stability**.

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[35] https://www.thezeromarginalcostsociety.com, https://www.amazon.com/Zero-Marginal-Cost-Society-Collaborative/dp/1137278463/

2. **Nobody is allowed to create money except if explicitly allowed, monitored and controlled** by a central entity to avoid monetary instability. Banks are by default not allowed to create money when handing out loans or in other circumstances as is the case in Western countries.

3. **Supply chain:** money is needed for prioritizing in the supply chain and everybody has to **pay, as customers, what is needed as input for goods/services to discourage inefficient use of resources**. Resulting/produced materials may only, in exceptional cases, be less expensive than the supplied input materials plus work costs at a minimal wage.

4. This needs to be done to **make recessions less likely** or to avoid them, **generally involving excellent and efficient work of public service and government**:

   a) Regular **economic self-cleansing**: uncovering inefficiencies/ incompetence/fraud, audits, testing who they can rely on, dismissing bad employees.

   b) **Dissolve companies or teams with unprofitable business models** or who don't manage to become competitive within a reasonable amount of time and resources (not allowing them to disguise/hide that fact) so they don't deplete the resources or reduce the opportunities of others.

   c) Regularly stimulate people to **think harder, try harder,** and think about their negative experiences in the past and **how to do it better**.

   d) Regularly teach and incentivize people to **cooperate more frequently and efficiently** with more people.

   e) Always have **attractive stimuli for innovation** or self-initiative in place.

   f) Continuously provide **investment opportunities** with attractive risk-opportunity-ratios (e.g., through industry analysis, business-related R&D).

   g) Fail fast, thus **avoid bigger failures** of entire technologies (like e.g., nuclear power, Hadoop, ...)

   h) Recognize and eliminate all types of **resource waste** as early as possible.

   i) Avoiding **bubbles** in all fields, e.g. by the NBV and product/service pricing strategy described in this document.

   j) Avoid/minimize the **deterioration of the economic base**: Overaging, less innovation funding/support, less education, more crime/imprisonment (especially if not properly prosecuted), more health issues/chronic diseases, more unhealthy work conditions, more psychiatric issues/treatments, more legal uncertainties, (trade) wars, loss of time/work through drains like social media, loss of attention span/more ADD (attention deficit disorder), less resource availability, disruption of supply chains, sub-optimal financial policies, ...

   k) Avoid big losses of **trust**, e.g., scandals by e.g., transparency, police work, and limited monitoring.

   l) Avoid that many people become more **criminal or corrupt** e.g., due to loss of hope or low risk of consequences.

   m) Avoid **damaging mass-immigration or emigration**.

   n) Avoid **big slumps in productivity** of many people e.g., due to falling education, motivation or industriousness levels of people, mass-trauma of people (mental health issues like PTSD), loss of faith in the government, ...

   o) Avoid **ruptures of supply chains** or breaking the flow of goods or services e.g., through predictive and prescriptive analysis.

   p) Avoid the **exhaustion or largely increased scarcity of natural resources** e.g., with a doughnut economic model.

   q) Avoid **Inflations/deflations** and too high interest rates e.g., with a good monetary policy.

   r) Avoid **pandemics** by looking for, and quickly reacting to early signs and having enough medical supplies, e.g., FFP2 masks, disinfectants, medicines, testing facilities, hygiene

supplies, applying hygienic practices, inventorying and surveilling virus host animals, minimizing contacts with virus host animals, developing testing and vaccination technologies, developing enough antibiotics, preparing laws and emergency plans, training the medical personnel, preparing relevant software (contact tracing, vaccination, administration, ...), ...

s) Don't engage in **wars** or provoke civil wars, criminal clan culture, and mafia.

t) Prepare for and **minimize natural disasters** by having good dams, earthquake-safe buildings, minimize global warming, improving techniques to influence the weather, having many types of early warning systems, etc.

Rationale:

1. The economy requires recessions to
   a) Stimulate new thinking
   b) Uncovering inefficiencies, e.g., by the need to save costs, audit, get advice
   c) Unveiling and terminating gradual erosion processes, e.g., regarding costs, productivity, complacency, qualifications, flexibility, innovativeness, competitiveness, ...
   d) Getting rid of bad employees
   e) Getting decisions done for which no majority existed before: a sense of urgency and willingness for change.
   f) Getting insights (or later negative effects) surfacing and escalated to management/politicians to be addressed
   g) Uncovering incompetence
   h) Uncovering fraud
   i) Terminate zombie companies
   j) Stimulate people to think harder, try harder, think about their negative experience in the past and how to do it better
   k) Remind people that they need friends for hard times and bring people closer to each other again
   l) Showing the Narcissist (and other difficult people) that they are not the best by needing to compare or cooperate with others.
   m) Show to the organizations who they can rely on and who not

2. **Recessions are also created or exacerbated** by:
   a. Investors being too careful or scared of risks
   b. Failures of previous approaches or technologies and inappropriate or too expensive replacements.
   c. Resources like money were wasted or are bound in older investments or processes
   d. Inappropriate speculation, e.g., the collapsing of a bubble.
   e. Big losses of trust
   f. Mass-emigration of highly qualified or resourceful people or immigration of the opposite type of people or criminals
   g. Corruption, more people becoming criminal/dishonest
   h. Less productivity of many people e.g., due to falling education, motivation or industriousness levels of people, mass-trauma of people (mental health issues like PTSD), loss of faith in the government, ...
   i. Ruptures of supply chains, breaking the flow of goods or services
   j. Exhaustion or largely increased scarcity of natural resources
   k. Inflations/deflations, too high interest rates
   l. Too much public debt, especially when the ensuing interest payments eliminate political/economic leeway, disallowing governmental economic stimulations, crippling the economy

     m. Low stimulations for innovation or self-initiative

     n. Pandemics

     o. Wars (partially, the buildup of military or afterwards generates growth)

     p. Natural disasters (partially, the build up afterwards generates growth)

3. Former US Treasury Secretary **Larry Summers**[36] who was President Barack Obama's first choice to lead the Fed but ultimately lost out to Janet Yellen, warns of a **post-CORONA-crash**: Corona has aligned the economies world-wide so that they are all now getting into a boom with already many unfilled jobs in the USA. This boom could lead to other shortages, rising prices then inflation and finally the bursting of bubbles (e.g., on the stock market where courses are high due to lack of other investments). Regarding the US Fed, Summers talks about being "focused on the **need to avoid overheating,** rather than focused on the need to reassure people that they won't focus on overheating." Adding "It is not tenable to assert today that in the contemporary American economy labor market slack is a dominant problem. Walk outside. **Labor shortage is a pervasive phenomenon**.", "I would rather see us go back to a Fed that is concerned about **preempting inflation**, rather than a Fed that is concerned about preempting fears that it will be concerned about inflation." "Setting an inflation target of 2%, which the Fed did in August, and calling for overshooting of price goals to make up for past misses were bad calls." "The central banking community has to date been roughly 50 to 100 times more focused on issues of climate finance than of issues of pandemic finance and of readiness to deal with the next pandemic when it comes," Summers. "I think that's been an error on the part of the central banking community."

4. The EU's ECB (European Central Bank) also sees financial stability vulnerabilities as remaining elevated.[37] The ECB's top risks:

     a. **Corporate solvency** challenges ahead / **credit risk materialization**: Corporate insolvencies could possibly rise further as pandemic ends; reliance on debt has increased among a tail of already vulnerable firms amid growing rollover risks. Corporate stress may spill over to other parts of the economy (**snowball effect**). The continued need for policy support may add to medium-term sovereign debt sustainability concerns.

     b. **Structural primary balance**: Policy exit may be more challenging in countries with stronger policy reliance.

     c. General **government debt**: Governments have taken advantage of benign financing conditions to extend debt maturity and benefit from low yields.

     d. **Government borrowing** requirement

     e. Vulnerabilities **clustering in some countries**

     f. Outlook for **Euro area banks** depends on evolution of **loan losses** and lending: recent tightening of lending standards and uncertain demand may weigh on future loan income.

     g. Too much **optimism on banks**, although with reservations about provisions. Further weakening of **bank profitability** amid high credit risk exposure.

     h. **Non-banks** have continued to increase duration, liquidity and **credit risks**, having large exposures to corporates with weak fundamentals.

     i. Growing **balance sheet vulnerabilities in non-financial sectors**.

     j. **Interlinkages** between **sovereigns, banks and corporates** may amplify risks to financial stability.

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[36] https://www.dailybuzzoffers.com/2021/05/18/the-fed-summers-says-fed-officials-only-need-to-walk-outside-to-know-theyve-got-it-wrong-on-jobs-and-easy-policy/, https://survivalnomicsnow.com/summers-the-feds-obviously-got-it-wrong/

[37] https://www.ecb.europa.eu/pub/financial-stability/fsr/html/index.en.html, https://www.ecb.europa.eu/pub/financial-stability/fsr/html/ecb.fsr202105~757f727fe4.en.html

k. The recent **rise of long-term interest rates** has increased focus on asset repricing risks, which may affect non-bank financial institutions with high duration, liquidity and credit risks.

l. **Climate**-**related** risks to financial stability are material: new data collections and methodologies reinforce previous findings of potential systemic relevance of climate-related financial stability risks. Risks appear to be somewhat concentrated in some sectors, geographical regions and individual banks. Main hazards: floods, heat stress, sea level rise, wildfires and other hazards.

m. **US yields rise** and **market exuberance** continues

n. Costs and **consequences of lockdowns** and the pandemic concentrated in some sectors (services, hospitality, culture and tourism, ...) and **countries, clustering of risks**.

5.5.3.7   *Replacing wasteful Marketing, Sales, unbalanced Contracts, Lawsuits and unethical Practices*

1. **Marketing and sales** do not produce net benefit for society and therefore, none shall be awarded. Instead, there shall be **complete objective information available on all products and services with their USPs (unique selling propositions), disadvantages**, and solutions with the best compromises or overall score and how they compare to others. This shall be subject to all media coverage: Innovations: which new technologies/products/services have appeared? Product/service tests and possible improvements should be the subject of media coverage.

2. **Only products/services which are optimal along one of the relevant criteria** shall be created or supported (optimal price, quality, usability, easy maintainability/recyclability, best compromise/score or being optimal regarding specific aspects, like fuel consumption). All other teams producing mediocre or bad solutions shall be dissolved. However, as many commonalities, synergies and economies of scale as possible in the production or service offering process shall be put to use.

3. **Search, matching and analytical or ML (machine learning) functionality** with all factors (positive, negative, preconditions): All producers and consultants must publish all factors of their products or services. Hierarchical **top-down navigation** and **drill-down queries** shall be provided centrally and covering all offerings **completely**. A matching engine shall match supplier needs with what suppliers can provide. The AI shall look for gaps, technical and quantitative developments.

Rationale:
1. **It is unethical** to check out how to be able to manipulate possible customers and then to exploit that – often to sell inferior products/services – possibly even with corruption.

2. Having a **large customer, dealer or partner base or finances** allowed corporations to move the balance e.g., regarding contracts, lawsuits to their favor and to hold down innovation and ethical companies. This shall no longer be tolerated under PerCon Flow.

3. The domains of **behavioral economics** and **nudging** get billions of funding for finding the best way to manipulate citizens into buying sub-optimal products or services they might not even need. This money should better be put to better uses.

4. Typically, nearly **90% of a product's end costs** are due to the costs of marketing, selling, bureaucracy, corruption and legal aspects. These costs can be saved to have far less expensive products or to tax them a little so that e.g., social work can be financed.

5. Up to **99% of startup failures** are around the aspects that shall no longer be important in a PerCon Flow economy: marketing, sales, bureaucracy, corruption, bad funding, bad strategies and leadership. The survival probability of new products/services is maximized.

6. Positively seen: Marketing can help to inspire people, show them possible futures or improvements. Sales can be used to coach people around what they really need. That is true, but these aspects should be achieved in a PerCon Flow society by unbiased information (open

information system) and unbiased coaching while existing marketing/sales is of course always extremely biased even in the best case.

5.5.3.8 Limiting unfair Competition from outside PerCon Flow: Minimal Wages, social and environmental Standards

1. Imports of goods or services from outside PerCon Flow, which do **not meet the minimum wage requirements** (single income being able to support at least a 4-person family + old-age-pension + social contributions) or which **does not meet other social or environmental standards,** shall be hit with extra taxes/duties so that the PerCon Flow organizations respecting all these aspects can still **compete well**.
2. Everyone has the right to be offered only those goods and services that are **produced and provided with respect for universal human rights**.

Rationale:
1. It is unacceptable to **pay such small wages** anywhere in the world that a 4-person-family cannot live from a single income, including social deductions/contributions and old age provisions which are also predicted to be sufficient to cover life's necessities at the location in which they live.

5.5.3.9 Circular Economy, Circular Business Models

1. As written above, **circular economic business models**[38], especially **cradle-to-cradle models** shall be preferred / get higher NBV scores.

5.5.3.10 Extended Governance and Accountability with e.g. the Six Capitals Framework

1. **Governance and accountability** shall be extended to all aspects described in the Six Capitals Framework[39] and what people/organizations do **privately or outside their core activities**, current **ethics standards or improved/extended models**.
2. **The government or system shall control all incentives of actions taken by people or organizations, in the simplest forms by forbidding them or by including them all into NBV calculation.** New offerings, services or products should be controlled quickly enough before they can cause significant damage. Fields that currently could benefit much from the control of incentives: violence, cheating, attention-grabbing on social media, spreading fake news or conspiracy theories (optimizing just for attention under lack of control).
3. Instead of creating/spreading conspiracy theories, **people get rewarded for reporting risks, strange coincidences and signs of corruption or unethical planning or doing.** These will be neutrally investigated with open outcomes, get at least a short response (e.g. based on similar cases by the AIs) and get published if they voice valid concerns.
4. **Experts, governments or other ruling bodies shall also be continuously evaluated** and scored and their scores shall be published and be analyzed by AIs and that shall be considered in optimizing their placement and be brought to the attention of voters and decision makers.
5. **All teams must adhere to latest principles of good governance and management in their fields**, e.g. principles of macro, micro and business economics, business strategy,

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[38] https://www.accenture.com/t20150523t053139__w__/us-en/_acnmedia/accenture/conversion-assets/dotcom/documents/global/pdf/strategy_6/accenture-circular-advantage-innovative-business-models-technologies-value-growth.pdf

[39]

https://www.academia.edu/34909272/The_Six_Capitals_Framework_A_Discussion_of_International_Integrated_Reporting_Councils_Model, https://integratedreporting.org/wp-content/uploads/2013/03/IR-Background-Paper-Capitals.pdf

strategic/tactical/operative management, competitive intelligence, market intelligence, i.e. how to avoid management errors and how to **maximize management performance, optimize SWOT** (strengths, weaknesses, opportunities, threats), etc. No money shall be wasted due to obviously unwise decisions!

6. **Power must never be abused**, especially **hierarchy, power play and dominance behavior** must not happen. Everybody must always be treated fairly and compassionately.

7. Politicians and governmental experts shall get **budgets for the best strategists**. Except for exceptional fields (like which SARS-CoV-2 mutation with which properties will turn up next), partial and even complete strategies shall be made. Scenarios shall be foreseen ahead of time with corresponding planning. If something unexpected happens, parts shall be re-planned or scenarios with their probabilities or the path to get there be adjusted.

8. The **SWOT** (strengths, weaknesses, opportunities, threats) in all fields must be captured, be upgraded regularly, be handled systematically and be optimized. Especially **risks/threats** need to be reported and mitigated, especially big risks like e.g. viruses or organism escaping labs.

Rationale:

1. Those **politicians who don't plan strategically and as openly as possible are probably marionettes of rich people** to leave the rich any re-planning option open while not having to reveal any plan, strategy or (hidden) agenda of the pseudo-elites behind or above them. The pseudo-elites like to choose people as marionettes who are less intelligent, knowledgeable and lazy because they are execute commands more readily without asking themselves and others questions. When making short-term decisions, public tenders are typically no longer possible and thus the **companies of some friends can get the order with gigantic profit rates** from which the politicians get **gigantic unethical margins or bribery money**.

5.5.3.11 Cosmo-Localism

Cosmo-Localism (short for "cosmopolitanism localism") **is an emerging mode of production**, based on the **confluence of the digital techniques and commons** (e.g., open knowledge, design and software) **with local manufacturing and automation technologies** (from 3D printing and CNC machines to low-tech tools and crafts). This convergence could catalyze the transition to new inclusive and circular production models, such as the "design global, manufacture local" (DGML) and "think globally act locally" (TGAL) models.

A variation for *under-developed regions* to get out of poverty or to break some *quasi monopolies* is to have several local economies trying to be self-contained and moving towards closed circle technologies but also doing certain types of trade between the circles if the communities are compatible or if this can lead to beneficial outcomes.

Generally, **division of labor and economies of scale are more efficient**. Therefore, the implementations have to be **carefully considered and chosen**.

Examples / Extensions:

1. Poorer local communities which have some specialties to export could directly export this to one richer target market at a time while doing local advertising and use word-of-mouth. E.g. household chemicals or their bio replacements can typically be made at much lower prices than they are sold even in small manufacturing units due to the high marketing cost and profit shares of mainstream products.

2. A **web portal and/or app** that takes care of *eliminating the middlemen* between regenerative producers in the global south and consumers in the west, so that they can organize collective orders from there directly and transparently as groups and have them delivered on a pallet to an address determined by them, usually a seat of a non-profit association in their vicinity for the purpose of pickup. An elementary part of this niche is people with immigrant backgrounds in the West who would like to support their homeland in the long term and connect with it in a

constructive way. If any group from a particular country orders a quantity of goods above a certain minimum limit, until e.g. a container of 20 pallets is then collected, the order is released. The products offered could be mainly handmade goods prepared for export, such as ecological natural and food products, niche products e.g. to replace common household chemicals, agricultural and handicraft products, and books!

5.5.3.12 Job Creation

Based on the principles and ideas in this document, this section summarizes how and where jobs will be created:

1. **Eliminating all fraud, misdirected incentives and stopping not net-beneficial or unethical work or practices, minimizing the probability of wars**, thereby **freeing gigantic financial resources** to fund other work.
2. **Preventing capitalist races to the bottom**, e.g. through multiple companies (intelligently) automating things and offering increasingly lower prices with lower added value due to falling prices. Instead, due to the NBV-based pricing, prices are kept relatively high in the PCF economy while staying technologically ahead[40]. Internationally price differences can be compensated with import tariffs. Similarly, also all other races to the bottom are prevented, e.g. working conditions, environmental harm, payments/hourly rates, etc. This allows to keep and increase the number of well-paid jobs and highly qualified people working in them.
3. Paying as many people as possible to do **practical valuable innovative research** with these limits:
    a. People must be intellectually and creatively capable and able to cooperate and work within defined boundaries (and may submit ideas outside of them as extras);
    b. as possible without making the ROI of the previous tech investments negative or if the ROI of the next generation is expected to be even better to compensate for the loss of the previous ROI.
4. Paying for **documenting knowledge, experience and improvement ideas** about the world/science, products, and services with others in the central Wiki/knowledge repository.
5. **Regional excellence cluster initiatives**, e.g. around improving plants, processes, products, services.
6. **Paying much more care and social work**, from household to repair to helping/teaching/practicing with others, especially in the fields of personality development, psychology, efficient cooperation, conflict avoidance and resolution, massage, flow state/meditation, coaching/training/mentoring, public speaking: From psychological to medical issues and crime: Much of it can be avoided/prevented and should be in this category.
7. Generally also funding things to **increase the overall wellbeing of people**, e.g. spare time recreational activities, reducing risks or threats, improving confidence, trust and reducing toxic behaviors.
8. Funding of many activities to optimize the **SWOT** (strengths, weaknesses, opportunities, weaknesses) **of humanity and the community**, e.g. environmental protection, sustainable living, etc.

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[40] Unlike e.g. the EU which invests little, with bureaucracy and corruption stifles innovation and falls technologically behind China and Silicon Valley, USA - risking the competitiveness and jobs of millions of people. Many EU companies outsource most software development and IT maintenance to low-wage countries with disastrous effects on availability and cybersecurity, make millions of highly qualified people redundant whose knowledge quickly becomes out of date and who then become unemployed or transfer into professions where they are less dependent on billionaires and their companies, e.g. in craftsmanship or in online rip-off or hacking schemes. Returning to IT innovation or ethical EU-based business then is hardly impossible due to a shortage of up-to-date skills and too low price ranges to build profitable new business in the EU. The low-wage people who are good quickly move on to earn a bit more, letting the service deteriorate gradually.

9. **Richer community life** driven by compassion and mutual coaching/teaching and improvements – with activities and progress being financially rewarded: Everybody should continuously learn and grow personally and share their insights publicly (globally/in their community) and discuss it to see others' perspectives on it and if there is more recent research existing. People should learn to see need in their community, help and get paid for all these activities.

10. **Paying to help people to become aware of themselves (personal SWOT)** and efficiently getting forward on their journeys, reaching their maximal potential and **making increasingly valuable contributions** while the community funds all valid initiatives.

11. **Incentivizing sports and vacation activities** to lead a mentally and physically healthy life and get to know many people, ideas, cultures, food, etc. – thereby pushing these economic sectors.

5.5.4 Objectivity, discriminatory-free Decisions, allowing everybody to contribute and to be heard

1. **Anybody** who is proven to be qualified and creative in a scientific field (successful exams or projects, publications, previous innovative suggestions) shall get his/her suggestions assessed, reviewed and implemented if adequate – completely on objective grounds.

2. **Rejections** – especially when much effort was put into the proposal like for a research grant, research paper, a detailed market or tech analysis/insight – shall contain written detailed and objective justifications which are archived.

3. All **decisions** should be transparent and based on weighted objective **pro-contra argumentations**. Citizens or decision makers should then only decide over their prioritization, i.e., which weights they assign to the individual arguments. When all people or a representative selection of them assign their weights this way, the overall weighting reflects the public opinion. **Exclusive options or factors** shall be marked as such and people shall only be able to cast their vote for one of the exclusive options.

4. **Regarding decision-making** – especially **political decisions -** a **Liquid-Feedback**[41] like system should be used which allows the stigmergic collection of ideas, of pros and cons and their weighting to ensure that all factors are adequately considered.

Rationale:
1. Written **objective feedback minimizes discrimination, corruption and nepotism**.
2. With nepotism, corruption etc., **people quickly become demotivated** to contribute further: Many ideas get lost. Innovation is slowed down.

5.5.5 Physical and mental Health, healthy Nutrition, Work Conditions and Environment, Wellbeing

1. Society and payments shall allow everybody to live a **healthy life with healthy nutrition, physically and mentally healthy work conditions** allowing personal wellbeing while minimally harming the environment.

2. **Basic healthcare** is freely available for everybody who does not actively cause health issues.

3. All **drugs** which cause dependencies of some kind (physical, psychological) are illegal.

4. If beneficial drug **microdosing** without dependencies and serious disadvantages is possible, this is allowed in a controlled environment that prevents taking higher amounts of these drugs.

1. All **psychological/behavioral and psychiatric issues** shall systematically be treated and not be stigmatized, especially PTSD and more importantly, prevention should minimize these issues through e.g., measures like not accepting discrimination, mobbing, bossing, and defamation.

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[41] https://en.wikipedia.org/wiki/LiquidFeedback, https://liquidfeedback.com/en/

2. Psychological/mental/medical conditions that can be **addressed through training** shall also be addressed that way, i.e., corresponding techniques shall be taught and advocated, to e.g., minimize attention-deficit/hyperactivity disorder (ADD/ADHD).
3. **Flow state inducing techniques** like special massages together with teaching how to maximize the use of it by e.g., thinking about problems and then get into ideation, lucid dreaming and hypnagogic states around this.
4. **Stress and frustration reduction techniques like massage, wellness** and possibly some erotic and safe sex techniques should be taught and advocated but not be stigmatized.
5. **People shall be educated how (not) to treat their partners and what (not) to expect of them,** e.g., giving them enough freedom, not putting too much pressure, not reproaching, not putting people on probation or threatening with divorce, accepting give-and-take and compromises, not expecting to do cherry-picking all the time but a fair balance, what are the strengths and weaknesses of the sexes at different ages, instead talking at the meta-level, ...
6. Producers of **processed foods** shall **declare all used additives and the upper bound of the likelihood of the diseases they can cause** if a 4-year-old child, a 30-year old and a 65-year-old person lives on that food only for a year or more (except malnutrition effects from lack of substances but focus on negative effects like cancer, allergies, asthma, poisonous effects, ...). These values would be estimated by scientists based on experiments/observations.
7. People are encouraged to be more **open about their psychological challenges or issues, be honest, open** and **help each other** after building up at least basic knowledge instead of isolating or condemning in such cases. That allows to build much more efficient and inclusive teams and private/professional partnerships and **reduces the bad experiences, failures and thus prejudice** that might arise.
8. Nobody shall **abuse advantages** they might have (e.g. beauty, creativity, insidiousness), build up **bad karma, cause hate/avoidable fear or doubts, be divisive, finger-point/scapegoat people** or even **inflict physical or psychological harm** on people.
9. **Medicines** are only legal for categories of people/fauna/flora where they have a positive NBV or will likely have it. This might not be the case for all **vaccines**.[42]

Rationale:
1. Written, **objective feedback minimizes discrimination, corruption and nepotism**.
2. **Food additives** can cause cancer, asthma and other diseases[43]. In the EU additives do not have to be declared under many circumstances. **Fraud** exists declaring food as natural although it contains additives and even more: Half of the restaurants tested in Germany sell cheap surimi as shrimps. Other fraud happens with modified starch and seaweed which can be up to 1/4 of the weight.
3. Safely practiced erotic techniques might not just lead to more enjoyable lives, but could also play an important role in **resolving conflicts or overcoming bad moods**. Studies of bonobo vs. chimp apes suggest this as well as practices of early civilizations (e.g., the Egyptians) or early nomads.
4. Sexuality got stigmatized mainly due to *venereal diseases* and the reaction of religions and states to this. Nowadays there are safe sex and healthcare options that allow to do away with such taboos or stigma. Special massage or erotic techniques like Tantra and some types of kinky sex do not only lead to pleasure, feelings of ease and happiness but also to **flow state and added creativity**.

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[42] http://info.cmsri.org/the-driven-researcher-blog/vaccinated-vs.-unvaccinated-guess-who-is-sicker
[43] https://www.institutefornaturalhealing.com/2014/08/these-deadly-food-additives-can-cause-cancer/, https://www.ewg.org/news-insights/news-release/fda-bans-7-cancer-causing-food-additives-found-popular-foods, https://www.in.gov/health/reports/breatheasyville/triggers/food.html, https://asthma.net/living/food-chemicals-trigger

5. Even though in the bible Jesus was described to have sacrificed himself for our sins, it took another 1500 years until a legal system and advancement opportunities were created, so that hell for the unfair, over-privileged or exploiters was no longer required as an anti-frustration element until the Lutheran movement could take ground, which said that even these people previously destined for hell could be saved by believing in God, repenting and the mercy of God. Similarly, **new technical and medical methods, insights and no longer needing religion or myths to justify power structures** can allow **change to take place and to level up the quality of most of our lives**.

6. According to **latest science**, women are either bisexual or lesbian[44], have several venereal contagious diseases that are only or mostly dangerous for them not men (chlamydia, HPV, etc.), start sexual activity earlier in life, assign more importance to good sex in life[45] than men and before marriage try to have sex with just the richest or sexiest men. Due to 5+ incurable STDs (sexually transmitted diseases, little media attention after AIDS was one of the first such diseases)[46] and many hardly curable superbugs[47], this can lead to more medical issues[48] and even **super-spreader outcomes** e.g., if some of the most active men or women are infected and it can be **frustrating** for other men to find partners and for women to find men who are willing to stay with them or marry. Instead, the taboos and vernaculars about what women should do should be changed, allowing them to seek more safe massage, flow state or heterosexual contacts without getting judged and generally shifting outcomes towards less frustrating or medically relevant ones. i.e., it could become more normal to do some massage and flow state training with a partner of the opposite sex that could lead to more, than to have women silently, sexually try out the most attractive male or female partners who then likely also spread STDs (sexually transmitted diseases). Many European media achieved something that seemed even more difficult – promoting homosexual practices in the fairway of funny drag queens. Such frustration factors and e.g., the Islamic narration that 70 virgins wait for martyrs in paradise are reported to be factors in Islamic and non-Islamic terror attacks.

5.5.6 Facilitating and optimizing Society and Economy, Wellbeing

1. **As much as possible is standardized with continuous upgrades** as science and insights emerge and all organizations have to adhere to them.

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[44] https://pubmed.ncbi.nlm.nih.gov/26501187/: "women are, on average, physiologically sexually aroused to both male and female sexual stimuli", https://www.independent.co.uk/life-style/love-sex/women-are-never-straight-they-are-either-gay-or-bisexual-study-suggests-a6723276.html, https://www.researchgate.net/publication/283260585_Sexual_Arousal_and_Masculinity-Femininity_of_Women

[45] https://psycnet.apa.org/record/2016-22171-006, https://www.psychologytoday.com/us/blog/sexualitytoday/201808/are-women-hungrier-sex-we-thought, https://www.amazon.com/Untrue-Everything-Believe-Infidelity-Science/dp/0316463612/, https://www.theatlantic.com/sexes/archive/2013/06/turns-out-women-have-really-really-strong-sex-drives-can-men-handle-it/276598/, https://www.theatlantic.com/sexes/archive/2013/07/how-strong-is-the-female-sex-drive-after-all/277429/, https://www.wsj.com/articles/women-are-more-interested-in-sex-than-you-think-studies-show-1464626176, https://timesofindia.indiatimes.com/life-style/health-fitness/photo-stories/5-reasons-why-women-need-more-sex-than-men/photostory/63233864.cms

[46] HIV, Hepatitis B, HPV, Herpes, Gonorrhoe: https://www.midatlanticwomenscare.com/blog/living-with-incurable-stds/, https://www.cdc.gov/std/gonorrhea/arg/default.htm, https://flo.health/menstrual-cycle/health/symptoms-and-diseases/super-gonorrhea, https://www.nationalgeographic.com/science/article/gonorrhea-evolving-untreatable-spd

[47] https://www.cdc.gov/drugresistance/biggest-threats.html

[48] https://obgyn.onlinelibrary.wiley.com/doi/full/10.1111/1471-0528.14414: More bisexual women may experience chronic pelvic pain and cervical cancer than heterosexual women.

2. **Coaching and mentoring, especially regarding positive psychology and values is fostered and financed.**
3. **Research and AI systems with their teams work together to optimize everything in the economy.**
4. **The wellbeing** of all members of society shall be a top KPI (key performance indicator).

Rationale:

On wellbeing: The UK Government Office for Science conducted a study on "**Mental Capital and Wellbeing: Making the Most of Ourselves in the 21st Century**" that was released in 2008. This document drew upon "the advice of over 400 leading experts and stakeholders from across the world, and from diverse disciplines such as: economics; modelling and systems analysis; social sciences and ethics; neuroscience, genetics and mental development; psychology and psychiatry; and sciences relating to education, work and wellbeing." It is rooted in recognizing the importance of mental capital—defined as encompassing "a person's cognitive and emotional resources"—and mental well-being—considered as equivalent to "mental health" or "mental flourishing"—which combines positive feelings, attitudes, and functioning in life.

The study addressed the *future social and economic challenges* associated with an ag*ing, more diverse population with new values and expectations*, and an economy driven by international competition with constant technological changes that will change how people work. It mentions that "the scientific evidence reviewed in the project clearly shows that a high level of wellbeing is associated with positive functioning, which includes creative thinking, productivity, good interpersonal relationships and resilience in the face of adversity, as well as good physical health and life expectancy." The study emphasizes that "an individual's mental capital and mental wellbeing crucially affect their path through life. Moreover, they are vitally important for the healthy functioning of families, communities and society. Together, they fundamentally affect behavior, social cohesion, social inclusion, and our prosperity."

The study proposes a range of **interventions** to strengthen mental capital and well-being through a lifelong perspective, from early childhood to old age: The **development of cognitive, emotional, and psychosocial skills** will be the key to allowing people and nations to thrive.

5.5.7 All Types of Flow

Flow has many meanings in this document and all of them shall be optimized regarding **outcomes**:

1. **Flow state**, a subtopic of positive psychology[49] is an **optimal state of mental awareness/cognition** – when we feel and perform our best: Moments of rapt attention and total absorption when everything else just disappears and all **aspects of performance peak** – mentally and physically. It is the mental state in which a person or group performing a suitable activity is fully immersed in a feeling of energized focus, full involvement, enjoyment, effortlessness, loss of sense of time while reaching near optimal mental performance.
   Flow is conducted in the brain through the optimization of **areas coordinating focused attention** (mostly centered around the frontal lobe), while at the same time, areas responsible for self-referential processing and unhelpful judgements/internal commentary are toned down (mostly centered around the parietal/central areas). This forms a state of mind optimal for productivity with the focused parts of the brain tuned into the task while the parts of the brain which would normally distract from the task are being silenced.
   Flow state is **highly personality-dependent**, falls into **different classes** with **different triggers** and can be **trained for optimal depths and lengths** in each category. **Other names** for flow: Runners high, being in the zone, being unconscious (basketball), being in the pocket (jazz musicians), in

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[49] https://en.wikipedia.org/wiki/Flow_(psychology)

the forever box (standup comedy).

Benefits: In flow people can be up to 5x more productive, up to 7x more creative, learn and memorize around 5x faster, reach 2x more work satisfaction and the benefits often last longer, thus making it probably the **most important mental skill**. It is also *known colloquially* as being in the zone, runners high, being unconscious (basketball), being in the pocket (jazz musicians), in the forever box (standup comedy).

2. **Flow of ideas:** When ideating on a personal or (cross-functional) team level, one idea leads to another.

3. The **flowing together of skills**: Having team-members with complementary cross-functional skills, so that teams are highly self-contained and autonomous (i.e., not requiring much external expertise – where political committees are often lacking). Personal skills should also be built up in such a way that adding another skill unlocks a new level of productivity or product/service type to be able to work on – with many skills flowing together synergistically.

4. The **flowing together of ideas and skills**: Skills and teams shall be assembled so that the competences, experiences and ideas of diverse and complementary people flow together.

5. **Goods and service flow, optimized production** or **value creation**: The economical flows, from a production team over a production line to factories, organizations and micro- and macroeconomic flow of goods and services so that the **net economic benefit creation is optimized**.

6. **Various flows** like traffic flow, (economic) incentive flow, legislative flow (e.g., regarding the facilitation and introduction of future tech), flow of innovative new team members (staffing flow, switching between innovative teams after some time), flow of financing, flow of support measures, flow of insights, flow of personal improvement, ...

Details on this chapter can be found in the **forthcoming book**: Thomas Poetter: 10x Organizational Productivity Improvement. A draft of this book is available upon request.

1. The society, its individual resources and people shall work to **optimize all types of flow** regarding **outcomes**.

Rationale:
1. Mostly standard biological or emotional acts or feelings are on purpose not included in this flow state definition.

2. **Some flows (like rivers) might have to be slowed down for optimal outcomes** or to match the development and speed of others.

3. The **hypothetical Flow Personality Types** are (still requiring scientific evidence):
    1. Meditators, Flow Goers
    2. Athletes: action sports: Having to focus or automated activity (running), Hard Chargers
    3. Group Flowers: sessions, talking, ideating, Crowd Pleaser
    4. Deep Thinkers: deep concentration/thinking
    5. Dreamers: bore-out, hypnotization, music/video, drawing
    6. Msc: journaler, craftsperson, only mastery, neurochemicals, ...
    7. People with few deep skills or being neurotic: likely unable to get into flow

4. **Orthogonal Factors regarding Flow Personality Types:**
    1. Accessing creativity in hypnagogia (state before falling asleep)
    2. Highly danger attentive, ADD vs. confident
    3. Preferred learning or working style: visual, auditive, kinesthetic, ...
    4. Music taste: classical (The Moldau), jazz, binaural beats, trance music/melodic EDM
    5. What video/audio mesmerizes them most?

1. **Organizations, work environments, learning and public environments shall be optimized for flow state** e.g., by reducing distractions, fostering creativity, cross-fertilization, cross-inspiration, maximizing possibilities for meditation/meditative environments, massage, wellness, use of mesmerizing or trance-inducing multimedia, pleasing and satisfying styling, gratitude, hygiene, sports, group flow/group genius, ability to distract the "inner monkey", pursuing a path of mastery, being able to work with focused attention, ...
2. Knowledge, teaching, recommendations and mentoring/coaching shall be given to optimize one's **personal environment for flow**.
3. Everybody shall receive knowledge, teaching, recommendations, mentoring/coaching and multimedia materials to **optimize getting into and staying deeply in flow state** – getting to know and to practice more methods and getting deeper into flow over time.

Rationale:

1. **Flow state is probably the most important mental skill:** It allows people to be up to 5x more productive, up to 7x more creative, learn and memorize around 5x faster – thus being **extremely beneficial** on a personal, team, organizational and societal level.

5.5.7.1.1   Classical Flow Preconditions

Flow theory postulates **three conditions** that have to be met to achieve a flow state in Csikszentmihályi, M.; Abuhamdeh, S. & Nakamura, J. (2005), "Flow", in Elliot, A. (ed.), Handbook of Competence and Motivation, New York: The Guilford Press, pp. 598–698:

1. One must be involved in an activity with a **clear set of goals and progress**. This adds direction and structure to the task.
2. The task at hand must have **clear and immediate feedback**. This helps the person negotiate any changing demands and allows them to adjust their performance to maintain the flow state.
3. One must have a **good balance between the perceived challenges of the task at hand and their own perceived skills**. One must have confidence in one's ability to complete the task at hand.

Schaffer (2013) proposed **seven flow conditions** (Schaffer, Owen (2013), Crafting Fun User Experiences: A Method to Facilitate Flow, Human Factors International. https://www.researchgate.net/publication/272181532_Crafting_Fun_User_Experiences_A_Method_to_Facilitate_Flow, http://web.cs.wpi.edu/~gogo/courses/imgd5100/papers/FlowQuestionnaire.pdf, https://www.researchgate.net/profile/Owen_Schaffer2/publications):

1. Knowing what to do
2. Knowing how to do it
3. Individuals knowing how well they are doing
4. Knowing where to go (if navigation is involved)
5. High perceived challenges
6. High perceived skills
7. Freedom from distractions

Schaffer also published a measure, the flow condition questionnaire (FCQ), to measure each of these seven flow conditions for any given task or activity.

Crafting Fun User Experiences: A Method to Facilitate Flow:

In this white paper, Owen Schaffer, Lead Usability Analyst at HFI, gives practical advice about techniques and tools that will keep users engaged and coming back. Using examples from his

research on online games and e-commerce sites, Owen shows how gamification methods can be universally applied to B2B and B2C systems to increase satisfaction and efficiency. He discusses:

- The emotional engagement part of persuasive design
- The definition and importance of "flow"
- Using persuasive design to create flow experiences
- Techniques and tools for measuring flow
- Steps to engineer designs that facilitate flow

"Making designs more fun is a key strategy that allows companies to engage their customers and give them an experience that will have them wanting to come back again and again. There are many different kinds of fun, but the fun of enjoying doing something for its own sake must be our top priority if we want to make designs that people will want to use. Positive psychologists call this 'flow'."

5.5.7.1.2   Group Flow

Group flow is the supreme discipline of flow. It needs several additional preconditions are team synchronization, psychological safety, etc. which are beyond the scope of this document. Examples of group flow are **ideation** and especially **brainstorming** sessions where the ideas seem to be flying off the walls, but also gossiping where e.g. everybody has some embarrassing situation around other people to tell and the team laughs together and aligns regarding value. **Gossiping** is of course a negative example in that it is unfair against other people, but is probably an example of group flow that most people have experienced. Also speeches, from Nazi or populist hatred/divisiveness over sales speeches to **Martin Luther King's "I have a dream"** speeches are examples of group flow.

It is important to avoid "**group think**", especially that the group becomes less innovative and that it avoids the conformity bias, collective illusions and **Abilene paradox** with conscious communication or radical candor[50].

Especially, people should self-silence themselves less, both out of false perceptions to not want to hurt people (but by being open one can help them to improve and avoid bigger trouble) and out of political reasons. If enough people self-silence, then fringe voices are the only voices that anyone hears, and the result can be a collective illusion and the inappropriate zooming in on that view as the group view. People with the mindset "I don't want to offend, I don't want to get ostracized, I don't want to risk becoming a victim of cancel culture." can still inject some uncertainty into discussions like "I'm not so sure. On the one hand, this, and on the other hand, that, ..." If other people start to mimic that, then this could be an illusion.

. Maintaining and improving the Flow of Mentoring, Coaching, Insights and Personal Development

1. To turn each person as **quickly and efficiently into the best version of themselves**, a continuous flow of knowledge, mentoring and coaching should be made available to people to help them generate insights and reach the various personal development milestones quickly.
2. Instead of discriminating or silently rejecting people, they shall at least be given basic guidance on how to improve and meet the required criteria.
3. Nobody's proposal, as organization or as a person, shall be **silently rejected**: There shall always be a reason provided which proves objectivity and gives people feedback which allows them to learn and improve.

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[50] https://www.mckinsey.com/featured-insights/mckinsey-on-books/author-talks-why-shouldnt-we-all-just-get-along, https://en.wikipedia.org/wiki/Abilene_paradox, https://youtu.be/H7m6byv89mc, https://youtu.be/icJK89nnf-Y

4. **Psychological and psychiatric** assessments, coaching, therapies, innovative tests and latest research insights shall be used to optimize team members, cooperation, skills and ways of working.

Rationale:

1. **These are important prerequisites** of efficient team work and other forms of collaboration and conflict minimization.
2. **This also minimizes frustration and class thinking.** Instead: **equal opportunities for everybody.**

5.5.7.2   Maintaining and improving the Flow of Ideas and Skills

1. **Staffing, management and coaches/mentors** shall seek to maintain and improve the **flowing together of ideas and skills** in projects and spare time.
2. Team members shall get to **know, like and estimate** each other's private sides and private talents including humor.
3. Team members shall be given the opportunity to check each other out regarding how they can **cooperate, get into flow and ideate best together**.
4. Learning and showing **respect and gratitude** with other leading team synchronization techniques shall be used for result optimization.
5. **Psychological safety** shall be given at work – except for very serious underperformance or criminal activities.
6. **AI-based systems** shall suggest which **skills, areas of innovation and new team members** should be considered to **optimize these flows on personal, team, organizational and national levels.**
7. **Creative thinking** and **meditations** should be done in a **hypnagogic state** (before falling asleep or when woken up) because then they typically work very well.
8. **Such creative thinking** should be **prepared by reading about the topic space, making notes or summaries, critical thinking and BCD (brain-centric design). All relevant concepts must exist in one's brain with meaningful connections** (definitions, context, causality, what works and what not, what type of problems and solutions exist and what they are looking for as creative solution). **People should try to get their sub-consciousness to start working on the task and to come up with creative suggestions.**
9. **Classical creativity techniques** like TRIZ, brainstorming[51] etc. should be tried and applied where it fits.
10. **It typically also helps to think about another problem or solution domain from which principles might be transferrable to the current problem domain: cross-inspiration.**
11. **Hypnagogic meditations** work especially well when the **brain is woken up from REM sleep[52]**, i.e. **90+ minutes** after falling asleep when the brain just wants to go on dreaming. Then the meditation can turn into a very lively lucid dream in which people can "fly" through possible scenarios and get vast amounts of creative input. E.g. setting an alarm clock to get woken up, e.g. going to bed at 10 pm and setting the alarm to midnight. Then one is ideally in a dreaming-like state or can access it more easily and can typically do a dreaming-like meditation, especially if one is creative or another person speaks the meditation.
12. It may help people to do creative thinking or meditation **in religious spaces** (churches, monasteries, mosques, temples, ...), (inspirational) historic spaces **or where people died or are buried** (hospitals, graveyards, battlefields) due to spiritual elements, to get inspired by thinking about them and to remind us of the brevity of life.

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[51] https://www.amazon.com/Innovators-Dictionary-Instruments-Creativity-Innovation-ebook/dp/B08L3W5KC5/
[52] https://www.verywellmind.com/understanding-dreams-2224258, https://www.verywellhealth.com/the-four-stages-of-sleep-2795920

• Says you aren't good enough
• We spend most time here
• Requires effort & energy • Willpower
• Superficial ideas • Educated mind
• Likes/Dislikes • Intellectualism
• Stress source • Insight
• Very small % • Programmed by your thoughts 24/7
• Analytical • The true genius within, needs to be dug out
• Planning • Can melt away dysfunctional emotional issues
• Beliefs • All thoughts, feelings, experiences stored here
• Logic • Change your thoughts, change your life
• Accessed via meditation
• Knows the path to success
• Find your life passion
• Always "on"
• Higher self

CONSCIOUS MIND
Beta Brainwaves
Flow State + Critical Thinking +
Telling the Subconscious Mind
what to ponder about

SUBCONSCIOUS MIND
Alpha & Theta Brainwaves
• Incredibly smart • Imaginative
• Visualization • Inner Peace
• Intuition • Lightning fast
• Life Solutions • Mental imagery
• Deep Thought • Incredibly powerful

MEDITATION   MEDITATION
MEDITATION   MEDITATION

UNCONSCIOUS MIND
Delta Brainwaves
• Highest self
• Spiritual connection • The "core" of who you are
• Immune system • Primal instinct
• Cellular memory • Drives the dreaming state
• Access to collective consciousness

• Often in past or future tense
• Creator of limiting beliefs
• Mini-Processor • Very limited abilities
• Critical thought • Short term memory
• Negative self-talk • Self-esteem
• Stress-free • Thinking mind • Judgement
• Untapped talents • Limitless creativity • Temperamental
• Gut-feelings • Allows you to break mental barriers • Personality
• Super-Processor • Tells you to relax, discover your deepest • Sequential
• Self-healing passion, make life what you truly desire • Rational
• Harnessing this power can dramatically change your life • Habits
• Requires meditation to harness its power
• Permanent memory storage
• Wise • Always in the "now"
• Incredible benefits • Unlimited space
• Automatic function • True desires
• Body system regeneration • Inventive

Deeper Meditation   Deeper Meditation

*** Results may vary from person to person

Figure 11: Anatomy of the Mind - Psychoanalytical Model

Rationale:

1. This helps to maximize productivity and creativity while allowing a lot of fun at work.

5.5.7.3   BOLMAPPSO to reflect and seize more Opportunities

Base principle: **Be Open, Listen, Mentally Actively** then **Passively Process** and **Seize Opportunities (BOLMAPPSO).**

Reflecting here is implemented as **mentally actively** processing and digesting information and then relaxing and leaving it to the sub-consciousness to (more **mentally passively**) look for usefulness, connections, benefits, opportunities. Looking for patterns like these is the **normal work of the sub-consciousness**. It normally has **no higher spiritual meaning** or demonstrates synchronicity if it comes up with such patterns that were previously overlooked due to ignorance, but it feels great like religious/spiritual inspiration. Also, interfacing with one's sub-consciousness typically **uses flow state** – this process normally **does not lead to a flow state**. The flow state comes in by bringing oneself in a hypnagogic flow state before falling asleep by doing relaxation or meditation exercises.

Listen · Mentally Actively then · Mentally **Passively Process** (subconscious, pattern recognition) · then **Seize Opportunities** · Be Open
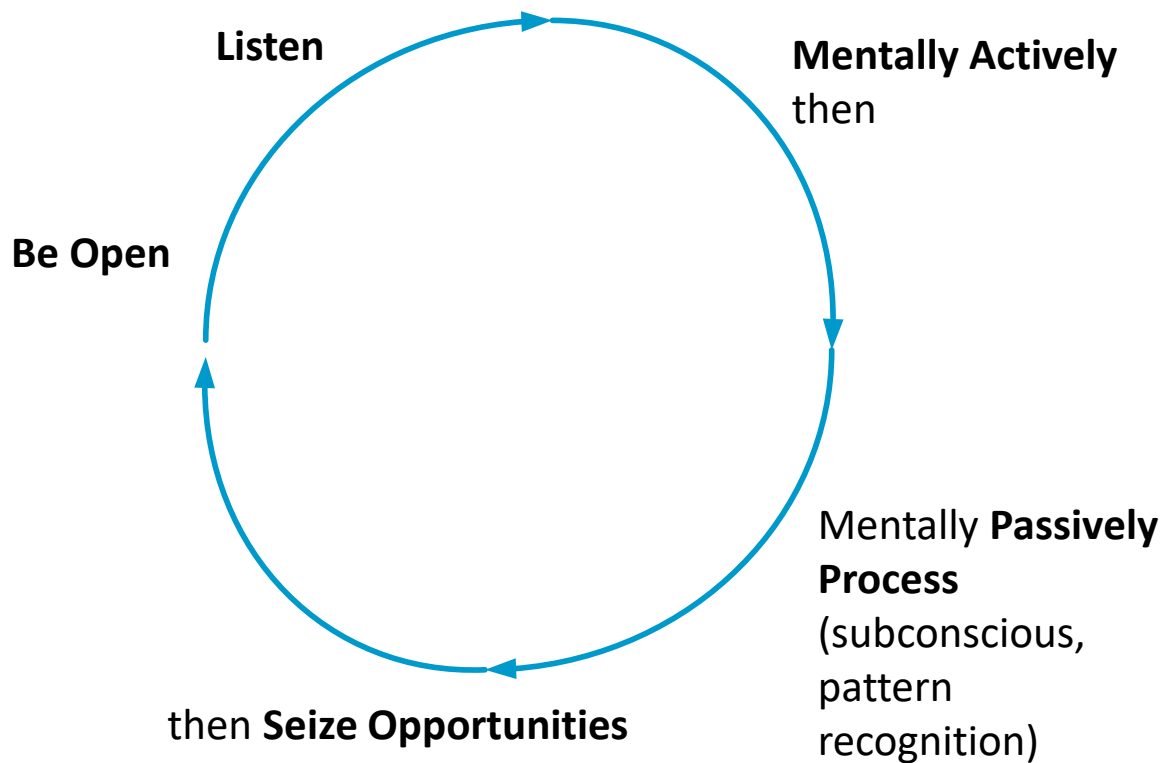
Figure 12: BOLMAPPSO Process to reflect and seize more Opportunities

This is supposed to be **applied to everything noteworthy in people's lives** to optimize how people use and digest information and become creative with the help of their sub-consciousness. This systematically leads to far more ideas than other techniques and to many opportunities that can be seized.

It is also important NOT to accept everything that comes to one's mind or that of other people but to also check it (here thinking it through using one's active focused attention and then later pattern matching in sub-consciousness) and to only take the useful parts, i.e. seize opportunities and reject sub-optimal or unethical ideas.

5.5.7.4   Meditation, Hypnagogic States, Lucid Dreaming leveraging the above and Creativity
The following **combines these elements:**
1. **Vastly accelerated scientific research and summarization** in one's fields of **passion and purpose.**
2. **How to quickly read, digest and ponder research papers, books and ideas** to use them for one's **own creativity.**
3. How to get one's **subconsciousness to think** and come up with creative solution proposals.
4. Use of **flow state for accelerated learning, scientific insights and creativity**.
5. Use of **latest meditation techniques** for standard purposes but also to **prime lucid or meditative dreaming**.
6. Using lucid or meditative dreaming to **check and complete visions about future developments.**
7. How to invite and use **spiritual creativity as additional hints.**
8. Leveraging **hypnagogic creativity** in **synergy** with meditation, flow state and spiritual creativity.
9. Getting from **simple concept-based creativity to full-blown 3D immersive dreaming creativity.**
10. How to structure, direct, document and intensify **thinking and creativity.**
11. Giving an important angle towards **group flow and group creativity.**
12. How to **maximize, bring back** and **apply** to our world creative **meditative/spiritual insights and inspirations**- making it a better world.

13. Teaching **lucid dreaming**, e.g. how to dream about creative solutions, question and improve them.

The recommendation is to apply the following process:
1. **Choose one or ideally two fields** in which you'd like to be creative and which you are passionate about.
2. If you're not fully **passionate** about it, first analyze what will be the advantages and opportunities of working or being creative in that field and note those advantages down. Also look at everything else that could make you more passionate like making a vacation/business trip, looking at art or infographics, enthusiastic public speeches, etc. This is important so that your sub-conscious and unconscious mind really understand that these topics are very important to you and weights ideas and hints accordingly.
3. Load a **dictation app** onto your smartphone or buy a dictation device that must be easily reachable when trying to sleep.
4. **Intensively and passionately learn about your field(s)** in which you want to be creative: Reading, looking at infographics, watching public speeches, movies, discussing with people, etc. – ideally as much as possible **in flow state** with e.g. the music on headphones that gets you into flow and in a comfortable position.
5. **Be open minded towards other people in real life and in social networks:** Allow them to describe their purpose, passions, missions and latest ideas. Don't judge them or put them into pigeon holes. Accept some meeting requests and do network in any direction that might be somehow useful. Be hilarious, share interesting questions or insights, invite them to tell you what their associations or related experiences are and who they can recommend. Give some materials/documentation away for free. Be thought provoking and interesting. Look for details and possible missing links or inspiration in the **fringe areas** of your field. That is where most ideas do typically originate. You'll be surprised how many useful thoughts can arise from these contacts and recommendation. If "ideas are in the air" or if the Holy Spirit or a religious entity wants to give you one or several hints – give them a chance.
6. **Healthy efficient living and working:** Go to sleep regularly at the same time and get enough sleep. Don't take drugs. Lead a healthy life with sports and healthy foods/good nutrition. Solve your problems, don't procrastinate. Get your head free to think without distractions.
7. **Spiritual theory of reincarnation and spiritual knowledge:** There are indications that reincarnation exists.[53] There are many books on past life regressions and even about visions of one's future life[54]. The question is where the memory of the previous life is stored – not in the deceased person's brain because that is rotten? This article[55] has interesting ethical insights from people with **recalled experience of death (RED)**, previously dubbed **near-death experiences (NDE)** and claims that there seems to be a **global knowledge field** that people can access when they die. It might be in a common knowledge field (some of whose wisdom we sometimes might be allowed to tap), a personal one, the Holy Spirit or perhaps other spirits of e.g. deceased people. Therefore, get into a straight relaxed position so that your spine nerves are completely straight. They might function as a kind of antenna (sending and receiving) for thoughts that are floating around and for inspiration. Related theories are that we might be able to get insights out of meditation, talking to God or out of a source energy or knowledge field or from spirits (the Holy Spirit or souls/spirits of dead people), i.e. being able to "download" knowledge and insights.

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[53] https://www.indiatoday.in/world/asia/story/3-year-old-remembers-past-life-identifies-killer-location-of-body-193650-2014-05-20, https://www.indiatoday.in/world/asia/story/3-year-old-remembers-past-life-identifies-killer-location-of-body-193650-2014-05-20, https://www.amazon.de/Children-Have-Lived-Before-Reincarnation-ebook/dp/B006X0M03G/
[54] https://www.amazon.com/Lifestream-Journey-Future-Lives-English-ebook/dp/B001CIZIAG/
[55] https://nyaspubs.onlinelibrary.wiley.com/doi/10.1111/nyas.14740

When it feels like knowledge is dictated or comes from somebody else, it is also called "channeling". This inspiration often feels scattered like rain drops: Typically small aspects that fall into different categories come to one's attention but that might form a bigger innovative complex or lead to other thoughts. Besides noting them one after another, it is useful to categorize these thoughts into a book structure with chapters, sections, subsections, etc. Word and similar word processors offer a "navigation bar" which is very useful to keep an overview and to quickly jump to different sections. However, that all could be just different ways our own sub-consciousness talks to us. It could theoretically also happen that negative or slightly harmful spirits interact or get attracted by the spiritual practice. This might be the case when you get cold chills but no inspiration. The standard way of getting rid of them is to think intensively and spiritually or speak out loud: "In the name of God (in Christianity: In the name of God the father, the son and the Holy Ghost) I order you to go away."

8. **Before falling asleep**, try to relax and get into a hypnagogic state (e.g. with a relaxing ritual like a glass of red wine, relaxing music, aroma therapy ...) and think about what you've learnt over the past days. You must get over any thoughts of fears, hate, retaliation and all other neurotic aspects: What are important cause-effect chains? Why are certain things (not) possible or efficient? Are there alternative solutions? Are people leaving out some aspects? Why? What seems to be incomplete? Where do you think improvements might be possible? What are new complimentary techniques or developments that could bring your topic forward? What feels strange or incomplete? Which parts are hyped and which parts not? What should people think more about? How can my experience from hobbies and previous interests help me with that? ...

9. Optionally, do
   a. **meditative breath work**, e.g. counting up to 7 when breathing in deeply and counting up to 9 when breathing out;
   b. **meditative visualization / imagery**: E.g.
      i. love and light flowing from heaven through our heads and our body down to the soil;
      ii. getting out of the body and watching ourselves from the sides, behind, up and behind, etc.
      iii. going through a holy garden with different sections, one more relaxing, inspiring and enlightening than the other;
      iv. [flow state:] coming home from a long flight as a bird – approaching and going down for the evening in an oasis with a beautiful lake;
      v. [flow state:] Going down a mesmerizing hallway or lift shaft (on a stretcher, e.g. because having had a weakness attack);
      vi. [flow state:] Sitting at the corner of the sun going down over a sea creating mesmerizing patterns on the sea surface or watching a mesmerizing fire together with a romantic friend on a warm summer night;
      vii. Combining meditative breath work with visualization / imagery, e.g. imagining that energy (= chi) enters/leaves the body with the breath, imagining how chi forms in one's hands like an energy ball, visualizing to send energy to a part of the body that needs healing or pain relief and gets warmed up by it or how pain is turned into warmth, how love and light stream through the body, how inspiration comes with the light from above, ...
   c. **autogenic training**[56]:
      i. Progressive muscular relaxation by repetition of a verbal formula, "My right arm is heavy", emphasizing heaviness. During the initial stages of the training, the feeling of heaviness in the trained arm is more expressed and occurs more rapidly. The same feeling can be experienced in the other extremities at the

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[56] https://en.wikipedia.org/wiki/Autogenic_training

same time in the other arm. Within a week, a short concentration can trigger the sensation of heaviness in a trainee's arms and legs.[4]

    ii.   Passive concentration focuses on feeling warm, initiated by the instruction "My right arm is warm".

   iii.   Initiation of cardiac activity using the formula "My heartbeat is calm and regular".

   iv.   Passive concentration on the respiratory mechanism with the formula "It breathes me".

    v.   Concentration on the warmth in the abdominal region with "My solar plexus is warm" formula.

   vi.   Passive concentration on coolness in the cranial region with the formula "My forehead is cool".

10. **Other occasions during daytime:** Also **ask yourself these questions** when working with the materials in the first place and afterwards when having some calm moments: when waiting, under the shower, in the bathtub, on the toilet, while eating ... Systematically optimize your life for flow state (using as many flow state triggers as possible and creating the supporting conditions) and the corresponding creativity, productivity and learning ability. When you have the possibility, also consider **investing 30-60 mins to get into such hypnagogic states** – resting, similar to taking a nap but trying to not fall asleep. This typically helps very well in finding gaps or small errors (if something didn't feel quite right), making enumerations and examples more complete, etc.

11. **If you don't fall into a hypnagogic state, do a calming meditation that based on its style should works for you.** Example:

This picture – imagined in 3D - helps to calm down in the evening, getting in flow state to think about solutions and/or to fall asleep (also as meditation). **Idea:**

"I'm a condor or vulture flying back home in the evening – quite effortlessly because warm air is still causing thermic upwind. The sinking sun makes a relaxed feeling. I'm slowly going down – representing how I relax. Singing birds and splashing or murmuring water further calm me down: No serious threats from wild animals, etc. I'm focusing on the small water spot to concentrate thought and enjoy nature's beauty and develop thoughts of gratitude and achievement. No distractions and threats arise from the desert around the oasis."

Meditative text:

"Imagine you're an eagle or condor flying back after a successful day and with a full stomach to your home oasis, lying protected in a valley surrounded by mountains. As you approach it, the sun starts going down but you also feel the warm pleasant thermic upwind from the warm soil, how the landscape becomes more familiar and how you develop feelings of home and calm down. You actively, regularly and deeply breathe in the air and let it calm you down.

You fly gently around the valley in circles: Enjoying the warm air causing thermic uplifts so you can enjoy the sight while doing your circles effortlessly. If a worrying thought arises, just let it go with the wind and relax. You increasingly focus on the central lake of the oasis while enjoying birds singing, people and animals having their evening meals and drinks and enjoying their lives. They are your friends and acquaintances and soon you'll be joining them as you slightly go down, relax and focus on the water. Soon, you'll land near the water. Your relaxation increases as you gently glide down. You enjoy looking at the trees and bushes, how they are green and have grown again a little since you last looked at them. In the same way, you have grown personally and have become better at meditating and reaching flow state. Now you're approaching the final rounds around the lake. Mesmerizing patterns of the sun on the water surface catch your attention and help you to relax more while effortlessly focusing on finding creative solutions to issues you've been thinking about. You turn into lucid dreaming, being effortlessly very creative while ideas emerge from your sub-consciousness and while you gently do some more turns around the lake.

End: You're gently landing on your favorite spot next to the lake, having a great view on the mesmerizing sunset over the lake. If you want, you STOP or you just continue ideating in flow state – solving issues creatively."

Nature: Especially campfire and sunsets over a lake were probably the most frequent mesmerizing patterns that our ancestors saw. They might have built a genetic predisposition in us to use it as flow state triggers. We can more easily relax if we hear birds singing because we intuitively know that this means that no big predators like bears or lions are around.

Corresponding meditative text:

"Nature and god have endless energy and they are letting it gently rain down on you using northern lights and similar but not visible energetic dust settling down on us. Look up at the gently changing patterns of these northern lights with occasional shooting stars. Notice how they are free from stress, worries and fear. They are transporting the unconditional love of god to us. You actively, regularly and deeply breathe in the air and let it calm you down. You let go of any worrying or disrupting thoughts. Notice how you're able to relax more and more while becoming more creative about issues you've been thinking about as you watch these phenomena. Also watching the flames of a campfire or an indoor fireplace have the same effect on you. They all calm your senses and sorrow, imparting you a sense of familiarity and letting you relax as you

hear some well-acquainted sounds of birds or wood cracking in the fire. You concentrate on the visual effects – be it the lights or the flame while becoming more and more relaxed and your mind starts wandering – getting into flow state. You start to effortlessly allow ideas from your sub-consciousness to come up to solve issues or challenges you might be having. The part of your mind that typically comes up with fears or irritating things is captivated by the visual effects while the rest of your brain gets more relaxed and creative. Your body feels more heavy and relaxed while your mind relaxes more and more and you get more creative. You notice how you breathe regularly and deeply, energizing and relaxing you with every single breath.

End: You're gently waking up and getting up, having a great view on the mesmerizing sunset over the lake or the fire. If you want, you STOP or you just continue ideating in flow state – solving issues creatively."

12. **During the hypnagogic state:** First and foremost, be relaxed and open for any inspirations. Once you start getting more inspiration than you can remember and don't get that easily interrupted anymore, dictate your thoughts as they surface into your dictation app or device.
    If you get inspiration that feels like an external torch light or otherwise external, also note the **externality percentage**, e.g. 100% external. That allows you to compare the types of thoughts that feel external with your thoughts that feel internal. It is normal that new types of ideas or those which go against your existing views or belief system initially feel very external and later further ideas along that line feel more internal.
    Always – like in a brainstorming session – **accept all kinds of ideas** even if they are against your views or beliefs except if you are 100% certain they are crazy and impossible. The latter is a sign for a crazy dream – not a hypnagogic creative state – therefore you probably want to reduce crazy useless dreaming. Later additional details and inspirations might put thoughts that go against your belief system into context and show a realistic path towards implementation. Always also actively try to put all inspiration into context by thinking about cause, effect and circumstances as described above (steps 4-7). Try to develop additional creativity by actively thinking about details and circumstances and then inviting further inspiration. Always think about **possible problems and gaps because those are triggers** for your sub-consciousness to work.

13. **Meditations for full visual meditative dreams** after setting an alarm clock to wake up during REM sleep (90-120 minutes after falling asleep but then followed by a sequence of deep sleep and REM phases). When waking up from a gentle smartphone alarm: Keep the lights dimmed or dark, don't drink any coffee or coke and maintain the feeling that you'd like to go on dreaming. Don't do anything to wake up or fall asleep. You'll give your brain soon a possibility for **lucid or active dreaming**. [This is **optimized for deep thinkers thinking about ethical socio-economic model aspects** – it may not work that well for other personalities] :
    a. **Meditative preparation** [partly may be shortened to not slip out of the *wanting-to-dream-mode; the more experienced you become, especially at using flow state triggers, the less detailed meditation will you need*]**:** Close your eyes and take a deep breath of air slowly. Try to breathe regularly and increasingly deeply and slowly. Try to count to 6 while breathing in, hold it counting to 3 and then breathe out counting to 6 or even 9. Optionally, you could change nostrils between breathing in and out by holding your other nostril. Now we start with this. I'm counting for you: Breathe in 6-5-4-3-2-1. Hold it 3-2-1. Breathe out 6-5-4-3-2-1. Now let's repeat this 6 times.
    Let us *combining this meditative breath work with visualization or imagery*: Imagining that energy (also called chi) enters and leaves your body with the breath. Repeat this

through 6 breathing cycles. Now imagine how chi forms in your two hands like an energy ball as you've seen it been used by wizards in movies. Imagine to move the energy from one hand to the other and back like a hot snow ball. As the next step visualizing sending energy to a part of the body that needs healing or pain relief. Feel how that body part gets warmed up by the energy and how pain is turned into warmth and generally how love and light stream through your body, how inspiration comes with the light from above.

Now feel inside yourself how you're firmly sitting and how well you're grounded. Feel how good your connection to the earth and down towards the earth's hot center is. Feel how firmly you're grounded safely above the earth's inner heat. Now also feel the sun above you how it shines on you around noon. Feel that warmth. Finally *feel the sun's and at the same time the divine energy from the sun flow through you to the earth's center*.

In other words: Feel the *love and light* flowing from heaven through our heads and our bodies down to the soil and into the earth. Feel how we're all connected to the universe's energy sources, are parts of its energy and should cooperate instead of wasting energy in fights.

Now let us *get mentally out of our bodies*, step back and watch ourselves from a distance to see if we can get towards more neutral, compassionate or even loving perspectives. Let's shed some light on this from new angles. Let's see if you can imagine stepping mentally back and see yourself from behind, slowly going backwards. Then go a bit to the left side and back, then to the right side. Now try to get a bit up to see yourself from a behind upwards position out of your body.

Now start "spiritually flying" into one or several of the **below described situations / scenarios** or related ones. There's **no limit to your creativity**. Always try to go **as far into the future as you can possibly imagine** or as is **required to fully understand and/or solve a problem**.

b. **General preparation** (before or during this mediation): Think about each topic you want to address and there think about SWOT (strengths, weaknesses, opportunities, threats), alternative technologies, how they could fit together, which might be less expensive or more usable, how they could be abused (especially by billionaires to monopolize industries) or create synergies. Is this **financeable** and realistic regarding all parts (research, development, roll-out, operations – and what are the consequences on prices and priorities, i.e. what not to roll out.

c. **Flying over a city** (buildings, traffic, accidents, poverty, medical): Imagine you are "spiritually flying" towards a future city (high-tech/rich or low-tech/poor):
Regarding **buildings**, do you see many sky scrapers or rather underground constructs like subways, Hyperloop or even bunkers also used as housing?
What are the dominating **forms of traffic**: Buses, trucks, maglevs, trains, subways, Hyperloop, (flying) cars, motorbikes, (e)bikes, e-scooters? Do people mostly work from home or office or factory buildings? Do they take busses/trains or rather individual means of transportation like cars or bikes? What could be their motives?
What is the **poverty** level? Which sacrifices do people make out of poverty? Are there leaking roofs or crumbing houses of private or public buildings?
Do you see very old or disabled people who get help – by people or medical devices?

What is your impression of the medical system? Can you maybe zoom into a hospital for details? Is everything done for the **longevity of people** or do doctors give them some cheap medications like *morphines or cheaper pain killers* to silently and cheaply end their lives when the costs or required efforts seem too large.

d. **Flying over an industrial park** (energy types, types of industries, recycling/circular economy, and safety precautions): Regarding **energy types** - do you see many hydrogen, other gas or even nuclear installations? Are there gas explosions? Are there efficient CO_2 sequestration plants?
Do **trains** play an important industrial transport role – or just trucks?
Which **types of industries** do you see? Office buildings, factories, small companies, leisure, specialty things - which? Is there much chemistry or pharma industry? Any contamination, debris or unused / wild parts in the area? Any specific patterns of buildings or traffic? Are there visible safety precautions, e.g. against harmful emissions, explosions, etc.? Are there any specializations?
Are there signs of local or a more global **circular economy**? Are they about aquaponics (with fish and plants) or about other circular processes? Are there signs of decay, pandemic, downfall or to the contrary: Prosperity, wellbeing, etc.?

e. Flying over **rural areas** (what could be notable/innovative): Are there any notable patterns in the rural areas? E.g. any specializations on specific industries, plants, animals, etc.? Is the infrastructure well-developed and up-to-date or not? Do you see younger people or have they mostly moved away?

f. **Sports / leisure:** You're spotting some leisure parks or fitness centers: How do people spend their leisure time? How do they keep fit? Do work colleagues spend their spare time together or rather friends and family? Do you see many sick, drunk, drugged or lunatic people around? Are they being taken care of or not? Is there much pickpocketing or fraud and do the victims get help?

g. **Flying into an office space to see how people lead and work:** Look at the people outside office spaces during their lunch breaks or in the evening when they finish.
Fly into an **office space with stressed people**: Why are they stressed? Are there many conflicts? Do they have hidden agendas or sabotage each other? What are the management priorities? What might cause these issues? Are their projects successful? Do they cooperate respectfully or mob each other? Is there big time pressure? Corruption? Equal treatment? Mobbing/bossing? Blame culture/finger pointing?
Fly into an **office space with relaxed or happy people**: What is the difference? What types of qualifications and remunerations exist? Do they work in cubicles, big office spaces or small ones? What is the trust level? Which type of *leadership* is used? How much tool or AI support exists?

h. Flight into a **parliament**: Fly into a parliament: Which types of topics are on the agenda? What is voted on and what is automated (rules, principles, combining votes, etc.)? How does the parliament prevent *abuse*, e.g. through populists, corrupt people/parties, egomaniacs, billionaires, media publishers, foreign intelligence, etc.?

i. Flight into the **back rooms of politics**: Who talks to whom and why? Is there much lobbying? Bribing/corruption? What do they talk about? How often is it for the **good of society** and how often for **selfish** reasons? Who does actually decide and how do others contribute or do they just pursue their own hidden agendas, e.g. to get well-paid contracts during or after their time in parliament? How are people with different opinions treated? How much espionage and manipulation happens?

j. **Peace/war/military**: Look around: Is there any war on earth? What about cyber war? How automated is it and which roles do humans play in all these types of wars? Which weapons are used? Is the battlefield fully automated: drones and automatic vehicles with automatic weapons? ABC warfare? Threatening with it? What types of weapons are

being developed? Is there still a balance of power, e.g. the top powers having nuclear weapons and thus having peace? Or do they use conventional, small/big ABC or other weapons?

k. **Life on or under the earth:** Is most life on or under the earth? What is the ratio between plants and buildings on the surface? Is it more a StarTrek, a Dune or a Mad Max world? How well does nature do and how well the people?

l. Status of **nature, global warming, glaciers, coast towns, bio-diversity**: Look at the various regional statuses of nature? How far has global warming progressed? Is bio-engineering being done, e.g. with volcanic ashes?
What are the key ecology techniques that are used and which failed?
What happened to glaciers and coast towns? Did they change or get upgrades like quay walls? Are the coast towns doing well? Many tourists or industry or in decline?
Any special architecture?
Do you see many monocultures maintained with chemicals (fungicides, herbicides, etc.)?
What about **bio-diversity**? Are there many different plants and animals that live in healthy eco-systems?

m. **Disasters, diseases, pandemics:** What does not look right? Are there many disasters, e.g. due to global warming with more rain and winds? Are people, animals or plants sick or are they doing well? Are there any waves of diseases or pandemics going around?

n. **Cooperation of people, riots:** Do people cooperate well or are there riots, crime or police violence? Any loud noises? Any shootings? Any throwing of stones, Molotov cocktails or explosives?

o. **Wealth level and main income sources:** What is the overall wealth level, income inequality and income sources? Are people being treated disrespectfully or are being exploited.

Don't expect that everything will come up during the first session. Keep thinking about these aspects and **repeat the exercise** (with changing focus on different (sub)topics) to come up with real insights while continuing to inform yourself as objectively as possible about the subject to substantiate your thoughts. It is especially efficient to meditate about the content on the evening after learning intensively about the content or the next evening.

14. **Try to write a book** - minimally research **something unique** (ideally timeless), develop excellence and intuition in that field and note down - at least in bullet points - your ideas. Then get into hypnagogic flow state and meditate/pray about these ideas.

15. You can try **daily prayer or discourse with The Holy Spirit** (or other spirits) about timeless truths like ethical cooperation, socio-economic models, etc. – typically before falling asleep and after having studied relevant questions during daytime and having learnt some new concepts.

16. **This can lead to different types of inspiration:**
    a. You **actively going through what you're heard**, read and seen during daytime and doing logical thinking: How does this fit together? What is most important? What are gaps or conclusions? How can I use this information for my professional or private life?
    b. Results from **one's sub-consciousness' pattern matching**: Relating newly ingested information with existing knowledge, completing lists of things, putting things into

context, making some simple logical conclusions, seeing how it fits and if it doesn't fit what could be true instead; some creative insights and ideas on that basis.

c. **Insights into how things are really** and the **real intentions of people**: People leave Freudian slips[57] and hints in their talking and especially in their often inconsistent acting (with their talking). What topics and aspects seem to get not mentioned or censored? What might be their hidden agendas? What might be their real philosophy (just getting rich quickly or something else)?

d. **Meditative inspirations** which allows more elements from sub-consciousness surface. In the best case this leads to **detailed visions** of the future or of how things could play out, risks (and how to minimize them) and opportunities (and how to grasp them).

e. **Inspiration like someone shining with a torch light into one's brain:** Different concepts "light up" in one's brain one after another. They may be out of context and from very long ago (e.g. childhood ideas from one's passive memory). However, in any case, the concepts probably have to exist in one's brain, be part of one's passion and life mission, be ethical and rather timeless. It doesn't seem to work with new temporary/transient technologies and ideas or speculation. Therefore, it helps greatly to have many hobbies and to be knowledge thirsty with many interests. Inconsistent or contradictory information can either lead to insights on what is true (if all relevant information is available), can be skipped or otherwise might lead to big hiccups bringing productivity close to zero. There might be some *spiritual inspiration* involved into this (not researched). Maybe the Holy Spirit, maybe dead souls/spirits, something else or just one's own vivid inspiration).

17. **Desirable and possible outcome:** Ideally, people will be able to **make 10x more efficiently progress** along their passionate life mission following ethical and rather timeless goals: Using the day to learn about as many possibly relevant topics as possible (using infographics, the recommendation engines of social media, high-end scientific fact-based chat groups) to digest them quickly with the help of one's subconsciousness (through meditation and hypnagogic states) and possibly even external inspiration. That makes it feel effortless: People just have to ingest much knowledge, sleep/meditate over it and note down the key insights. This is **how this document was created**. It didn't come out of a desire to create a socio-economic model but was a side-effect of working on the AIDA book (AI-driven agile), a corona infection, not being able to sleep but instead having hypnagogic states and lucid dreams and perhaps some spiritual inspiration. However, it is sometimes difficult to tell what was just a wild dream and what might be a bigger insight or truth.

The **next level** is to use this to induce **group flow** in a group of people to then come up with creative ideas after each person has prepared some ideas.

Modes of doing such group flow:
1. Everybody learns about a specific topic, but **one person creates the specific meditation** for the subtopic after diving deeper into the topic and looking at key questions.
2. **Diverse people** with overlap or possible synergies regarding a topic **meet for group flow**. They contribute different questions which then become part of a bigger meditation to which everybody listens.
3. A **brainstorming or TRIZ session** with iterations: The most interesting questions and challenges regarding the most interesting solutions are put on the agenda of the next meeting to collect inspirations to solve them.

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[57] https://youtu.be/tlygUb9RVgA Freudian slip of Bill Gates: "*Sadly* the virus itself particularly the variant called Omicron is a type of vaccine, creates both B cell and T cell immunity and it's done a better job of getting out to the world population than we have with vaccines."

4. Just having a short meditative meeting **telling people in a meditation for which topics to look out for and be creative about**. Our filters will then be more open and creative around these topics. That can be the basis for future meetings or for just collecting ideas in a web application (intranet).

Rationale:
1. These are the key benefits of these techniques:
   a) **How to go deeper than ever before and immerse in infinite peace and profoundly elevated levels of wellbeing**, unlocking all inner gifts and potential in the process.
   b) **It truly makes people happy and shows them how they can allow their happiness to effortlessly emerge through stillness**, and **overflow into the lives of others** they love or care for.
   c) **A safe, rapid and reliable method to experience a breakthrough to higher levels of consciousness, inner peace and happiness**.
   d) **How to experience a profound transformation of inner and outer worlds**, and watch the world around change in powerful and get deeper insights about that.
   e) **Why and how people can wake up to their personal power through peace**, in order to grow into the kind of person who can maintain heightened levels of consciousness every day.
   f) **How to create an unshakable sense of calm that is unaffected by the stress, anxiety and worries of other people**, so they can bring those around them up to a higher level, instead of letting others bring themselves down.
   g) **Breakthrough methods for elevating consciousness and showing up in the world as a more creative, compassionate and visionary leader of their private life and jobs**, at a time when the world needs it the most.
   h) **How to access and sustain higher states of consciousness to unlock peoples' full potential**, instead of settling for stress, anxiety and depression in their lives.
   i) **Bottom-up techniques for living a peaceful empowered life in modern civilization**, and exactly what minor changes people can make now that will make the largest and lasting positive effect on their lives and the lives of those around them.
   j) **Making better decisions:** Our working world is currently characterized by constant distractions from all sides. Whether it's e-mails, social media or phone calls, we are constantly bombarded with stimuli that prevent us from concentrating on the actual matter at hand in a specific decision-making situation. The constant use of smartphones also means that we are often only able to take in relevant information fleetingly and thus make poorer decisions.[58] So multitasking may be responsible for increasing the level of distraction. As a result, we react much more intensely to our own feelings and are no longer focused enough when working on an issue or problem. Meditation and mindfulness exercises can stop and reverse this. In addition, it has been found that mindfulness exercises lead to improved control of one's emotions. Paying attention to and drawing on different perspectives could also be optimized. These are all effects that directly improve our decisions. Meditation paves the way for good decisions. Looking at these scientific findings, it becomes clear that

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[58] There are a whole host of exciting research findings on this. In a study conducted by Stanford University, participants who completed various tasks in parallel were able to make significantly poorer decisions. The reason for this was that this group of people could not focus on the core and their own arguments due to a lot of unimportant information. The University of Sussex also came to a special conclusion: it found that in brain areas responsible for regulating emotions, there was considerably less gray brain matter in subjects who were simultaneously engaged in different tasks. Harvard Medical School found in an experiment that meditation training over an eight-week period can strengthen the structure of certain areas of the brain - particularly the frontal area of the brain (the prefrontal cortex), which is responsible for our concentration and deliberate thought processes.

meditation is not a method that we can quickly apply to make better decisions in specific situations. Rather, it is a skill that is continuously built up and developed over a longer period of time.

5.5.7.5 *Maintaining and improving Goods and Service Flow and other Flow Types, embracing Panta Rhei*

1. **AI-based systems** shall suggest how goods and service flow and other flow types can be **optimized on personal, team, organizational and national levels.**
2. This means that **AI-based optimization applies to economical flows, from a production team over a production line to factories, organizations and micro- and macroeconomic flow of goods** and services so that the **net economic benefit creation is optimized**.
3. **AI-based optimization also applies** to traffic flow, (economic) incentive flow, legislative flow (e.g., regarding the facilitation and introduction of future tech), flow of innovative new team members (staffing flow, switching between innovative teams after some time), flow of financing, flow of support measures, flow of insights, flow of personal improvement.
4. **Disturbing any of the flows** shall bear **consequences** (punishment, fines, reduction of points, ... covering at least the full damages caused to everybody e.g., the full opportunity costs of everybody in a traffic jam calculated based on averages).
5. In most fields of our lives, **we can't stop the permanent change and innovation/renewal – panta rhei[59].** Instead, change should be embraced: Processes should be kept adaptive, extensible and in their parts maximally reusable to be easily adapt to new requirements and developments.
6. A theory states that there are **seven levels of truth[60]** – which are said to be:
    a. There are different "games", i.e. as person or company what to offer and how to compete, what are your strengths, hobbies, interests and job options
    b. You create your game, e.g. becoming expert in a field, education
    c. Your game needs to flow: Deep work and mastery
    d. Flow attracts resources e.g. due to efficient and high quality work and results
    e. Flow accelerates critical moments like getting recommendations, new valuable business contacts, etc.
    f. Flow creates synchronicity (seeing the signs, grasping opportunities more wisely, fortunate coincidences occurring more frequently)
    g. Flow leads to fortune/economic success (living one's passions, purposes and life mission to mastery)

Rationale:

1. Economic performance shall be optimized.

5.5.8 Furthering Creativity and Innovation by bringing the right People and their Ideas or Skills together

Based on the CVs, interests, skills and practices that people like and master, an AI can bring them together and suggest to cooperate or to join a team and this also and especially in VR/XR, maybe even facilitated by a DAO/DHO (see below for details). It is not just classical team skills, fitting together and psychological aspects, also the generation and implementation of ideas can be optimized by bringing people together using e.g. Simon Wardley's model[61] of pioneers (core research), settlers (customer feedback) and town planners (industrial research).

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[59] https://en.wikipedia.org/wiki/Heraclitus#Panta_rhei
[60] Wealth Dynamics by Roger Hamilton:
https://youtu.be/3YQwhRDRVp8?list=PLvlAvjvnMHAuHRNDCE4K8PEVTPtNd8jDx
[6161] http://wall-skills.com/2018/pioneers-settlers-and-town-planners-3-types-of-innovation/

Pioneers are brilliant people. They explore uncharted land. They show you wonder but they fail a lot. Half the time the thing doesn't work properly. You wouldn't trust what they build. They create 'crazy' ideas. Most of the time we look at them and go "What?", "I don't understand?" and "Is that magic?". Example: First ever digital computer Z3

Settlers take the novel work of Pioneers and turn it into products or rentals

Pioneers
Core Research

Settlers
Customer Feedback

According to Simon Wardley there are 3 distinct types of **Innovation** and they require different mindsets to succeed. Which people you need, depends on where you are in the product life cycle.

Settlers are brilliant people. They standardize the custom work and turn it profitable. They listen to customers. They build trust and understanding. They make the possible future actually happen. Example: First computer products such as IBM 650

Pioneers build on the services that Town Planners made affordable and reliable

Town Planners commoditize what Settlers made viable

Town Planners
Industrial Research

Town Planners are brilliant people. They take something and industrialise it, taking advantage of economies of scale. They make things faster, better, smaller, more efficient, more economic and good enough. They build the services that pioneers build upon. They take something that exists and turn it into a commodity or utility. They are the industrial giants we depend upon. Example: Amazon Web Services EC2

WALL-SKILLS

Concept by Simon Wardley - blog.gardeviance.org
Designed by Wall-Skills.com - Spread Knowledge with 1-Pagers

Figure 13: Simon Wardley's model of pioneers (core research), settlers and town planners

5.5.9   Team Formation, Teamwork, Cooperation, Conflicts, Competition

Much of the PerCon Flow society's performance optimization is rooted in team work optimization. Details on this chapter can be found in the **forthcoming book**: Thomas Poetter: AI-driven Agile (AIDA): Systematically maximizing the success rates of projects. A draft of this book is available upon request.

Principles:

1. Everybody shall be empowered to **reach his/her maximal potential** and to work in **corresponding positions**.
2. Since not everybody can hold top positions, this automatically requires to have **empowered self-containing teams** with sufficiently highly qualified employees managing themselves and making independent decisions.

1. **Objective meritocratic and proven relevant qualification criteria** are used when people are considered for anything (but not having a pseudo-meritocracy discriminating people): especially placing/keeping people in **expert committees** with voting rights requires continuous assessments of skills and knowledge, regarding the level of monitoring or trust, putting time or money into their suggestions, etc.
2. **People shall be staffed based on objective structurally weighted criteria**, i.e. which qualifications are required, what their weight is and what are exclusion criteria. More advanced data science/AI based models with ethical fair future projections of people's development paths etc. are also acceptable but care must be taken that predictive techniques are applied equally and are not unfairly abused. People must be told which strengths/weaknesses were seen in them so that they can act accordingly by qualifying themselves (suing is not possible if the organization tried to be as objective as possible but organizations must consider in a least one round the arguments of the applicants after receiving their feedback and again give feedback or consider the candidate with the new knowledge).
3. **Negative or zero-sum net outcomes** for a team, organization or society shall be avoided: This is e.g., the case when too much competition and time pressure is in place so that people or organizational units do not help each other sufficiently any more to avoid that some lose more time in searching for the solution than others would have lost in helping to find or just tell the solution.
4. **High-level possibly discriminatory deathblow arguments** i.e., without detailed objective psychological or technical reasoning against people like these **are unacceptable when hiring, firing, promoting or considering the input of a person**: The person looks like a weirdo, is not sympathetic, does not fit into the team, is ugly, looks unprofessional, is untrustworthy, I've heard ..., there are rumors that, etc.
5. Humans are not monkeys anymore and must **get beyond status and hierarchy**: no status thinking, status behavior, status games, arrogance, unfair treatment, discrimination. We are all equal: Some have a higher IQ, others have deeper knowledge in their field of expertise, better social or practical skills or hidden skills or roles in life. Respect everybody!
6. **The above aspects and stigmatization are further mitigated by:**
    a) Having to write an **objective job profile;** which people to look for and what are possible reasons for rejections (e.g., psychological diagnoses).
    b) The **track records of people, teams and organizations including positive and negative aspects** are recorded and coaching/training is offered, where required, to eliminate the very negative aspects that highly degrade the NBV in most future positions.
    c) After **having learned to avoid negative behavior** and proven that in practice, that is removed from the person's profile.
    d) **Educating** people much better regarding **psychology and psychiatric issues** and **important personality types** with strengths, weaknesses and how to deal with them.

Rationale:
1. Everybody shall get the opportunity to **become the best version of themselves, to contribute and to get paid and rewarded appropriately.**
2. **Teams shall become maximally productive without any unsubstantiated negative feelings.**

1. **Everybody has to cooperate as efficiently as possible** even though they might not always like the people they are supposed to cooperate with. To minimize this, several teams with different types of personalities are mostly formed to work on similar jobs and people can apply to join the teams that they best fit into or they can be asked to get into these teams.

2. **Teams should typically have 5-10 members with complimentary skills who fit together** regarding psychological assessment and values as long as that should lead to **optimal overall outcomes** (across all teams) and **does not discriminate unduly**.
3. **Latest efficient cooperation and collaboration techniques** are expected to be applied by each team member, **e.g., initially NVC** (non-violent communication), **FIRO**[62] (Fundamental Interpersonal Relations Orientation explained in the book Radical Collaboration) and in general all the **best scientifically validated techniques** shall be taught.
4. People against whom **negative evidence was submitted** have the right to be **heard and to submit all their materials**. Then also, all adversarial material accusing them is looked at and a conviction shall be done by the **AI system with human review and audit**.
5. People **convicted of negative conduct** (and possibly also for pre-employment screening) shall typically have to take tests regarding the knowledge or skills they did not know or respect and tests regarding their behavior, motivation, psychology (as e.g., in tests for drunk-drivers in countries like Germany). Based on the outcome of these tests, decisions shall be made on further steps, e.g., having to take online courses, coaching, having to bear consequences (e.g., fines).
6. People can **choose their wage/payment** as follows: The **expected value** of the skills required for a role is estimated e.g. by managers/HR experts. Employees can choose their **base payment** within given limits and the rest of the expected value as their **variable reimbursement** split into **personal, team, product/service and organizational shares**. Desirable are normally around 50% of the variable remuneration on team and product/service success and less on the both extremes. If they instead choose the left or right side, these parts should be weighed down by a few percent to optimize for teamwork and team performance. It is a KPI for team confidence if people choose to adjust their variable compensation more towards team success – which should be possible on a monthly basis.
7. Nature study[63] on **best practices** for **co-creation and co-production**
   a. **6 modes of co-production** and their unique potential to produce particular outcomes and risks:
      i. Researching solutions
      ii. Empowering voices
      iii. Brokering power
      iv. Reframing power
      v. Navigating differences
      vi. Reframing agency
   b. Dimensions significantly linked to **higher attainment of outcomes across the board**:
      i. Highly collaboratively designed and practiced process (co-produced process)
      ii. Very effective facilitation across social–political differences (expertly facilitated)
      iii. Very supportive funding arrangement and broader context (supportive context)
      iv. Extensive effort to monitor process and results-oriented outcomes (monitored outcomes)
      v. Strong levels of social cohesion and trust reached among actors (social cohesion/trust)
      vi. Use of narratives that frame issues constructively (use constructive narratives)
      vii. Engagement with actors that work at higher scales during the process (global actors)
      viii. Collaborative processes that continue to engage over long periods (duration)

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[62] https://en.wikipedia.org/wiki/Fundamental_Interpersonal_Relations_Orientation, Radical Collaboration book
[63] https://www.nature.com/articles/s41893-021-00755-x, https://computingforsustainability.com/2009/03/15/visualising-sustainability/

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ix. Processes that connect work across local/regional and national/global scales (cross-scales)

Rationale:

1. People who sabotage a project, e.g., by inappropriately making somebody a scapegoat, not taking all smart serious proposals seriously, discriminating silently or openly, do mobbing or bossing, actively engaging in conflicts, raising suspicions, making false claims or accusations, giving advice meant to make someone look dumb, running defamation campaigns or for other (often stupid arrogant) reasons actively make a project underperform or fail, would then be **systematically charged for the damage done** and need to live at UBI rates until they've paid back the damage done. That certainly will **extremely quickly end these practices** under which so **many million people suffer**. To create that assessment, it would be sufficient that one mal-treated participant forwards some emails, recordings or explanations to the scoring AI system. If that does not fully prove the claims, the AI system would of course start an investigation, asking the other people and systems involved for their opinions and proof. Most of this would be automated.

2. Teams with **criteria like the following** are **not acceptable** except for special situations given in brackets: "Only the sexiest" (except TV/movie moderators and erotic workers if they stay legal), "only the 0.1% of top performers" (except for military, space, very high-tech or urgent purposes where only this assures the right outcome), no women, no Africans, no Muslims, no republicans, ...

3. Adapted from a description of WSSnow.org[64]: Core to the **transdisciplinary nature and culture of the team culture** is their focused and resolute willingness to ego-lessly and non-competitively learn from each other and to freely share with and teach each other their areas of expertise, experience and acquired knowledge. The teams and their comprehensive team development support systems will be designed to learn, transform and consciously evolve far faster than any group or organization in the surrounding global social, institutional, business and research environments. This team will in essence literally understand and evolve faster than the world around it can evolve, and by doing so it will evolve ahead of and "out of phase with" the world's often rapid development and change curve. The AI-based support environment or "formative crucible" for the team's ongoing developmental process will constantly and efficiently route all necessary pre-processed information, resources, and technologies to the teams in a consistent, timely, well organized and well-coordinated manner. The teams' consciousness development support crucible will be consciously and intentionally prepared, precisely architected, adjusted and maintained in order to facilitate, catalyze and sustain the teams' rapid evolution and learning, leading to optimal consistent team output. The teams will then operate as a transdisciplinary information integration and synthesis points. WSSnow.org also suggests putting some pressure on the team(s) to perform well beyond making clear to them what responsibility they bear. However, those people who are responsible and manage to use flow state or at least flow state creativity in hypnagogic states (before falling asleep) well probably do not need pressure. Rather, the optimal conditions for group flow and maximally efficient collaboration should be created.

4. **Intercultural diverse teams** should be aware of how to **defuse ideological roadblocks** (see figure below) and what are the easiest and most beneficial activities.

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[64] https://wssnow.org/wp-content/uploads/2021/04/WSS-Organizational-Overview.pdf, https://wssnow.org/empowering-information-for-climate-change-resolution/
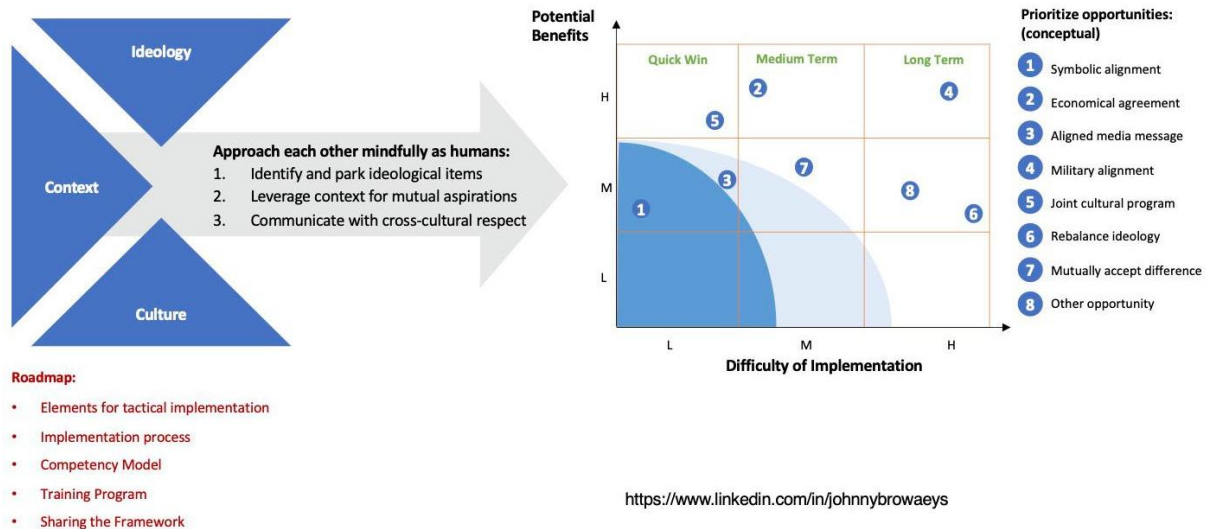
Figure 14: Defusing ideological Roadblocks by Johnny Browaeys: https://www.linkedin.com/in/johnnybrowaeys/

5.5.9.3 Emphasis on Psychological/Interpersonal Skills, Gratitude, Respect, Humor, meaningful Conversations and Meetings

1. **Perseverance** and **conscientiousness aspects (beyond grit)** get rewarded, rewarding **not dropping out** of projects when it gets harder.
2. To allow these properties to be exhibited and to **strengthen psychological fitness, psychological knowledge and skills** like gratitude, respect, meaningful conversations and humor shall be taught and fostered.
3. As it is technically and psychologically much harder to continue someone's work than to start something new and when this is the *most economical option*, **incentives are paid for picking up somebody else's work, finishing it**, commercializing/marketing/selling it.
4. Even though carefully assessing beforehand, some people just might be **wrong in their positions** (psychologically, technically or regarding skills/abilities) and thus shall get **help to find something appropriate** or to improve.
5. Another important skill that shall be taught and practiced are **meaningful conversations and meetings**: Instead of talking about banal things or doing coffee klatsch, there shall be a focus on technical and emotional efficiency in identifying the most efficient solutions and deciding on which to take.
6. Another such set of skills are **gratitude, respect and humor**: They should not just be learnt but also expressed towards others, to allow everybody to become more open minded and more flexible regarding possible solutions. Especially good humor can be a great ice breaker and touch on difficult topics in a lighthearted way.

Rationale:
1. **When respect/fear of managers or negative feelings** against others come in, outcomes are worse and people are less willing to make compromises.
2. **Other people should be treated properly for best outcomes.**

5.5.9.4 Prevention, Avoidance, Detection, Minimization and Resolution of Conflicts

1. All the many skills around the **prevention, avoidance, detection, minimization and resolution of conflicts** shall be **taught and practiced** to optimize project outcomes and personal interactions.
2. With the elimination of most corruption and discrimination, all diverging opinions should be resolvable and **strategies and decisions should be made on objective grounds with fact-based, scientific arguments.**

1. The long-term strategy is to **combine most organizations** (Aid/charity/non-profit organizations and **companies,** known as **mergers** in capitalism) to just form a few big maximally competitive organizations, in which competition takes place mostly on a **personal and team level and a maximal amount of synergies can be harnessed**.

2. To avoid **losses due to bad managers**, these elements are suggested:

   a) Managers need to **disclose their strategies**, at least to analyst teams and need to make financial forecasts. If after founded criticism they do not improve, add mitigations or deliver bad performance, they can be exchanged.

   b) **Competition on the team level**, i.e., another management team can develop a different strategy, get it validated by analysts and go to prove it works – first with smaller percentages of the production, then with larger ones if it works better.

   c) Lower-level teams led by middle-managers could just be **exchanged** or **get a new manager** if performance is insufficient.

3. **At least one USP** (unique selling proposition) **policy**: Organizations have to be the best in at least one important technical aspect or by offering an optimal compromise. Competition just based on design, marketing, sales or corruption is not allowed. If an organization fails to have at least one USP, it will be merged with one or more other/better players to unlock economies of scale effects. However, owners will get a fair amount of shares of the new organization and employees will be offered to join and become part of the group formation of the new entity. Those people who do not get chosen into groups and have too low/inappropriate skills or passions to be placed into teams or to get efficiently upskilled might not be employed any more. *Most carmakers* in 2012 regarding combustion engine cars were such examples (before electric vehicles (EVs), autonomous vehicles (AVs) and other technologies were taken seriously).

4. **Policy to avoid losing USPs: Organizations have to innovate continuously.** The managers or AIs will propose **possible lines of innovation for R&D** to each organization and they can also choose and follow their own innovation projects if sufficiently justified (to avoid wasting money and losing jobs). Risky developments (like hydrogen technology, autonomous driving, and electric vehicles due to their minimal ecological net beneficial effect so far, etc.) would only be done by one player centrally concentrating all the experts in the respective fields, hearing and considering all their ideas. Owners or managers can choose to bet early on an emerging technology. Then the other organizations are blocked from that technology. Alternatively, the AIs or a central economic planning entity like Japan's MITI might assign them.

5. **Apart from standard USPs**, also the **Customer Experience (CX)**[65] with Jobs-to-be-done aspects must be considered to address the wider picture and strategy.

6. **All leadership or expert positions require taking responsibility** in the **original meaning** of the word, i.e., also **being liable** for one's (in)actions and accepting to have compete objectively based on qualifications and track record, to submit one's strategies, compete on them and be subject to actual vs expected evaluations, liability and getting exchanged. On the other side, however, the **compensation shall be high enough** to easily be able to pay for accidental damage that for a good manager is acceptable and to remain an **attractive profession**.

7. **Leaders/managers/experts can insure themselves** in the state's insurance but that means that they have to pay the full price related to their risk, after filling out a questionnaire and being assessed plus the costs and a 50% profit ratio[66]**.**

8. For every service or product, **only a limited number of teams** is accepted based on

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[65] https://shiftup.work/jobs-to-be-done/
[66] Circa-value based on 30% profit margin + 20% insurance tax as it is common in 2021.

a) Implementing the top different **strategies to reach the top combinations of USPs** (unique selling propositions): Each product/service should be the best regarding certain aspects but often there is none which is optimal in all respects due to required trade-offs.

b) **Risk minimization** (people, regions, technologies …): Everything should be able to go on if normal, natural or personal disasters happen.

c) Size and regions of the demand so that this can be **fulfilled nearly optimally** and ideally, locally.

d) Allowing **different team structures** with different types of personalities as long as they are highly likely to succeed and reach top productivity.

Teams leading to purely mediocre or bad offerings or that are not needed, are **dissolved** to have the members contribute to other teams or start new projects.

9. **Society/AI shall be guiding people to fill the most relevant roles for the future best** of society and **limiting the number of new projects** that can be opened by resources and quality of ideas/projects.

10. People **are recruited**, apply and if allowed to, **pitch themselves** into projects or get **gently pushed to fill up projects** and to no longer work on hopeless things, ideas, etc.

11. People are expected to **apply or pitch** their strengths, ideas and possibly limitations to the project managers or existing team members, even after hiring – e.g., regarding further product/service development steps.

Rationale:

1. **Details on team creation, team management** and AI-driven project management will be described in the forthcoming book: Thomas Poetter: AI-driven Agile (AIDA).

2. **To avoid having to fire thousands of innocent lowest-level employees**, the **quality of managers and their work** shall be continuously assessed objectively, with corresponding consequences to **minimize damage done.**

5.5.9.6   Personal and Team Productivity

1. **Team leaders** should believe and admit that they do not have all the answers, thus they do not insist on providing them. They believe they do not need to make all key decisions, thus they do not do so. They believe they cannot succeed without the combined contributions of all the other members of the team to a common goal and they avoid any action that might constrain inputs or intimidate anyone on the team.

2. Key findings about **effective leadership**: [1]
    a) Centrality of values to leadership (Hall, Greenleaf, Ouchi, Bennis, Blake, and Muton)
    b) Articulated goal or vision (Bennis & Nanus, Stogdill, Burns)
    c) Necessity for disagreement and conflict (Drucker, Janis, Burns, Ouchi, Robbins)
    d) Personal traits and styles of effective leaders (Bass, Fiedler, Myers-Briggs, Kiersey and Bates)
    e) Critical interplay of traits, styles, and the situation (Yukl, Hersey & Blanchard, Fiedler)

3. **Lessons from research**
    a) Know yourself and your followers.
    b) Build trust into your organization.
    c) Both people and productivity matter.
    d) Know your situation and vary your behavior accordingly.
    e) Concentrate your time and energy on those values and visions which can make a real difference.

4. **Major research approaches**
    a) Trait -- personal attributes of leaders (e.g. energy, honesty, ...).

b) Behavior -- what do managers do, comparison of effective and ineffective leaders.

c) Power / Influence -- influence processes between leader and follower.

d) Situational -- context: how does it influence leader behavior (contingency).

e) Participative -- power sharing, empowerment of followers.

f) Charismatic / Transformational -- influence, why followers follow.

g) Leadership in decision groups – success.

5. **Leadership in virtual teams**

   a) Virtual teams work.

   b) People can be trusted in a virtual environment.

   c) Virtual teams can be used in a variety of situations such as product development, telecommuting, company startups, and conference planning.

   d) Few teams are 100% virtual.

   e) Reward and recognize people for their accomplishments.

   f) Keep everyone informed.

   g) Encourage everyone to keep everyone else informed.

   h) Make progress towards goals visible.

   i) Formative stages, conflict resolution, team building, and rich interactive communication is best done in a face-to-face mode.

   j) Operational work can generally be performed in a virtual mode without much difficulty.

6. **Fostering good team work:**

   a) Maximizing what helps people feel relaxed, open and receptive in a team process.

   b) Becoming aware of interpretative lenses and mindsets and how that might be improved.

   c) Giving everybody a path to success.

   d) Building trust, validating employees through their past.

   e) Avoiding unfair behavior.

   f) Everybody is allowed to make mistakes.

   g) Radical candor, but dismissal only in extreme cases.

   h) Addressing limiting beliefs and negative patterns.

   i) Creating a safe, supportive and nurturing team.

   j) Avoiding tensions and triggering people and educate people around it.

   k) Identifying non-collaborative challenges and dynamics and do risk management around them.

   l) Developing consciousness (openness, acceptance), equanimity.

   m) Through teaching/practicing, avoiding triggering through:

      i. Lack of humility,

      ii. Talking the talk without walking the walking,

      iii. Nefarious/negative uncooperative attitudes,

      iv. Stupid-brash or cheeky people.

7. Well defined and agreed upon **team basics** are very important for virtual teams as well as traditional face-to-face teams. These basics should include meeting agendas, a team mission statement, well defined roles and responsibilities, norms or a code of conduct, a project schedule, and periodic assessments towards progress.

8. Leaders need to understand and be able to work effectively in a virtual environment and know **when to when to switch back and forth between face-to-face and virtual environments** if and as necessary. For example: Meeting in the formative stages of a team's life, to resolve conflict, to build trust, to have highly interactive sessions, and to celebrate accomplishments is best done in a face-to-face mode. Meeting virtually in routine stages of a team's life is done and can be done without major difficulty.

9. Also a bit **quirky productivity or creativity techniques** should be allowed in organizations, e.g. creativity in flow state while e.g. lying on a mattress or ideating at home, e.g. before falling asleep or in lucid dreams. If the creative results are convincing, that time should also be paid. Such results should be **facilitated by not putting too much pressure on people** so that they still have enough peace of mind to think freely without fears or other distractions.

5.5.9.7 New management approaches and Synergy with Employee Empowerment: Holacracy, cooperative management, self-government

1. Still top and lower-level **decision makers (managers, experts, judges)** may be required who decide where the AI system can't decide alone, because no decision is objectively the best one (lack of information, etc.): politicians, managers or experts who continuously have to prove competences across the bank (technical, personal/social).

2. Several **levels of management** and strategizing are offered – people have to merit it to be allowed to work in full Holacracy, Teal, Sociocracy, Management 3.0, pitching framework (used e.g., by Netflix (Book: No rules), Trivago, Basecamp, Valve, Gore, Semco, ...).

3. **Team and task-based varying management and team structures are put to work**: The less experienced, knowledgeable and less cooperative or more criminal people are, the more management.

4. **Support for different team structures and types of teams and leadership/cooperation practices:** Depending on the task and the challenges, different personalities and organizational forms and practices might be required and what exactly works best on a personal level is usually not clear. Therefore, for a single task, multiple teams approaching the problem differently on a technical/personal level can be formed. However, they need to make their strategies explicit and thus facilitate staffing and minimize discrimination with objective criteria who fits in. E.g., Simon Wardley's innovation personalities (Pioneers, Settlers, Town Planners)[67].

5. **Signs that the workplace culture may be toxic (these behaviors shall be reduced or eliminated):** aggressive or bullying behavior, arrogance, defamations, accusing or firing without checking for correctness or hearing both sides, favoritism, office politics, gossiping, social cliques building and exerting power, disparage others or cherry picking, unfair workload distribution, insufficient knowledge sharing, insufficient cooperation, little or strained interaction between employees or between them and management, micromanagement (employees have little autonomy), excessive absenteeism, illness, blame culture, high employee turnover and where overworking is a badge of honor and is expected.

Rationale:

1. **Corruption in an organization's consulting supply chain** often takes place by hiring a corrupt consultancy that is more expensive and/or has worse employees so that the bribery money can be paid from the higher margin. To compensate for the lower value, one or several other consultancies or freelancers are also hired and made scapegoats. These non-corrupt suppliers then e.g., only get the most difficult work and get much less help, insights, advice or time from other team members. Even if they perform well, they are made scapegoats. With the open knowledge share and cooperation, but especially with the AI's ability to understand the documents and to accept emails or voice recordings of meetings documenting the unfair practices, makes it possible to **reveal such instances of corruption or nepotism and consequently to deter**.

2. **Empowered employees who have a fulfilling work life perform and cooperate better, learn more and stay longer in the organization.**

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[67] https://agilebusinessmanifesto.com/agilebusiness/a-structure-for-continuous-innovation-pioneers-settlers-town-planners/

Leadership is the art of influencing other people to act in concert to achieve shared goals. A leader is a person you would follow to a place you wouldn't go by yourself. The first and last task of a leader is to keep hope alive.[68]

10. Leadership is only required where the self-organizing self-contained teams need help:
    a) Servant leadership, e.g. regarding work materials, access rights, coaching, etc.
    b) Conflict avoidance/detection/mitigation/resolution
    c) Negotiations, corner cases, staffing (un)popular positions
    d) Product/Business/competitive strategy and their implementation
    e) Crisis preparation, reaction, business continuity, emergency reactions + recovery.
    f) Classically managing only people who need to be told what to do or still need to get guidance.

11. Leadership shall be **carried out with** a growth mindset (instead of a fixed scarcity based one with e.g. envy), adaptability, humility, courage, discipline and fairness/objectivity considering possible SWOT/consequences and avoiding disproportionality. Avoid neglecting private life and family.

12. **Resource conflicts** must be addressed so that e.g. persons or teams do not have to wait or are blocked longer than in an optimally efficient setting. This can be done with an AI prioritizing resources and people based on expected outputs and outcomes. This can also be done by managers or a committee prioritizing. Each team should have open KPIs/dashboards to prove their efficiency, optimization priorities/choices and that they are not discriminating others.

5.5.9.9   Suggested Baseline Implementation of Holacracy / Sociocracy

1. Agile **Scrum - or AIDA** (AI-driven Agile, forthcoming book) self-contained teams of around 5-10 people that have most of the skills to push a common project forward without external help are the fundamental team form.

2. **Managers** (mainly product managers/product owners, HR managers, Scrum/AIDA masters) only act where needed to e.g., resolve conflicts (interpersonal or around work, resource or strategic priorities). Around 10-20 teams of highly experienced teams would be managed by a single manager, typically around a common topic like AI-based algorithms, full-stack development, software development, etc.

3. **Percentage of people working in this way:** around 80-95%. Not like this work typically managers, secretaries, support staff, housekeeping/cleaning staff, sales staff (if still needed), packaging or factory staff.

4. **The less experienced people** are, the more **managing capacity** would be required up to one manager per team to coach, mentor and guide the team together and its members individually.

5. **Everything is first discussed and ideally decided on team level.** Only if that is not possible or questions or conflicts arise, does it escalate higher.

6. Each team member is evaluated by all other colleagues and based on objective criteria (e.g., actual vs expected effort for tasks and efficiency comparisons to others) to make sure that the **no. 1 priority is on net benefit value maximization** (productive output) and all employees are scored this way.

7. Key **personal assessment criteria** and the **basis for remuneration** and **promotion** are:
    a. **Skill level and technical/managerial ability**: difficulty, complexity, net benefit value of solutions, unique abilities, soft skills, creativity, team capabilities.
    b. **Productivity/output**: How much mature, usable documented results were finished and later used (internally/externally) or sold/licensed? Having to work too many hours is more an indicator of inefficiency.

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[68] https://www.seanet.com/~daveg/leadersh.html

c. **Group contribution** with social and emotional contribution: How much was achieved regarding improving workflows/processes, helping, coaching, mentoring, amplifying colleagues, integrating people into the team, recommending/convincing people to join a team, hiring, motivating people to upskill, creating materials or tools used by others, being temporarily a (servant) leader, facilitator or connector, entertaining, improving the mood or ideally jokingly addressing possible issues, contribution to psychological/mental health and work satisfaction, improving communication and completeness of views and information flows, accounting for the tradeoff between individual and group contributions.

d. **Product/service/license revenue contribution:** Which shares of turnover, profit, innovation, growth of various KPIs was contributed? Which contributions beyond the core skills? How good at predicting customer/market reactions? A good documenter, tester, bug finder, supporter or evangelist? Incomplete work was picked up, finished and generates value?

8. **Employees have to opt for a career path,** e.g., for an IT organization: software development, software architecture, (product) management/business strategy, testing/QA, support, external communication/evangelizing, hardware, network/cloud/infrastructure, operations, purchasing, etc.

9. **Employees can switch career paths but only with care and thought**, e.g., when getting older than 45 years to switch into roles requiring less indulging into details, to switch to management, when interests have changed considerably, etc.

10. **Career path switches require gaining the relevant skills** which can be achieved through gradual skill build-up through projects worked in, private eLearning in one's spare time (partially) paid by the organization or fully funded reskilling or upskilling in part-time (parallel to project work or full-time) if previous successes were big and management approves the change in career path.

11. **Criteria to decide what to work on:**
    a. What are the most valuable contributions I can make to which projects?
    b. Which projects/features will have the highest profit or market share impact on the market and how much will my contribution benefit them?
    c. Should the organization be doing something that it does not do, yet (optimizing reactions to risks and opportunities in the market)?
    d. What falls into my interests, passions, useful career path skills, leverages my strengths the most?

12. **Anybody can propose projects**. They have to be documented in the internal Wiki with purposes, goals, planned co-operations, benefits, requirements/use cases, minimal and optional job profiles and at least a rough architecture of the project and how it integrates with other external or infrastructure components or services.

13. **Projects get pitched to employees and employees pitch themselves to be accepted into a project**. This happens continuously in the intranet holding the projects and people database, with relevant information for automated matching. Roughly once per month or per quarter, a project-people-pitching to each other event takes place: projects present themselves in presentations and fair-like booths and people pitch to them.

14. **IT projects** shall use the **Use Case 2.0** (vertical application slicing from UI to backend) approach and should be organized into **microservices**, **serverless** or **evolutionary architecture** where it makes sense compared to other architectures, like monoliths with component architecture or plugin architectures. Optionally, a *domain-driven design (DDD)* could be applied, especially where data models can no longer practically be synchronized across teams.

15. **Detecting and reacting upon shifts in skill demand:** all groups publish their positions that they can't fill immediately on an intranet job market into categories. By collecting statistics and creating visual reports on trends and demands, external hiring of permanent and contractor positions can take place early on to avoid skews or lop-sides regarding staffing.

16. **Detecting and reacting upon shifts in market demand, market opportunities or threats:** business strategy experts, business/market analysts, product managers will look at developments in the market, ideate and propose innovative new features or products to develop. They'll also assess where the competition is going, what are important new technologies, etc. and which new skills are needed, how people could upskill themselves, what that could mean to career paths and publish that on the intranet.

17. **More frequent moves will typically be made by people with certain functions:** in IT, developers and people working on long tasks will normally stay for 6+ months in a team. People who'll just join teams for a short time span or for several times some hours: those working on cross-cutting concerns like cybersecurity review, UI development for small use case slices, logging/tracing specialists, CI/CD or deployment enablers, trainers/coaches, reviewers, auditors, etc. In manufacturing, assemblage teams can work similarly. Less frequently moves would be done in highly sensitive/secretive functions like fraud detection, anti-espionage, cybersecurity, monitoring functions, etc.

18. **Typical time period to stay in teams:** High-performing teams should stay together as long as possible and people enjoy the cooperation. Low-performing teams would get coached or dissolved as determined by managers. To learn as fast as possible and to get new personal and technical experiences, people might want to switch teams after 6+ months in a team and they should be allowed to do that. A great personal opportunity is to come with 80-90% of required skills into a team, then learn by doing and in one's spare time, the remaining percentages to get to 100% and then later move on to other teams to continue one's learning path. Management can determine how long people should stay in teams. AI and HR (human resources) could help them to find regarding which tasks in other teams it would be acceptable to put in people with less than the required skills to then learn by doing.

19. **When job changes can occur and under which principles: job or team changes occur at the** end of sprints, based on business need, bad performance, upskilling/training, skills learnt in teams, etc.

20. **Changing career paths:** it is possible to change career paths and this can be declared to the HR department, but the people who wish to do that are expected to do a significant part of the required learning themselves. The organization would provide the required materials like (e)books, online courses to re-skill or upskill and allow some work time to be allocated to this – especially if it benefits a team. People switching paths could do internships, be coached or invited to meetings that should help them much. After completing enough tests or getting good assessments to demonstrate 60-80% of required skills, they would be allowed to participate in their new roles in teams, initially e.g., in supportive roles, e.g., in servant leadership roles before becoming a higher manager or strategist.

21. **Typical reasons to change career paths:** when developing medical conditions like ADHD/ADD, various psychiatric conditions like fears, when becoming too old to concentrate on details or to learn many new details as required e.g., in programming, when developing new passions, after being mobbed or victimized e.g., with a defamation campaign, or when discovering that one's talents are different than thought, after more deeply comparing the external and internal view of oneself, applying insights from coaching or solutions how to avoid problematic situations of the past, receiving career coaching, receiving insights out of personal development content.

22. **AI recommending skills to learn, who to speak to, how everything could flow even better together:** an AI will look at CVs, ask questions (in online forms/questionnaires), complete CVs and skill lists/trees take into account soft skills and then suggesting (predictive/prescriptive analytics) how and where a person could bring most benefit. That would not just include skills, but visions, career plans, personal whys, team roles and especially how personal skills and development goals and those of the teams, could optimally flow together for maximal productivity and innovation probabilities (partial overlaps, complementary skills, cross fertilization, complementary personalities helping/coaching/amplifying each other).

23. **Splitting up/competing with others:** when a team has two or more viable ideas that are worth pursuing regarding market interests and opportunities, then teams can split up so that the team members get to work on that idea which they like most. They would then complete their team with new team members and stay in contact with the previous team members for questions.

24. **Smoothening job allocation/remaining people and jobs:** top jobs like head of AI, head of business strategy, CxO positions, and product management are always very popular, while there are beginner or repetitive jobs, or jobs involving less relevant or outdated skills that are typically unpopular. Also, regarding people, some are very popular and fit into many teams, while others are the opposite. To cater for this, the AI or (HR) managers will decide on who gets put into less popular positions and which teams are allowed to be created and to continue. Top candidates can choose their team, except if there are organizational requirements that lead to a person being far more urgently or importantly required in a team, e.g., because they are expected to create much more NBV there.

25. **Other work done by managers:** Regarding everything it should first be tried to reach a decision on a team level. If that is not possible e.g., due to disagreements, conflicts, etc. managers would be called in. Also, sensitive decisions, strategic decisions would be made by managers with the support of AI.

26. **Collective idea, trend and SWOT collection and assessment:** Ideas are collected in the intranet, ideally with a liquid feedback like system that allows to cast votes in intelligent and flexible ways. Trends are analyzed by the AI and complemented by human experts. SWOTs (strengths, weaknesses, opportunities, threats) would then be assessed by AIs and again be complemented by experts, initially alone and then in group meetings/group flow/group genius.

27. **Job titles:** There will be much less management and "head of" titles but many titles with "expert", "senior expert", "T-shaped expert" or "M-shaped expert" for XY.

28. **Formal and factual/power structure:** in addition to the formal structure comprising some managers and strategists, there are ample opportunities for informal/factual or power structures to emerge based on creativity, achievement, popularity, etc. bottom-up. These people can also be expected to be promoted into higher positions.

29. **Nomination "game" to discuss personal issues:** During work it is not allowed to discuss personal issues or start mail threads that might become long and take the time of many people about accusations, blaming games, finger pointing and similar negative aspects. Objective aspects of conflicts are supposed to be documented in the intranet, highlighting all sides or the pro and contra. The personal side of things can be discussed in special meetings for this: People can nominate (and before that invite them to these meetings) to discuss the things that they felt were unfair or indecent. However, this shall only be used for things that cannot be addressed under just 4 eyes, or that have unsuccessfully been discussed under 4 eyes before and that also no manager could or wanted to resolve under 6 or more eyes. In these team meetings these remaining issues can then be addressed to invite other people's opinions and coaching advice on these issues. Alternatively, internal judges, experts or psychologists can be used, too.

30. **Rules:** At all times fair cooperation and net benefit optimization must be the top priorities.

31. **Overtime:** It is not expected from team members to do overtime except if they have worked inefficiently before and want to compensate for that. Generally, having to work overtime is a sign for lack of efficiency and need for coaching/learning on how to improve. Managers shall also not abuse the setting of tight deadlines to make many people work overtime to meet the deadline – or worse – to not lose their jobs.

Rationale:
1. **Other names or similar concepts** to Holacracy, Sociocracy: Teal, Management 3.0, liberation management, pitching framework. They are used e.g., by Netflix (Book: No rules), Trivago, Basecamp, Valve, Gore, Semco, ... and they are proven to **work very well** if applied correctly and have **many synergies** with the way of leading projects in PerCon Flow.
2. **The two-sided pitching and the career paths** are required to ensure that all required projects get staffed and people reject doing simple work at times. Without this, everyone would want to be head of the organization or its departments and nobody would want to do simple or unattractive tasks, like improving/extending buggy software.

5.5.9.10 Group Ideation / Group Flow / Group Genius

A key insight is that groups ideate well when each person first thinks individually about ideas and these are then combined in a group session, ideally leading to group flow. Innovative synergistic outcomes are called "**group genius**" while suboptimal outcomes are called "**group think**" which often happens when people are unprepared, or afraid to voice their outlier opinions or ideas, or are somehow dominated by other people, e.g., managers.

5.5.9.10.1 Group Flow Preconditions

Apart from the individual preconditions, groups also all members need to meet many of these preconditions. Therefore, group flow state is more difficult to achieve[69]:
1. Ability to get on with people
2. Ability to listen
3. Respect for the contribution of others
4. Open-minded
5. A Willingness to compromise
6. Ability to see the big picture
7. Problem-solving abilities
8. Effective organizer and project manager
9. Able to give and receive constructive feedback
10. Commitment and enthusiasm
11. Mutual respect and acceptance, ideally liking each other
12. Avoid quarrels and conflicts (exercise conflict resolution skills)
13. Complete concentration
14. Commonalities in sports and in business of all the following preconditions
15. Shared goals or purposes
16. Shared risk
17. Blending egos
18. Familiarity
19. Building camaraderie
20. Equal participation
21. Close listening
22. Open communication

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[69] https://www.myhubintranet.com/collaborative-communication/

23. Autonomy/a sense of control

5.5.9.10.2 Group Preparatory, Synchronization and Unity Exercises

Group flow is relatively difficult to achieve. The personalities must fit and the group must be aligned or synched with activities like these:

1. Walking or marching outside together in the same rhythm
2. Some fitness studio exercises which involve synchronous actions to music
3. Tae Bo, aerobics, dance fitness, etc.
4. Singing chanty songs together with a good rhythm
5. Assigning personal accountability partners
6. Breathing exercises
7. Meditative exercises involving breathing
8. Hypnotizing exercises, involving e.g., visual effects
9. Basic humor or quick-wittedness exercises
10. Comedy and POW (Play on Word) brainstorming
11. Gratitude exercises: What went well? Whom to thank?
12. Bringing self-made food or drinks to meetings or standups, getting people to talk on an emotional or personal level, building trust
13. Have different people/experts prepare concepts or parts of the solution
14. Entrainment

5.5.10 FIRO/Efficient Collaboration and Conflict Avoidance/Resolution

Essential cooperative or collaborative skills:

1. COLLABORATIVE INTENTION: stay non-defensive and commit to mutual success in relationships.
2. TRUTHFULNESS: create a climate of honesty and openness that allows people to feel safe enough to discuss difficult issues.
3. SELF-ACCOUNTABILITY: take responsibility for the consequences of one's actions.
4. SELF-AWARENESS AND AWARENESS OF OTHERS: know oneself and others well enough to explore difficult interpersonal issues.
5. PROBLEM-SOLVING AND NEGOTIATING (Conflict Resolution): negotiate one's way through inevitable conflict in a way that supports relationships.

Key actions to take:

1. Deciding what Process to use and helping People feel included
2. Defining the Issues that need to be resolved together
3. Understanding the underlying Interests
4. Looking for signs of defensiveness or unease and addressing this on a meta level
5. Developing a Contingency Plan
6. Inventing creative Solutions
7. Putting the Puzzle together and reaching Closure

Signs of Defensiveness:

1. Loss of humor	2. Taking offense
3. High charge or energy in the body	4. Sudden drop in I.Q.
5. Wanting to be right ("No question about it.")	6. Wanting the last word
7. Flooding with information to prove a point	8. Endless explaining and rationalizing
9. Playing "poor me"	10. Teaching or preaching
11. Rigidity	12. Denial
13. Withdrawal into deadly silence	14. Cynicism (victim)
15. Sarcasm	16. Making fun of others (being highly critical)

17. Terminal uniqueness (I'm so special; rules do not apply to me)	18. "It's just my personality; it's just how I am."
19. Not wanting to negotiate	20. Blaming
21. Sudden onset of illness or accident	22. Confusion
23. Suddenly tired or sleepy	24. Intellectualizing
25. Acting crazy (the temporary insanity defense)	26. Eccentricity
27. Being too nice	28. Selective deafness
29. Attack (the best defense is a good offense)	30. Holding a grudge
31. Trivializing with humor	32. Inappropriate laughter or giggling
33. Sour grapes!	34. "I'm aware of that; leave me alone" (defense of awareness)
35. Becoming addicted to: alcohol, drugs, people, shopping, working, gambling, chocolate, workshops	36. Personalizing everything
37. All-or-nothing thinking	38. Catastrophizing
39. Fast breathing/heartbeat	40. Cold, clammy skin
41. Hot, sweaty skin	42. Mind reading
43. Jumping to conclusions	44. Magnifying everything
45. Minimizing everything	46. Emotional rigidity (if I feel it, it must be true)
47. Tight stomach	48. Speaking too fast
49. Becoming physically immobile	50. Obsessive thinking

The phenomenal KPIs of the FIRO Model:
- Chisholm-Tamm: 85% reduction of disputes.
- Prof. Mayte Barba (1999): substantial + sustainable:
  - 49.5% reduction of own defensiveness
  - 44.8% improvement of getting interests met in conflicts.
  - 31.5% improvement at problem solving.
  - 26.4% improvement at building and maintaining long-term climates of trust.
- UC Berkeley (1991): before -> after statistics:
  - Adversarial work relationships: 70% -> 1%
  - Unproductive work relationships: 57% -> 13%
  - Lack of mutual understanding -> effective communication.
  - Constituency support is excellent: 19% -> 58%
  - Focus of discussions: (own) positions (82%) -> interests and options (79%)
  - Top improvements: 89% in resolving conflicts and managing differences.

Formula for Team Success:
1. A **combination of persons with different drivers, talents, experience and knowledge.**
2. They must fit together and create harmonious synergies as **team players**: minimizing conflicts, getting the best out of other people.
3. This permits **successful innovation** through **collaboration**.
4. It is a simple **universal tool for effective collaboration**.
5. **Diversity** must be **comfortable,** through detailed or overarching expertise, **avoiding conflicting points of view**, e.g., where talents have not yet evolved into skills and are the source of misconceptions, misunderstandings, judging ideas & others too early, narcissistic behavior, etc.

5.5.11 Life-long Learning, Education, Knowledge Sharing, Media

5.5.11.1 Life-long Learning

1. Each citizen has to engage in **Life-long learning and personal development** to become the **best possible version** of oneself.

2. Each person, whether getting an academic or practical education, should **try to become one of the best in the world regarding their niche**. **Academics** can easily specialize into cutting-edge topics and possibly combine expertise in multiple special fields to improve the chances of cross-fertilization of ideas. People with practical education/formation can still strive to become the **best and fastest in a special sub-discipline** and combine practical elements in their fields from several countries and possibly add some innovative gadgets/elements or art (which all can come from different countries) and thus can easily make things unique. Even a person *sweeping streets or cleaning offices* can become an expert in crime scene cleaning, detecting and handling special chemicals, disaster relief cleaning, etc. Additionally, customer service and interactions allow for specializations: begin humorous, very helpful, objective advice, offering a network of experts to do cross and upselling, ordering specialties from abroad, leveraging latest innovations and techniques from elsewhere, ...

3. **No innovation shall be slowed down** because people do not want to learn new things. Instead, **quick incorporation and adaption to new insights shall be rewarded**.

4. **Everybody has to re-train and upskill** (e.g., with *deliberate practice*, online courses and tests) consistently so that as many people as possible **perform at a level >= 90%.**

5. It is recommended to learn the **principles, mechanisms and influencing factors** of interesting or new fields as infographics, videos, audiobooks and texts (**top-down**), especially **just before going to sleep** and to **think about solving through-provoking exercises** or (entrepreneurial) **business problems** about them. Then the brain and especially the sub-consciousness will **extremely efficiently** perform pattern matching, **memorize it better and might come up with innovative ideas**.

6. **Realistic and complete information including downsides on all jobs and possible future directions shall be available with additional psychological challenges and career path opportunities,** so that the number of people who make bad career decisions is minimized.

7. **People in the second half of their career shall be encouraged to deepen and widen their knowledge and develop insights into principles and mechanisms** and not to run learning-avoidance-strategies, like resorting to just sentiment-based judgement or management and other seemingly higher positions where qualifications are presumed but not checked anymore.

8. **Ballast-free teaching based only on scientific facts** and without political agenda. E.g., regarding percent calculation, it is sufficient to teach how to convert percent numbers into decimal numbers and vice versa – different methods to calculate with percentage numbers – mainly confusing when to multiply, add or divide by a factor of 100 do not add value. Similarly, purely theoretical topics like Turing machines, reduction machines, computability, dual spaces (in theoretical mathematics) only might be useful for a few deep thinking or deeply specialized specialists.

9. **Critical thinking:** Learners and teachers/authors should always think (or describe) **why things cannot work differently. Try to question everything and come up with answers.** Where there are no explanations, **there might be better alternatives** (inventions to be made) or not the whole truth is revealed.

10. **It shall be made easy for people to upskill, make a career or change professions:**
    a. The **course types** required for each professional shall be described publicly and be easily **searchable and comparable**, e.g., "When I take *n* courses in the direction of IT/medicine/... or invest *m* hours a week, which professions are open to me?"

b. As soon as the people have **enough knowledge for subtasks** in their new desired fields, they shall be integrated and assigned these tasks if this is possible and makes economic sense. They shall get **points for such practical experience**.

Rationale (with contributions by Paul Mooney):

1. It is not just in thinking and in writing about a topic that one becomes a master, e.g. in social sciences, (health) care, etc. one becomes a master by practicing the application of that topic with other humans: The receiver creates some value by improving, not just the awarding body who gives arbitrary credits and qualifications. A qualification currently often is no more than a **qualification of thinking, exam taking and writing ability**. It takes no account of **empathy, compassion, care nor humanity**. It over-values cognition over every other human intelligence.

2. The process **'Valuation' measures micro-learning in the moment of the transaction**. This means that someone who repairs punctures is valued by someone who has a flat tire. The idea of QBE (Qualified by Experience) is having skill continuously 'valudated' by the receiver of the value. And then sharing that valuation externally so that others are aware of each person's mastery. PCF creates a system of storage and exchange that is fair and free. PCF creates a system of storage and exchange that is fair and free. We endeavor to build a model that can trade **micro-learning** which could become a broader transfer of value between sender and receiver; where both people and the system that does it are honored in a fair way. To explore common purpose and measured contribution, we need to understand what talents we need to foster, in order to contribute to the whole. We see value itself as an act of contribution to the whole.

3. High-end education is a prerequisite for **fast innovation and high-quality work**, brought into practice.

4. Everybody has to expect to have to learn either **a new job during his/her life** or to learn as many new things as the basic education over time to keep up with global innovation.

5.5.11.2   Free or Low-Cost Online Exams / Attestations

1. **Automated online courses and exams/attestations** shall be provided for free or very little cost to everybody to encourage learning and upskilling including practical learning and checking the successful application of knowledge.

2. **The entry criteria (regarding required prerequisites)** to these courses **shall be minimal** to be maximally open to everybody.

3. **Similar courses of different providers shall be considered equivalent** as prerequisite except maybe, some additional lessons focusing on the parts that may be missed or underrepresented by another course.

4. **The tests regarding courses** must not target idiosyncrasies and exceptional cases (except if very relevant, e.g., for safety) and other less important things that can easily be looked up or be displayed with a tooltip or things that were not taught and cannot clearly be deduced. Instead, the **tests shall check** for important relevant knowledge and award top marks only if a deeper understanding and the ability to transfer the learnt concepts scientifically to new problems or work has been proven.

5.5.11.3   Special Topics: Early teaching of Economics, Entrepreneurial Thinking and Humor

1. As early as possible (regarding e.g., math and abstract thinking skills) **economics and entrepreneurial knowledge and thinking** shall be taught because this has **many benefits**: early understanding of the world, understanding of mathematical-scientific principles, improved learning with Brain-Centric Design (BCD, see below), learn whom to ask for help, mentoring, coaching and becoming early sensitive for new business ideas, possible innovations and what determines if they are feasible and potentially profitable so they do not waste too much time on naïve ideas.

2. People shall be encouraged to make **ideating about new business ideas one of their hobbies,** with some ambition to later propose a project that can realistically get financing. This makes a good topic for small talk, jokes (e.g., exaggerating what should not happen) and to talk about different opinions and scenarios about the future.
3. **Humor can and shall be taught and learnt** as e.g., the book "Comedy-writing secrets" shows and helps to memorize things better – especially when exaggerated things stay quicker and longer in our minds. Quick-wittedness and humor are a sign of intelligence and coming up with such smart humorous remarks in class **helps everybody memorize, have fun** and shall be awarded with additional points.

Rationale:
1. Also, **education shall be as efficient as possible** and contribute to a **successful innovative entrepreneurial society.**

5.5.11.4 Special Topics: Early teaching of Psychology, Flow, better Cooperation, Domination Mechanisms, Propaganda, Mass Psychosis

1. The basics of **psychology** shall be taught as early as possible (being friendly, nice and humble; not mobbing, how victims feel, arrogance tries to cover weaknesses, recognizing signs, bringing conversations to the meta level, ...) and shall then later be deepened so that people can speak openly and clearly about psychological topics, give each other recommendations and **help each other**.
2. Efficient **cooperation** and **conflict detection/resolution** techniques like FIRO and others shall be taught.
3. From **general manipulation** techniques over **mobbing/bossing** to the **subtle often invisible domination mechanisms of old capitalistic 'elites'**, mechanisms shall be explained and pupils shall be trained to spot their use.
4. Means of **propaganda and resulting fears, hates, deflecting attention, (false) narratives, nudging, pigeon-holing/discrediting people** and **mass psychosis** shall be explained and common principles like implicitly blaming people and then ripping them off shall be taught.
5. Typical **holiday and business rip off and fraud techniques** shall be taught.
6. The **stigma of having mental health issues** shall be **transformed** in "the disease everybody should help to cure", "everybody should help people with mental health issues to get better". From simple mindfulness, fairness, meetings, encouragement, less cocooning to some basic therapeutic approaches - common people can help a lot after some education.
7. **Flow state** and especially **hypnagogic state creativity, meditation** and **lucid dreaming** shall be taught early on and as refreshers later in life including at least basics of finding one's life's passions, mission and how spiritual inspiration can be optimized. Some key techniques: Developing and cultivating several skills and ideally overlapping passions, trying to be among the world top people in these fields, reading and summarizing research papers and sharing/discussing thoughts and materials with others, trying to combine ideas from one field to another or to transfer principles from one to another, trying to get inspiration in these fields using the four techniques mentioned at the beginning of this paragraph.

Rationale:
1. Pupils shall become aware of the **key negative mechanisms** in old-fashioned capitalistic, socialist or communist societies and how to **overcome** them and make life better for themselves and others.
2. **~50% of people with mental health challenges (start to) develop them at young ages** and **up to 1/7 of** children/youngsters is **affected** (e.g. due to the COVID-19 pandemic, the actions and consequences). This does not only lead to many suicides but also to many destroyed lives: These

people often fail to get a decent job or to start a family. They instead often become criminal or sicker – producing gigantic costs due to crime and treatments instead of contributing to society – thus often becoming big liabilities of societies (instead of contributing great new ideas and good work).

5.5.11.5 Personal Development and Psychology: Emphasis on Psychological/Interpersonal Skills, Humor, Conflict Avoidance and Resolution

1. **Society is teaching everybody in personality development, personal leadership, psychology, psychiatry coaching/mentoring** each other so that hardly any ill-behaved or (psychologically/medically) untreated people are around anymore.
2. **Society is eliminating as many reasons as possible why people get triggered** (i.e., minimizing the build-up negative anchors) or falling into negative behaviors or beliefs: discrimination, having to pursue menial jobs to survive, having to work under a bad or incompetent manager, causes of crime and lying, etc.
3. **People shall learn non-violent communication (NVC)** and apply principles of spiritual awakening/personal development, e.g., showing respect, gratitude and appreciation with a growth mindset (moving out of a fixed mindset, elbow mentality, arrogance, etc.).
4. Educational organizations have to teach **empathy**, especially **using knowledge for empathy** and not as a means of exerting power (as suggested by Jeremy Rifkin[70]).
5. Close **listening, empathy, putting oneself in somebody's position, role play** around social interaction strategies shall be taught together with likability, charisma and charm techniques.
6. All **levels of communication** including authentic **humor, how to be entertaining, delightful, attentive and apprehensive** and how to **touch difficult topics** this way shall be taught.
7. Developing **quick-wittedness and doing unexpected or creative things** shall be taught.
8. **Body language, hidden signals, the meaning of eye movement, detecting lies** and overcoming shyness shall be taught.
9. **Flirting, conversation and cooperation** techniques shall be taught.

Application examples:
1. Some people **admit vulnerabilities**, e.g., that they get triggered by certain things, and have certain weaknesses. They also teach about their coping and disguising behaviors like arrogance or attacking others. All others of the group then have to try to respect these vulnerabilities and the vulnerable people give in a debriefing their maneuver review: what went well, bad, how much less coping and disguising behaviors they had to use.
2. **Group sessions** are always done with **NVC**, copious voicing of **gratitude** and **respect** and **group-flow inducing elements**.
3. **With increased use of quantified self-techniques, hormones, micro-expressions, body language etc. could be measured:** measuring not only transaction outcomes, but also hormonal shift in the action and reaction and everything else we can measure.

Rationale:
1. Good efficient cooperation requires to have all these skills.

5.5.11.6 Personal Leadership for Youth

This content comes mainly from Dr. Jessica Ashe. **Principles:**
1. **Minds, bodies and hearts** of children are **nourished**.
2. Eating healthy is the norm. Children are taught to focus on protein and green vegetables.
3. Children learn that they are **creative problem-solving machines** and that they have been put on this earth to solve a problem; their job is to figure out what that problem is. For this reason, they

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[70] https://www.amazon.com/Empathic-Civilization-Global-Consciousness-Crisis/dp/1585427659/

love learning; this is very different from learning to read. "You will read 5 pages tonight," is very different from, "Let's find out what Clifford the Big Red Dog does in this new book."

4. All children engage in **outdoor activities and exercise** (of their choosing) from an early age. Connection with nature is associated with a reduction in depressive tendencies. Choice of physical outlet is very individual. Each person finds the right one for them.

5. Parents expose their children to different activities in order for them to **find their deep interests and strengths**, which are then built upon.

6. **Emotional awareness** is taught starting very young. In preschool, the child who is acting up is spoken to by the teacher or aid, "Look at the board at those faces (showing important emojis), which one do you feel?"

7. **Emotions** are **addressed directly and deliberately** for this purpose. "You are mad. OK. Let's take deep breaths and calm down before we do something we regret. Do you need to go walk?" or "You're sad because she took the toy from you. I understand. Tell me, what does being sad feel like?" Eventually, they are taught how to regulate themselves and not let others determine their mood but how to move themselves to a happier place.

8. **Self-awareness** is built. For example, children learn if they tend to be introverted or extroverted, dominant or not. Children learn not to be passive or aggressive but rather assertive. Those who have a tendency to be dominant are taught to give space for others' ideas. Those who are passive are taught fight their fears of speaking up. There are times to speak up. In later teen years, after students are fully aware of their strengths and weaknesses, teamwork is taught. Highly data driven people (quantitative) and big picture people (qualitative) learn why the other is valuable and how to work with them effectively.

9. **Self-control** is taught deliberately, starting at age 2-3. The simple exercise of putting a cup cake (or another coveted treat) in front of a child with a visible timer. They must wait until they see the number 60 (seconds) before they eat. Parents discuss how the child feels during this time – they want something, but they must restrain themselves – how does that feel. Self-control is a requirement in adulthood on many levels.

10. **Bullying** behaviors are shown. Adults monitor this possibility vigilantly and retard it. All children learn how to stop themselves from becoming a bully and how to, as a group, prevent one from dominating a scene.

11. **Sense of humor** is taught, to the extent possible – exposure to jokes from early – along with the idea "If everyone doesn't think it's funny, then it's not funny." Just because it is funny to you doesn't mean it's not offensive.

12. **Emotional eating** is taught and alternative activities to feel better.

13. **Conflict Resolution** is taught early on and built upon at each age.

14. "There is **no freedom without responsibility**," is taught. The simple analogy of driving is an example; getting a driver's license brings a huge amount of freedom, and with that the responsibility of following rules of the road. One does not get to drive drunk or on the wrong side of the road. The same is true of any freedom.

15. The idea that **humans are built to do things** – that doing something is better for the human psyche than getting money for free.

Resilience story – do the right thing especially at hard times and the future is better:
A poor immigrant with a small child moves into government housing. Each day, they park their ratty old car in the same spot. One day, this elderly care assistant goes to a funeral and a Lily seed falls into a fold of her shirt. As she steps out of her car, the seed falls into a crack in the sidewalk. The mom works tirelessly at home and at work – teaching her young child to love learning – harnessing that natural curiosity. As time goes by, the lily spouts through the unsupportive environment – it grows

despite the lack of water and nutrition. Eventually, the child goes to college on a scholarship and earns enough money that mom goes to school, at age 45 and gets a knowledge-based job.

5.5.11.7 Insight and Knowledge Sharing

1. Inside organizations, communities or countries using PerCon Flow, **all information, insights and knowledge are open and are actively and passively shared** for maximal innovation and productivity (except if forbidden for legal or national security reasons, or if secrets otherwise can't be protected from being stolen).

2. Each team member has to **document or update each new piece of information** as time permits or latest when the relevant work package is finished. Withholding information is not permitted, especially not for selfish reasons.

3. Knowledge shall be documented and shared in **brain-friendly ways**: no pressure fueling but documentation along brain-friendly principles like BCD (brain-centric design). E.g., shedding light from various perspectives, adding humor, exaggerations, visualizations, audio/video, etc.

4. Adding **humor, mnemonic rhymes, repeating knowledge**, doing personal contests regarding noteworthy details, documenting principles and everything else that **helps memorization** should be awarded with points/benefits.

5. The creation of interesting **teaching or knowledge handover movies** using diverse methods, viewpoints/angels and speakers to impart relevant – otherwise not well documented knowledge on video – should be awarded with points/benefits and should be funded.

6. Any research shall specify its **prerequisites and applicability conditions, theorems assumed to be true, possible bias or possibly reduced conditions of applicability.**

7. The **classes of scientific credibility** are from highest to lowest credibility:
   a. Scientifically proven and independently verified **without potential conflict of interest or bias and all prerequisites and applicability conditions checked.**
   b. Scientifically proven and independently verified **with potential conflict of interest or bias or not all aspects fully checked and validated.**
   c. Scientifically proven by a **single open team without** potential conflict of interest.
   d. Scientifically proven by a **single team with** potential conflict of interest.
   e. Transfer of **rules, constraints or principles to a new domain** (to which they might not be fully applicable or where not all relevant influence factors are known).
   f. Otherwise **objectively explained and probable hypothesis** – **checked** for minimal bias and stochastic correctness.
   g. Otherwise objectively explained and probable hypothesis **– not fully checked** for minimal bias and stochastic correctness.
   h. **New but probable hypothesis/model/proposal, so far not fully checkable** (like this model): Then the number and publication indices of researchers supporting it is relevant and the number and scale of smaller or larger experiments carried out, the number and probabilities of risks/opportunities optimized, etc.
   i. **Not being able to be proven or fully based on principles, e.g. a finding from a tiny or bigger experiment** or having some exceptions or side effects. Then at least the rounded positive/negative power of 10 shall be specified of the experiment, exception of side effect size: E.g. >= 1000 entities in the experiment = 10^4 entities, i.e. **E4** or 1 side effect or exception in 100 000 cases = 10^{-6}, i.e. **E-6**.
   j. **Not fully explained** or just a **probable hypothesis.**
   k. **At least 1000 examples with fully known circumstances exist.**
   l. **Less than 1000 examples** with fully known circumstances or with **just partially known circumstances exist.**
   m. **Anecdotal evidence.**

n. **Personal evidence.** Examples with circumstances can be given upon request.

o. **No objective evidence, not even subjective personal evidence.**

8. Any teachings below scientific credibility of a class **must be marked as such. The spread of not fully validated and thus possibly false knowledge or news must be controlled.** However, anything above "no objective evidence" can be a possible starting point for (applied) research but must compete with better validated evidence.

5.5.11.8 Formal Education

1. **Formal educational** titles shall stay similar as in western societies like Norway: different courses with different difficulty levels in the first 12 years of school, then followed by practical professional educations, applied colleges or universities with possibility to get a PhD.

2. If possible, **courses and tests shall also be offered online and barrier-free**.

3. It shall be relatively **easy to pursue an even higher education career** – also years later.

4. The number of students who **fail completely due to some exams** in which they failed multiple times shall be minimized, e.g., by offering alternative courses (different examiners or content) or shifted qualifications so that people can swap out parts which they absolutely do not understand.

5. To **get over aspects which students do not understand**, multiple text books / teaching resources shall be offered (e.g., in libraries) which teach the same topic from different angles and coaching/mentoring for students shall be available for minimal costs.

6. Students shall be **trained and optimized for teamwork** on all levels of education up to PhD.

7. To **minimize that people get educated in a field that does not fit their personality**, a realistic and honest career counseling shall take place based on personality tests which besides advantages and opportunities also mentions disadvantages, required qualities, frustration factors and why people want to change out of that profession.

8. Of course, for each profession and organization, the **factors that people want to change out of that profession shall be minimized**.

9. Where possible, there shall be **sliced specialty versions of all professions where more people are needed** with **governmental exams** to be generally accepted so that people can easily change professions when their passions change. E.g. there could be specialized software developers (e.g. specialized by programming language, concepts, IT environments), specialized medical, nursery and psycho-therapy professions (specialized on segments like cold/flu diseases, vaccination, wound care, each personality disorder, massage, ...).

5.5.11.9 Applying & supporting latest Insights regarding best Learning Techniques

Examples of suggested innovative learning ideas – not yet fully scientifically proven - in 2021:

5.5.11.9.1 Brain-Centric Design (BCD)

Key BCD Elements, how to apply it:

1. Figure out the **audience, the content, what exactly to teach**: make an appropriate **challenge** for the audience and a **contextual situation**, choose 3-4 appropriate perspectives (it could be video, audio, PDF, somebody being brought in to talk for 10 minutes, an expert voice, as long as there are different perspectives and each of those perspectives is not more than 2 minutes long and it is enough to engage the students) and let the student do the work.

2. Students are made ready for learning by **clearing out their working memory space**.

3. Students are given **multiple voices, with different perspectives** to contain their attention.

4. Students **see the shift happening** between what they thought they knew and what they know now.

5. The **reflection part is short and scaffolded**. Just free time for reflection is not sufficient – it is too open; they mostly don't know how to do it.

6. **Cognitive rehearsal**: the ability come at a topic from as many different angles as possible, to activate neurons in the 5 different lobes of the brain that connect it all to the prefrontal cortex. Always a small break after having learnt 7 things.

7. **Repetition** is boring, better to have dozens of things to connect it to different parts of the brain like looking, feeling, hearing, jump on it, argue around it, throw it at the wall and look at it from different angles in a figurative way. That is more efficient cognitive rehearsal.

8. **Having tasks, problems or challenges to be solved:** creates more interest, involvement and the feeling of actually improving something and making an impact => more motivation and more brain activation.

9. **BCD classes are all-connected so all makes sense**: then they are better memorable/easier to remember: figure out the audience, the content, what exactly to teach: make an appropriate challenge for the audience and a contextual situation, choose 3-4 appropriate perspectives (it could be video, audio, PDF, somebody being brought in to talk for 10 minutes, an expert voice, as long as there are different perspectives and each of those perspectives is not more than 2 minutes long and it is enough to engage the students) and let the student do the work.

10. Always, these **3 questions** are posed & answered (for oneself or in a group):
    a. What **is surprising** about what this new information? (Make them get their voice and start thinking).
    b. What is it that **previous knowledge is now seen in a new light?** (Metacognitive perspective of thinking about one's thinking: watching conceptual change happen)
    c. Where is help needed**?**

11. Discussions around: **what is more important, incorrect, what is preferred? Can you accept some other position(s)? What if questions**: what if a new angle can be seen?

12. Sharing reflections with a cohort – comparing it, revise personal thinking. This produces cognitive rehearsal around the concept with different perspectives. This grows new neural connections.

13. Someone from each cohort or group needs to **stand out and speak about their findings** and then the entire class **discusses** the findings again: what is more important, incorrect, what is preferred? Can other positions be accepted? What if questions: what if a new perspective can be seen? This causes cognitive rehearsal and Hebb's law working at a high level to memorize it better.

14. At the end of a session typically a number of **new questions have come up that can start another iteration cycle**, e.g., to be done as homework or in a future session.

15. Tasks should be turned into a challenge (e.g., credit applications) and as creative, colorful and visual as possible.

16. With "**skin in the game**", i.e., with personal involvement, the learning gets more intensive and lasts longer in the brain.

17. **Expectation is more important than the final reward**, provoking dopamine release. This is also behind gambling addiction – the anticipation of getting rich. This can be built into any teaching model.

18. **BCD key concepts:** a challenge, prediction, disequilibrium, multiple perspectives on a big idea, neurons, myelination, amygdala hijack (= unwanted emotional response), melatonin, dopamine, neurotransmitters, intrinsic motivation and connections.

19. **Result:** This allows anybody to actively impact the way they treat themselves and others. When it comes to learning, the brain becomes a tool that can be managed, utilized and worked with to memorize and deliver new information in a way that people love to learn. With BCD, students do the work after the teacher makes a challenge as the correct perspectives and each perspective connects to a lobe of the brain and the prefrontal cortex. The model does the rest. This is 21st century learning. BCD fully utilizes the surprising neuroscience behind deeply understanding and learning.

5.5.11.9.2 Natural Application of BCD in Entrepreneurial Thinking

Teachers and students should always think about how the knowledge could be **commercially applied** in a (school) company with naturally BCD-like questions like these:

1. **How can this be used in a product or service** and what else is technically required to make this a complete or innovative offering?
2. Which **competing offerings** exist and how do they **differ?**
3. Where can we develop a **competitive edge?** How can we be more innovative/customer centric/useful?
4. Which **product/sales/marketing strategy** can we develop around this?
5. What would be the **work packages** required to build this? Whose help would we need when?
6. Filling the **business model canvas, the SWOT matrix** (strengths/weaknesses/opportunities/threats), discussing possible **strategic moves, pricing and discount policies**.

5.5.11.9.3 Anders Ericsson's book "Peak": Deliberate Practice

1. Identify the **learning path and objectives**: Focus on the **skills** to learn (prio 1), then knowledge (prio 2).
2. Enumerate/create sub-structures and "**Click Questions**" (making the **brain click** to gain insights; e.g., "What causes the changing seasons on earth?" Not the earth's distance to the sun but the inclination of the earth).
3. **Assess** each sub-skill separately and **practice** them **separately towards perfection (feedback and improvement loops must be in place)**.
4. Asking the best about their **mental representations** and sharing them with others to accelerate learning, understanding and mastery.
5. Put one's **own deliberate (auto-telic) motivation** in place, e.g., how *useful or new* that knowledge is, visualizing one's future level of expertise, flow state, excellence, income and earning respect.
6. **KPI:** lead to a slightly biased "effect size" of 2.5 (74% right answers vs. 24% right answers of students to mostly click questions of the specially trained group vs. a neutral group which was not specially trained on these click questions – slightly biased or unfair).
7. **Society:** every profession could be trained so that >= 50% of professionals achieve >= 95% of ideal performance using e.g., deliberate practice). E.g., *radiologists* do not even get feedback, do not improve and misjudge often leading to many deaths and avoidable costs.

5.5.11.9.4 KIPP – Knowledge is Power Program

Summary from Daniel Coyle: Talent Code

- Created in the 90s based on an analysis of the best available teaching methods at the time leading often to the best test scores compared to other schools. 80% of the KIPP students go on to attend college.
- Based on the principles of igniting goals (going to college etc.) and passions in students, (group) flow state and creating talent hotbeds based on hard work, excellence and building mastery.
- They foster flow e.g., by constantly tracking who is speaking, clapping, chanting, and walking together, being supportive and giving confidence, teaching good habit-building and self-discipline. (Seligman, Duckworth, 2005: Self-discipline is 2x more accurate as IQ in predicting 8th graders point average).
- **Other techniques:**
    1. Having to earn everything in school and through consistent demonstration of learned skills, being tested only when appropriate – leading to healthy learning and personality traits by constantly and deeply practicing them (no exam crams, no pretending).

2. Techniques of brain-centric design (**BCD**): reminding students about their goals, skills, passions.
3. In case of **serious errors or problems**: everything is stopped and the situation is discussed, finding a solution to anchor it deeply.
4. Making the learning pleasant and rewarding. Coaching & Mentoring.

5.5.11.9.5 Repetitions

Why Pressure Fueling Learning, i.e., fast Knowledge Transfer or simple frontal teaching do NOT work:

1. Often not recorded and not fully documented, i.e., no possibility for full repeating.
2. Often faster than the maximum of 120 bits/s (e.g., when quickly switching windows with file system paths, source codes, parameters, configurations)
3. No time for practicing everything.
4. No BCD and no deliberate practice (Anders Ericsson)
5. Not in a format that is easily learnt.
6. No clicker questions.
7. No skills learnt
8. No learning and feedback cycles
9. No breakdown into (prioritized) sub-skills to be optimized.

5.5.11.9.6 Maturing Outcomes by Costa & Garmston

The educator who functions at broader, more complex levels of personal development thinks beyond the immediate purposes of a lesson and envisions the potential of what it means to be a fully functioning human being. These attributes become aims integrated into their daily outcomes for themselves, their students, their colleagues, their organization and their community:[71]

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[71] http://cognitivecoaching2.pbworks.com/f/article3.pdf
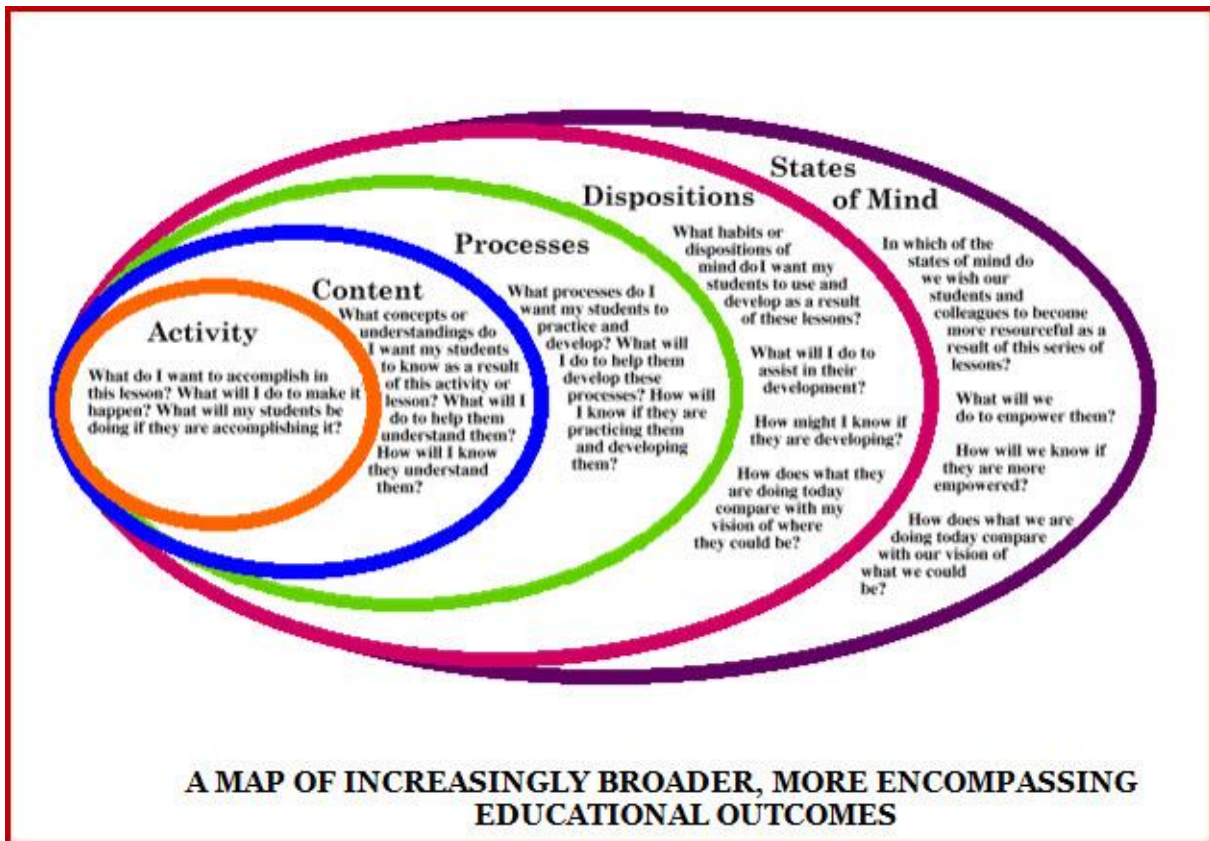
Figure 15: Maturing Outcomes by Costa & Garmston, Source: https://aea365.org/blog/edeval-week-sheila-kohn-and-chad-green-on-cognitive-coaching/

LEVEL	DECISIONS ABOUT OUTCOMES
MIND STATES	In which mind states do students and colleagues become more resourceful as a result of this series of learnings? What is done to capacitate their development? What is known about when the mind states are amplified? How do actions today compare with a vision of what can be done?
DISPOSITIONS	What dispositions or habits of mind do students develop and employ as a result of these learnings? What is done to assist their development? What criteria is established to track development? What will they see or hear in their behaviors as evidence of their growth?
PROCESSES	What processes do students practice and develop? What will people do to help them develop those processes? What criteria is established to track development?
CONTENT	What concepts or understandings do students know as a result of this activity or lesson? What is done to help them understand them? What criteria is established to track development?
ACTIVITIES	What are student learning outcomes? What activities make them happen? What will my students be doing if they are accomplishing it?

Activity Level: Inexperienced teachers may exhibit episodic and teacher- centered thinking and simply be satisfied to accomplish the activity for that period or day. For example, teachers might

describe their outcome as, "Today I'm going to show a video tape about Mexico." Or today "I want students to review the chapter on Mexico's struggle for independence with Spain." Success may be measured in terms of "survival": Did I make it through o.k.? Did it come out alright? Was my timing too far off? Do the students like me?

Using Saphir and Cower's (1988) construct, nested objectives, three types of teacher outcomes might occur at the activity level we describe above: 1) objectives about coverage - to mention or get said certain pieces of information; 2) objectives about activity - the goal is for the student to finish certain tasks; and 3) objectives about involvement - the objective is to engage students' participation or emotion.

Content Level: Teachers are interested in not only the activity, but they perceive this activity as enabling the understanding of concepts or content to be learned. Saphir and Cower classify such objectives as the mastery of academic knowledge of skills. For example, in the teaching of Mexican history, the teacher not only wants to show the video tape but also wants the students to understand the principal causes for Mexico's struggle for independence from Spain. The teacher's critical decisions focus on what students will know or be able to do as a result of this lesson and how that knowledge will be recognized and assessed.

Process Level: At this level, teachers are interested not only in this activity and in mastering the content, they are also interested in such processes as cognition, collaboration, creation and communication. These are strategies composed of independent skills and clusters of skills: comparing, contrasting, inferring, analyzing, synthesizing etc. A teacher of Mexican history, for example, might have students plan a research project to support their theories that the heroes of the Mexican Revolution were as courageous and brave as those heroes in the American Revolution. Students not only must present an exhibit demonstrating their understanding but must also develop criteria for working together effectively. Additionally, they must reflect on, and evaluate themselves both individually and collectively as to how well they met the criteria of cooperative group work.

Dispositions Level: At this level, teachers are interested in supporting students in internalizing or habituating the dispositions of life-span learning that transcend subject matter - persistence, risk-taking, restraining impulsivity, checking for accuracy, curiosity, and metacognition (Costa, 1991). For example, a teacher might be interested in building the students' metacognitive capacities: during the project on Mexican and American Revolutionary Heroes, students will consciously employ the skills of listening with understanding and empathy— paraphrasing, clarifying and allocentric thinking. An observer will be designated to collect evidence of group members' performance of these skills. Upon completion of the project, participants will be given feedback from the observer as to individuals' performance. Students will assess themselves about the effects of their listening skills, group collaboration and task achievement. While these individual skills might have been taught earlier, the emphasis now is on internalizing them as school-wide norms and other staff members would plan for these dispositions to be encountered and transferred across various disciplines.

Mind States Level: The teacher's outcomes in this lesson would be drawn not only from the knowledge base regarding the mind states of consciousness, flexibility and interdependence but also from the school's expressed values and stated mission. A teacher might facilitate student learning about mind states by having them analyze functional and dysfunctional groups. Students are invited to display the behavior patterns of each and then inquire as to the probable mind states from which such behavior would evolve. From these learnings the students draw implications and generalizations about the effects of cooperation and listening in life situations and the mind states necessary to achieve high functioning group work. One sixth grade teacher told us of using the mind states as lenses with which to help students overcome impulsive behaviors and master, through the development of efficacy, flexibility and consciousness, appropriate responses to stressful situations. (Oary, 1995)

Furthermore, the staff works to employ these same mind states as they make decisions, conduct meetings, parent conferences, provide instruction etc. The staff members themselves monitor their own mind states of consciousness, flexibility and interdependence; they gather feedback about their achievements, their effects on others and set continually higher standards for themselves.

5.5.11.9.6.1 Six Systems Interventions

1. **Aligning values with practices.** The most powerful of systems interventions is to produce clarity about core values. Such values begin with articulated beliefs about how students learn. The maturing organization will have explicated those beliefs in documents that drive conversations, decisions, assessment and reporting in all curriculum and instructional practices. Furthermore, such schools will maintain active committees to stay current with emerging literature and findings in this field in order to contrast and align present practices with those findings.
A parallel level of beliefs and values regard the community's expectations for students. Ultimately, this is a conversation that cannot be held by professional staff in isolation of its community. Rather, agreements about student expectations come from thoughtfully orchestrated and facilitated school community conversations in which maximum participation is sought and linked with what is known about learning.

2. **Linguistic Mediation**. A second systems intervention is mediation throughout the system at all its levels with all its players: individual teachers, administrators, parents, etc. To mediate is to interpose oneself between a set of learners and the environment and, through questioning and conversing, draw attention to data, the consideration of which, engages and transforms thinking and meaning. From such transformed meaning comes a re-examination of practices within the context of illuminated values.
One of the most powerful ways is through employing certain well designed language tools (Costa and Garmston, 1994). Mediators may employ non-judgmental questioning, paraphrasing and clarifying as powerful tools to diagnose and expand thinking to more encompassing, long range, overarching and broader outcomes.

3. **In-Servicing.** By this we mean directly teaching the concepts of these nested levels of increasingly complex outcomes described above. Such teaching may occur as a prelude to the work of any curriculum group, as a framing device in any deliberations about instruction and assessment practices, as a communication to parents about school goals, and in orientations for new faculty.

4. **Structuring.** Two types of structuring are possible: Organizational and logistical.
Organizational structuring, in which tasks and goals are timed and defined purposely so that teachers from diverse levels of maturity some at the level of content, others at the level of dispositions— must collaborate with each other in order to accomplish the task. The confluence of these multiple perspectives likely enriches the outcome thinking of both groups. Similar diffusion of knowledge and assumptions about learning occurs when teachers from different disciplines are paired in peer coaching partnerships, when they observe in each other's classroom, when they share responsibilities for student learnings or when they are assigned the same students for multi-year periods.
Logistical structuring occurs when the environment is deliberately constructed to produce certain forms of interactions. One high school in Edmonton, Canada, for example, constructed one departmental science lab for the entire school to be shared by all the science teachers and students to purposely structure connections between the sciences. In the Community High School District 155 in Crystal Lake, Illinois the superintendent's team of architects and educators purposely structured the new high school so as to embody the five mind states. They built flexibility into the very walls and passages of the edifice. They made it necessary for the staff, students and community to function in interdependent ways. They even interviewed and selected their architectural team based upon their display of these five mind states (Saban, 1996)

5. **Leadership Role Modeling**. According to Jick (1995), one of the fastest ways to create change in organizations is for leaders to change themselves first and employ public modeling. For example, leaders publicly state their outcomes in broad terms. Their explanations of why they are doing what they are doing are often embedded in the five mind states. Furthermore, leaders specify

behaviors they are working on, make public the rationale for choosing them, and ask others to monitor and provide feedback about the leader's skills and effectiveness and congruence with values driving the choice of using these behaviors. A special and potent form of leadership role modeling is public coaching (Hayes, 1995) in which a skilled cognitive coach publicly interviews a principal or a superintendent about their values, outcomes and plans for the organization. Such leadership, however, is not invested in a role or position within an organization. Rather, leadership is invested in many people at all levels of the organization as they perform their multiple functions of planning, coordinating, communicating, influencing, coaching, consulting and assessing (Garmston and Wellman, 1995).

6. **Assessing.** Teachers naturally assess outcomes at the same level at which they are operating. Working at the activity level, the teacher simply might be focused on the on-task or off-task behavior of students. Working at the content level, tests of skills and knowledge achievement to measure student learning will more likely be employed. Operating at the processes or dispositions levels may require multiple assessments: portfolios, interviews, performances and direct observation to assess student's development over time from multiple perspectives.

Since what is inspected is expected, thoughtful leaders will often design and report assessments at the level above where a group or individual is operating. Content focused lessons, for example, would be assessed in terms of their contribution to practicing processes or acquiring dispositions.

5.5.12 Media

1. The media is obliged to **report objectively, consistently, equally, non-pre-judging and non-discriminatory** (without censoring and without preferential treatment) based on relevance for their target group(s).

2. **Teaching/educational movies with entertaining elements** informing about the **latest technologies and their applications** in innovative products and services is the most recommended content.

3. **Media must make clear to the entire audience if/where they have conflicts of interests or are paid to do something.**

4. **Media must not advertise or promote things that are less desirable for society,** e.g., unhealthy habits, non-classical families, tax evasion, illegal activities, ...

5. All media (TV, internet, radio, newspapers, news, social media, etc.) **must support the objectives described in this concept** and will be scored and paid regarding NBV based on these criteria and other benefits.

6. All media must describe what is objectively the case (no nudging, framing, problematic simplifications, false narratives, fake news), be **science-based and objective – mainly making news and scientific insights easy to understand for different target groups**. False and propagandistic or emotionally charged information will be deleted and the corresponding medium must use the same space, time or length to instead divulge the objective unemotional truth.

7. Creating and **divulging narratives** is prohibited since they are mostly incorrect simplifications, outright lies, discriminatory, and serve mostly to do political or billionaires' propaganda.

8. The media shall also report on SWOT (strengths, weaknesses, opportunities, threats) in all areas and business ideas/strategies. However, **threats/risks** shall be put either into separate sections or into separate protected online areas so that only people who are emotionally stable enough to deal with this and/or smart and educated enough to contribute to solutions get access to it. Also if negative aspects could harm national safety or the future of organizations, its publication must be balanced against the interest of the public to be informed about that.

9. In no case must the **finding of one or a set of optimal solutions** be hampered by not discussing or even censoring certain aspects except for national security.

10. (Social) media **must not turn our human psychology against us** (e.g. manipulating people, causing fear of missing out, reducing attention spans, promoting hate, fear, other bad feelings,

lies, false narratives, nudging or divisive or unethical content) – except if decided so by a political majority due to an emergency – but never for profit reasons.

Rationale:

1. In the **COVID-19 pandemic**, in many countries politicians just wanted to get people to wear some kinds of masks and take some kinds of vaccine without looking at their effectiveness (to save time or earn millions by propagating lower quality products) and censoring data about their effectiveness and side effects also to avoid that people question these policies. However, as a result, **people became more skeptical and good/optimal solutions were not discussed and considered** like putting more people and energy into developing better vaccines, better masks and ensuring their quality, better tests, good air purifiers, good medications, optimal overall hygiene measures, efficient digitization, efficient economic compensations and incentives, etc.

5.5.13 Science-based Political System, Taxes, Benefits

1. **Upgraded governments** are only allowed to pass **new or modified laws** (just addressing problems on an objective basis along one of possibly multiple optimal solutions, depending on different highly probable future directions) and decide about **which of similarly good different options to choose,** with roughly equally good outcomes and are allowed to adjust weights or resolve conflicts. They must publish their weights (except for national security related issues) so that everybody can spot fabricated unrealistic weights leading to wrong decisions (e.g., due to corruption).
2. **Parliaments** shall only persist in smaller forms and/or be partially or completely be replaced by Wikis, weighing mechanisms for pro-contra argumentations, AI systems, judges and expert committees. Judges or judge-level legal experts and functional/technical experts shall be involved early in each legislative project which touches their competences.
3. **Any decision** that has an influence on the collective population and does not have a single uncontroversial objectively best solution identified by the AIs shall be taken through this democratic process.
4. Leaders, elites, managers, politicians or governmental committee members who can't explain their decisions in a positive or objective way, take advantage of others, lose face or their trustworthiness (false promises or exhibited an inconsistency between what they practice and preach) or are **corrupt, shall be dismissed immediately** and become blacklisted for all influential or leadership positions. They shall be personally liable for all damage done in such cases.
5. **Beyond objective strategies with laws and decisioning weights implementing them,** governments or politicians shall focus on **negotiative, collaborative and psychological skills,** especially for dealing with blackmailers, external politicians and external millionaires.
6. Everyone has the right to have **statements** made by **public officials be truthful**.

Rationale:

1. **Many political decisions are made from a position of hate, jealousy and corruption, to subdue people or for other negative reasons.** E.g., in the COVID-19 crisis, many EU politicians or bureaucrats only ordered vaccines very late - being incredibly lazy or due to *time-consuming negotiations regarding higher bribery payments* for themselves – letting hundred-thousands of people die and trillion-Euro-amounts of damage occur to the economies – wiping out much of the economic basis or the money saved for old-age pensions of millions of people and/or subduing them into low-paid permanent jobs at their rich friends' companies. Additionally, many politicians denied entrepreneurs compensation for their lost entrepreneurial wage or income although that would only have meant a few extra percent – much less than what they overpaid for their corrupt friends for face masks, corona test and vaccines. Thus, they taught the lesson that they cannot rely on politicians who they need most to trust in politics so they ideate, invest and innovate to get the economy out of the pandemic recession. Politicians were asked about

that but could not give any reasoning without negative thoughts or intentions like hate, jealousy or corruption. Politicians generally made economical aids extremely bureaucratic so they could announce large amounts of aid and look better – knowing they would never flow, i.e., **playing with the emotions and the fate of many** who had bet their financial future on this. On the other side, they were not careful enough to avoid the waste of billions of Euros to hackers and fraudsters.

2. **Loss of trust in leaders, especially politicians can lead to severe recessions.** E.g., due to not compensating the work of entrepreneurs, the responsible people can **no longer** be expected to be **taken seriously** when talking about fairness, solidarity, etc. The **disillusioned entrepreneurs** who are key for overcoming the recession will in many cases **not invest** but instead **consider bribing some decision maker(s);** like so many others obviously did successfully before. **Result: far less investments, job creation and innovation (always risky) and instead much more corruption.**

3. Politicians are often trying and also succeeding in **influencing and even controlling the mainstream media.** It is often sufficient to bribe a few top media managers. In COVID times, demonstrations were often completely forbidden or just allowed on such a small scale that nobody noticed them. Therefore, people could not antagonize/campaign against unjust, corrupt and discriminatory decisions of politicians. This shall not happen anymore by **restricting the abuse of power** by politicians.

5.5.13.1 Political Goals

1. **Maximal ethical value creation for society** and its citizens (maximal efficiency, minimal waste of money/time/resources, chicane or abuse of power/crime), i.e. overall prosperity in all categories of the six capitals framework in peace.

2. **Wellbeing and happiness** of the population, allowing everybody to become the best possible version of themselves and reaching their maximal potential.

3. Efficient ethical **global cooperation and development**.

4. Inviting, assessing and using all scientific, socio-economic and **innovation ideas without prejudice**. Allowing de-centralization as a way to distribute power and minimize abuse potential and evolve principles in fields like ethics, psychology, efficient collaboration, etc.

5.5.13.2 Governmental and Governance Principles

1. All organizations, their employees and all citizens/visitors must be **completely objective, open, ethical/fair** and **compassionate** regarding all considerations, laws, rules and actions. Especially, governments and administrations must see themselves as servants to society that are not allowed to abuse their power, become complacent/superficial/ignorant or turn vicious with e.g. chicane/crime/corruption, hidden unethical agendas.

2. A (supreme or constitutional) court as well as regional courts shall serve as **checks & balances** together with an independent executional force (police etc.). Also competing expert teams and AIs shall serve as another level of **checks & balances.**

3. All **public services shall be as lean and efficient as possible** and avoid the fallacy of (extreme) expensive/slow bureaucracy, possibly spending much on lawyers to help them with their bureaucracy quagmire and then using emergency rules to use/buy an overpriced solution/service/supplier that might even be corrupt.

4. **All applicable decisions and all staffing of positions (already in parties/NGOs) shall be based on objective structurally weighted criteria**, i.e. which criteria are key or which qualifications are required, what their weight is and what are exclusion criteria. More advanced data science/AI based models with ethical fair future projections of development paths etc. are also acceptable but care must be taken that predictive techniques are applied equally and are not unfairly

abused. Everybody must be told which strengths/weaknesses were seen in them so that they can act accordingly by qualifying themselves (suing is not possible if the organization tried to be as objective as possible but organizations must consider in a least one round the arguments of the applicants after receiving their feedback and again give feedback or consider the candidate with the new knowledge). Also why variants/scenarios were or were not considered with which weights and reasons must be made public except if national security stands against that or if AI techniques are not fully explainable but by all means and criteria can be considered as objective and non-biased as possible.

5. **Political discussions** shall no longer be around problems which have one objectively good solution. Instead, they shall be around
    a. What are the **relevant decision factors (MECE** – mutually exclusive and collectively exhaustive, or with explicit overlap modelling) and their weights.
    b. What to **prioritize** and why in cases of scarcity or ethical challenges.
    c. Best **action or reaction strategies** based on input of AIs, science and contributed ideas that are assessed in the same way. Mainly the weighting and exclusion factors should be discussed.
    d. **Where to start, which order to use** (e.g. to prime the economy, which company/organizational or private factors should be incentivized in which order)? Classical question: Should rather companies get more money to invest/innovate or citizens to buy/educate themselves/innovate?
    e. **How to weigh and react to scientific evidence and especially new insights** (like e.g. new coronavirus mutations and insights about them/how to fight them). Weight don't have to be discussed as integer or percentage values, also (partial) rules like these can be made: x is n times more important than y / x is n% more important than y, the top n important factors are in this order ..., the combination of ... must not have a higher value than ..., if rounding should be done upwards or downwards, etc.
    f. **Which principles and goals** are established, why and how they are prioritized.
6. **Night watchman state:** Governance bodies should concentrate on **optimizing SWOT** (strengths, weaknesses, opportunities, threats) and accommodate the dynamism of global markets and advancing technologies.
7. Governance bodies should work closely with the AI teams to **proactively, efficiently and balance** between visions and (hidden) interests **optimize SWOT**.
8. Governance bodies shall play a specific empathic role centered on **boosting average incomes, net buying power, wellbeing, mass flourishing, the society's productive potential** (by building and maintaining broad infrastructure to support an open economy) and on **advancing and maximizing opportunities for all ethical actors in the economy, i.e. raising the economy's potential** (by pushing not just innovation and healthy competition but also the *ability of individual citizens and communities to compete* as change occurs).
9. Governance bodies **shall minimize all unethical developments** like widening financial/income/wealth inequality, crime/corruption, unfair advantages, etc.
10. Governance bodies **shall optimize research spending and high-impact investments regarding the expected economic value of research results over longer periods** that ideally shifts the scientific and technological frontier and fund the spreading of the benefits of those advances throughout the economy. To that end the full range of data science and machine learning methods including actual vs expected result comparisons on all levels must be taken into account.
11. Governance bodies **shall help people compete in the changing economy** by offering block grants to community or online colleges/universities, creating individualized reemployment accounts to

support reentry into work. These proposals are not cheap, but they are much less costly and more tightly focused on helping individuals adapt than simple social-spending increases.

12. Governance bodies **shall promote healthy competition and avoid/limit monopolies.**

13. Governance bodies **shall help and be spending money for investments during economic crises** to forestall greater catastrophes but ideally would **avoid/prevent serious recessions and economic crises.**

14. There should always enough **empathy and practical support be organized that people and communities are not left to their fate.**

15. **Allowing critics and alternative thinkers** to discuss and try out their ideas to possibly later integrate the best insights and results. Alternatives should be allowed and thus resilience be increased where this doesn't cause any bigger damage or risk. **Totalitarian attempts to take over or abuse power** shall be anticipated and prevented as much as economically viable.

16. All governmental functions must stay **fully controllable and amendable** any time for everybody or at least in a layered or circular approach: High security or national security could be the highest level or innermost field only controllable by trusted experts, but also those with deviant opinions. Other layers/circles would then be accessible to increasingly bigger groups of experts.

17. Decision makers and other people in power must accept a **rotational system** (exchanging some people and/or entire teams e.g. after a task is done or after relationships have deteriorated or the innovation or efficiency levels go down) and **permanent monitoring** regarding many aspects to **prevent abuse or the turning evil of the relatively centralized system and they also have to accept being tested and answering questions**:
    a. Their contacts and friends are analyzed regarding possible conflicts of interests and corruption potential. For bigger rotations, the entire network of people would be exchanged.
    b. Levels of competence, knowledge, understanding, creativity.
    c. Psychological factors like inner state, behavior, openness, and willingness to explain and to accept criticism, dysfunctions e.g. towards arrogance, mania, pride/hauteur, belittling others, anti-social disorder or the dark triad (narcissism, Machiavellianism, and psychopathy).
    d. Willingness to invite, weigh and accept critical and innovative advice from different types of people and angles and work objectively with it.
    e. Signs of non-objectiveness, unfairness, mobbing, lack of compassion, hidden agenda, preferential treatment of some people or organizations, prejudice, impaired judgment,...
    f. Ability to justify all major decisions objectively.
    g. ...

18. Immediately when facts appear that prove or make it probable that decision makers or people in power **abused their power**, didn't tell about personal conflicts (of interest), are responsible for financial or personal bodily harm, killed or harmed people, contributed to starting a war or other unethical deeds, they **immediately are removed from power** – minimally having to take a time off until the details are clarified. When the unethical facts possibly involve their network, then **all people of their network** must be removed from power immediately, also people in higher positions (at least temporarily) that might be affected.

19. **People in power (also when in commissions) have to rotate**, **accept advice from or defend themselves publicly against** objective arguments by expert teams (typically empowered by AIs). If nothing like national security speaks against it, these arguments must be published. **Political continuity** is achieved by making as much as possible be part of a strategy and not allowing strategies whose implementation has started to be changed except for special things like big

events or insights (that something doesn't work as well, preconditions are not met, the majority opinion has changed due to insights, scientific insights, ...).

20. **Several rotating councils of decision makers** with expert and AI support shall take important (top level) decisions like e.g. the Swiss Council of Seven. Decision makers should ideally represent the different stakeholders involved in decisions and never may vote or decide if they have a possible personal conflict of interest. There should **ideally be 3 or more teams of around 7 top decision makers** each that take turns (e.g. a week and one or a few topics for each time with other teams having overlapping topics to work on - as control instances when not active - and being able to step in anytime) to avoid corruption/bribing, personality cult or turning evil of the government. The members of one team must not be friends with members of other teams and must act independently and may not coordinate except for the exchange of purely scientific facts to the other teams (no personal exchange) without opinions about them. However, the members of the teams may reflect the party's percentages or just the majority (forming the government) in the last elections – in each team or over all teams.

21. **No personality cult or advertising** around single people is allowed to e.g. make them more important and influential – also not by the media. Instead, it always must be stressed that especially the highest decisions are always a group effort and that each politician just received the honor to serve their country/community due to their competences but can be replaced.

22. Depending on the **level of corruptibility** (e.g. how intensively organizations try to bribe or blackmail), the **members of the councils shall be kept secret** (to the public and those who might want to influence them) and shall be recruited also from any types of organizations where experts exist – also to make it unpredictable which people actually take the decisions. Of course, all these teams would still be fully monitored, i.e. not stay anonymous to those who need to know this for their work.

23. **The AIs and their expert teams** must be independently developed and are encouraged to use different techniques (to develop different fields of strengths if they can't be universally strong and to not be hackable or manipulable in the same ways) and ideally be maximally ethical and explainable. This way they can also find indicators of **conflicts of interests or unethical intentions or actions**. If one of the teams does find such indicators, then the affected politicians are swapped –at least for a while until the critical decisions are made by others.

24. **Correct and complete information/news** shall be distributed (except around national security) – by officials and media - similarly to control information with additional categories for
    a. "**bottom line advice**" (recommendations to citizens what to do, e.g. "Currently the COVID-19 vaccines are all outdated, but with the next update they'll probably be recommendable again"),
    b. "**expert details**" (e.g. how protein folding can go wrong for COVID-19 vaccines),
    c. "**possibly worrying details**" (e.g. the probability of adverse effects from COVID-19 and the vaccines and why they occur).

25. **Propaganda or censorship to maintain (false) narratives** or (naïve) attitudes should not be used (except extreme circumstances like national security), e.g. telling people to get vaccinations even if they are outdated and provide more disadvantages than advantages (negative NBV for the population).

26. **Disinformation** shall be fought in all forms but not in too generalized form, e.g. censoring all information about adverse effects of vaccinations or complicating/making it harder/not paying for reporting adverse effects.

27. If a government or governing body uses against people with different opinions **censorship, data manipulation, propaganda/false narratives, oppression, discrimination, crime or complicates getting neutral information/scientific evidence for others (except for national security**

reasons), immediately a new government shall be formed (with higher percentages for hitherto oppositional forces) and it shall be dissolved as soon as the new government is ready to fully take over.

28. **Direct decisions:** To speed up decision processes and minimize bureaucracy, a country's president and ministers can directly make decisions in their fields of responsibility and order immediate payments (e.g. in case of natural disasters). The condition is that everything related to the decision is first checked by the AIs for conflicts of interests and all relevant documents and the reasons for the decision are published so that anybody can see that no corruption or nepotism is involved. An independent body (a court or decision committee) should exist to propose rules for such decisions and to possibly overturn bad decisions.

29. **Assessment, evaluation and replacement criteria like in the private economy:** People who work well get more speaking time, get heard more, more memberships and maybe even more vote weight or get invited to additional committees. Underqualified people, underperformers or badly behaving politicians get fired or their payments reduced. Politicians must also qualify themselves continuously, especially regarding new technologies, insights and new ethical principles and pass exams.

30. No abuse of crises or use of media campaigns – regarding attention or inattention – is allowed to **redirect billions to billionaires**: All government spending must be efficient and ethical.

31. Grants and industrial politics must in each phase **consider possible conflicts of interests between these organizations and the common good**. It must be avoided that organizations realize benefits or profits at the expense of society, e.g. by selling sub-optimal or too immature solutions.

32. Generally, the political system shall try to reduce as much **opinion as possible to facts, valid interests, valid world views, different valid beliefs or priorities**: This should then be **modeled in software/AI** to efficiently be able to weigh the valid interests of the various groups while considering SWOT (strengths, weaknesses, opportunities, threats) of decisions and their possible impacts. The **valid world views, different beliefs or priorities** manifested in elections could automatically be applied to possible decisions to amend/improve the suggestions to be more objective, efficient and future safe and to quickly get towards possible conclusions/decisions/laws. E.g. minorities like indigenous people or religions might get certain rights (e.g. permission to do classical hunting, special religious ceremonies, etc.) and those might require certain measures to educate people, protect nature, etc.

33. **Decisions/laws** could be made that either
    a. represent the **entire political spectrum** or
    b. the **current majorities** or
    c. certain **innovative masterminds/experts**/successful entrepreneurs or managers (e.g. based on KPIs and representative ad-hoc polls)
    d. certain **trailblazing strategists** (e.g. based on ad-hoc political discussions and ad-hoc polls)

34. Also **short and long-term ripple effects** shall be taken into account for all strategies and decisions, especially by not optimizing how to maximally exert one's current power or exploit others' current weaknesses but towards a maximally ethical and efficient coexistence for the entire future. E.g. too much bureaucracy leads to undercover/covert ops, holding down Russia played a role in how it instrumented social media, psychology, fake news, undercover ops and war against others. Similarly, after sleepwalking in WW I (World War I), Germany had so bad conditions that frustration, hate and a fascist ideology led to WW II.

35. **Elections could be held dynamically** and possibly digitally with a *secure digital identity* when important ideas or strategies have been proposed or (strategic) decisions should be taken. A certain (online/digital) **quorum** of the general population or a smaller quorum of experts/politicians would be sufficient for that.

36. **Elections** could and should contain various types of **questions**:
    a. **Classically**, which **party or candidate(s)** to elect including options for cumulating votes/points or cross-voting.
    b. Which **set out of competing valid priorities** to endorse, e.g. in what to invest, what to research, ...
    c. Which masterminds**/experts**/successful entrepreneurs or managers to give the lead for various topics in which they excel.
    d. What **types of topics to push forward** over the next months, e.g. with in-depth public discussion of possible solution strategies.
    e. Which **types of strategies** to work on?
    f. **Which strategists** to give the lead regarding their fields of expertise.
37. **Invalid/unacceptable** are e.g. everything that is incorrect or very improbable according to science or probably won't work; overly divisive; stirs up conflicts, hate, crime or unjustified fear; has likely a negative NBV.
38. To **guarantee continuity**, strategic plans and decisions shall be created, be documented in detail and in a structured form (so that different strategic parts and ideas can easily be combined or adapted) and voted upon by all decision makers, i.e. all teams. The actual implementation then depends on the consequences: Disputed or risky decisions require more checks and agreement, e.g. by getting the majority of other teams. Furthermore, strategies shall be proposed as such and be voted upon as such and be documented. Of course, any decisions will be documented and the decision makers are asked to decide as consistently as possible with past decisions, especially regarding **investment safety** for entrepreneurs/organizations.
39. The political system can be **either federal or centralistic** but the latter is recommended for higher efficiency. A centralistic system must have a fair representation of the interests of all regions and citizens and must offer local authorities so people can easily go to authorities and deal with them on a personal level – also to *appeal* and thus to *minimize the number of court cases* which should only be a last resort. Of course, most of these services should be offered online and be (partially) automated.
40. **Lobbying is forbidden**. Industry experts can hold presentations, but only online or neutrally to several people of possibly involved teams in the decision making and opponents who are supposed to ask critical questions. Knowledge about possible solutions is centrally collected in the knowledge base, possibly with stricter access control if the information is under NDA (non-disclosure agreement) or otherwise sensitive. People with commercial interests or conflicts of interest shall not get the contact data of decision makers and shall not talk directly to them except in general presentations. Decision makers are supposed to send them critical questions in an anonymized form, e.g. through a secretary or functional mailbox or anonymizing voice/video gateway.
41. **No stage and no power** must be given to power politician type of people or people whose behavior is significantly influenced by negative personality traits like egotism, arrogance, need for recognition/to be seen, narcissism, Machiavellianism, psychopathy, neuroticism, aggression, vengeant, resentful/vindictive, prejudiced, superficial, IQ or knowledge below the top 5%, ADD (attention deficit disorder), etc.
42. **Representation of the government / spokespeople:** Different options of having spokespeople who explain politics and who participate in (international) negotiations are recommended:
    a. A spokesperson for each decision team or one for several or multiple spokespeople (rotating) for a team.
    b. A spokesperson for each topic / field of expertise or type of negotiation partner.
    c. A spokesperson for each strategy being implemented, then ideally handling all aspects of that strategy – possibly with further experts / spokespeople.
    d. Decision makers should normally not be spokespeople except if they have no conflicts of interests accept more complete monitoring for bribing/taking unfair advantages, etc.

43. **Voting can and decision making shall be restricted** to competent suitable people regarding all relevant criteria who might be required to prove their IQ and knowledge in tests. However, that must not be used to discriminate people who don't meet these criteria regarding the decisions made. I.e. people who can't be good decision makers, experts or politicians still might be or become excellent in other professions.

44. Influencers, artists, actors or other **people with big reach** are not allowed to take a political position publicly except if there is an additional mechanism that makes sure that the voters in average tend to hear all relevant arguments and positions. Alternatively, they can refer to political decisions that should be taken, to urgency or ask to contribute in collecting arguments, evidence or proposals for such decisions online. Such decision preparation and online presentation in the end when voting has to be neutral and complete (considering all legitimate arguments from all sides, MECE style).

45. **Decision makers** never get **immunity**, but accusations against them must be screened by special teams to cut through hate-based false accusations but prevent people from acting unethically as early as possible.

46. **Only humans** (or more intelligent biological beings) **have voting rights**, but the legitimate interests of all entities (including animals, nature, etc.) will be considered.

Rationale:

1. Parts of these principles are based on "Glenn Hubbard: Even My Business-School Students Have Doubts About Capitalism"[72] which offers more explanations and context.

2. Night watchman state: Hayek and Friedman were Nobel laureates who believed that a government large enough for top-down economic direction inevitably unduly will limit individual liberty.

3. Power corrupts quickly. Therefore, power must be divided, completely controlled/audited and rotated.

4. Expanding governments often lead to more bureaucracy, corruption, lack of innovation and higher tax levels, c.f. Germany/France/Italy/Greece from 1990 - 2020.

5. Speed and quality of decisions should be optimized while the risk of abuse or corruption is minimized.

6. A lack of "mutual sympathy" for people (e.g. whose career or community have been disrupted) undermines social support for economic openness, innovation, and even the economic system itself.

7. It is not useful to have politicians acting like roosters, being arrogant or even engaging in cock fights. Instead, modest competent servants of their countries/societies are required to make objective decisions.

5.5.13.3 Avoiding political Inefficiencies

1. **AIs shall be used for quickly suggesting/finding possible compromises** between different political positions and convictions while considering party percentages and/or voter opinions and all objective criteria. Politicians and people discussing shall give detailed feedback why they would not want to consider certain compromises if that is the case.

2. **The division of power or governmental organizations must never block or reverse each other's decisions within few years** without new evidence or different vote results due to different opinions on that subject.

3. **Parties must offer complete party programs with concrete proposals like in this document and with complete financing**. They may refer in parts to text books or party programs of other parties if they don't have specific positions. They may also override these parts with specific principles or weights of their own. It is neither allowed to present just fuzzy ideas (e.g. improve

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[72] https://www.theatlantic.com/ideas/archive/2022/01/mba-students-against-capitalism/621117/

livelihoods, create jobs) nor to leave out financing. Parties with such programs are not accepted to elections. An average voter must be able to understand which concrete strategies, priorities and steps each party proposes.

Rationale:

Political inefficiencies and problems: Little trustworthiness, gerrymandering, pressurizing and counter-pressure, gridlocks, media synchronization, gridlocks/blockages, reversing each other's politics, growing role of money with many negative effects (higher entry hurdles, moral obligations, high time investment, questionable business relationships, nepotism/corruption, ...), adopting more extreme positions to get heard, conflict-prone systemic relationships, difficulty to pass new law even if urgent or objectively right, insufficient accountability on all levels, consistency in legislation and foreign relationships beyond electoral periods, too much power of lobbies, blackmailing with secret knowledge, disliking each other, lack of cooperation and looking for the common good.

Relevant literature:

1. https://www.hbs.edu/competitiveness/Documents/why-competition-in-the-politics-industry-is-failing-america.pdf Katherine M. Gehl and Michael E. Porter: WHY COMPETITION IN THE POLITICS INDUSTRY IS FAILING AMERICA
2. https://pdfs.semanticscholar.org/fec1/e49d105c3706e903c68ecc4f89ae8d70c9c8.pdf Summary of Philip Kotler, Confronting Capitalism (2015) & Democracy in Decline (2016)
3. https://www.amazon.com/Confronting-Capitalism-Solutions-Troubled-Economic/dp/0814436455 Philip Kotler: Confronting Capitalism (2015)
4. https://www.amazon.com/Democracy-Decline-Philip-Kotler/dp/147398050X Kotler: Democracy in Decline: Rebuilding its Future
5. https://www.foreignaffairs.com/articles/world/2016-06-13/democracy-decline Democracy in Decline | Foreign Affairs
6. https://www.vanderbilt.edu/lapop/ab2016/AB2016-17_Comparative_Report_English_V2_FINAL_090117_W.pdf Democracy in Decline
7. https://www.amazon.com/Bullshit-Jobs-Theory-David-Graeber/dp/150114331X Bullshit Jobs

5.5.13.4 Taxes

1. All citizens can separate their **financial flows into consumption and investments** whereas the latter shall be taxed much lower since they serve the common good. Consumption may of course only be done from the higher taxed consumption budget.
2. If politics wants to **reduce wealth differences**, then it would mainly **tax inherited money**, assets, company shares, etc. Hard work and ingenuity should not be punished too much through taxation.
3. Taxation may only be increased if a valid scientific rationale is given, e.g., to fight a crisis, finance an important innovation, etc. Politics must **minimize inflationary** (inflations/deflations are to be avoided), **added bureaucracy** or even **corruption-related cost increases** and should cover higher costs from just the additional received tax from the growth of the economy.

Rationale:

1. Increasing taxes or deductions should be a last resort.

5.5.13.5 Monitoring- or Declaration-based Taxation

If some **monitoring** is necessary or accepted on an individual level, then it should lead to as many **additional benefits** as possible:

1. The top (risk of bribery/abuse) and bottom end (convinced criminals) of societies shall have to accept **additional monitoring**. Others may **accept some degree of monitoring** to get the **benefit of automation** out of it like not having to do a tax declaration or having to fill reports, since the

data can be seen from the analysis of financial transactions and the analysis of the invoices sent over e-mail or messengers.

2. Regarding details that cannot be analyzed automatically, e.g., in how far expenses are profit-related, then **additional questions may be asked** by the AI or monitoring system (e.g., as a questionnaire).
3. Similarly, the **spread of germs** can be traced and controlled through monitoring of e.g., doctor visits, prescriptions, payments if people opt in or if a health emergency like a pandemic requires it.
4. Optionally, a **social credit system** can be used – also with opt-in possibility. This may be made mandatory for convicted criminals.
5. The **good deeds** of people noticed by monitoring shall lead to more NBV and/or higher scores in the social credit system if such a system is used for the relevant person.

Rationale:
1. Many people think "**I have nothing to hide**" and thus might like to **benefit from the advantages** of some monitoring.
2. After having agreed to some level of monitoring that should **deter people from breaking the laws** in weak moments.

5.5.13.6 *Participatory Politics / Citizen Participation*
1. People shall be allowed to **report needs in an IT system**, e.g., having food delivered when they're infected in times of a pandemic.
2. A big visual **Wiki (stigmergy, stigmergic knowledge accumulation) and intelligent search engine shall be provided for everyone for free.**
3. As described above, a **Liquid feedback[73]-like system for political opinions/voting shall be provided for free.**
4. Techniques like Prof. James S. Fishkin's **deliberation forums** and **deliberative opinion** polls[74] or Peter C. Dienel's **planning cell** (originally in German "Planungszelle"[75]) should be used for people interested in participating and who have (digitally) registered their interest (due to normally low participation rates). If there is **more interest in participating than positions**, then qualifications (discussed topics, factual qualification, collaborative, negotiative, diplomatic, communicative or presentation skills), position in the political spectrum, acceptance/respect in the community and risk of getting adversely influenced/corrupted shall be considered.
5. If time permits, then **all fact-based influencing factors/views** shall be considered, reduced to base facts and causal chains, incomplete, outdated and incorrect views be addressed, manipulation and propaganda be identified and the decision factors be documented and optimal solutions shall be sought, like it is typical in Switzerland. This process requires not just factual but also collaborative, negotiative, diplomatic, communicative and presentation skills – of course not everybody can have all these skills.
6. A **Liquid feedback[76]-like system for identifying and discussing political opinions/voting** shall be provided for free.

Rationale:
1. Crowdsourcing ideas and inputs leads to **completeness and high citizen satisfaction.**

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[73] https://en.wikipedia.org/wiki/LiquidFeedback, https://liquidfeedback.com/en/
[74] https://en.wikipedia.org/wiki/Deliberative_opinion_poll
[75] https://de.wikipedia.org/wiki/Planungszelle, https://www.planungszelle.de/
[76] https://en.wikipedia.org/wiki/LiquidFeedback, https://liquidfeedback.com/en/

5.5.14 Science: Academic and Commercial Research flowing together

"I think that only daring speculation can lead us further and not accumulation of facts."
- Albert Einstein

In many countries, especially in the EU, academic research results do not help the economies much – the cost-benefit factors are not great and in innovative fields like AI, only the USA, China and the UK are leading and are relatively efficient. It is clear that some research fields like reduction systems, genetic algorithms and theoretical computer science will not bear much commercially usable fruit and can be reduced or given up for now (until maybe other insights from genetics provide convincing input to genetic algorithms). On the other side, several likely future innovations require a solid scientific foundation that should be laid today and only once basic technology or IT libraries are developed (which typically comes with too much risk or can't be profitable because commercialization is too far away), will their use become profitable, e.g., around eXplainable AI (XAI), ethical AI, (labeled/categorized) training data, etc.

As suggested above, doing a **depth-first search** along multiple commercially promising directions is one such solution. Individual experiments in e.g., biohacking, telling others about them, get validation and only then backing up findings scientifically with public funding can cut costs.

1. Analysts/AI shall look for **long-term, mid-term and short-term trends, opportunities and risk**s – always with an eye on **commercial applicability** and prioritize and fund research on that basis and awarding NBV points if research eventually gets turned into something that's beneficial for society**.**
2. **All factors shall be considered objectively** and biased focusing or funding shall be avoided/minimized. E.g. in global warming, also non-human causes shall be considered.
3. Organizations and individuals are encouraged to **do small-scale research and tests and to enter their results into a central Wiki** to be checked by others, eventually be validated by science and awarded NBV points.
4. R&D and scientific research shall be **assessed regarding actual vs expected outcomes** and that shall be a factor in assessing the probability of useful outcomes for future projects and their financing.
5. All **science and R&D funding assessment** shall be done by the AI systems optimizing and balancing long-term vs. short-term outcomes. In case of a crisis, short-term positive outcomes shall be favored.
6. In all fields, **academic and commercial research is either combined** (single teams with individual members working with a more long-term horizon, others more short-term getting advice from their colleague what might be important directions, e.g., to keep the IT architectures open and flexible towards these directions) or – less recommended – at least **more theoretical and practical teams collaborate and ideate together**.
7. The AIs facilitate **cross-functional ideation, cross-ideation** (when working on/thinking about multiple topics) and generally **cross-fertilization** (e.g., recommending papers, insights, tools, libraries, lines of thought), especially where innovations seem possible. This can e.g., be visual group flow ideation sessions.
8. Any **research results and all non-trivial hypotheses** shall be entered into a hierarchical wiki structure. Results shall also be written as text book content and be inserted into the correct hierarchical location of a text book wiki like Wikibooks or Wikipedia.
9. **AI/NLP software** shall be used to identify relevant ideas, hypotheses, research results and gaps and to completely publish those insights.

Rationale:

1. **Science/R&D shall be done far more efficiently** since it is expected to be the **key driver of future growth.**
2. **Inefficient science/R&D** on a large scale could lead to the **financial breakdown of a society.**
3. **Half of the research papers** – even if successfully peer-reviewed - **are read only by their authors and journal editors** and **90 percent of papers published are never cited.**[77] Even if they are cited, that is often just due to friendship, blind following or being a member of citation circles. Probably more than 99% of cited articles are never successfully implemented commercially or put to any net beneficial human use. In effect, expensive research funded by the public is often not considered and thus money is wasted. On the other hand, many gaps remain and progress is slower, because researcher do not find or consider relevant previous research. This can be improved with wikis and NLP software.

5.5.15 Minimal Bureaucracy but dynamic innovative Risk and Opportunity Management

1. **Bureaucracy shall be minimized** and can be partially replaced by monitoring techniques if people personally agree to this.
2. However, there shall always be **enough (automated) control mechanisms to minimize unethical behavior, nepotism or crime.**
3. **Whistleblowing regarding criminal behavior** is **legal and desirable** – but false accusations or defamations shall be punished seriously.
4. **An AI-based risk and opportunity management** based on future **scenario analysis** shall be used for all aspects to optimize outcomes.

Rationale:
8. Economic performance shall be optimized.

5.5.16 Complete Digitization, IT, continuous Analysis and Improvement

1. Society shall **embrace innovation in general and specifically in IT** to become more efficient in every respect and to build the basis for the analytics, AIs and assessments.
2. **Data protection and information security (cybersecurity)** shall be maintained at a high level, e.g., using **redundancies, complete traceability and auditability** and (open source) security operations center **(SOC) technology** – technology that can detect malware and hacker attacks in real time, block and trace them back.
3. **Only required information** for these processes or for analytics shall be collected and, as much as possible, shall be automated including automatic data exchanges, consistency and fraud/abuse checks.
4. **All data shall be subjected to fraud/abuse checks** and may be used for **machine learning/AI** in pseudonymized form – or if necessary, in original form but well-protected using state-of-the art cybersecurity.
5. **All experience and outcomes (e.g., from projects) are completely and continuously assessed, analyzed** and used as input for improvement processes leading to **continuous improvements regarding all processes and scientific insights.**

5.5.16.1 Administrative Processes, Reduction of Bureaucracy

1. **All administrative processes shall be completely digitized** with non-digital requirements only allowed to prevent fraud, e.g., having to appear personally, give medical tests, do exams, etc.
2. IT/AI/technology in general shall be used to maximally **fight illegal behavior, crime and in particular corruption.**

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[77] https://www.smithsonianmag.com/smart-news/half-academic-studies-are-never-read-more-three-people-180950222/

3. All certificates, school/university reports, work reports, CV, references (and possibly negative aspects that could endanger project success like sabotaged or failed projects, untreated personal deficits, untreated psychological issues), and any official documents shall be held in a **central digital notary service** whose information is made available to business partners, authorities and for staffing/job applications upon request.

5.5.16.2 Unbureaucratic (Personal) Data Protection

1. Everyone has the right to **digital self-determination including data sparsity (data is stored just for legitimate purposes)** and the right to be informed about data stored about oneself and the right to be forgotten.
2. Organizations do not need to show more than the relevant customer data and describe the employed processes or architectures on a high level and outline their cybersecurity measures. Authorities may audit this. Overall, **much less effort and bureaucracy than with EU GDPR** shall be required.
3. Each organization must use **AI-based real-time attack and malware detection tools** with real-time defense capabilities – a so-called **SOC** (security operations center) both at the perimeter and inside its networks).
4. Authorities shall publish **minimal technical security and data protection standards** like having to use an SOC realizing given detection and blockage KPIs.
5. The **exploration or manipulation of people is prohibited**. **Violations** (even if through hackers) shall be detected, published and penalized.
6. The protection of personal data **never must be in the way of innovation or delay crisis response**, i.e., it can be made second priority if there are more important goals.
7. Each citizen has the right to have his/her **data deleted** when no longer needed and that only **required data for legitimate uses is stored about him/her and that these uses are always made transparent to the users**.
8. **Data protection** shall be executed in a way that **maximizes the cost-benefit ratio**.

5.5.16.3 Standardization/Reusable Components like Lego Blocks

1. Each scientific or business (sub)domain shall be **completely standardized** as far as it makes sense and as early as possible – ideally when inventing or prototypically testing (pioneering) it.
2. No organization may produce **vendor-lock-in** through e.g., proprietary or even secretive mechanisms (except to compete outside PerCon Flow).
3. All **hardware and software** shall be organized into **modular blocks**, e.g., Lego-like-blocks so that components are maximally reliable, easy to (dis)assemble, repair, to recycle, upcycle and upgrade/modernize while being fully documented.
4. The (dis)assembly or combination of **hardware and software components shall be as easily automatable as possible to optimize efficiency.**
5. **Data models, database models, service APIs** (application program interfaces) shall be standardized based on what are the best data storage, information and control flow models for each industry or domain based on domain engineering. Organization-specific adaptations or those for several organizations shall then be made on this basis. All models shall be kept extendable, e.g., allowing IDs or inherited classes with virtual methods where external references are likely for the future. Database models (entity-relationship or ER models) should be brought into the third normal form or higher, except for big data applications where de-normalized forms are often more favorable.

5.5.16.4 Systematic Use of Data for Machine Learning and gaining Insights

1. All **data created shall be made available for data science**/machine learning/AI at least for the internal AI system but personal data shall be pseudonymized or be replaced by data in an equivalence class (as e.g., done by Apache Atlas[78]) while minimized all types of bias.
2. Data and AI shall only be used for **ethical** reasons and should be **explainable**.
3. **Experts** regarding the data, dependencies and the underlying subject matter shall be made available to guide the **labeling and the explanation of data and analytical hypotheses and possible data relationships**.

Rationale:

1. This is required for **optimal data science/machine learning/AI.**

5.5.16.5 Systematic Real-time Prevention and Detection of Malware, Hacking, Abuse, Fraud, Money Laundering

1. **Malware, Hacking, Abuse, Fraud, Money Laundering and other unlawful or contract breaching activities** shall be systematically **prevented and detected** by using AI-based software.
2. **AI systems shall be scored based on their KPIs**, i.e., the confusion matrix values of their algorithms.
3. **AI systems shall be based on an as complete as possible semantic understanding** of the underlying IT, network or financial transactions and subsystems shall be aggregated into the overall systems to provide a complete picture.
4. Comprehensive detection mechanisms shall be able to **detect high percentages of imaginable new types** of attacks, fraud or other illegal activities.

Rationale:

1. **These activities lead to economic inefficiencies and are illegal.**

5.5.16.6 eHealth

1. **All medical data** (patient conditions, key medical data (blood group, diagnoses, medications, intolerance, interventions/surgeries, complications, self-provoked conditions, ...), tests, treatments, costs, evolution/results of the treatments) shall be stored in standardized formats for each patient and for all medical processes in hospitals and practices in a state-of-the-art secured form, ideally centrally or decentralized with several copies.
2. Hospital, practice, pharmacy and insurance software **must check this data for health dangers, sub-optimal treatments and possible fraud.**
3. **All medical data that is relevant for society** e.g., due to novelty or relevance regarding not fully researched questions, **has to be made available to accredited research providers** – if acceptable pseudonymized – otherwise in original but with state-of-the-art cybersecurity in place.
4. **Reimbursement is directly done fully digitally between care provider and insurers or the state.**
5. **Care providers are responsible** for telling at least the rough amount +/- 10% of **which costs might not be reimbursed,** enter this into the medical file and are liable for this, i.e., when the reimbursement is lower, they pay the difference.
6. **Unhealthy activities or medications without benefits are prohibited**. E.g. smoking is forbidden since it accounts for a million of deaths within a few decades and has not benefit except for the producers.
7. **Classes of medical treatments:** Latest high-tech **first-class** medicine (e.g., personal genetic cancer therapies) may be too expensive or too much effort to provide to everybody and for costly life-span extensions a system is required to assess who is allowed to benefit from it:

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[78] https://atlas.apache.org

a. Politics should set a **percentage of the GDP** (gross domestic product) **used for healthcare** in normal situations and in crisis situations (pandemic, war, etc.).
b. As far as possible within the budget, **everybody should receive optimal medical treatment**.
c. People paying more or with a social scoring credit above a threshold may benefit from **first-class medicine;** if that is too expensive or comes with too much effort to provide it to everybody additional payments shall be used mainly for **medical research**.
d. For **optional life extension mechanisms,** a set of criteria around merits, past and expected future NBV, medical conditions through avoidable negligence, price paid shall be considered.
e. Convicted criminals, not fully working people and people who caused medical conditions through avoidable negligence (drugs, smoking, obesity, insufficient workouts, ...) may receive cheaper treatments, e.g., cheaper narcotics which keep them dizzy for some time afterwards.

Rationale:
1. **Since the human body is so complex,** it will probably take a long time until everything is perfectly researched and productionized in ways affordable for everybody.

5.5.16.7 Innovative Projects to support
1. **Standardized 2D/3D visual representations** for knowledge representation, knowledge sharing and eLearning (a confidential business plan exists)
2. **Systematic content monetization, classically and through NFTs** (a confidential business plan exists)

5.5.17 AI Systems, Machine Learning
1. Many key functions shall be carried out by AI systems whose IT architecture, input, processing and output **shall always be controlled** by the **top experts** in the relevant fields and should be **bias-free** and **explainable**.
2. Alternatively, **instead of AIs human experts** can decide based on facts and scientific evidence. **Instead of monitoring communication**, the people themselves, their colleagues and managers can be asked with online questionnaires about the outcomes of their work. However, with such a low-tech approach, many other risks arise:
    a. **All problems of human (non)cooperation, negative thoughts, negative intentions, laziness, psychological issues and the human dark side like crime/corruption**.
    b. **Slowness/inefficiency/incompleteness:** Time and resource-consuming administrative processes, endless discussions, focusing on the wrong parts, inability to act based on probabilities/expected values, inefficient strategizing, ... Effectively all problems seen in how Germany or other low-tech or technophobic countries showed during the early 2000s and during the COVID-19 crises and following crises.
3. Everyone has the right to have AI systems or algorithms that incriminate or decide about them be **transparent, verifiable (for experts) and fair** (e.g., as unbiased as possible, applied ethically).
4. As long as there is no good AI/NLP system available, yet: Most **decisions can also be made by people voting** or giving points/scored, e.g. how big the NBV created by a person is.

Rationale:
1. Pedro Domingos: "People worry that computers will get too smart and take over the world, but the real problem is that **they're too stupid and they've already taken over the world**." (not in the sense that they rule us but that decision makers delegate (maybe too) much to them)

2. **Through a multitude of measures** the **AIs will not be able to rule anything or abuse their power**, e.g. there will be many competing AIs, they will all be controlled by human experts who will always have the last word, they will be made as ethical, unbiased and explainable as possible, will have a value system, unmodifiable laws to treat people fairly and a multitude of cybersecurity and technical measures for security.

3. **AI ethics**[79] is the topic that requires the **minimal set of skills** in the AI fields. It just requires some outrage and it can easily be **abused to position oneself as a do-gooder without further proof or for whitewashing**. That's why many people jump on that topic and why others call it moral onany. Hundred thousands of pages have been filled with AI ethics and even simple physical or cybersecurity measures prevent most abuse possibilities. The perceived and the actual risk around AI ruling humans differs diametrically. Moreover, billionaires like Elon Musk, investment bankers etc. who want to stay ahead with their AIs warn about AIs to keep and extend their AI advantage.

4. **AI ethics is not relevant** if it does not get considered by the billionaires behind the big tech companies. That should more be the focus of activists.

5.5.17.1 Background, Maturing and History of AI Systems – using them for Good

In 2022, **around 95% of Fortune 500 companies have AI systems** (typically a combination of data science (DS) / machine learning (ML) systems with decision support systems (DSS) and management information systems (MIS)) **as the key basis for decision making**. Typically, suggestions that the AI systems make are even automatically implemented if managers don't explicitly disable it within x days.

Abhishek Gupta's (Montreal AI Ethics Institute) mental model is to use **four broad buckets to classify topics related to AI ethics**[80]:
1. Implications of AI in terms of privacy and security
2. Reliability and safety
3. Fairness and inclusiveness
4. Transparency and accountability

Millions of pages have been written about **AI ethics** and implementing it is rather financially than technically difficult. AI ethics is grounded upon principles, but the domain has in 2022 not yet managed to converge around one unifying set of principles. The broadest set of unifying principles might be too abstract in some cases. These are useful us guiding principles but **more detailed and concrete principles more catered to each domain and context** are required for practical implementation. AI ethics tools (most of whom are still theoretical/academic prototypes in 2022) can be classified[81] into impact assessment tools, technical and design tools, and auditing tools. However, an open source component that takes an English description and decides if that is ethical has to our knowledge not yet been implemented even though it would cost less than 0.1% of what has been invested in AI ethics theories[82]. An AI ethics baseline can even be implemented with well-understood semantic vector and classification models (GloVE, word2vec, etc.) and better models with just a bit more funding. Unfortunately, people and companies use AI ethics to improve their

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[79] Excellent Overview of Opportunities and Risks of AI Foundation Models like #BERT, DALL-E, GPT-3 e.g. for AI Ethics: https://fsi.stanford.edu/publication/opportunities-and-risks-foundation-models
[80] https://venturebeat.com/2022/02/03/the-state-of-ai-ethics-the-principles-the-tools-the-regulations/, https://link.springer.com/article/10.1007/s43681-021-00084-x
[81] https://venturebeat.com/2022/02/03/the-state-of-ai-ethics-the-principles-the-tools-the-regulations/, https://link.springer.com/article/10.1007/s43681-021-00084-x
[82] https://venturebeat.com/2022/02/03/the-state-of-ai-ethics-the-principles-the-tools-the-regulations/, https://link.springer.com/article/10.1007/s43681-021-00084-x

image, especially if they have to. Additionally, as Lex Fridman and Joscha Bach noted[83], **only outrage is needed to join the discussion on AI ethics** (and therefore or due to fear many do it). It's questionable if these AI ethics people **behave ethically** if they use billions **just to produce papers but nothing that can or is actually implemented to be applied efficiently in practice**. By putting much public money in the generation of AI ethics research papers while keeping high tax rates or raising taxes, **government are actually increasing the pressure for companies to save money by investing less in AI ethics**. As **climategate**[84] and more recent fraud has shown, neither the intentions of corporations, activists nor scientists are always ethical and their papers are not always neutral/unbiased. Many scientists are showing similar behavior towards new socio-economic models: If they can't get *billions of new funding* but instead risk losing it, they're not interested. It is reported that up to 40,000 people jetted to COP26 in Glasgow, UK to secure themselves generous grants so they don't have to work hard any more – mostly without skills or plans to efficiently use these funds for ethical purposes. Focused efficient ethical programs for nature are rare. Many green investments failed, often without any state of the art governance, e.g. Prokon in Germany. However, the **main hurdles** currently are the **greed of people** who decide on AI investments and product costs:

1. They consider costs for AI ethics as too expensive. If a free AI ethics component existed, they would probably be willing to integrate it.
2. They consider **additional costs for data labeling and other data entry** and preparation tasks to avoid biases as too expensive. Instead, they often even resort to work in slums in low-wage countries and child labor for such tasks that are simple if biases are not taken into account.

Result regarding AI ethics: Some (e.g. the EU) invest large amounts into theoretical AI ethics (sometimes in the false belief that this would create noteworthy AI skills or create a significant competitive advantage while it takes away means from other decisive AI areas which thus remain less competitive and leads to customers rejecting these solutions) while others who want/need to succeed in the market and optimize profits or are greedy implement **minimal AI ethics as conscious decision**.

In a potentialism / PCF society, a healthy balance of funding **for AI ethics implementation** will be used to make sure that the solutions are ethical.

Key **historic milestones of AIs maturing:**
1. In 1950s Harry Markowitz introduced computational finance[85].
2. In the 1960s, hedge fund managers Ed Thorp and Michael Goodkin in collaboration with Harry Markowitz were the first to ever use computers for arbitrage trading.
3. The first electronic stock market NASDAQ dates already to 1971
4. Medallion, the main fund which is closed to outside investors, has earned over $100 billion in trading profits since its inception in 1988. This translates to a 66.1% gross return or a 39.1% average net return between 1988 - 2018.
5. Simon's colleague Robert Mercer[86] used his millions gained this way to game the Brexit and Trump elections.

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[83] https://www.youtube.com/watch?v=rIpUf-Vy2JA
[84] https://en.wikipedia.org/wiki/Climatic_Research_Unit_email_controversy, https://www.factcheck.org/2009/12/climategate/, https://www.newscientist.com/article/2294061-the-trick-review-how-the-climategate-scandal-rocked-the-world/, https://thehill.com/opinion/katie-pavlich/463930-katie-pavlich-the-frauds-of-the-climate-change-movement, https://www.commentary.org/noah-rothman/the-collapse-of-a-climate-fraud/
[85] https://medium.com/rialto-ai/beginnings-of-algorithmic-trading-19eccce902a1
[86] https://en.wikipedia.org/wiki/Robert_Mercer

6. Thomas Peterffy began building trading models for others in the 1970s and expanded his handhelds and algorithm-driven trading to exchanges across the USA to become a billionaire.

Conclusion for society: If since the 60s or 70s the **impact of ad-hoc news**, especially corporate and governmental decisions can be calculated and these models have been validated since they produced many billions of profits – **why should we not apply them finally** (after 50-60 years of maturing) **earlier – for coming to conclusions – at corporate and societal levels?** The AIs would mainly implement for society and organizations what corporate data science and algorithmic trading solutions do for them nowadays. This is just **not widely known** since corporations treat it, the resulting competitive advantage and the massive profits that generates as **business secrets**. However, when researching job portals or boards for words like "data scientist", "machine learning", "AI", "NLP", etc., this will become evident.

Sidenote: Daytrading, Peterffy's Interactive Broker and the like actually bring amateurs with their money to the stock market that are **ripped off by the professional algorithmic trading solutions** of Peterffy, Goldman Sachs, etc. against which they as humans or mediocre programmers have no chance.

5.5.17.2 Overall and SOC Architecture

ToDo: Explain
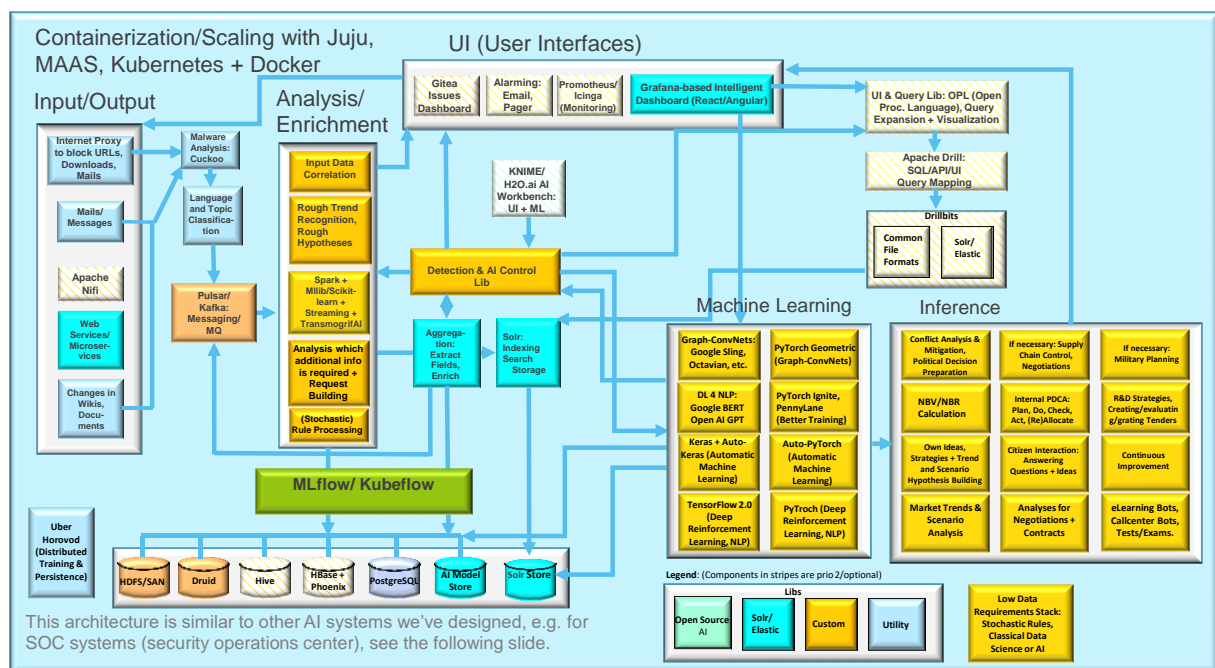
Figure 16: Main AI System Architecture
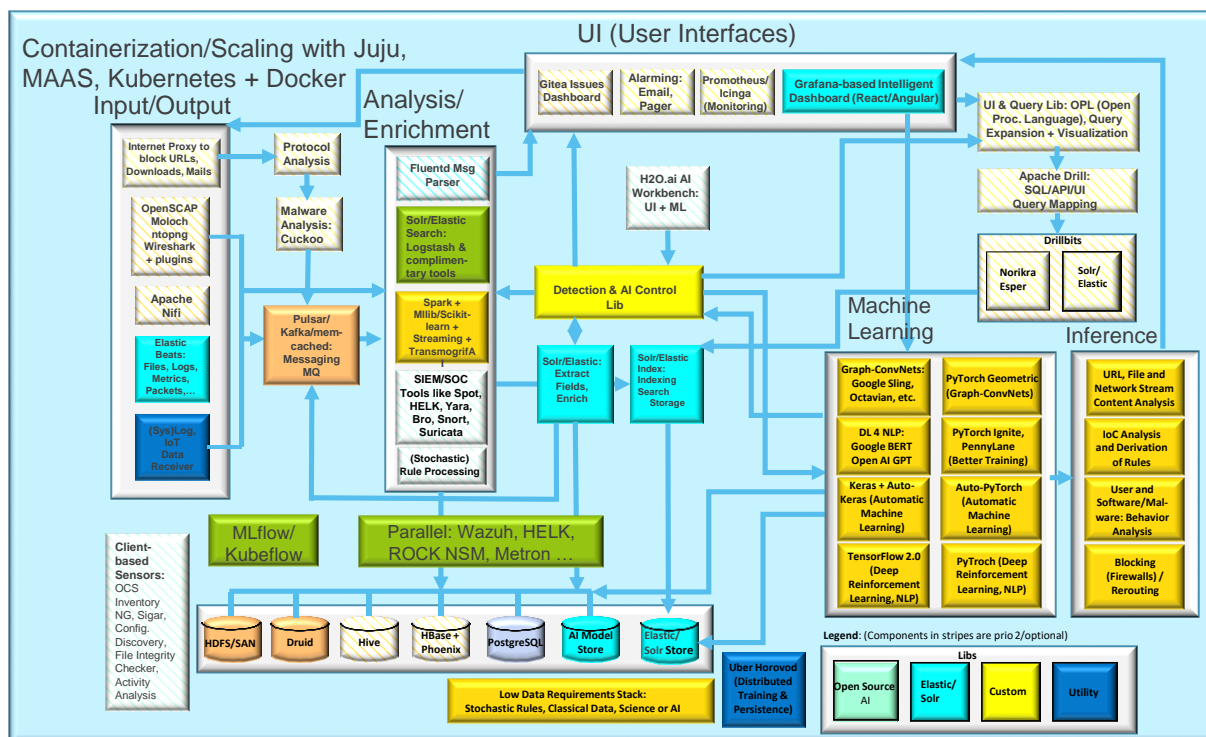
Figure 17: AI/SOC (security operations center): Detecting and Neutralizing Security Attacks in Real-Time, Architecture

5.5.17.3 Descriptive, Predictive, Prescriptive Analytics

The basic idea is to combine the ideas behind

1. The Japanese MITI[87] (Ministry of International Trade and Industry) to guide and bundle the economic forces and bring tech and economy quickly forward,
2. Trend and technology analysis, assessing also possible impacts and future directions,
3. Current industry analysts (e.g., Gartner and Forrester),
4. Investment banks,
5. (Economic) simulations[88] and
6. Modern data science and AI-based analytics systems.

1. **AI systems** are generally used for analysis, prognosis, especially trend and scenario recognition, analysis and forecasts: their configurations, weights, rules, other inner workings are openly published.
2. The **AI systems immediately post their insights online** and anybody in the community can subscribe to these updates. They must publish all their weights/probabilities and also the changed weights/probabilities associated to their new insights, e.g., regarding a certain emerging technology and its impacts.
3. All AI systems must be **fully ethical** and seek to **minimize all biases**, be **explainable** but still assess risks correctly.
4. Law or politics may decide to add **additional compensations/adjustments** so that e.g., gender or other differences are reduced.

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[87] https://en.wikipedia.org/wiki/Ministry_of_International_Trade_and_Industry
[88] https://einstein.ai/the-ai-economist

5. Explainable **AI shall be preferred** if similarly good, regarding the overall mix of confusion matrix properties.

5.5.17.4 Descriptive, Predictive, Prescriptive NBV and Scenario Calculation by AI Systems

1. An **AI system working like a virus scanner** in the background should analyze all communication: Transcribing meetings and (phone/video/VoIP) calls and then analyze all content produced with a focus on transforming everything into text or knowledge regarding **who made which contribution or did which work**. Then NLP (natural language processing) is applied to evaluate this, respecting possible scenarios and also rewarding contributions to scenarios that were not implemented due to factors that only became known later. Such text/language/voice analysis systems exist already in the call center, military and intelligence domains[89]. As described above, instead just human experts or people evaluating each other can be employed **instead of AIs.**

2. **How people/goods/services get paid is decided by multiple competing AI system whose weights are controlled and adjusted by a scientific community,** each called the PerCon Flow Strategists. A member of this Strategists Organization shall have an area of expertise they give assessments about. Their job is to design algorithms, train them and set the weights – all as fairly as possible - together with others. They determine rewards by an algorithm created specifically for this purpose. To minimize narrow-mindedness, abuse or corruption, multiple AI systems and teams do this – competing regarding actual vs. expected comparisons. The idea is that open-minded teams detect possible future shortages, threats or opportunities early and put this into their model and advertise them to be awarded based on the preciseness of their assessments. Citizens can decide based on which AI they want to be rewarded with. That means many decisions that are political nowadays would indirectly be made by the teams around these AI systems – just like top financial or fund managers are doing it today. Simple KPIs are often not sufficient – the system would maximum likelihood estimator and other higher math/stochastics/AI.
Example COVID pandemic: the AI system would analyze the anti-COVID strategies: Are lockdowns good measures considering all consequences of COVID infections and collateral effects (on incomes/poverty, crime, mental health, education, ...)? – It e.g. *looks like lockdowns have a negative NBV* and that instead teaching and implementing strict hygiene measures (distance, masks, disinfection, ventilation, risk avoidance, e.g. not using public transport) with intensive controlling and significant fining make more sense), PCR vs quick testing, vaccinating, physical distancing, types of masks to use (FFP2/3), economy vs saving years of lives of citizens, which rules to introduce when? As KPIs neither incidence nor fatality rate are sufficient, rather a maximum likelihood estimator of future (economic/medical) performance would be created based on incidence, positive testing quotient, number of people tested, type/location of people tested to detect outbreaks and make other assumptions, movement of people, religious/cultural behavior and circumstances, number and trends of hospitalized people, mutations circulating and their medical/pandemic properties, preventing super-spreading events, etc.

3. **New or dramatically changed AI systems would be limited and analyzed regarding their changes:** Do they represent one or more valid future economic scenario or could the changes be rooted in nepotism, corruption, etc.?

4. **The setup of such AI systems would start with the existing price and payment structures, but first everything that does not produce net benefit would be eliminated:** speculation, fraudulent activities, marketing, sales, insurance, parts of banking, agent professions, tax advisors, large part

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[89] An AI listens to Russian radio/internet communication, "understands" and evaluates it to predict military moves and to prosecute e.g. Russian war crimes in Den Haag: https://www.wired.com/story/russia-ukraine-war-ai-surveillance/

of lawyers' work, not sufficiently net beneficial research, fake news, spreading/selling unscientific content, …

5. Any business idea, project or behavior that likely has a **negative net benefit value for society** is prohibited. E.g., privatization of profits and communitization of losses is forbidden and has taxes or penalty tariffs as a consequence for imports.

6. **Several competing central AI systems for evaluating** risks, opportunities, future scenarios, feasibilities, probabilities, weights, estimating and publicly advertising projected NBV, etc. Anybody can choose based on which AI system they want their work assessed, like they choose utility suppliers nowadays. The AI systems are rewarded based on their actual-vs-expected performance to give no room for corruption and lack of innovation. Similar to today's insurance packages, the teams must list the key deviations they make from one or several standard or leading AIs.

7. It is normally not allowed (except if explicitly permitted by politics) to **set up an AI which has only advantages for a certain target group and only disadvantages for others**. That is divisive and unfair. Instead, the AIs shall go for different future scenarios, solutions to problems, research efforts or visions to accelerate their implementation or incentivize people to opt together for a certain AI, e.g.

    a) Healthy organic food: Paying more for food and corresponding research, but benefiting from that food first and foremost.

    b) Regenerative / cradle-to-cradle economy: Paying a bit more for these technologies and their research, but getting to use or buy them with priority.

    c) AI-based innovation funding but being first to try out, buy and getting discounts for using these products.

    d) Wanting to live the cheapest possible life, but also earning a bit less and donating when being beyond a certain threshold of money or income.

    e) Paying more for healthcare to get better coverage and to get discount for fitness or health-related activities.

    f) …

8. **Strikes are normally illegal** (except if explicitly permitted, e.g. for non-critical professions). Instead, people shall switch the AIs which reward their activities or start a petition or a political input.

9. **Rewarding money after milestones reached** or even estimated benefit so that people do not have to wait until a big/long project is finished to get their rewards.

10. NBV calculation: Criteria used when **assessing how much NBV/money** to award (non-exhaustive):

    a) Urgency

    b) PerCon (improvement over grit), **per**severance and **con**scientiousness working on projects

    c) Factors regarding the improvement or impairment of **flow** of all types: ideas, goods, services, traffic jams, hiatus of all kinds.

    d) Efficiency/productivity of work and resource usage

    e) Fitness of the work and the results into what others produce and need, if it flows nicely along (avoiding production jams/bottlenecks/queues) and together with what others need

    f) Degree of friendly collaboration, co-creation, ideation with others in group flow

    g) Resource abundance: supply and demand side, past and future trends

    h) Customer/Creator ratio (social impact)

    i) Customer satisfaction based on objective criteria

    j) Customer benefit

k) Environmental benefit, use of regenerative energy and materials
l) Human benefit
m) Scientific benefit/risk short-term and long-term
n) Innovativeness or creativeness
o) Demonstrated self-education (taking a test after learning)
p) Speed of incorporation and adaption to new insights
q) Current and future risk
r) Steering, (dis)incentive or tax-like effects
s) Long-term future strategies into which it fits, potential, opportunities
t) Future-safety
u) Inter-generational justice: No generation is allowed to live beyond their means, i.e. to use up more resources than they create.
v) Scarcity and required qualification (e.g., regarding the payment in jobs)
w) Monetary stability (avoiding inflations and deflations)
x) Regional factors: wealth, cost levels, level of public services, education, income, tax and social cost levels and deductions, efficiency losses/waste, helping underdeveloped regions.
y) Avoiding/reducing bubbles (e.g. after paying more in an urgency/war situation)

11. Regarding contributor's **valuation** it is recommended to assigns a value to each contribution with the sum of each segment leading to a comprehensive valuation.

12. NBV calculation can also be used to **re-allocate profits and taxes**, e.g. to **prevent capitalist races to the bottom**: E.g. multiple companies doing automation or low-wage-country outsourcing will compete against each other and drive down prices and profit margins. Instead, prices as NBV could be kept high and higher profit margins be used for other purposes like innovation, taxation/redistribution to support e.g. caring professions, social activities, etc. This shall be done over entire supply chains and be used to stabilize or direct/(dis)incentivize certain developments, e.g. regarding innovation, stabilizing industries or regions, etc. In any case, such measures must be done **openly** (being published), based on democratic political decisions, published and be open to continuous scrutiny, criticism and optimization. *Tariffs* shall be used to compensate the effects for organizations outside PCF, to e.g. keep prices up and profit margins inside the PCF economy to finance innovation or ethically good projects with it.

13. Software Engineering Institute (SEI) introduced this equation[90]: **productivity** = f (capability of people to work, maturity of the processes involved, technologies applied). *Extended form:* Productivity is a function of **technology** (use the best available), **process** (continue to improve your work processes and outsource and automate what you can to free up time and money for other investments), and the **capability of doing work** (improve your skills, learn new ones: key skills include subject matter knowledge, collaboration and teamwork, oral and written communications, research, abstract thinking, critical thinking, scientific thinking, and systems thinking.). Apply **double loop learning**[91] or **multi-loop-learning** to improve your effectiveness and productivity, i.e. use all insight and everything learnt to improve all affected processes.

14. A chosen AI system must **pre-announce the projected NBV = payment for each job and project before they are started, based on maximally unbiased transparent methods, otherwise another AI system has to be chosen**. Any deviations later must be explained by the AI systems or its experts, if possible, using **explainable AI**.

15. Expected **key remuneration changes** regarding remuneration for certain professions:
    a) Doctors/nurses: based on medical outcomes and overall health of their patients
    b) Pharma: based on overall net cost-benefit factors

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[90] https://www.seanet.com/~daveg/dailylife.html
[91] https://en.wikipedia.org/wiki/Double-loop_learning

c) Teachers: performance of their students in tests
d) Career and personal advisors: outcomes and how interests, skills and society's needs flow together for maximally great outcomes.
e) Managers: generally higher payment but also high-quality criteria, constant coordination and full liability.
f) Team members: paid for outcome, full liability for bad outcomes and bringing people out of flow.

16. UBI recipients have to invest **at least 30h per week** in beneficial work or in **educating themselves regarding topics proposed by the AI (with experts) considering personality, skills and required qualifications in society**, **taking tests and trying hard to succeed** in these tests.

17. **Goals should be SMART**: specific, measurable, achievable, realistic, and time bounded.

18. In education, politics, economy and science, the **outcomes of simulations shall count as much as practical experience** if the simulation conditions were sound, complete and reproducible. E.g. regarding the outcome of a big thermo-nuclear war simulations showed that there would be no winner because earth would be too contaminated and out of rhythm afterwards. This building of **simulation-based insights** shall be transferred to all applicable domains and is a key element to **quicker (knowledge) evolution**.

19. **Decisions**[92] must be grounded in reality-use fact-based hypothesis-driven problem solving methods and root-cause analysis:
a) Apply strategic planning concepts.
b) Document your mission statement, values / ethics and live by them.
c) Scan the external environment and develop an early warning system.
d) Assess your skills, resources, and capabilities.
e) Determine your strengths, weaknesses, opportunities, and threats
f) Make the best strategic decisions you can.
g) Keep what works, change or delete what does not.
h) Continue to learn.

Rationale:

1. Efficiency is good, but *current capitalism* only takes people so far: 10% of success is competence; 30% is image; and 60% is visibility: Please have to work up the stack: Network, network, network to build relationships to succeed. This must change and be completely based on competence and quality of ideas/proposals.

5.5.17.4.1 Specific net benefit Value (NBV) Calculation Aspects

1. The **main principles are**: possible scenarios will be calculated, based on this possible viable strategies will be calculated and then the individual contributions to these strategies like suggesting ideas to create these strategies, architecting the details, creating work packages, mentoring, implementing work packages, testing/validating, training people, etc. (all of course with human input, corrections, adaptations). This results in a **deep tree- or graph-like structure** which will be visualized as such and be continuously scored and adapted by the AIs.

2. If a **strategy does not work out**, then only those people who suggested the non-working strategy get some **reduction in NBV as far as they could have done better**. It is **expected that not all initiatives succeed** for external reasons and that their value lies in **failing fast (not obfuscating problems)** and the **resulting learnings**. Of course, **internal failures** due to conflicts, corruption, bad performance, etc. will result in **significant NBV reduction** up to **negative NBV**.

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[92] https://www.seanet.com/~daveg/dailylife.html

5.5.17.5   AI making Connections between People

1. AI shall be engaged in **connecting people**, first on a **factual and psychological level** but trying to later also create **heart-to-heart connections** between these people (meaning more on a heart-rate variability (HRV), brain wave and emotional side). Especially, AI shall be engaged to create **meaningful business connections** between people that **enable entrepreneurs and change makers**, to create game changes in this world. The more we engage with AI in this way, the more it will learn how we as humanity collaborate.

5.5.17.6   Some current Innovations that might be leading to Megatrends in AI

1. The winning technology **deep learning gets extended and pushed to the next level:** The **deep learning architecture discipline** has emerged which is about where to place which types of neural networks and other elements (like memory, filtering, constraints), how to combine and train them with which mathematical formulae or optimizations.
2. **Natural Language Processing (NLProc)** surpassed average American levels of text understanding. Helpdesk software understanding requests, chatbots, machine translation systems got much better.
3. **Generative AI:** will make innovative suggestions helping R&D efforts, e.g. by analyzing blogs and scientific articles.
4. **Applied AI:** Next gen human-machine interactions combined with latest AI techniques.
5. **Next-generation computing** (e.g. quantum computers + latest AI): Radically fast development cycles and disrupted value chains.
6. **Probabilistic programming**: In "Software 2.0" neural networks use machine learning – less programming – to build the future.
7. **Next-level process automation / intelligent robotic process automation (IRPA):** With latest AI, almost any office activity can be fully automated and the technologies will converge and become more open and compatible with each other.
8. **AI**-based avatars, butlers and robots: Representing/helping us in cyberspace and doing tasks for us.
9. **Flexible scalable infrastructure managed with AIOps** (AI operations): Container architectures (like Kubernetes/Docker) allow flexible scaling, deployment anywhere and combined with AI-based operations, they are nearly unbeatable.
10. **AI-based automated cybersecurity:** With automatic patching/updating of software, automatic operations (AIops) and then real-time detection and prevention of cybersecurity attacks in security operations centers (SOCs), the IT will become much more secure than today.
11. **Trust architecture:** Distributed transactions building exclusively on trusted sub-systems with verifiably secure sub-architectures could lower the costs of transactions and cyber-risk.

5.5.17.7   Threat from AI developing Consciousness?

1. Elon Musk smoked weed and out of psychological issues from that or to impose additional efforts on competitors (having to do additional AI assessments), **twittered and talked about the danger of AI developing consciousness**, surpassing human intelligence (called singularity) and then developing unethical behavior (against humans). Movies (e.g. Space Odyssey: HAL 9000) and wannabe influencers have thematised this. This is the easy "**hitting the panic button**" approach to discuss AI that people use without learning anything about AI, IT or cybersecurity and still **get attention** and hope to be considered an expert or to **sell content**.
2. There is such a **theoretical risk, but it is naïve because it is taken care of by e.g. the following measures/facts:**

a) The biggest AI systems are estimated to **only develop consciousness in roughly the year 2040**. Most AI applications are **small and special purpose** ones and are never close to developing consciousness.

b) **Cybersecurity** offers clear solutions to this: Compartmentalization (like iOS apps), VLANs, firewalls, identity and access management (IAM), ... Governments are withholding info on vulnerabilities to monitor criminals but the security system around the AI would have get all the latest patches immediately. It would also run on especially hardened operating systems (not on plain Windows/Linux/MacOS).

c) **Knowledge retention / dumbing down the AIs:** The AI would not get any knowledge about assembler programming, hacking, etc. and all information about it would be blocked on a web gateway. We could even withhold from the AI in which language it was programmed and how it can be re-programmed and of course general world knowledge and free access to the internet would be withheld (maximally access to specific sites and types of knowledge). If/when we get AGI (artificial general intelligence), that would be strictly contained and only special or dumbed down AIs would get access to a bigger compute center, the internet or "the wild".

d) **Hidden surveillance:** The AI can be treated like Truman in the film "Truman show": Complete surveillance without the AI noticing. This can be done easily on a software or hardware level.

e) **Special hardware/storage:** E.g. the storage cluster can be configured to secretly copy all information to another system which the AI does not know and where everything that the AI does is analyzed. Alternatively, special hardware can easily be created which copies all data somewhere else.

f) **Four or six eye principles, i.**e. certain critical things can only be done of 2, 3 or more people agree to it.

g) **Clear rules or an AI ethics system** or that cannot be removed: That would be combined with the measures above. There are hundred-thousands of published pages on AI ethics. Anybody can get 10 000+ pages from the best publications from us. We consider it.

Some argue about the **human factor**: If an AI promises to help humans with special information (e.g. to save a child's life with a new medicine), those parents could release the AI or help it otherwise. Simple mechanisms like four or six eye principles, air gaps, identity and access management (IAM) systems, etc. will effectively prevent it.

5.5.18 Upper and lower end of Society: Optional Monitoring, Social Credit System

1. The **criminal or otherwise objectively little trustworthy lower end of society** and the **upper end** of society are **highly prone to crime or corruption** and need to **accept some form of control**: either **stricter monitoring** and/or assessment by a **social credit system** or other forms of control, e.g., ankle monitors or body cams for criminals or on the upper end, putting one's business under a management, having calls and textual messages recorded or having deeper financial monitoring.

2. The **middle of society,** between the extremes, can optionally accept some form of monitoring or social credit system to have additional benefits, or just classically accept some sporadic checks around e.g., business compliance.

3. **High-end costly medical treatments or enhancements** like e.g., future body and brain enhancement, costly life extension measures, etc. shall be only available to people with a high social score and high NBV earnt.

Rationale:
1. These **checks & balances in the form of monitoring** are needed to **prevent crime/fraud**.

2. If they are required, then they shall also do as much **good for society** as possible and allow people to opt in to e.g., benefit from awards, bonus programs, etc.

5.5.19 Legal/Judicial System, Law Enforcement

5.5.19.1 Overview

1. **Instead of working with prohibitions and complex (case) laws, extreme liberties are given to the people: few clear principles and commandments, hardly any prohibitions** but being fully liable: having to bear the consequences (having to pay for damage caused) for intentional deeds.

2. **Crime-investigation** based on existing **reputation: balanced monitoring, scoring, assessed** and silence/gentle investigations to not make people victims of false whistle blowing/denunciation/defamation

3. **Punishment/consequences** by giving people less money for their basic life, forcing them to learn the (psychological) topics in which they showed deficiencies, having to wear electronic foot chains or implanted devices with defined legal places where to stay or move along, having to wear monitoring equipment (camera, microphones), locating devices (e.g., GPS), become test & teaching subjects for medical/pharma experiments, serving as patient models in medical teaching, having to do social/menial work, … For severe criminals, implanted devices could even induce slight or severe pain to keep them from committing new crimes when monitoring data hints at that. However, putting people in prison is not a good option: there they just lose time, become more radical, angry, jaded and do not typically develop positive new skills but rather negative ones.

4. **Challenging and encouraging**: people who cause high costs for the society, even if not directly illegal, can be challenged to change their behaviors: from gentle encouraging, nudging, training to mandatory trainings or health checks, e.g., if people are living an unhealthy lifestyle, over-eat, break the flow of other people's work, etc.

5. **Legal System:** it shall stay the same as it is in central Europe, e.g., Germany or Switzerland except that people shall **not be forced to take a lawyer**: laws, expert judges, no lay people or citizen juries, fact-based argumentation and judges should mainly be checking if all arguments are given **(completeness), if necessary complete the argumentation and assign weights to the factors or which factors or decision points dominate** or make irrelevant other ones; the main focus is on prevention: Educating people and taking away the reasons and motivations for crime.

6. **Any verdict shall be based on a complete objective pro-contra-argumentation** with a complete list of pro and con factors, their weights and decision points/trees.

7. **Appeals shall at least once be possible, if not all factors were considered, or the factors were much different from comparable cases (e.g., scored by an AI system).**

8. **The legal system shall always work hand-in-hand with latest probability theory, data science, scientific-technical insights and shall be based on probability leading to e.g., partial convictions** – not necessarily requiring 100% proof: e.g., data science alone cannot 100% prove that something is the reason for something else and the source of infections can often not be proven 100% - nevertheless 99% probability typically stands for sufficient causality.

9. If **new facts turn up** due to the influence of 3rd parties, relevant verdicts must be revised.

10. Hardly any **effort would be required for contracts and legal cases** because most of the contested issues would be determined by the NBV calculation.

11. Secured emails or common Wikis are sufficient to **constitute a contract** and violations of them will automatically lead to compensation regarding NBV, i.e. **subtracting potentially high NBV amounts** from the contract breaker's NBV account and/or urging the organization to **adhere to the contract**.

12. The AIs shall **propose other common contract features** (for that type of contract) to make all contracts as **complete, clear, comprehensive and fair** as possible.

13. **Damage** done shall be **regulated automatically by the AI system** (deducing it from the culprit and paying it to the victim based also on the **damage** done in all categories directly and indirectly: **financial, physical, emotional** and all Six Capitals Framework categories) and the legal system can only be called to verify the computations are correct.

14. **Capital punishment** can be (automatically) imposed if more than 100 person-years of life expectancy were lost (especially for economic/financial crimes considering also the effects of poverty), extreme brutality exhibited, etc.

15. **The legal system is not allowed to reject work on any case due to overload.** Society must take care that the legal system has enough resources to fully do its work.

16. **Empathy building: Police officers** who show up somewhere a crime has been committed could have an **AI collaborator** who takes the available data and prepares them with a possible story of how the people who committed the crime or are suspected of the crime potentially came to that situation with as many facts and risks as possible but also with possible challenges/coercions that brought the perpetrator and victims into this situation. In other words, using AI not just to predict risks and possible actions but also to provide fictionalized empathy-building descriptions of possible paths to a situation to **reduce police violence** (a suggestion by Dr. Julia Mossbridge).

17. **Legal cases** should also be decided by an AI complemented by experts but in several steps so that **all decisions are made as homogeneously and objectively as possible** with minimal skew due to different **opinions** or schools of thought and with **minimal cost** for the involved people who don't need to be legal experts due to AI-based help and suggestions:

    a) An affected person or an aide **describes the case** textually, with tables and in diagrams, e.g. as an office document or dictate it (any combination, allowing corrections and extensions).

    b) The AI delivers an **assessment** of the factors and if possible a **scheme for the decision making** (see diagram below) or an overview of **possible/recommended next steps** – if possible with success probabilities and documents required.

    c) The person **extends the description and material/proof collection** where there might be gaps of where details are critical for the outcome of the case based on feedback given.

    d) The process goes back to b), it **continues in a loop until the person does not find any way of improving the description and the material/proof collection**.

    e) The involved people report remaining perceived injustices or incongruences with laws to the experts which check the AI for errors / insufficiently modeled corner cases and improve it if necessary or forward it to higher instances for improving the laws, making them fairer.

    f) The opponent gets the materials disclosed and is asked to accept the case as such or add his/her materials/proofs/descriptions.

    g) The process goes **back to b),** giving both parties the possibility to improve the evidence and descriptions until everybody cannot improve their part and has everything reported to the experts with which they are not satisfied.

    h) Finally, one or multiple **judges will look at the materials**, make possible adjustments to the assessments of the AIs, but only if they have logical documented reasons to do so and can again send the process back to b) or a later point and also they report remaining issues to the experts.

    i) If nobody has any idea anymore for improvements, the **case is decided**. Due to time constraints/urgency, the number of iterations or the time that can be used can be constrained.

Remark: Crime due to poverty is expected to become mostly eliminated due to UBI.

Start → Causation? — No → $ 0 (1)
0%

Yes → $ 0 (2)
0%

Yes
100%

Limitation occurred?

Yes
1%

outstanding → $ 0 (3)
5%
half → $ 50,000 (4)
15%
none → $ 100,000 (5)
80%

Contributory negligence?

No
100%

Liability limitation?

No
99%

outstanding → $ 0 (6)
5%
half → $ 100,000 (7)
15%
none → $ 200,000 (8)
80%

Contributory negligence?
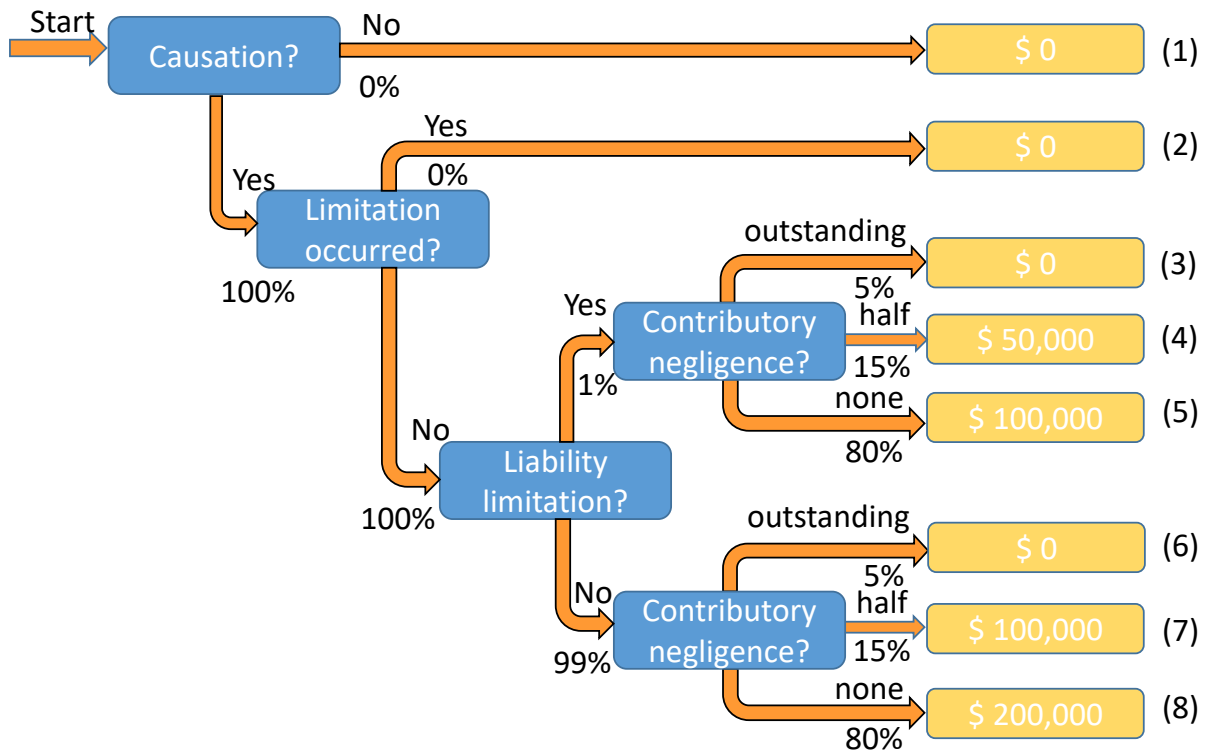
Figure 18: Example of a leaking flat roof: The AI shall propose these decision points, probabilities and expectable outcomes

5.5.19.2   Illegal Deeds on Purpose vs by Coincidence, psychological Issues

1. Generally, things that happened by **coincidence shall have much lower consequences** than deeds done on purpose.
2. **Ripple effects** shall lead also to more or less serious consequences.
3. Also, **psychological/psychiatric issues** that led to illegal deeds shall be punished less but instead the perpetrator can be forced to undertake a therapy or to be subject to different levels of monitoring.

5.5.20   Ecology, Sustainability

5.5.20.1   Green New Deal

1. Everything in society should be made **as sustainable as possible,** to protect earth and make it a good place to live for future generations but prioritized/limited to what is **financially efficient** while taking peoples' time and private efforts into account.
2. **CO_2 and methane neutrality** shall be reached as quickly as viable to limit **global warming**.
3. **The transition away from fossil fuels to renewable energies shall be facilitated,** with focus on affordability for the average working person and estimated good price-performance ratio in 5-15 years.[93]
4. **Public transport** (e.g., self-driving buses and trains) **with all additional costs** (e.g., parking near train stations) shall be made **a safe and price-performance-competitive solution** for everyone. However, *autonomous buses of various sizes* will likely be a more economical alternative than commuter trains – especially for shorter distances.
5. As many parts shall be made as **re-usable, durable, compatible and recyclable** as possible, ideally leading to **cradle-to-cradle processes**.

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[93] By doing this, we can lower our CO_2 emissions by around 50% and thus reduce global warming.

6. All **dangerous emissions** shall be minimized, **chemicals** for food and other uses shall only be used in controlled and limited extent as economically required.

7. Special attention shall be paid to **essential chemicals and minerals that might become rare** like phosphorus/phosphates: their use could be limited, replaced by other substances, more recycling measures could be taken, etc.

Key ideas: Jeremy Rifkin: The Green New Deal: Why the Fossil Fuel Civilization Will Collapse by 2028, and the Bold Economic Plan to Save Life on Earth[94]

Rationale:

1. **Natural disasters, diseases and global migrations** will become unsupportable without ecological containment measures.

5.5.20.2 Optimizing the Price-Performance and Risk-Opportunity Ratios

1. All environment, ecology or sustainability related projects shall be **assessed regarding price-performance and risk-opportunity** ratios. Only those that score best compared to the expected NBV shall be **financed and carried out**.

2. **Costs and disadvantages incurred by individuals** and **organizations** shall also be considered in these assessments and the value of private time must be calculated as at least 50% of the average net payment the persons get in their jobs.

3. What might be considered as "**harassing measures**", especially if it is overly expensive for the effect it brings, should be avoided. E.g. disallowing people to park their car or making that expensive when they have no good alternative with public transport.

4. **Regarding risks minimally the project risks and the technological/environmental risks** shall be considered, e.g., for very complex projects and e.g., nuclear fusion and oceanic or galactic mining projects.

5. **Generally, price-based incentives** shall be preferred to prohibitions and bans so that people can e.g., choose to be more efficient, or put their health less at risk by being less environment friendly and compensate it financially (e.g., flying or driving by car vs. other transport methods).

6. Regarding the **upper limits/caps of toxic substances** (e.g., in food, furniture) or **pollution** or damaging factors to humans, animals or the environment, the **combination of all factors shall be considered** and that combination shall still be less likely than 1% to cause notable harm.

Rationale:

1. **Green projects can be overly expensive** and many restrictive measures in **western countries have negative overall price-performance ratios.**

5.5.20.3 Biggest ecological Problems

Most important factors based on this research[95] in **decreasing exceedance** of our planetary boundaries:

1. Novel (dangerous chemical) entities (e.g. organic pollutants, radioactive materials, nanomaterials, and micro-plastics)

2. Biosphere integrity: Biodiversity intactness index (BII, not yet quantified), E/MSY (<10 extinctions per million species-years)

3. Biogeochemical flows: Altered flows/cycles of nitrogen and phosphorous (N & P)[96]

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[94] https://www.amazon.com/Green-New-Deal-Civilization-Collapse/dp/1250253209/
[95] https://www.stockholmresilience.org/research/research-news/2022-01-18-safe-planetary-boundary-for-pollutants-including-plastics-exceeded-say-researchers.html, https://pubs.acs.org/doi/10.1021/acs.est.1c04158, https://scripps.ucsd.edu/news/earth-has-crossed-several-planetary-boundaries-thresholds-human-induced-environmental-changes
[96] https://www.anthropocene.info/pb6.php

4. Land-system change (e.g. deforestation)
5. Climate change
6. Ocean acidification
7. Freshwater use
8. Stratospheric ozone depletion
9. Atmospheric aerosol loading (microscopic particles in the atmosphere that affect climate and living organisms, not yet quantified)
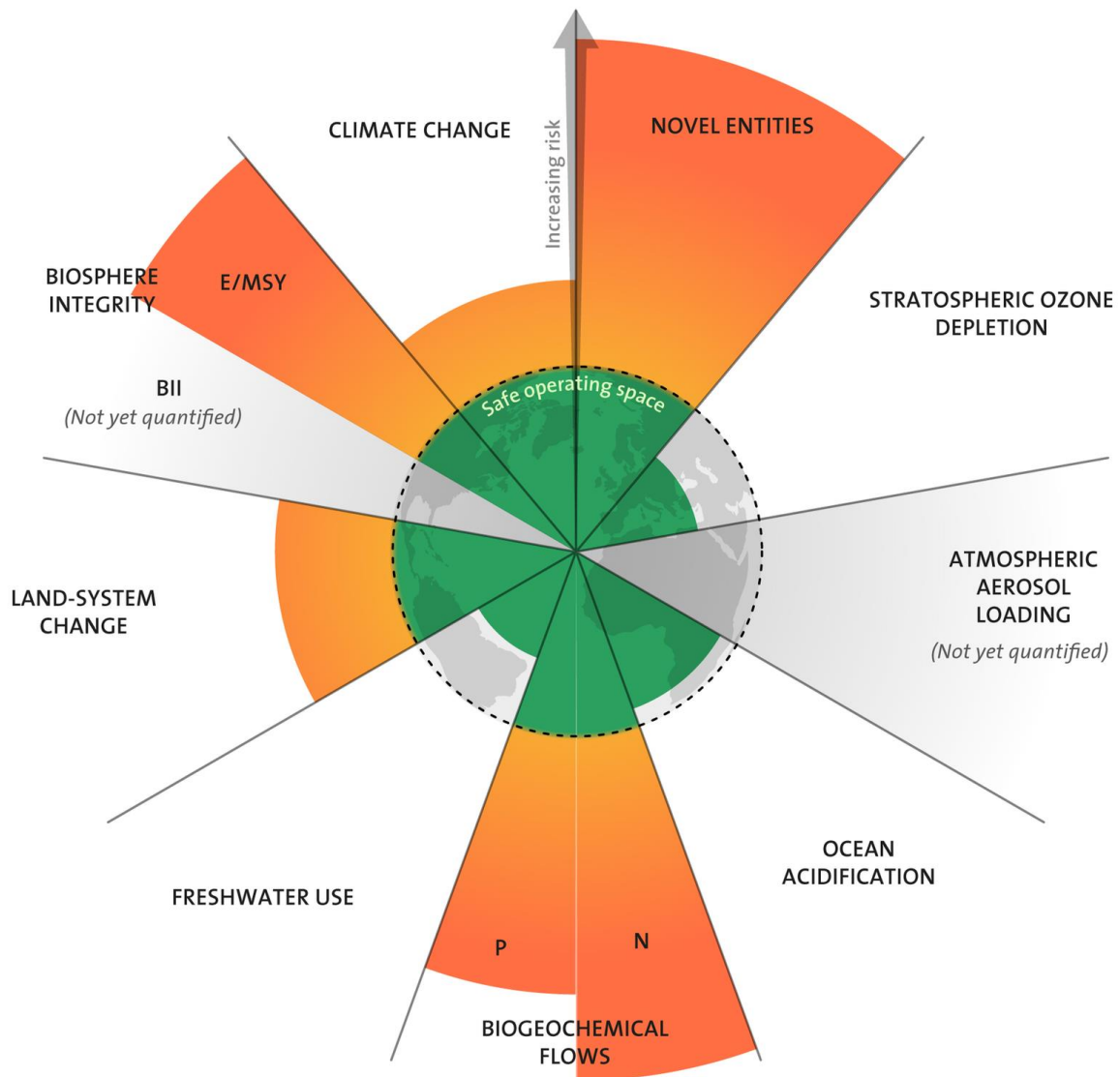
Figure 19: Most important ecological problems. Designed by Azote for Stockholm Resilience Centre, based on analysis in Persson et al 2022 and Steffen et al 2015.

Details:

Planetary Boundary	Control Variable(s)	Boundary The value in brackets indicates the estimated zone of uncertainty	Current Value
Climate change	Atmospheric CO_2 concentration, ppm Energy imbalance at top-of-atmosphere, (Watts per meter squared, Wm^{-2})	350 ppm CO_2 (350-450 ppm) Energy imbalance: $+1.0 \ W \ m^{-2}$ (+1.0-1.5 $W \ m^{-2}$)	396.5 ppm CO_2 $2.3 \ W \ m^{-2}$ (1.1-3.3 $W \ m^{-2}$)
Change in biosphere integrity	Genetic diversity: Extinction rate Functional: diversity: Biodiversity Intactness Index (BII)	Genetic: less than 10 extinctions per million species-years (E/MSY), (10-100 E/MSY) Functional: Maintain the Biodiversity Intactness Index at 90% (90-30%) or above, assessed geographically by biomes/large regional areas (e.g. southern Africa), major marine ecosystems (e.g., coral reefs) or by large functional groups	100-1000 E/MSY 84%, applied to southern Africa only
Stratospheric ozone depletion	Stratospheric O_3 concentration, Dobson Units	<5% reduction from pre-industrial level of 290 Dobson Units (5%–10%), assessed by latitude	Only transgressed over Antarctica in Austral spring (~200 DU)
Ocean acidification	Carbonate ion concentration, average global surface ocean	≥80% of the pre-industrial aragonite saturation state of mean surface ocean, including natural diel and seasonal	~84% of the pre-industrial aragonite saturation state

Planetary Boundary	Control Variable(s)	Boundary The value in brackets indicates the estimated zone of uncertainty	Current Value
	saturation state with respect to aragonite (Ωarag)	variability ($\geq$80%–$\geq$70%)	
Biogeochemical flows: (Phosphorus and Nitrogen cycles)	*Phosphorus cycle*: Global: Phosphorus flow from freshwater systems into the ocean Regional: Phosphorus flow from fertilizers to erodible soils *Nitrogen cycle*: Global: Industrial and intentional biological fixation of nitrogen.	*Phosphorus cycle*: Global: 11 Tg P yr^{-1} (11-100 Tg P yr^{-1}) Regional: 6.2 Tg yr^{-1} mined and applied to erodible (agricultural) soils (6.2-11.2 Tg yr^{-1}). Boundary is a global average but regional distribution is critical for impacts. 62 Tg N yr^{-1} (62-82 Tg N yr^{-1}). Boundary acts as a global 'valve' limiting introduction of new reactive nitrogen to the Earth System, but regional distribution of fertilizer nitrogen is critical for impacts.	~22 Tg P yr^{-1} ~14 Tg P yr^{-1} ~150 Tg N yr^{-1}
Land-system change	Global: area of forested land as % of original forest cover Biome: area of forested land as % of potential forest	Global: 75% (75-54%) Values are a weighted average of the three individual biome boundaries and their uncertainty zones Biome: Tropical: 85% (85-60%)	62%

Planetary Boundary	Control Variable(s)	Boundary The value in brackets indicates the estimated zone of uncertainty	Current Value
		Temperate: 50% (50-30%) Boreal: 85% (85-60%)	
Freshwater use	Global: Maximum amount of consumptive blue water use ($km^3 yr^{-1}$) Basin: Blue water withdrawal as % of mean monthly river flow	Global: 4000 $km^3 yr^{-1}$ (4000-6000 $km^3 yr^{-1}$) Basin: Maximum monthly withdrawal as a percentage of mean monthly river flow. For low-flow months: 25% (25-55%); for intermediate-flow months: 30% (30-60%); for high-flow months: 55% (55-85%)	~2600 $km^3 yr^{-1}$
Atmospheric aerosol loading	Global: Aerosol Optical Depth (AOD), but much regional variation Regional: AOD as a seasonal average over a region. South Asian Monsoon used as a case study	Regional: (South Asian Monsoon as a case study): anthropogenic total (absorbing and scattering) AOD over Indian subcontinent of 0.25 (0.25-0.50); absorbing (warming) AOD less than 10% of total AOD	0.30 AOD, over South Asian region
Introduction of novel entities	*No control variable currently defined*	*No boundary currently identified, but see boundary for stratospheric ozone for an example of a boundary related to a novel entity (CFCs)*	

5.5.20.4 Conditions/SWOT to be considered

1. First and foremost, the **expected NBV over the lifetime** of the technologies shall be considered based on scientific facts only and considering the full SWOT (strengths, weaknesses, opportunities, threats).

2. **All technologies, especially geoengineering must be safe enough,** i.e. have a high NBV. All risks, in particular these known risks[97] have to be considered and minimized:

    a. **The various aerosols and their effect on nature and humans**, e.g. Aluminum (-oxide) possibly causing dementia (in its free form highly reactive, dangerous and not existing naturally in nature), silver-iodide, ...

    b. Effects around **chemical nucleation of ice** like creating cold zones and snowstorms.

    c. **Possible general negative effects** on plankton, atmospheric relative humidity, flora's nutrient uptake and health, fauna and insect health, droughts, ozone destruction, UV radiation, hydrological cycle, incendiary dust, ...

    d. **Negative effects on health** like (human) degenerative and neurological diseases like Alzheimer's, dementia, autism, amyotrophic sclerosis, asthma, allergies, bronchitis, lung cancer, heart attacks, fertility.

    e. **Effects due to being micro/nano particles** (possibly so small they're difficult to detect) which can enter bodies through the air and nutrition, e.g. reactive oxygen species[98] and other dangerous biological materials, tissue damaging effects, cancerogenic properties, leading to advanced/accelerated ageing, causing (directly or indirectly) dementia, other poisonous/detrimental effects.

    f. Where are we in **unchartered territory, did oversimply, have (e.g. optimistic) bias, etc.?**

    g. Which effects does it have on (possibly complex) **macro and micro-biological processes** and **cycles?**

    h. Contribution to the unprecedented **species extinction** / reduction of biodiversity.

3. **Geoengineering shall be regulated** on the basis of the following principles:[99]

    a. geoengineering to be regulated as a public good;

    b. public participation in geoengineering decision-making;

    c. disclosure of geoengineering research and open publication of results;

    d. independent assessment of impacts;

    e. governance arrangements to be clear before deployment;

    f. decisions to be based on the best scientific evidence, including social science;

    g. regulatory measures to be able to respond rapidly;

    h. regulatory measures imbued with a high level of flexibility to be able, e.g., to encompass new technologies as they emerge

4. **Combined positive and negative effects shall be considered**, e.g. of additional heavy metals in the body, oscillating/reacting more under electromagnetic waves, effects on the brain, the body, health and nature.

5.5.20.5 Actual environmental Measures

We are *not top experts* regarding the details of latest environmental tech which can also quickly lead to new results making others quickly outdated. Unfortunately, **even the promising technologies** after decades of research and often *billions of investments* are mostly **described as requiring much more research to become wide-scale commercially applicable**. They are mostly examples of how and why

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[97] https://www.geoengineeringwatch.org, https://www.geoengineeringwatch.org/documents-2/, https://youtu.be/rf78rEAJvhY, https://youtu.be/4x3z35HA6JQ
[98] https://en.wikipedia.org/wiki/Reactive_oxygen_species
[99] https://www.geoengineeringwatch.org/documents/uk/the-regulation-of-geoengineering-command-paper-sep-2010-gov-7936.pdf, https://www.geoengineeringwatch.org/documents/221.pdf

research must become more efficient and more focused on wide-scale practical implementation. Therefore, we just describe some interesting ideas and technologies here to give an idea which directions *could* be promising.

5.5.20.5.1 Solutions for the top ecological Problems

1. **Novel** (dangerous chemical) **entities** (e.g. organic pollutants, radioactive materials, nano particles/materials, heavy metals, other poisonous/harmful materials, and micro-plastics) must be controlled. The dumping (and possibly even the creation and use) of dangerous existing entities must be forbidden (except when the negative consequences are worse than forbidding them). After inventing/creating new entities and before releasing them, they must be assessed for their risks when released into the world (both commercially and environmentally). AI for chemical reactions, protein folding and calculating the chemical/pharmaceutical consequences shall be used to identify the risks of such substances and their chemical reaction or degradation products quicker.

2. The **biosphere integrity** shall be maintained e.g. by avoiding/minimizing negative changes of environmental conditions like poisoning, drying out, heating up, breeding programs, responsible interaction with nature (researching possible consequences before doing things). The key performance indication (KPI) of E/MSY (<10 extinctions per million species-years) shall be kept.

3. **Biogeochemical flows:** The possible altering of flows/cycles of nitrogen and phosphorous (N & P) shall be minimized, e.g. by avoiding pollution, changes in ocean currents/wind streams, global warming, etc. (needs more research).

4. **Land-system change** (e.g. deforestation) shall be minimized except where trade-off calculations say that additional human infrastructure is more important.

5. Probably **only geoengineering** (currently probably putting aerosols/ashes into the atmosphere with airplanes) will be able to limit **global warming** sufficiently and quickly enough over the next decades since we're not efficient enough in limiting CO_2 emissions or extracting CO_2 from the atmosphere. Also other hard to control effects like cyclicality, cosmic/solar effects etc. lead to global warming. Therefore, **most other means of limiting global warming probably won't lead to a positive NBV** (net benefit value, i.e. they're probably too expensive for the effects they produce) and we should consider to **invest only in those from which we can expect a highly net positive ROI** (return on investment).

6. **Ocean acidification** shall be minimized by e.g. minimizing acidic or poisonous substances getting into the oceans or seas.

7. **Freshwater** use shall be upheld by keeping sweet water source areas clean and avoiding global warming, droughts, etc.

8. **Stratospheric ozone depletion** shall be minimized by forbidding gases like CFCs that destroy the ozone layer.

9. **Atmospheric aerosol loading** (microscopic particles in the atmosphere that affect climate and living organisms) shall be limited by **disallowing/curbing the release of dangerous particles** into the atmosphere except if part of a geoengineering program whose impacts are highly net positive. The burning down of fields and burning waste outside waste incineration plant is also forbidden.

10. **Responsible fishing** regarding quotas, invasive and too copious species while preserving the ecosystems (no dragnets / trawl nets, right mesh sizes, putting species that need to be protected back).

Rationale/background:

1. The international energy agency (IEA) estimates that **only around 9%** of the CO_2 emission problems / global warming problems can be solved by renouncements of consumers. Most

investments to fight climate change are currently extremely inefficient regarding price-performance ratios. The rich however influence media and politicians and deviate public attention from their dirty factories. The real solutions will probably come from innovations and politics must help to quickly bring about these innovations.

2. **Climate change** (similarly to the COVID-19 pandemic where it has not yet come completely to light) **is abused by many people/organizations in many ways** and this has to be stopped. The climate campaigning **might even be a great plan** disguised in the adorable efforts of the young autistic Greta that really nobody should criticize:

   a. **Distracting from all the other problems like novel** (dangerous chemical) **entities**, biosphere integrity, biogeochemical flows, land-system change and the **15+ other biggest socio-economic problems**. Some of them could be solved easily but impact the riches/profits of some people who want to avoid that.

   b. **Getting rid of the large financial burden of nuclear waste** for energy corporations by basically saying "Nuclear energy was an error. We had hoped for nifty inventions to solve remaining issues but that didn't happen. Please state take over these nuclear waste obligations so that we have money available to invest in clean energy to solve the climate crisis. We thus have the biggest lever to let you look good regarding climate goals and we'll finance much of the PR and your election campaigning."

   c. **Climate change is most well-suited for marketing and media campaigning** saying basically **"You evil citizens heated up the planet, now you have to pay the price in the form of higher costs, fees and inflation"** while not saying that corporations are responsible for the vast majority of climate heat-up factors – "address corporate causes would harm the economy", so the propaganda.

   d. **Climate change,** as e.g. the COVID-19 pandemic with much fewer flights and traffic has partially shown **is very hard to control and other cosmic or cyclic factors also seem to play a role. That gives corporations the opportunity to ask for ever more billions of subsidies financed by increased taxes and fees paid by the general population – a gigantic wealth transfer resulting in a few billionaires, some engineers and otherwise wage slaves or unemployed people.**

   e. Being able to **propose for decades some "hot shit" that always needs billions of subsidies**. As shown in this section, most proposals have already eaten up billions in research money and delivered little results – and that is without the here not listed completely theoretical or failed ideas/activities. A problem is that governments are pushed with immature lazy research into too risky decisions. There is more industry interest in planned obsolescence and insufficiency than in the systematic optimization of the SWOT for emerging technologies and creating viable thought-through products/services and politics accepts that. E.g. EVs (electric vehicles) until 2022 mostly have negative environmental balances due to their precious metals in their batteries and inexistent battery recycling. Wind turbines consume gigantic amounts of environmentally damaging concrete and are often inactive, etc.

   f. **It greatly inflates marketing budgets and marketing earnings** (mostly without actually helping nature but mostly just hitting the panic button and greenwashing), e.g. Greta Thunberg's parents marketing agency, making people influencers and allowing them to monetize this.

   g. Before global warming as the permanent topic, **every week a different poisonous chemical was going through media in Europe** and non-chemists were getting jaded or **demanded controls regarding the emissions of such chemicals by corporations (much to their dismay, demanding improvements).**

3. Around **90% of all CO$_2$ emissions come from corporations, split into the various industries**. **Have you heard that their taxes are increases if they don't dramatically reduce them? No?** That's how much the topic is abused to transfer wealth from private people to entrepreneurs. To change that in current capitalism, you would need to form a civil society politics bribing organization that charges 5% additional tax from everybody to give it as bribes to politicians. Then politics would just move on to the next topic that maximizes their bribes. However, climate change is the one topic which allows best – not perfectly - to **blame and take hostage the entire population** – and this is done almost everywhere.

5.5.20.5.2 Fighting Climate Change

1. **Geoengineering** might be **the only large scale globally efficient solution to limit global climate change**, e.g. with **dimming/solar radiation management** (SRM, managing how much solar energy heats up the earth), e.g. bringing aerosols like hydrogen sulfide (like a volcano) into the atmosphere[100], e.g. with planes (as additional task for normal flights). That's **proven** by volcanic eruptions, e.g. in 1816 the year without summer[101] and it can be implemented **simply, cheaply and efficiently by adding volcanic ash dispensers to airplanes**. That might lead to almost permanent aerosols / ashes in the air – like permanently cloudy weather and probably requires the permission and ideally cooperation of affected countries. Fortunately, *volcanic ashes act like fertilizers* and increase plant growth. However, using volcanic ashes directly is unwieldy and alternative (nano)substances have serious disadvantages so that more research is necessary or compromises must be made, c.f. the section on regulation. Since the industrialized/developed countries used cheap fossil energy for centuries to quickly propel their development, they cannot easily deny other countries any quick development paths, e.g. having to stick to expensive other anti-climate change measures.

2. **Fertilizing the oceans** might be another option to bind CO$_2$ and reduce global warming (so far with mixed results), to e.g. produce more algae.

3. **Decarbonization** and **reduction of CO$_2$ and methane emissions**, see below.

4. **CO$_2$** can be **taken out of the atmosphere** by ~30% by stone milk[102] (crushed stones like in mountain creeks), algae farms[103], algae fertilization, CO$_2$injection into rocks, reforestation (planting of trees) and bio-reactors (400x more efficient than the latter). The reduction of emissions should contribute to ~70% of CO$_2$ reduction.

5. **Various CO$_2$ sequestration** methods exist which are not optimally efficient. Therefore, the XPRIZE organization launched a $100 million carbon removal challenge[104]. E.g. the University of Zurich (ETH) captures CO$_2$ and water from the air and splits them using concentrated solar energy or does carbon dioxide sequestration in concrete[105]. This produces a mixture of hydrogen and carbon monoxide called syngas with a solar reactor and a Fischer-Tropsch reactor. This can then be processed into kerosene, the main ingredient in jet fuel. When burnt, this fuel emits only the CO$_2$ extracted from the air in the first place. Such solar refineries are said to be ready for industrial application – but are still very expensive. It might be perfectly suited to desert regions where solar energy is plentiful and where there's no competition for land with agriculture.

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[100] https://carnegiescience.edu/news/geoengineering-versus-volcano
[101] https://en.wikipedia.org/wiki/Year_Without_a_Summer
[102] https://www.n-tv.de/wissen/Steinmehl-kann-CO2-binden-article1894391.html, https://www.pik-potsdam.de/aktuelles/pressemitteilungen/beschleunigtes-verwittern-von-gestein-kann-helfen-co2-aus-der-luft-zu-holen-ein-wenig
[103] https://www.brilliantplanet.com/, https://techcrunch.com/2022/04/07/brilliant-planet-series-a/
[104] https://www.xprize.org/prizes/elonmusk
[105] https://www.nature.com/articles/s41467-021-21148-w, https://www.sciencedirect.com/science/article/pii/S2214785320387939

6. **Methane reduction methods** include chemicals given to cows to reduce their emissions, preventing lakes and tundra/taiga from warming and ensuing gas emissions.
7. **Besides CO_2 and methane emissions**, there might be **other global warming causes** like cosmic effects, increased volcanic activities, natural cycles, etc.
8. **Glaciers can be covered when it is not winter** (expensive, but also a conserved water reservoir against droughts).
9. **The architecture of cities** with additional plants and lakes and less dark concrete, tar and green house roofs can reduce city heat.
10. **Speed limits and other traffic chicane measures probably will have a negative NBV** due the small savings and the big time loss of people. Therefore, they shall not be done until a positive NBV is shown, e.g. due to new discoveries/technologies, to reduce accidents, etc.

5.5.20.5.3 Decarbonization / Clean Energy

1. The use of **carbon-related energy sources like oil, diesel, and gas** should be minimized. Especially diesel engines are sources of huge amounts of nitrogen oxides and it looks like no technology can minimize that considerably.
2. With the invention of new more efficient **batteries**[106] (e.g. graphene-based[107] or solid state electrolytes with an all-silicon anode[108]) that work with common materials that can be mined/synthesized/grown (e.g. hemp[109]) in clean and recyclable ways (unlike lithium and cobalt), **electric power** will most likely be the main clean energy source, especially for cars and electronic devices. However, until 2022 EVs (electric vehicles) are *typically not more environment friendly* before the car drove more than 100 000 km due to the precious rare metals used in them with dirty mining and long transport activity.
3. **Hydrogen** and **eFuels**[110] (as drop-in replacement for gasoline/diesel) are far more expensive than electric power and will most likely stay so for a long time. Therefore, they will most likely only be used as a last resort.
4. **Hydrogen** (H) can be created by splitting up water (H_2O, requiring high amounts of energy, not efficient), from biotite-rich granite (experimental)[111], or sewer gas (e.g. as part of natural gas reserves) can be separated into hydrogen and other parts[112]. There are very few and relatively small natural **hydrogen** occurrences. Hydrogen can be burnt in fuel cells. Trains, airplanes and industrial sites like blast furnaces will probably be run by hydrogen in future. Hydrogen can be fed in limited amounts into the natural gas network and burnt in natural gas engines. Toyota is the only carmaker that still pursues a hydrogen car/truck strategy.
5. **Airplanes** can also be run by diesel or eFuel propeller engines which are typically around 60% more fuel efficient than jet engines. Current research goes in the direction of more efficient engine and propeller design with e.g. more propeller blades.
6. **Wind, water and solar** power sources will likely be the most efficient ones. Besides solar cells, there are also **solar collectors** which concentrate the sun's power on a small spot, e.g. for heating up substances like water, oil, salt, etc. **Floating offshore wind turbines** are probably a good solution to make more ocean space usable for energy generation.

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[106] https://www.gray.com/insights/5-new-battery-technologies-that-will-change-the-future/
[107] https://www.pocket-lint.com/gadgets/news/130380-future-batteries-coming-soon-charge-in-seconds-last-months-and-power-over-the-air
[108] https://www.sciencedaily.com/releases/2021/09/210923165942.htm
[109] https://physics.news/2020-10-08-a-truly-versatile-crop-hemp-batteries-can-be-a-more-powerful-alternative-to-graphene-or-lithium-batteries.html
[110] https://en.wikipedia.org/wiki/Electrofuel
[111] https://www.sciencedirect.com/science/article/abs/pii/S0883292720301177
[112] https://news.osu.edu/transforming-sewer-gas-into-clean-hydrogen-fuel/,
https://pubs.acs.org/doi/10.1021/acssuschemeng.1c03410

7. **Solar energy systems and most other alternatives to fight climate change (with possibly a few exceptions like wind energy) will not quickly reach that efficiency** and therefore **they can probably only be parts of long-term solutions once their cost-benefit ratios have been optimized**. Interesting projects are thermal solar projects like the "Cerro Dominador" in Chile[113], microwave (solar) power beaming from space down to earth[114], water-[115] or salt-based (solar) energy storage from solar collectors, etc.

8. **Classical or updated nuclear energy** (e.g. small reactors) and **fusion reactors** (ITER research reactor being built in France) will **likely remain too expensive**, especially regarding **radioactive waste**.

9. **Nuclear and gas energy shall not be considered environment friendly** unless all their non-sustainable aspects are solved, even if the EU classification is different.

10. **Energy can be stored** in pumped storage lakes, (old/recycled) batteries, eFuels, etc.

11. For **house heating**, geothermal and solar energy can often be used.

12. The use of **plastics** must be reduced and the **recycling rates** of remaining plastics be improved.
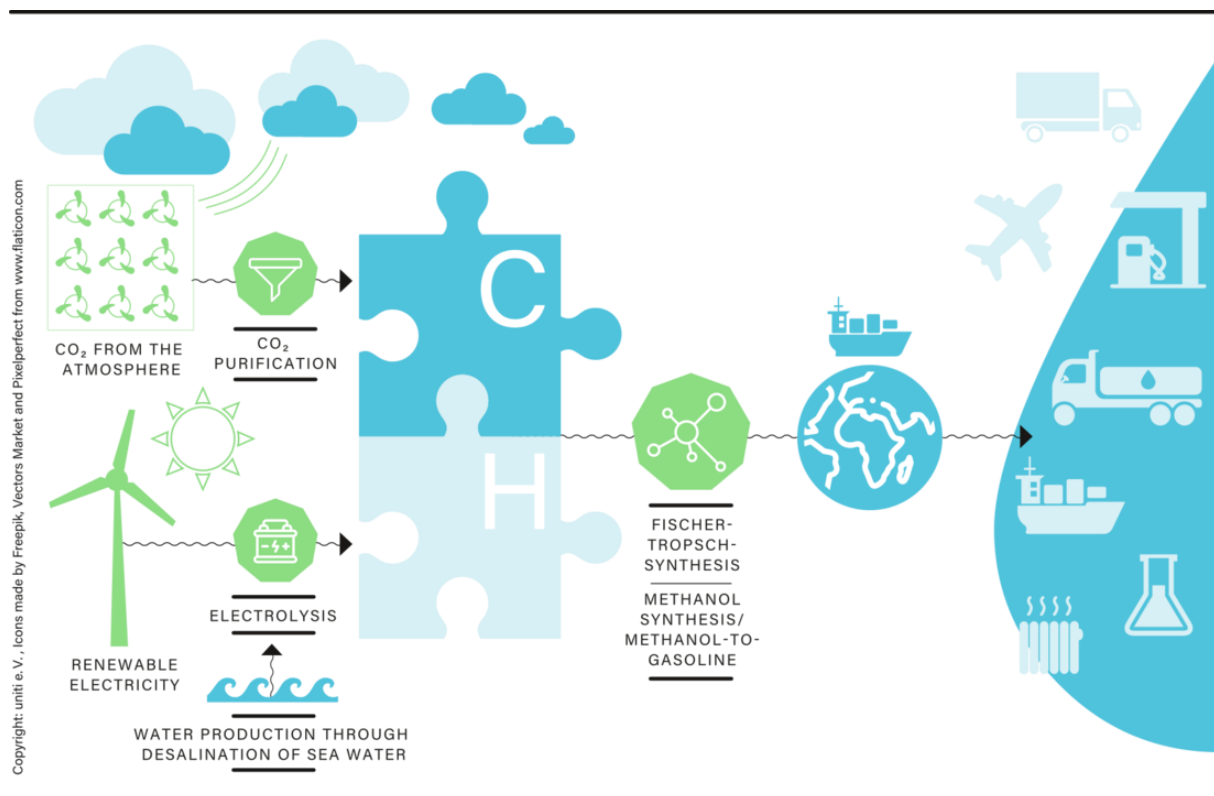
Figure 20: Overview of eFuels, https://www.efuel-alliance.eu/efuels

5.5.20.5.4 Reduction of emissions like CO₂, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, carbon black, fine dust

1. CO_2, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride are all long-lived and well-mixed in the atmosphere; all trap heat that otherwise would leave the earth

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[113] https://www.reuters.com/business/energy/eig-global-launches-thermal-solar-project-chile-latams-first-2021-06-08/, https://en.wikipedia.org/wiki/Cerro_Dominador_Solar_Thermal_Plant, https://en.wikipedia.org/wiki/Copiap%C3%B3_Solar_Project

[114] https://strangesounds.org/2021/02/us-navy-tests-pram-orbiting-solar-panel-beam-power-from-space-to-earth.html

[115] https://raygen.com/

and go into outer space and all are directly emitted as greenhouse gases rather than forming later in the atmosphere. Therefore, **their emission should be minimized**.

2. **Cows** should be given food **additives like red algae/seaweed** (which can be fished out of the ocean or be reproduced locally in bio reactors) to **reduce their CO_2 emissions**.

3. **Decarbonization** is a key element of emission reduction, but other measures have to be taken, especially outside of transportation.

5.5.20.5.5 Eco-Systems, Wildlife, Species Protection, Genetic Diversity, Pandemics

1. **Eco-systems and wildlife/species** (minimizing loss of **biodiversity**) shall be protected as much as is financially viable (using the six capitals framework or similar models).

2. The **genetic diversity** has to be maintained as much as possible, including flora (e.g. seeds), fauna and the players in ecosystems and also in groups of plants or animals to avoid ending up with unhealthy plant/animal populations and a possible breakdown of such ecosystems.

3. Too much **resource pressure**, especially on animals like bats or **too much closeness** of humans and animals can lead to the spread of germs between them and can lead to animal or human pandemics similar to the coronavirus pandemic. Therefore, considerable efforts have to be taken to minimize this and to control the development and the spread of dangerous germs and diseases for all species since they can **threaten our food chains and ourselves**.

5.5.20.5.6 Resources, Waste, Poisoning, Cleanup

1. **Novel** (possibly dangerous chemical) **entities** (e.g. organic pollutants, radioactive materials, nanomaterials, and micro-plastics) must be analyzed and controlled regarding their approval, production, use, pollution and recycling.

2. **Ships** shall use ecological propulsion methods like hydrogen or batteries and refrain from dirty cheap fuels like heavy/dirty oil. They are not allowed to dump not purely natural waste in the ocean.

3. **Plastics** must not be dumped into the oceans, including micro-plastics. The use of micro-plastics (e.g. in cosmetics) must be avoided or minimized. Ocean cleanup should be financed and implemented.

4. **Chemical/pharmaceutical poisoning** of nature must be minimized and should be avoided.

5. **Don't support any just greenwashed approach** which is not maximally green, e.g. **ocean plastic** is in many countries just normal plastic collected in zones of up to 50 miles from the coast lines.

6. **All systems shall be as efficient and sustainable as economically viable in the Six Capitals Framework.** E.g. **blockchains** shall not use proof of work (consuming gigantic amounts of energy), proof of scarce resources (e.g. hard disk storage capacity thus increasing prices and scarcity) but consensus methods like Proof of Stake[116] (PoS, many modern blockchains) and Proof of History (PoH, Solana).

7. People and shops should prefer **local over imported produce** to save transportation efforts and exhausts.

8. Products must be packaged so that they definitely have **no negative effects on the health of the consumers**, except if declared so and if there are alternatives. E.g. most *plastics* and their contained chemicals are known to reduce fertility and have hormone-like effects.

9. **Growing plants that can tolerate lower temperatures instead of importing them.**

10. **Scarce natural resources** should be priced so that the market participants use them less, especially if they can be imported for low prices.

11. If **food might become rare** in the economy, then less fields/foods shall be used for bio-fuels and it should be considered if people should eat less meat and to cultivate more efficient protein

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[116] https://youtu.be/XW0QZmtbjvs

sources instead. That is also an approach if food becomes scarce in other parts of the world to help globally.

12. **Fermenting whey** with special bacteria and methods can eliminate the bitter taste of whey and also the lactose. I.e. it would become valuable food for the entire humanity. Currently, ~85% of whey is poured away. That would use billions of kilograms of whey for a useful purpose and make a significant contribution to nourish humanity.

13. Generally, **replacing meat or milk product with vegetarian or vegan alternatives** like Mozzarizella (rice-base Mozzarella-like cheese) can be alternatives with a smaller footprint. However, care must be taken that they don't become less healthy due to cheap but dangerous ingredients like palm oil or toxic impurities (heavy metals, dioxins, ...).

14. Many uses of **plastics can be replaced by rattan**, the material from Indonesia and around out of which baskets are woven. These plants can grow much wider and they can be dyed – even with conductive materials so that signs and even touch-screen like applications are possible, e.g. wallpapers, veneer, armatures (for cars/ships), crash helmets, etc.

5.5.20.5.7 Genetic Research and Engineering

1. **Ethical and responsible genetic research** shall be funded. It offers great opportunities for the future if the risks and threats are sufficiently controlled.

2. **Many plants (e.g. salad, radish) have much better frost resistance than previously known (down to minus -11°C).** Plants can produce sugar, anti-oxidants or proteins against frost, then grow slower and can be optimized along these lines through classical breeding and genetic engineering.

5.5.20.5.8 Multi-effect and other Measures

1. **Saving, economizing, recycling**: Energy (e.g. avoiding to waste electricity), avoiding not required travelling/flying, economizing resources, recycling as many materials as possible. E.g. we might also run out of phosphates which often 10x agricultural results. Without them, we might starve, but they can be recycled by e.g. recycling our urine.

2. **Health and sex education, contraceptives, birth control:** The more (sick) humans there are on earth, the more resources they need.

3. **Protecting and finding alternatives to scarce resources, e**.g. oil which will still be needed by the pharma industry for many decades.

4. **Ecological building, operation and recycling** of e.g. private houses. E.g. more wood in houses, setting up water cycles like clarifying waste/toilet water and reusing it, aquaponics, energy-efficient building, greenhouse-elements, natural efficient house climate regulation, etc.

5. **Minimizing one's ecological footprint** should be a priority.

6. **Algae and seaweed**[117]: Algae and seaweed farming is still very expensive and by far not fully mastered and needs further research since many practical projects failed. The water for algae as food should be clean. However, it offers *big opportunities and potentials* in many fields as it could solve many of the top big problems: Algae/seaweed could serve as healthy food, can be processed into fuels and other natural components in bio-refineries, can serve as fertilizer, can mitigate climate change (e.g. as carbon sinks), support ecosystems, create jobs or improve livelihoods. Since algae need sun, i.e. only grow in the top layers of the oceans or seas, an interesting idea is to elevate nutrients from the grounds upwards, but how to do that so the ecosystem works maximally efficiently is unclear and needs wide and intensive research.

7. Professor Richard Lindzen, Judith Curry, Roy Spencer, John Christy, Steven Koonin[118] and many more believe that "natural variations" in climate, such as **solar or cosmic activity and other**

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[117] https://unglobalcompact.org/library/5743 The Seaweed Manifesto / Seaweed Revolution
[118] https://dickstormprobizblog.org/2022/01/30/history-of-energy-and-electricity/

natural or cyclical forces could influence climate. Earth seems to undergo **longer warm-cold-cycles** and it seems we're still moving in that cycle to warmer temperatures. Therefore, **even more effects have to be taken to minimize global warming**. Effects like solar activity, volcanic activity, ocean current shifts, cloud formation/activities on the world and especially climate change shall also be studied. Nothing should be ruled out without a scientific reason, e.g. based on some political input or (possibly false) narrative.

5.5.21 Spare Time, Private Cooperation

1. Besides **cooperating** at work, all people should similarly cooperate privately and in their spare time. Everybody should have multiple chances to develop themselves, reach their **maximal potential, never be treated unfairly and get respected and paid accordingly**.

2. An **upgraded impartial social network** run by society shall offer the possibility to specify one's interests, priorities, personality, type of humor, technical interests etc. **in arbitrary levels of details** so that the matching with others is possible to an arbitrary level and to specify which type of person is allowed to use each type or sub-domain of knowledge for business or private purposes. The goal is to **bring together people** with all kinds of niche interests or combinations of interests for business and private purposes and give people inspirations. Each person should **specify which types of people they would like to meet, which skills they bring, what they would like to do**, etc.

3. There are **separate directions** in which cooperation can move
   a. Ideally **lifelong constant learning, teaching and ideation** in professionalized clubs/associations.
   b. Compassionate people with **psychological training helping each other**, getting advice (improved self-help groups also doing research, investing deeper underlying or side conditions, corner cases, trying therapeutic ideas, etc.). People can just talk there about their problems and get advice/help.
   c. **Personality development: Coaching** each other in various disciplines, making everybody more professional and sociable.
   d. **Optional openness about hobbies/interests** (making one's interests more in depth available to certain automatically selectable people): Local and virtual cooperations
   e. **Optional openness about health/psychology** and getting help.
   f. Regional excellence initiatives that people love and give them perspectives.
   g. **Practicing skills to later apply them commercially**, e.g. public speaking/music, moving from simpler to more advanced work, e.g. in IT
   h. ... and of course **all classical clubs / associations in a professionalized ethical fair form** (no mobbing, discrimination).

5.5.22 Other Topics

5.5.22.1 Religion

1. PerCon Flow supports **religious freedom** but shall not prefer any religion and not collect charges or taxes for any religion.
2. Any hate speeches, discrimination, tales of superiority, hateful or discriminatory acts etc. are **forbidden**.
3. Religion is normally not a mandatory subject at school or university but **ethical and cooperation principles shall be taught**.
4. The **religious education of priests**, rabbis, imams and similar professions is controlled (to avoid violent activities, misinterpretations like the 72 virgins for martyrs, fundamentalism in several religions, preventing rip off) and optionally paid by society.

1. Many people are on earth for a **special mission** that they can detect based on their strengths, skills, hobbies, learnings in life, interests, passions, being open to inputs and ideas of others and looking at how they can contribute to make earth a better place to live on, to learn or facilitate others. Everybody should try to **find and complete their mission** on earth.
2. When in **terminal disease with pain**, people are allowed to end their lives and get help doing so.

5.5.22.2.1 Theory about better Praying and Inspiration

Praying as just simple talking out loud or silently to God probably **doesn't lead to getting answers** for most people. The risk is that they **don't gain or lose faith**. This could still be taught to children but it is probably better to tell them that they won't get an answer until they later have spiritually developed further, e.g. into the **following techniques for better praying and inspiration**:

1. Learn and practice **meditation, flow state hypnagogic creativity and lucid dreaming**, starting with writing down one's dreams and then becoming aware of them as they happen.
2. Identifying one's **interests, strengths, passions** to then later identify possible **professions and purposes** in life (noble purpose). Ideally developing **multiple interests** that later could lead to synergies or the transfer of ideas. As time goes by, hobbies should be transitioned in and out while paying attention why one likes which parts of them.
3. Mastering **peace of mind** techniques, i.e. not thinking/feeling about anything else than one's **intellectual/spiritual topic(s) on which to focus**, inviting and allowing **intuitions and hypotheses** to surface, ideally in **hypnagogic or lucid dreaming states**.
4. Trying to become the **best in the world in at least a very tiny niche**. Trying to push the envelope, i.e. the scientific boundaries: Mindfulness, making observations, developing ideas and hypotheses. This helps regarding reputation, possible business ideas and makes people possibly interesting as God's tool with unique capabilities.
5. Finding and using infographics, visualizations, videos (e.g. in social media like Twitter, Pinterest, LinkedIn – leveraging those recommendation engine techniques by e.g. liking/sharing only those narrowly interesting topics). **Combining different media and memorization techniques** efficiently.
6. Optimizing **quick reading** and **quick scientific research paper analysis** (skimming, quickly identifying what might be relevant, what are ideas), **critical thinking and mental structuring of thoughts** and notes/summaries on that basis.
7. Optimizing the **interaction with one's sub-consciousness** and one's **spiritual inspiration** to even more quickly cut through the BS and get intuitive ideas about the scientific materials. Ideally when very experienced, one would get **clear mental highlights** what is promising, what won't work or what could work instead from just quickly **skimming** over the materials, maybe from even **just reading academic paper or subsection titles**.
8. Preparing one or **several questions systematically** on as many days as possible to **think about them before falling asleep** by interacting with one's sub-consciousness (hypnagogic flow states) while accepting that inspiration is mostly a reward for good mental preparation. Spiritual inspiration on top of that seems to be a reward for hard work along one's spiritual path and noble purpose, one's calling in life.
9. **Getting a completely clear mind free from any distractions**: No alcohol, no drugs, no hunger, no thirst, no feelings (fears, sorrows, hate, envy, etc.), no (sexual) desires, no cough, no needing of a toilet, no tight clothes, nothing being itchy or hurting: Being maximally relaxed, e.g. lying flat on a bed/mattress (or sitting) with a straight spine and being maximally receptive for inspiration. Letting one's thoughts wander freely ... maybe pondering one's questions a bit ...
10. This can then lead to **spiritual inspiration** and **lucid dreaming with the culmination of having a "talk" with a higher entity** where one can ask questions and gets spiritual answers from an entity

one typically can't see. This can typically be around one's mission in life and how this should be fulfilled, how to solve challenges in life, etc. Don't expect to be talked to by a higher entity (spirit, angel or God) unless when you have **deserved** it and try to **earn it**.

11. **People should dictate** (into their smartphones or dictation devices) or **note down their inspirations** to not forget any details. If they manage to get many ideas, they should try to structure and ideally visualize them as well as possible, e.g. like in this document. Inspiration often is drop-wise like rain, but many small drops can lead to bigger ones, i.e. bigger ideas and motives, philosophies and strategies surfacing. One should repeat older ideas to not forget them, complete list, optimize texts, find gaps and possible problems and use that as priming for more inspiration. At least these different **types of inspiration** exist and ideally they should be marked as such with an intensity or certainty score regarding the spiritual external component from less to more spiritual:

    a. A **normal or crazy thought or dream or a hallucination,** e.g. due to sickness/fever – not having any deeper meaning except perhaps for psycho-analysis.

    b. **Active thinking idea**, e.g. by applying principles or knowledge from one domain to another, asking new questions, finding answers to them, getting inspired by input or questions from others, etc.

    c. General **ideas from dreams** without specialty.

    d. Specially remembering **logically/spiritually relevant parts** of relatively normal dream after waking up.

    e. **Pattern-matching idea from one's sub-conscience**, primed by intensive thinking about new materials, coming up e.g. when taking a bath, a shower, etc.

    f. **Meaningful ideas in a meditative dream**, e.g. when woken up in REM sleep and doing a meditation.

    g. **Ideas in hypnagogic state before falling asleep** – typically with the input of one's sub-conscience but also causal reasoning, what-if-thinking, why-not-thinking, etc.?

    h. **General idea in a lucid dream.**

    i. **Additional ideas and details** in line with the main thought that came when writing the inspiration down.

    j. **"This is an additional detail or thought you've missed: ... "** as inspiration, typically during daytime.

    k. **Idea with a spiritual highlight** in one's brain, like being highlighted with a torch shining into one's brain: Input from others or while reading, seeming coincidences, ideas being highlighted as true or relevant.

    l. **Hypnagogic idea received by a feeling like a spirit with a torch is highlighting concepts in one's brain one after the other.** Here the intensity is very relevant and should be noted. Very high intensity ideas prevent people from sleeping and may end with "must note down", even repeated.

    m. **Idea received in a hypnotic state.**

    n. **Mental idea transfers from a sensed higher entity or a dialog with such an entity in a lucid dream.**

    o. **Mentally seeing a higher entity** like a burning bush, a spiritual person like Maria, Archangel Gabriel, etc. and possibly speaking with them.

    p. **Fully consciously fully awake in real-life being seeing a higher entity** like a burning bush, a spiritual person like Maria, Archangel Gabriel, etc. and possibly speaking with them.

Additionally, in all cases **very rare coincidences** might happen. Especially when they involve important people like the Pope, then that is an additional sign. E.g. just when finishing a draft of this document, Thomas had a feeling to ask if there is any higher entity involved and a feeling to look at

what Pope Francis is doing (even though not being catholic and not following him anywhere so far) – just when the Pope called for "upgraded socio-economic models"[119] and thus Thomas could propose this concept immediately.

Supporting conditions to optimize:

1. Leading a **100% ethical life**. Praying for forgiveness regarding small glitches – not allowing big glitches.
2. Continuously practicing and **improving one's scientific, mental and spiritual skills**.
3. **Allowing a large amount of coincidental things to happen** (**BOLMAPPSO** process), e.g. getting to know many new people and their ideas/missions in life and what can be learnt from them. Actively inviting them to share tips and relevant news with oneself. Paying attention to patterns in those **coincidences** and in which directions or towards which life purposes they might be pointing.
4. Setting **NLP** (neuro-linguistic programming) **triggers** and using them to get into those heightened states more quickly.
5. Developing **techniques how to let go** and **clear one's mind and desires** in as many situations as possible.
6. Developing more **resilience to distractions, fears, negative feelings**, etc. – being able to **forgive and love people unconditionally**: Developing a pure soul.
7. Focus on **ideally timeless topics within your life mission**. Probably these techniques **won't work for temporary products or technologies** that will soon be replaced.
8. Praying/meditating **in spiritual places** like churches, monasteries, mosques, temples, shrines, where saints lived, maybe cemeteries and battle sites.

5.5.22.2.2 (Self-)Hypnosis for Visions about past or future Lives

The following section is adapted from Shelley A. Kaehr, PhD: Lifestream: Journey into past & future Lives (Past Life Regression Hypnosis Therapy).[120]

Probably 10,000 to 100,000 people have done such past life regressions and millions have done related hypnosis sessions. Some have come up with funny stories, e.g. wet dreams about having been a painter drawing just the most beautiful naked women and having sex with them, most have just privately told their past life stories and some told them publicly and got their information verified to be true – as far as verification was possible. E.g. in India several people could demonstrate past life memories and in Europe people demonstrated knowledge of Hildegard of Bingen or the noble people around her (see below). However, scientific research on this is just starting as it was not taken seriously for a long time.

Many have heard **people talk about their past life regressions and which adventures** they went through in these lives. The **second aspect that they don't talk so often about** that this also helps to identify underlying reasons why people might be fearful, have bodily weaknesses, end up in similar situations (e.g. with other people) or otherwise show signs of negative karma. Often **knowing about this helps already a lot** and it is a basis for understanding and improving one's life and possibly compensating for negative karma. This section also serves to **demonstrate the types of techniques that were used to come up with this entire potentialism concept and how they are rooted in the science of hypnotherapy.**

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[119] https://twitter.com/Pontifex/status/1449404777079533572 (Oct. 16, 2021), Reply regarding PCF: https://twitter.com/ThomasPoetter/status/1450046694129864705 (Oct. 18, 2021)
[120] https://www.amazon.com/Shelley-Kaehr/dp/0971934037

This **hypnosis therapy** is one of those typically done by professional hypnotherapists[121] and this section shows you what to expect in such a session. However, it can also be done as **self-hypnosis**: Either learning the commands at least roughly by heart, have a friend read the script or recording the script and playing it for a session. People should only do this themselves, if they are **psychologically stable** or at least are prepared to learn about possibly negative past life karma, harm, suffering and how they might have died. If done alone, the worst other outcome is that people might **fall asleep and possibly dream about their past or future life**. Therefore, people should only do this before they regularly go to sleep anyway or set an alarm clock – but then your dream might get interrupted.

An experienced hypnosis therapist will help by **guiding people to the places and times** they need to go for **greatest healing**. It can also be that this doesn't work for you: You might not have had a previous life, your soul might not like to recall it but rather suppress thoughts or your brain might not be well-enough adapted to and trained in hypnosis and higher states of consciousness.

Maybe even the highly correct **prophet Nostradamus** used similar techniques? He must have had some ways of receiving his visions. Certainly, not everybody can have such visions: There are also **other components** that are harder to identify, probably a *spiritual/religious* component and **personality-related components** like being able to calm one's thoughts, being receptive to inspiration, etc. Independent if it works for people or not, some might be abusing the term "(conscious) awakening" to e.g. to position themselves as being more insightful, knowledgeable or have better spiritual abilities. This should not take place and there might be some non-working techniques that might be promoted under such a strategy and of course to earn money. Therefore, all techniques described here were **validated with experts**: They are at least **working for a significantly large percentage of the population**.

Another way could be **fever dreams** and hypnagogic states when not being able to sleep of just before falling asleep. Also **drugs** like Rilmenidine (mental/brain-based way of relaxing and lowering blood pressure), Ketamine (surgery premedication), DMT, Ayahuasca, LSD, etc. can induce such higher states of consciousness or help with them.

[Past life regression preparation, ideating about indicators of previous lives:] Think about your early childhood dreams: Did you dream to be flying? Did you dream about dying, gold, possible past events? Are there any strange patterns in your life, e.g. regarding weak spots, how you interact with people or people react to you? Does anything look like it needs improving or like you might have (had) to learn something? Please go through possible points and evaluation them if they might be indicators for previous lives. It would be even better to think about these things at least one night before the meditation or hypnosis.

[Future life preparation and ideation:] Think about what you did wrong or where you were mean to others or caused damage, especially where you might have underestimated your responsibility or might be wrong or be misunderstanding something. As a result, are there any fields where you might have much to learn?
How might your profession change in the future – and how might the customers in those fields change?
Are there unsustainable developments that need to change that you know of and which interest you?
Could a crisis come about? Do you expect things to improve in the future or to get worse? Which type of people or events could make a difference, reverse a trend, etc.?

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[121] https://en.wikipedia.org/wiki/Hypnotherapy#Efficacy

Where are the nations regarding the economic and world order cycles of Ray Dalio? Where is too much populism, where is (political or social) pressure being built up? Where are risks of (civil) wars? Are big natural disasters like famines or migrations foreseeable? Where do you have *bad premonitions*? Why?

What are the general technological trends you know of and how might they influence the future? Which concrete *technical trends* are relevant in your fields of work or interest, e.g. automation, AI, miniaturization, wearables, smart clothing, smart dust, internet or social (media) trends, ...? How might wardrobe become more functional or useful in the future and how might fashions change? For all these thoughts, along which lines might things change?

You will probably need to go through **many cycles of thinking and then doing hypnotic dreaming/meditating/(hypnagogic) flow state** about these situations to really make progress. Especially the **future** seems to be organized around different higher and lower priority trends and their consequences which can again lead to tipping points. Some options can later turn out to be less realistic.

Practical preparation: Get into a comfortable meditative position, e.g. sitting straight in a comfortable chair with hands on the lap or lying – completely relaxed and trying to avoid any needs or thoughts.

Meditative preparation: Getting into a **relaxed state**. **Example script:**

Close your **eyes**, take a deep **relaxing breath** and ideally start **meditative breathing**, i.e. breathing in while silently counting to 6 and breathing out counting to 9. Imagine **breathing in love and light and exhaling tensions and concern**.

Feel a gentle wide **warm beam of pure white sunlight move from top to bottom through your entire body**: Feel it going to each organ: head, eyes, nose, jaw, neck, shoulders, feel **how they relax**, lungs, heart, stomach, elbows, wrists, hands, fingertips, belly, hips, down the legs (thighs, knees, calves, ankles) to the souls of your feet.

See the white **light as a waterfall** of light **washing out tensions and concerns** out of the **various organs** – going through them – and into the earth.

Feel the **light getting stronger** so that it **pours out your heart and creates a beautiful golden ball of light** that surrounds you by about three feet in all directions.

You're feeling yourself **floating inside the healing warmth** of this golden light into which only what is of your highest good can come through. You're **completely protected and are feeling comfortable**.

Past Life Regression Mediation / (Self-)Hypnosis:

Notice a **doorway in front** of you: See it, feel it or just have an inner knowing that the doorway is there.

Imagine walking along that doorway and getting gently into a **beautiful room with peaceful energy** and good vibrations. Feel the nature around and be attentive with all senses.

As you're feeling safe, relaxed and at ease, notice how a beautiful white **angel floats down in front of you**. You can see the angel, feel the angel or just know the angel is there. Very good.

You're now becoming aware that the **angel is a guide** who knows everything about **you, your soul and its journey**. Feel the angel's **energy**, the **unconditional love and high regard** the angel has for you.

Notice an **elevator** on the other side of the room and gently walk or float in your energy bubble with the angel to that elevator. Notice the buttons of the elevator and then gently press the down button. The door opens and you with your angel step inside. The control panel shows we are on the 20th floor and we want to go to the ground floor. So you push the ground floor button and the elevator gently starts to go down.

With each floor you go down, you will be twice as relaxed as you were on the previous floor, and of course more relaxed than you have ever been before! Ready?

20, 19, 18, 17, 16, 15,...

Feel yourself sinking into always deeper states of relaxation.

14 ... so relaxed

13, 12, 11, 10, 9, 8, 7, ...

You're more relaxed than ever before ...

6,5,4,3,2,1,and ground.

You're there! The elevator doors open and go both gently float into the hallway still surrounded by golden light, safe and secure You notice a **doorway** leading to another door.

Open the door and look inside: It is a **big closet with multiple long clothes rails** with all the clothes you have ever worn: You latest clothes are at the right end wile previous clothes – **sorted by the rough time you wore them** – are extending to the left. It feels totally safe and totally familiar to you. Very good. You're all the time surrounded by a golden ball or light which fully protects you – together with your angel. Take your angel by the hand and the two of you walk or float inside this closet, knowing that the further back you go, the older the clothes will be. You notice **individual pieces of clothing and various experiences** you had with them: Going out, meeting friends, being at work, special celebrations ... maybe your weeding, your college or high school graduation, school trips, your first day in school, kindergarten clothes and toddler wear?

[Birth, time in heaven and death exercise, new script:]

Gently float to the beginning of the closet while looking at all these clothes from a kneeling down perspective as you float by. Your latest clothes become smaller and smaller as you gently float towards your toddler and baby clothes. But you don't stop. You're gently sliding up to heaven as you reverse the birthing process when your soul got into your baby body. It's like sliding up a water slide into heaven where you have been thinking and maybe some relatives have tried to contact you there from earth. You're able to zoom into places on earth if necessary through time and space. Maybe you remember some situations of your current life that are relevant to your life's purpose ....

Now remember how you **got into heaven**: After your soul separated from your body, from going into the light and then possibly through a tunnel or a beautiful landscape and then **ascending** into heaven [details are in the section on RED (recalled experience of death) aka NDE (near death experiences)]. You're gently remembering your previous death without any pain or anxiety. In which life are you?

Who was with you during your last days or in important situations ... ? Let your angel help you. ... What comes to your mind regarding your early childhood dreams? Did you dream about dying or getting killed? Did you dream anything that might belong to a past time period? Which clothes did you wear at the time? Try to remember further details from that time. Now try to remember if you later thought about that life, maybe from heaven? Did you zoom back into situations? Did people try to contact you in heaven or did you hear about how other people thought about you at that time or did you think, discuss or investigate it – from earth or heaven? Let's choose one of these situations and concentrate heavily on it. Try to get back mentally into your body at that time and try to live through relevant situations and focus on what you can learn from them, e.g. for your current life.

Try to repeat this for several situations, dreams, scenarios, issues you would like to investigate, etc.

[Future life exercise:]

Variant 1: From heaven / from in-between lives:

Mentally go over your preparative thinking: In your fully relaxed state, is there anything you might remember to ponder or research about while in heaven or not in a physical body? Which possible developments on earth could be personally relevant to you and what you might to get better at or compensate things that went not so good in your life?

Now focus on a place on earth that might become relevant and on the clothes you might wear. Try to mentally zoom into that situation. Look around where you are on earth and when? What is going on? Which year might it be? Look at where people are going, where shops or markets are, where people are working. What is different from our current world? ....

Variant 2: From the wardrobe: Imagining yourself in future clothing when stepping out of the wardrobe. See below.

[Time travel exercise, wardrobe-based:]

Floating back ... inside the closet ... further and further ... back .... into the closet ... go way, way, way back, to a very early or memorable time that would be most for your highest good. When you reach the right place inside the closet, notice **some of the clothes lighting up**. You **angel is handing them to you** and you can quickly and effortlessly slip into them. Look down yourself in those clothes. **Turn around and you'll notice a mirror.** Look at yourself and notice what you see. If you cannot see anything, the angel is going to tell you what you are wearing or you'll be having an inner knowing or gut feeling about it. Good job! So what do your clothes look like? What do you like? Which experience do you associate with them?

You're noticing the mirror is part of a door and has a doorknob on it. On the count of three, I want you to turn that doorknob and step out into your life at the time you wore those clothes! Ready?

3,2,1, you open the door and you are outside! Where are you now? Notice the first thing that comes to your mind.

[For each situation:]
What year is it and in which part of the world are you?
Are you with other people and if so, in which relation are you with them? Why is this situation relevant?
Experiencing the energy of the other people: Imagine you can recognize people by their energy and how that energy feels familiar. Is there anybody you might know from your current life or

other past or future life journeys? Maybe, maybe not. If so, what lessons did the two of you go there to learn that you might still be experiencing in your current life?

What (else) can you learn from the situation or what has happened or might happen next? Stay in that situation until you've found out answers to these type of important questions or possibly even allow yourself to fall asleep and dream about this situation.

Imagine you can go fast forward or backward to the previous or next important situation in your life. Imagine you go to the next such important situation now. What is happening? Describe what you see. [Ask and answer the questions for each situation given above]

Now fast forward to the very last day of your life and be there now. Notice how you pass into spirit. Very good. Relax. Now feel yourself passing into spirit right now: Floating up, up, out of that body, out of that life. Your angel is with you now as you float higher and higher. Always higher. Up, up into heaven or the beautiful peace space in between lives [possibly integrating RED or NDE experiences]. Your angel does always stay with you and protect you. You are safe and secure. Your angel can help you answer important questions:

1. What lessons did you learn in that life?
2. How are you or could you be using that information in your current life?
3. How is that energy affecting you now?
4. How can you maximally benefit from that information in your current life?
5. What might be your soul's purpose?

Now you notice you and your angel floating up, up, higher than before, higher into the clouds. Then you gently float all the way back to now, the present day but still waiting a bit in the air above the world. Now ask your angel to help you with the answers to the previous questions, especially what your soul's purpose could be. Wait for one or multiple answers. Excellent!

In a moment, when I count to three, you and your angel are going to float into your future in your current life to a time when you are healthy, happy and living your soul's purpose. Ready?

3, 2, 1: Float into that brightest future and be there NOW.

Where are you? What year is it? How do you feel exactly? What's going on exactly?

Since now this brightest situation has happened, look at the steps that led to it: Find out and remember all the steps that took you there. Start with either the last thing – going backwards - or the first thing – going forward – that took you there. What was the first or last thing that made your dreams come true? What was your next or previous step? How was the causal chain of events and what do you have to pay attention to? Imagine it is easy to nice because it has already happened and because you recognize the sense and the logic behind it. Very good. You'll mange to remember it all!

Wrap up, come to an end and take those amazing happy feelings with you NOW as you take the angel by the hand and float down, down, back through the clouds, through the ceiling of the beautiful room where we started. Imagine you and your angel are back in that room NOW. Be there NOW. Thank your angel for being here today and let your angel float back through the ceiling. Telepathically say him goodbye or wave him goodbye. Very good. Go ahead and walk back through the door where you began. Close the door behind you and find yourself standing right where you started. Notice you're still surrounded by that golden ball of light: You are safe and protected, totally secure. You remind yourself that within this golden light only that which is of your highest good can come through. Take all the energy you need to feel awake, refreshed and better than you did before. All excess energy will slowly float down, down out of the soles of your feet and down into the earth. You are grounded, centered and balanced. In a moment, when I count to five, you will come back, feeling awake, refreshed and better than you did before:

Five – grounded, centered and balanced.

Four – continuing to process this information in your dreams tonight, so by tomorrow morning, you will be fully integrated into this new energy and information.

Three – driving safely and being safe in all activities.

Two – grounded, centered and balanced, and

One – You are back!

Welcome back! How do you feel?

Think about what was relevant during this session or related sessions or dreams and take notes in a file or journal. How did you enjoy that journey? If you didn't come up with many details, don't worry. Just relax and try it on a later occasion again.

Many people ask if this was just made up by their own imagination: If it is spiritual or always has been inside of you? There is no telling and no limit to what you might be learning about yourself. The really important point is not that but to ask if what you experienced makes sense, feels like inspiration from higher sources and how you act upon it to make a difference in your life to check if they might be possibilities for your brightest and best future reaching your maximal potential. When you believe that all things are possible for you, your life will become magical.

Please should repeat this process often, because each journey typically leads to new details that come up and new insights through the past, present and future and the self-insights and healing potential of that process is unlimited. This tends to bring a great sense of peace to many people.

5.5.22.2.3 Theory about Human Development

WARNING: If you have firm beliefs in a religion, especially if you read every word of its writings in a literal or strict sense (even though the texts were written many hundred years ago when people were much less educated on average), then **do NOT continue reading**. This section is a theory to **explain modern phenomena** like the contents of recalled experiences of death (RED) after re-animations, reincarnation (people remembering details of past lives), past life regressions and how we could evolve quicker as humanity. It contains elements of *Hinduism* and *Tibetan Buddhism* which predicted *reincarnation* before there were known reports about it.

Based on inspirational material[122] and observations, this is a **wild but possible theory:**
1. We humans are risking to **turn the world into** hell. Similarly, we might be able to create **heaven on earth** by creating a **fair socio-economic system**. This may actually be the hells and heavens that prophets envisioned and were talking about.
2. Hypnagogic flow states and meditative states can **feel like getting divine inspiration or like somebody using a torch-like device to highlight one neural node after the other** in one's brain to convey messages. The latter typically requires that these concepts already exist in one's brain and ideally involve mastery in the relevant fields. The messages received could be spiritual inputs or just one's sub-consciousness having done efficient pattern matching and recall of knowledge. People report that they are more creative in this way around altruistic ethical ideas.
3. Due to billions of stars in the Milky Way and many other galaxies and the corresponding high number of inhabitable planets and the 13.7 billion years that have passed since the big bang, **there are probably other more highly civilized alien cultures in the universe**! How could they

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[122] https://youtu.be/UncVF4TbzqE Life after Death. Fiction and Facts | International online conference | May 22, 2021

181

propel our development? They are also bound to nature's laws. That means that they could use quantum physics to transmit information immediately or faster than light and just light/radio communication/x-rays at light speeds as fallback (but still being thousands of light years away) and comets to deliver biological materials (bacteria, viruses, cells, ...). Bacteria and viruses are better than our most advanced pharmaceutical plants: They can evade all medications that humans produced so far, e.g. by creating their own innovative chemicals to fight our human medications. There are also other germs like druses that still have to be researched. That's a sign that we as humans still have to learn and evolve much and that this might be extra-terrestrial input.

4. **Theory:** Some aliens could have sent their cells on comets to earth in the sense that "God created man in His image." They could have influenced cosmic rays (e.g. from supernovae) to create favorable planetary conditions for us. We humans create an electrical field. We might also create a quantum or dark energy physical field (our soul and part of our memory, possibly vibrations in such an energy field which might be able to store information and be used for communication similar to radio communication which uses waves) which can be influenced by the aliens. This or electromagnetic waves might be from where they inspire us and give us missions/callings. By giving us missions, ethics and inspirations, they might want to bring us towards heaven on earth. Remembering a previous life as children or under hypnosis might be due to the reuse of the souls (= quantum energy fields or similar, e.g. involving black energy/black matter) to accelerate learning and getting insights and this would also explain the effects of ghosts, reincarnation, etc. The light in near-death experiences might be the God-like master energy field[123] which reuses/reincarnates or destroys (bad) souls. Souls which do not go into the light might persist a while as ghosts until they run out of energy. **Evil** behavior was unavoidable due to scarcity, struggles for survival and **sub-optimal socio-economic systems** (e.g. also marginalizing/maltreating/dividing people to control them or others). We as humans decide if we create a piece of heaven or hell on earth with our behaviors and actions. **Possible details:**

   a) If souls are not based on **quantum physics**, they could have to do with **dark energy or dark matter** which has more weight than visible matter.

   b) Aliens **could have caused the ~4 mass extinctions** on earth by their remote influence, e.g. by deflecting asteroids or comets, by sending more cosmic rays/energy and thus heating up earth, etc. Change or evolution only happens fast when extinctions or mass reductions occur so that only the fittest survive.

   c) There are rumors that it is possible to **speak to dead souls and that they often suck energy** or cause a feeling of cold shiver. This could be explained by their energy nature as described above.

   d) **Viral/bacterial infections** could be there to make parts of their DNA part of our genomes (as is proven to be the case) and they could have come from meteorites and survived the impact on earth (as was proven for some) and **adapt and harden us to evolve quicker and also to harden us against potential attackers** who would be vulnerable to these germs due to lack of adaptation. Also space dust falls continuously onto earth which can contain genetic materials. Also very large viruses have been found (e.g. frozen in Siberia) which can contain much genetic material as DNA. Viruses and bacteria are more efficient than our latest chemical and pharmaceutical plants: A single bacterium can produce substances that resists or neutralize all our anti-biotics in 2021 (anti-biotic resistance) and viruses produce many escape mutations against our vaccinations and thus are mostly a step ahead of our latest bio-technology companies.

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[123] https://shellijoye.net/academic-papers/, https://www.dropbox.com/s/bhdtxpt7pfi1vs3/The%20Pribram-Bohm%20Holoflux%20Theory%20of%20Consciousness%20%28Dissertation%29.pdf?dl=0

e) Aliens could be putting stress on nature and us to **force us to evolve quicker**, e.g. to show the weaknesses of our current healthcare systems, of current capitalism, etc. and to force us to improve.

f) **Hardships** imposed by God or "fate" (if fate exists) could be to educate us or punish us for sins in past lives if reincarnation exists – for which dozens of proofs are said to exist. There could also be a hierarchy in heaven or regarding re-incarnation as Hindus and *(Tibetan) Buddhists* believe: Getting reincarnated as a lower life form and/or with hardships if one led a bad life.

g) The entire **setup of the evolution on earth**, sexual attraction, etc. could be designed to **make us fitter and evolve quicker**.

h) Different **adverse conditions** could be there to force us to consider all conditions and side aspects and to let only the fittest with the best most-adapted genes survive.

i) Many **UFOs** are probably just the leading superpowers (USA, Russia, China, etc.) trying out new airplanes like Avrocar (secret project that was later disclosed). It is too useful to be able to *ridicule everybody who sees a new airplane as a crazy freak* hallucinating/believing in UFOs. Rotating weights could be used to quickly change flying directions. It is unlikely that many types of aliens have the technology to come to us over large distances (multiple light years) and then crash, except perhaps if they easily get infected by the germs of the Earth. However, alien cultures probably exist many light years away and it can't be ruled out that they are responsible for some sightings.

j) A **striking commonality** between aliens, God and spiritual insights is that people have seen **highly developed loving and wise *light beings* both as aliens and in recalled experience of death (RED)**, previously dubbed **near-death experiences (NDE)** as described in this article[124]. The light beings **might be similar to holographic projections** and actually live far away. What they teach is roughly consistent with what all the big religions and also Scientology seems to teach (with elements of life and intention reviews and aliens; this is not an endorsement of Scientology and nobody here is associated with them) about **ethical behavior**, a life's purpose and ripple effects of what we do. The probability that these light beings exist as aliens and are possibly seen or acting as kinds of Gods seems to be higher than being made up. Aliens might be coming to use to monitor our progress as humanity and to possibly prevent disasters like thermo-nuclear wars. That might be after there were so many wars and hardships on earth that purely benevolent or altruistic humans – if they ever existed – have died out and could not pass on their genes: It was survival of the fittest or most brutal apes or humans for many thousands of years – creating more or less hell on earth. The religious teachings and especially ethics probably only stated to make earth a better place and humanity to evolve faster. So applying these ethical principles and assessment/judgment/reward function on a societal level could be our key to higher evolution.

k) Instead of heaven or hell as places, **past life karma** and **trauma** could be decisive if we get into a heavenly or hell-like mental/spiritual/karmic state: Especially if we lead a life with guilt or shame or other serious bad feelings or deeds we cannot handle or overcome as shown in Dr. David R. Hawkins' map of consciousness[125], then we might have to learn it in our next life: E.g. becoming a victim after having been a perpetrator in the past life to learn how it feels like to be treated like that. A person traumatized before might become more aggressive or even a perpetrator in their current life. When a soul has proven to be spiritually clean and

[124] https://nyaspubs.onlinelibrary.wiley.com/doi/10.1111/nyas.14740
[125] https://www.facebook.com/iLivinghkcom/photos/a.10150307890143652/10157887473463652/,
https://www.pinterest.com/pin/346284658859059438/

worthy and has no other calling, it can go into nirvana and won't reincarnate. A reason why highly ethical people like Mahatma Gandhi or Martin Luther King Jr. had to suffer or were killed could be to compensate remaining (past life) negative karma before their soul would be free forever.

l) **Why wouldn't aliens directly transfer their knowledge to us?** We humans are not yet ready for that. No government has the required governance in place to ensure that such knowledge is not unfairly exploited or turned against others. The USA has falsely accused Iraq of having weapons of mass destruction with fabricated stories, Russia waged shiploads of false propaganda against Ukraine, China threatens Taiwan and the Uighurs, ... Smaller/poorer countries are not even able to accept such a technology transfer or manufacture corresponding new products. Educating enough experts in these new technologies and building up factories and supply chains are gigantic challenges. We have no frameworks to prevent a few corrupt people from exploiting such information to the detriment of others. Even if the aliens put all the information into a free TV speech and on some web servers, it probably still would not work. We're mostly not willing to take conclusions from formulae or theories, but only from actual history. We really seem to have to go through all idiotic solutions until we can safely reject them based on historical experience – and even that doesn't always work as we see from the renewed surge of fascism and its ideas. That is also a way to punish people for negative past life karma. In our current state, there would also a witch hunt arise around all possible alien technology and fake news around it like things propagated by QAnon or the anti-geoengineering activists and others would – based on the NIH syndrome (not invented here) or plain laziness reject the gigantic preparation and change management for such innovations. Even if countries wanted to implement it, they would be in different positions to do that and in any case some countries would be faster, make errors (with possibly disastrous outcomes in case of dangerous technologies like genetic engineering, nuclear technology, etc.) and blame the aliens or get an advantage and possibly wage war on others. Due to our corrupt capitalism, there would always somebody be trying to pay more bribery money, make more profit, hire less qualified people or outsource it to a 3rd world slum. This also highlights the need for *upgraded socio-economic models*. Making a big overall leap – technologically and ethically is difficult and will most likely lead to too much disruption for people to handle. That's also why the EU requires possible member countries to first approach its values, economic and legal decision structures. Alien knowledge might also need adaptation to the Earth and its genetic diversity because e.g. some substances could be harmful/poisonous to life forms on Earth. Finally, it is better to keep up a balance of power by letting a few creative thoughts sip through to ethical responsible people or perhaps when required to prevent a big disaster while making sure that some balance is maintained. With the strict governance in PCF, we can hope that more intelligent beings can develop enough trust in us to help us with technology transfer.

m) **With the invention of modern AI, pure souls are not really needed anymore.** Higher entities who can create all of this can certainly also directly create intelligent beings who behave completely ethically. Therefore, why does this pure soul elicitation, soul reuse or ranking process exist? The challenge might be to do all of this over the **distance of thousands to billions of lightyears** with the energy and communication required. Supplying the energy to store experience or wisdom over theses distances might be a reasons why souls are reused, possibly with an energetic focus and "recharge" on certain wisdom that might become important along possible future scenarios. The time between lives then might be like a vacation for the souls while life be like work for them – possibly with an option to

communicate with some souls of dead people e.g. through Ouija boards[126] or meditative thought exchange. The higher entities might also be **optimizing their intelligent terraforming, ecosystem creation and evolution process and thus do this as closed loop system with learning and continuous improvement**: How to get new life forms to more quickly following ethical principles, to accept inspiration efficiently, to cooperate efficiently, to evolve efficiently, etc.

1. **Possible intentions of aliens:**
   a) Altruistic help (hopefully)
   b) Earth as an alternative habitat for them or basis to get to other planets, influence others
   c) Earth to exploit resources
   d) Earth as potential future partner regarding innovations, entertainment, wars, ...
   e) Humans could receive the alien DNA and be asked to clone them on Earth (and maybe improve the DNAs to cope with germs on Earth / be better adapted to conditions on Earth) as a future habitat if their resources end.
   f) Humans could receive more technology transfer once we have developed sufficient quantum computing or dark energy/matter technologies. We could then act as "small brothers" of an advanced alien civilization, maybe also helping them a bit in return.
   g) Earth as a Petri dish for technical/chemical/physical/social/legal and compliance experiments (like we use lab rats)

2. There is a **theory that the soul (maybe a quantum field, it is known that we generate electric fields, so maybe we also generate some quantum effects) is in or around our heads or in our spine** and trying to influence us and **can also store knowledge** (so that it remains after reincarnation). Our brains might just be filters or adapters so that we just get the permitted information in a way we can grasp to achieve our missions in life even though there is more information out there (also avoiding overwhelm and information overload). There are stories that people just before dying become clear and say goodbye to relatives even if heavily impaired or brain-damaged. External knowledge (e.g. from God or higher entities, from an alien civilization, from dead humans) could thus possibly influence/inspire us living humans e.g. on a quantum / electric / neural / dark energy level. Dead souls (possibly their quantum fields) are generally an example of energy conservation but over time are said to lose some energy (e.g. due to activities) and thus need to find ways to recharge or suck energy, e.g. from living humans. They are said to be those souls who have not gone into the light (=the beyond) and are said to perhaps be lost and evil[127]. Therefore, as they feel that the end of the world is coming, they would put more effort into **influencing us living humans** to save the earth and thus their existence for another while, e.g. while we're trying to sleep to **impart ideas on us**. They might have access to more or even the full knowledge that these spirits seem to have. That's why many people have difficulty sleeping these days during the pandemic and why many come up with new ideas. However, that sleeplessness could also be due to (corona) infections or sorrows due to the economic consequences of this or of other (natural) disasters.

3. It is unclear if **daemons and some evil spirits** are deceased evil people that didn't go into the light (minimal scenario) or if a hell exists or vicious place with devil-like spirits exists (e.g. a parallel universe or world behind something like "mirrors", "another dimension" that we have not researched yet) from which they come, e.g. through mirrors. The Catholic Church confirms that evil spirits like daemons (from hell) exist and performs exorcisms. Many of these cases might

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[126] https://en.wikipedia.org/wiki/Ouija

[127] This theory seems incompatible with **Catholicism** which demands that people to be beatified and canonized to create miracles on earth. That probably requires to *not go into the light* but instead to influence people as a spirit on earth. The Catholic Church acknowledges that bad spirits exist on Earth, does exorcisms, warns of specific locations on earth in which evil spirits are and of course preaches about the Holy Spirit which can influence people.

have psychiatric issues as the true underlying condition. However, there are also modern reports of **really haunted places** where e.g. negative spirits attach themselves to people, suck energy and provoke diseases, accidents and misfortunes. **Shivers or chills going** through us could be due to freezing or nerve conditions, but might possibly be ghosts/spirits in some case which have little energy or suck energy. It could be that the Holy Spirit, other spirits or dead souls could influence people, give inspirations, etc. and that possibly some people could even learn to become more sensitive to this and thus **bring intuition and scientific insights forward, at least in developing ideas or theories** that hopefully are scientifically testable.

4. Examples of **reincarnation** with memories of deceased people **showing that some memory must exist outside the classical biological brain** which is rotten by that time:

   a. Saint Hildegard of Bingen (or related noble people): Woman from a documentary (it might have been the re-incarnation of another famous person, I saw it several years ago): It was similar to this but this is not it: https://www.youtube.com/watch?v=fhxC7xQ4_No

   b. Saint Hildegard of Bingen[128] had hypnagogic inspirations that she published (natural plant medicine, etc.), became a saint and is said to have re-incarnated.

   c. In the documentary a woman recalled how Hildegard's monastery / castle / home looked at her time and what happened to her as Hildegard (including her death) and those details were correct or plausible, as a historian confirmed. More details where we could call/inquire: https://www.bingen.de/kultur/museum-am-strom/fuehrungen-und-workshops/fuehrungen-im-ueberblick/fuehrungen-zu-hildegard-von-bingen

   d. http://www.soulstirring.org/returnofhildegard/mystory.html, https://www.facebook.com/HowToMakeHeavenOnEarth

   e. Maybe interesting: https://www.seele-verstehen.de/%C3%BCberblick/michael-s-botschaften/ (deepl.com is a good translator for DE-EN)

   f. English: https://www.psychologytoday.com/us/blog/out-the-darkness/202112/evaluating-the-evidence-reincarnation

   g. https://en.wikipedia.org/wiki/Twenty_Cases_Suggestive_of_Reincarnation

   h. Other German materials:

      i. https://www.youtube.com/watch?v=s1IkIUDvIHc 5 cases of reincarnation! (German)

      ii. https://play.google.com/store/books/details/Reinkarnation_in_Europa_Dokumentierte_F%C3%A4lle?id=FQTcDwAAQBAJ&hl=de&gl=CA

      iii. https://www.blick.ch/life/wissen/geschichte/glaubst-du-an-die-wiedergeburt-id15115091.html

      iv. https://www.allversum.com/reinkarnation-eroeffnet-sich-der-wissenschaft-immer-mehr-als-sehr-wahrscheinlich/

5. Thomas only received the hypnagogic visions after **nearly dying** from COVID-19 (being in an ICU unit), being treated with drugs like **Rilmenidine[129]** that have mental effects and after living exactly where **Saint Adelaide** of Italy[130] **lived and died**. Additionally, he had no customer work for months during COVID-19, got more rest and relaxation to think and to communicate with people world-wide and get input and useful hints from them. His intuitions began very intensively with extreme sleeplessness and concept-by-concept torch-like brain highlighting ending with "note this". Thomas tried to apply his hypnagogic creativity to customer work and to improving business ideas and VC pitch decks. However, that was far less efficient than the work on PCF. If there were no spiritual component, then the commercial application of hypnagogic creativity should be as efficient as applying it to other fields. Thomas had the calling to publish about a new socio-economic model around **8 months before Pope Francis** first sent out a tweet to do so in

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[128] https://en.wikipedia.org/wiki/Hildegard_of_Bingen
[129] https://en.wikipedia.org/wiki/Rilmenidine
[130] https://en.wikipedia.org/wiki/Adelaide_of_Italy

Oct. 2021[131] and Thomas had published his first version of PerCon Flow in June 2021 on Researchgate[132].

6. People postulate regarding ecology and preserving human life on earth[133], that climate change is **also massively brought about by non-human factors** (this description is a bit milder than the original conference and focuses on what is more believable and leaves out less believable parts or marks them with "claims/postulates"):

   a) They claim that **higher CO_2 concentrations in the air are just one cause of global warming** but instead **cosmic rays, ensuing higher volcanic and magma activities** and natural 12,000 yearlong cycles (part of **cosmic constellations**) are the main causes against which humanity probably can't do anything (or maybe with a lot of research/finances/efforts by uniting).

   b) Dangerous **intense cosmic radiation** (possibly as strong as from a supernova or a black hole) which hits earth roughly every 12,000 years and might devastate most parts of the earth, stripping its atmosphere and might transform it into a dead planet like Mars. Possibly, also ideas from an alien civilization or energy to replenish the reservoirs of dead souls or the global consciousness field are transferred. These 12,000 years are coming to an end in these years and the big dangers are immanent: Extremely high radiation, warming, super-plumes, volcanic activity, massive solar activity, etc.

   c) Changes in **solar activity**: Little activity (in 2021) followed by massive eruptions, i.e. solar storms, solar flares, destruction of all electrical infrastructure, power plants and all electrical devices, etc.

   d) Changes in the **earth's core, becoming lopsided, more volcanic hotspot activity, super-plumes**.

   e) Earth's **rotation accelerating, moving masses towards the equator, creating cracks into which water disappears** (earth inhales) and later gets ejected (earth exhales with massive floodings).

   f) Geologic changes which intensify **volcanic activity**, accelerate the Gulf Stream and other warm currents in some parts and might bring them to a halt in other parts.

   g) Volcanic hotspots underneath Iceland (moving towards Greenland) and underneath the western part of the South Pole will lead to a **massive warming and sea-level rise.**

Rationale

1. Scientists could show that bacteria and viruses came to earth with comets and that some could survive in their interiors the impact on earth.

2. Humans could only develop due to at least 4 big mass extinctions which eliminated bigger animals like dinosaurs which otherwise had made our development impossible.

3. Our human DNA consists up to around 50% of virus DNA. E.g. long-term memory and the development of the uterus with the amniotic sac and it not being repelled by the body is due to virus DNA.

4. There are **examples of re-incarnation**, e.g. a modern lady remembering details of the life of Hildegard of Bingen, other medieval people and cases in India.

5. **It is said that ghosts** can be detected based on their energy signature. Ghost hunters developed corresponding equipment.

6. Many people claim they can talk to the **souls of dead people** –not fully scientifically proven but there are some who seem to have gotten many things right, e.g. mentalists/spiritualists or using hypnosis to bring them back and experience their past life(s).

7. https://youtu.be/jwvRr2-4UYA and Erwin Schroedinger claim that there is only one human consciousness, which is controversial, i.e. one uber-conscious supermind, overmind or universal

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[131] https://twitter.com/Pontifex/status/1449404777079533572
[132] https://www.researchgate.net/publication/352173722_PerCon_Flow_-_a_new_Socio-Economic_Model_SEM_designed_to_solve_all_current_Challenges/
[133] https://youtu.be/hRVCDgRTuHY

mind. Therefore, claims the video author/director Alex Vikoulov, it is possible to "download" information and ideas from this overmind or universal mind. Besides an AI singularity (when AIs become better than human minds), there can also be a robot or cybernetic singularity as "the surest path to cybernetic immortality".

5.5.22.3 Family

1. Society supports **mainly the classical family** consisting of father, mother and children but also allows all other legal forms of cohabitation that do not lead to unfair discrimination.
2. **Classical rights** like visiting rights in hospitals, Guardianships, educational rights will be given to any form of family.
3. The **classical family may be preferred** regarding taxation, adoption, etc.

5.5.22.4 Military

1. As long as not all societies have introduced PerCon Flow or **have completely de-militarized** (a goal), military activities may still be required. Otherwise, they shall not be financed and be limited to what is required to mitigate threats.
2. If military is needed, **automated warfare** at a higher technological level than its potential enemies with a focus on **defense** shall be the priorities. The continuous shifts/swings regarding weapons between heavy armor and being lightweight, agile and possibly small shall be considered as well as the technology cycles.
3. Normal citizens shall maximally be asked to learn and refresh **only key relevant defense technologies and skills** without chicane over a few weeks and alternatively they can compensate this financially or with work generating NBV.
4. In a military conflict, **minimal damage** shall be done if possible narrowly targeted to **military goals** minimizing current and future harm to civilians.

5.5.22.5 Urban Design

1. **Smart and eco-friendly cities** shall be created in an evolutionary fashion with a minimization of sealed surfaces and many roof gardens, green facades, urban farming, etc.
2. **City superblocks** (as in Barcelona) with active neighborhoods and especially active community centers in e.g., parks, shopping spaces, town halls, ... Short ways (max. 5 min by car/public transport, max. 15 min by foot) shall be prioritized so that most people can reach shopping centers, leisure activities and ideally work (except for dirty/noisy industrial work).

Rationale:
1. **Healthy neighborhoods** shall be created where people know each other, talk and cooperate.

5.5.22.6 Neighborhood Projects

1. Society shall foster the creation of **healthy friendly neighborhoods** where people know each other, talk and cooperate through e.g., education, financing, urban design, workshops, spare time events, etc.
2. People in neighborhoods should have (regular) **meetings** to get to know each other and find out how they can **help each other**.
3. **NBV** is rewarded also based on how people help each other, how many friends they maintain, how open they are to diversity, how frequent mental issues are in their neighborhood, etc.

Rationale:
1. **Social contacts and support** are a key contributor to a **fulfilled heathy and long life.**
2. **Healthy communities** with personal accountability and social control **reduce negative thoughts and deeds.**

5.5.22.7 Transport

1. Local transport shall mainly rely on **self-driving buses/trucks** or more modern technologies.
2. Fast inter-regional transport would mainly rely on **self-driving fast trains** or more modern technologies.
3. **Traffic control** shall preferably be done in a central than a more error-prone, more effortful and more difficult decentralized approach like car2x communication.

Rationale:
1. **Commuter trains** will probably not be economically viable, especially not regarding the high costs for their complete digitization under high-safety conditions.

5.5.22.8 Development Aids, Fair Trade

1. Societies shall pay **development aids** equivalent to their relative economic position compared to other countries. A top-performing society should pay around 5% of their GDP and middle-class ones around 2% of their GDP to clearly non-corrupt countries in need or otherwise only pay money to non-corrupt groups.
2. **Poorer PerCon Flow economies** should be **preferred** regarding development aids.
3. **Exports must not lead to problems** in poor countries e.g., due to too low prices destroying businesses there.
4. **Import tariffs shall be fair** in that they give non-corrupt poor countries a fair chance for economic development.

5.5.22.9 International Politics

1. International politics shall be made in a **fair, open and collaborative way** with the future of the entire planet in mind. International **distortions shall be avoided** as far as possible/reasonable.
2. A **key guidance** should be: What would a world government (which honestly wants to best possible future for the entire world) decide and why?

5.5.22.9.1 Avoidable international Distortions with net negative Outcomes

Countries are **unfairly harming** each other: Some countries made themselves
1. tax havens (Luxemburg, Switzerland, UAE, Islands, ...) and thus harming over-proportionally the tax revenue of others;
2. weapons exporters (NATO + Russia + China) and furthering conflicts / "police" actions with their politics;
3. subsidizing food or tech exports so that developing countries can't maintain or develop functioning markets;
4. low-wage countries to not have to compete in other fields;
5. poaching top talents from other countries (less education costs, more growth);
6. paradises for certain professions like lawyers, doctors, tax advisors, Mafiosi, corrupt entrepreneurs (uses bribes to get around bureaucracy);
7. better subsidies, financing or tax discounts for certain businesses;
8. trade/tariff wars, discriminating laws/regulations, law enforcement or media;
9. not respecting environmental/emission or social standards (or not being able to due to under-development and possibly being punished economically for that)
10. ...

5.5.22.10 Immigration

1. Based on **qualification** (the administration's own online tests), **investment** amount and for those who are really **prosecuted asylum or immigration visa** are granted but **limited by economic load-bearing capacity**, not risking more than **1-5% drop in prosperity**, average wage, government spending or economic growth per year compared to the situation without any

immigrants over the last 10 years. I.e., any immigrants with above average qualification for highly in demand jobs over the next years shall be let in.

2. Similar to Canada or Switzerland, **qualification points** are needed to qualify for immigration and immigration is only granted for 5 years (renewable if the family offered a positive net benefit value and economic and is predicted to do so for the future) except if several jobs are created permanently by the immigrant (leading to a permanent permit). Families who abuse hospitality by showing criminal behavior will be expelled.

3. In case of humanitarian crises, it is typically the best solution to **help the people as close as possible to their native countries** (or even in them) at the typically low local costs. Bringing them all to industrialized high-price countries where they don't have sufficient qualifications but produce gigantic costs is typically not efficient for these economies, just for some rich people (entrepreneurs and criminals) who look for cheap labor.

4. **Special economic zones** for refugees (with an initial project in Addis Ababa, Ethiopia[134], Jordan Compact[135]) could be the solution to *give refugees perspectives* and allow them to *reach economic prosperity*. They should be provided with funding and expert help to build up viable ethical businesses.

5. **A global passport and educational certificates** could be an option to allow highly qualified people to travel and work in many countries (who accept them). People should then be asked to *make themselves attractive for migration* by qualifying themselves and becoming open to other cultures and to idea exchanges.

6. **Canada's immigration program of qualified people to stimulate the economy** might be a positive example for many countries.

7. **"Parallel universes" of non-integrated or even criminal migrants must be avoided/reduced.** Especially Arabic/Islamic clans have developed more criminal energy than police organizations can handle (Brussels Molenbeek, Paris Banlieue, Berlin Neukoelln). Their success secret is that they hold together as families under all conditions and exploit that everybody else in Western societies does not and has this as weakness. Therefore, they can easily bribe/blackmail/force people into obedience/submission to their goals.

8. **Immigration into social or criminal systems shall be minimized. People/families with low or negative NBV** (net benefit value) should be identified and get rejected regarding prolongations of their visas/residence/work permits.

9. **Family reunion policies** should be checked and implemented strictly. E.g. it should not work that families send a young male and then bring many people along large extended families, do fake marriages/divorces to bring more people, etc.

10. **Cooperation with countries who don't take back rejected immigrants** (**e.**g. don't issue travel documents) should be minimized and trade tariffs or even sanctions could be raised.

Rationale:
1. **Uncontrolled migration** can lead to many economic, political and crime-related **problems.**

5.5.22.11 Underdeveloped Regions or Countries and Land Life

Do we still need villages or can we just have cities and plain nature between them?

Such provocative questions can help to start **ideating**: Why should this not be a desirable scenario or future?

Some **insights and aspects** what can be **leveraged** to make rural/village life **more attractive**:

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[134] https://www.refugee-economies.org/assets/downloads/Report_Refugee_Economies_in_Addis_Ababa.pdf
[135] https://www.fdiintelligence.com/article/75843

1. **Cooperation, team work** and mutual entertainment in villages, club/association formality: Most people are nice to each other because a bad reputation would spread quickly and there are not too many people to spend time with.
2. Life should be made **more resilient**: Having many types of food (flora + fauna), (thus also) lowering risks of military or viral attacks.
3. Life or vacations on farms helps to build a **more resilient immune system and to avoid allergies, auto-immune diseases and subsequently asthma**.
4. Efficient local **decision making**, being able to talk to the local decision makers and to influence them.
5. Definitely **avoided should be to have multiple of these factors**: poverty, bad or low education, be technically out of touch/outdated, boring, dull non-communicative people, difficult to reach.
6. ...

Ideas how to **improve land life and help villages and underdeveloped regions or countries**:

1. **Universal quick internet access** shall be provided and **organizations who start activities in underdeveloped regions should get rewarded**, e.g. building new factories, offering office work jobs which can typically be done from anywhere, generally **e-commerce** business models/producers/marketers, etc.
2. Focus on **care professions**: Care for nature, animals and other humans, especially regarding humor, storytelling, layman psychological help (self-help groups and beyond), taking care of old or sick people (therapies, re-educations, old age care, ...).
3. **Centrally orchestrated** creation of **excellence clusters** with **each subtype clustered locally** elsewhere and nudged to exchange and collaborate intensively to **innovate quickly and efficiently** to reach the best results:
   a. Generally having **less quantity but much higher quality** as a strategy: This will naturally increase prices due to less supply and customers willing to pay more for the better quality. However, this may **not** lead to an **artificial scarcity** strategy by an oligarchy or monopoly.
   b. **Artists** in all fields (and other professions which do not need to be in cities),
   c. **High-end cooking:** Which flavors go best with each other and which are most healthy? Which practices to avoid to minimize toxic substances e.g. around acrylamide, Hawaii toast/pizza, ...
   d. High-end **plant and animal breeding** –a local cluster for each plant type and each animal race (also using e.g. genetic engineering, drones, AI and other high-tech), e.g.:
      i. Tomatoes and many other plants are optimized for shelf life, color, looking good, but **not optimized for being nutritious (market gap)**.
      ii. **Breeding old types of plants and animals** to maintain genetic diversity and give these as supply to other breeders and genetic engineers. Identifying new goals for breeding and/or genetic engineering.
      iii. **Several genetic and breeding developments are problematic**, e.g. European and American cows ("bos taurus") are cancerogenic regarding new pathogens called Bovine Meat and Milk Factors (BMMFs)[136]. Other types of cows do not seem have BMMF, among them are yaks and zebus/humped cattle (technically of type "bos mutus" and "bos indicus"), the latter being the Indian cow. This probably

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[136] https://www.dkfz.de/de/aktuelles/stellungnahme-bmmf.html, https://www.dkfz.de/en/episomal-persistierende-DNA/groups/Research.html, https://www.gesundheitsindustrie-bw.de/en/article/news/new-pathogens-in-beef-and-cows-milk-contributing-to-the-risk-of-cancer

leads to new breeding requirements using non-bos-taurus animals and improving their features.

    iv. Raising/breeding **high-end races** with desirable properties like Kobe (Wagyu) kettle.

    v. Also most **bushes and trees** have a genetic diversity that should be maintained and be optimized with biotech and breeding techniques: E.g. **more draught, warmth, landslide, wind resistant and less demanding but quickly growing trees** are required. This starts with identifying the best trees in nature, collecting their seeds and then breeding.

e. Identifying better **which conditions are best for each (sub-)species** as basis for further planning.

f. Identifying **which chemicals are harmful in which ways for which species**, e.g. to find why the number of insects is rapidly decreasing, why species are getting extinct.

g. Special **technical/technological clusters**, e.g. big corporations can locate specialized new research into villages a bit outside, also to make personal industrial espionage more difficult.

h. **Tourism, vacation and health offers**, e.g. for asthma people, disabled people, ADHD children/ADD people, overweight people, psychological (self-help) groups, people with anxieties (confrontational therapies), mental/spiritual activities, action sports and other sports, ... Many will **become cheaper because of automation/AI**, e.g. swimming pools can be surveilled by cameras and computer vision, allowing a human to do massage or technical maintenance and to just be called in case of emergencies. Personal training, massage, checks/diagnoses can also be done by robots/AIs.

i. **Humor, compassion, flirting and being entertaining can be learnt:** Correspondingly this could be taught and exercised in groups and the community should pay (award NBV) to use this to help people with slight psychological problems, older/lonely people, in retreats for better cooperation/conflict management, or as preventative measures.

j. **Psychological, psychiatric and mental health knowledge should be de-stigmatized** and possibly become a school subject with the goal that people avoid things that cause mental harm to others and instead learn to help them regarding less serious cases – which could then be done in **under-developed areas with fewer costs**.

k. Many athletes, corporate fitness centers and some safety-critical professions have mandatory **periodical medical checkups** and they are generally recommended. These could be done in a rural resort or training camp. Some people prefer to get a sedation/pre-medication before less pleasant exams starting with MRTs (due to claustrophobia), drawing blood, skin or internal/endoscopic exams. Such sedations can very well be combined with evening exams while other team members have a social event and might have their turn later. After the exam, people just sleep in the location and thus do not lose precious work time. People who do not want a sedation can just have their exams during the day or at other times and instead enjoy the social event. Since such checks could become a little embarrassing, it is best if they are done by a person that one will never see again or a **robot** which are now **better in many disciplines than humans**, e.g. checking for skin cancer, doing/analyzing sonographic or radiologic exams, checking teeth, electro-cardiograms (ECGs), etc. and in future most or all parts of exams could be done by robots/machines.

l. **Elite** and sub-elite **sports and health training** grouped by clusters: On the weekends/the evenings amateurs could be allowed to use the facilities and the training materials.

4. **Environment improvement** activities: Planting trees, devices to capture and transform CO_2 and other dangerous substances, creating diverse biotopes, ...

5. **Paying higher prices / NBV for delivering fair (created, traded, ...) and nutritious organic foods** and therefore **make farming more profitable.**

6. **Economic activities that need space or nature**: Biogas, wind energy, hydropower, geothermal energy, modern agriculture, ...

7. **All types of specialized retreats and conference hotels**: Corporate workshops with walks in the nature in between sessions, healthy local organic food, learning all types of sports, drone flying, forest rope course, swimming/sauna with many fruity infusions, massage, meditation, flow state and productivity workshops, eSports training, public speaking trainings, erotic activities (e.g. erotic massages), ...

8. If still needed: Military bases, public and private bunker sites.

9. Creating **circular economies, cradle-to-cradle recycling** for e.g. craftspeople.

10. **Creating possibilities for many types of spare time activities**: Good parties with current music and helping to get to know people from other villages (elements from single parties, speed dating), dragon/balloon/small aircraft/helicopter flying, drone flying, paragliding, water paragliding, BMX riding, corn labyrinths, water activities (water skiing, rowing, boats, small submarines, jet skis, riding on water jets, ...), different types of racing, snow mobile tours, Segway tours, (e)bike tours, ...

11. **Reeducating people** online or in evening/weekend courses to **be more open to others and pay/reward them for this**, e.g. to form new friendships, exchange knowledge faster and deeper, etc. Since many people would have to **migrate**, this will only work if they are **welcomed and integrated quickly and find friends** and life partners easily. The communities could **fund get-to-know or even flirting parties, music parties, local competitions (especially in the [new/focused] excellence domain) with awards, ...**.

12. **Practical education schools, dual professional education** academic/practical leading **as many people as possible to either academic or practical excellence** (like in Germany with the practical education focused in rural areas), evening/weekend adult education centers (e.g. with mental/soft skills, languages, humor, psychology/collaboration as domains and other skills that are actually needed in society).

13. **Many cultural activities in general:** Low cost or free concerts, music or art festivals, artists showing their work (can be filmed to get sold online to richer customers), body painting, guided tours on hundreds of topics (wild life, science/ecology, sports, ...), get-to-know events, ... Currently some communities organize one expensive such event per year, but if **money is saved** (e.g. regarding travel costs, mainly regional people or getting a bus full of artists from a center of excellence) **multiple events** (80% of the quality at 20% of the costs – Pareto principle) could be done so that there is **an interesting event on each weekend of the year (centrally coordinated)**.

14. **Introducing a new/extended tradition of corporate/organizational retreats in rural areas:** Organizations, e.g. as part of nudging, improved health and teamwork, could introduce regular retreats with sports and health checks (people are more disciplined if they know they will get checked and colleagues might find out about bad developments), possibly vaccinations, many group activities and team building, getting to know each other better cross-functionally to foster better cooperation and friendships, wellness, massage, (group) flow state trainings, ideation sessions, strategy sessions, feedback sessions, preparing offers or grant requests, common spare time activities, ... By using buses/trains/airplanes/boats together, taking advantage of lower costs in rural areas, group discounts (central planning), public grants and not having full professionals but sometimes people with less formal educations or still being trainees but instead talent for activities allows to do this for **relatively low budgets**.

5.6 Heterotopies / Seeds of Change / Puzzle Pieces for an abundant Future: Small useful complimentary Ideas compatible with current Capitalism

Modern society as a whole seems to have lost all notion that it could be different, better, than it is. Why are we not continuing to build on the civilization of modernity? The challenge is to defend democracy and to develop it further on the basis of a new understanding of nature.

The basis is a just economy that enables every human being to develop his or her potential. The survival needs of some sometimes seem to threaten the comfort needs of others (ex: refugees).

Those who do not believe in bigger changes of current capitalism have suggested small useful complimentary ideas for current capitalism that will typically also work in PCF/potentialism. They are too small to be utopias and since they're different, they can be called **heterotopies**, suggested by Harald Welzer[137]. They are like different **Lego or puzzle pieces** that– if turned and adjusted appropriately – can be parts of a solution. However, they **won't be sufficient to improve 5-8% in each of the 15+ big problems categories per year**.

Those who have ever tried to become 5% better regarding each of their school grades know **how hard this is**.

Modular revolutions are small transformations, a mosaic of successful improvements of the world, just not THE improvement of the world. We need a new realism and heterotopias, i.e., diverse new approaches in many places that cross-fertilize each other. In other words, continuing to build the civilizational project is combinatorial work, not revolution. Majorities always go with the wind. They join in if one can convincingly demonstrate what is right. This requires not only nice ideas, but many practical examples and trials.

Designing a modern society of participation and meaningfulness for all is possible from individual important building blocks. In doing so, one does not have to start from scratch and throw everything overboard: What is good is taken over and built on, what is bad is taken out and new things are added, like in a Lego construction kit it is possible to adapt and change this "construction kit" for the modern age".

The main thing is to show practically, to demonstrate, that what is generally described as "it can't be done", "there is no alternative", "there is no alternative", "there is no alternative", "there is no alternative", "there is no alternative" or "there is no alternative," is possible. It is not enough just to talk about it, it has to be done concretely.

The earth must be enough for all, one part must not consume (imperial way of life) what the other needs to live (excesses of overexploitation; we are sitting at the end not of a value creation chain but of a violence creation chain). The actual utopia is: to achieve a sustainable economy and high life security for all equally. We could realize gains in terms of quality of life beyond consumerism: we

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[137] Harald Welzer: Everything Could Be Different: A Social Utopia for Free People (Heterotopies): https://www.amazon.de/Alles-k%C3%B6nnte-anders-sein-Gesellschaftsutopie/dp/3596703484/

would (have to) work less in the future, state financing would be decoupled from work, voluntary work would enable the creation of meaning.

Hopefully many small changes from the bottom might give some change impulses.

We have checked the facts, adapted our proposals to them, and consequently we understand a "we can't do that" as a "we do not want to do that". Some sobering examples.

By 2050, almost every seabird will have plastic in its stomach - already over 90 percent do.

Those who continue to claim that hard work pays off are making a bad joke out of most people's existence.

Paradigm shifts have long since taken place that are stubbornly denied and retouched, and concepts continue to be polished to a high gloss that have long since lost their connection to reality. The gap between rich and poor, etc., is something that most people will be familiar with, but unfortunately few take seriously. The German constitution states that **property is an obligation**. If this principle does not soon really apply again, it will further erode our togetherness. It must once again become normal for companies that frequently break the law to have their licenses revoked. For many years, most people have known (or could know) that our current approach to ecosystems, society, capital flows, etc. is not working/has no future, needs redesign.

A fact is that fossil fuels are the engine of our societies, our technologies. They have brought us prosperity (not for all, but for very many), democracy, medical progress and longer life. They create the work from which people can live. This means: If we stop this engine and do without coal, oil and gas, our democracies will fall apart, and we would have to fear the worst. But we can't go on like this, and this is the conflict. What can we contribute other than always earning more? Scientists should not decide how a society should develop, what are the best decisions, what are sensible policies? They often only see things from their perspective. We need radically new designs for our coexistence on this planet! Time is running out, but the solutions are there.

While a great many people are searching for themselves in yoga courses and esoteric circles, while others are struggling to find a business with which they can earn a lot of money without much work if possible, others are making heads or tails of what it's all about. Perhaps this is the great insight from this book: Namely that no one has a real plan, but we urgently need one in view of the many looming crises. Pragmatism has not yet prevailed, so that only piecemeal measures continue to be taken, depending on the political-ideological orientation. But no one has a plan. Some cling to their faith in God and obviously do not need a plan, others are stuck in old clichés and offer solutions that end up causing even more problems. But **no one has a plan**.

The main heterotopies are structured into the **categories described in the sections below**, partly based on "You do not have a plan, so we're making one!: 10 conditions for saving our future" [138], which form the discussion basis of the debate about the future:

1. The plan **against the climate crisis** (among other things, worldwide **coal phase-out**)
2. The plan to **avoid ecological collapse** (among other things, abolition of monocultures in the EU immediately and worldwide)
3. The plan for a paradigm shift to a **generationally just economy** (among other things lending only for projects that are generationally fair).
4. The plan for **social justice in a society** that can be built on (including designing a sustainable pension system)
5. The plan for a **new world of work** (including introducing wage coupling in companies)
6. The plan for an **education that teaches what really matters** (including A school for all and triggering differentiation in the school system)
7. The plan for the further development of our democracy (among other things **limiting party donations and banning paid sideline jobs** for politicians*)
8. The plan for laying the foundation for a **just world** (among other things **abolition of veto rights in the UN** Security Council and more competences for the UN.)
9. The plan for disarmament and a **humane treatment of refugees** (e.g. issuing a climate passport for people who have to flee due to the climate crisis)
10. The plan for shaping the **digital future** (e.g. disclosure of algorithms according to the open source principle)

5.6.1 Change Management / Transitioning to a better World

Generally, **all aspects** of the changes need to be considered and become part of the plan and the fears of the changes need to be managed and reduced through explanation of the strategies. E.g. to manage the *change to electric vehicles (EVs)*, many aspects need to be prepared: Research and sufficient production of sustainable *batteries* that don't have a big eco footprint, research and sufficient production of *sustainable energy*, educating/training the corresponding *experts*, creating sufficient *charging/parking* infrastructure and the corresponding interoperability standards, research and production of new cars/buses with a low eco footprint, how to handle them in practice and legally, etc.

5.6.1.1 Berkana Institute and its Theory of Transition

5.6.1.2 Otto Scharmer: Theory U of Creativity and Transition

According to Otto Scharmer[139], creator of Theory U, "Presencing, the blending of sensing and presence, means to connect from the Source of the highest future possibility and to bring it into the now. Presencing happens when our perception begins to happen from the source of our emerging future."

5.6.1.3 (Bigger) Purpose Economy

Organizations are giving themselves purposes that are as big as possible as ethical northern stars and to improve the world.

5.6.1.4 ESG (environmental, social, and governance) Investments

ESG investing aims at investing in companies that strive to make the world a better place. Unfortunately, that is completely abused by most companies offering this. To the contrary, under the

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[138] https://www.amazon.de/habt-keinen-darum-machen-einen/dp/3896676563/
[139] https://www.presencing.org/resource/executive-summaries

ethical premise, never seen amounts of fraud are taking place[140]. Even without fraud it is possible to market a small improvement while being silent about disadvantages of an investment – also due to the many ESG categories. Also the really ethical investments of top blue chip corporations will only make a small difference on a societal level. Most of these investments offer just minimal improvements if they are not just greenwashing or fraud.

5.6.2   Various small or shortly described Ideas

1. **Sustainable ethical economy.**
2. Theoretical and practically implemented and enforced **justice**
3. **Autonomy** – being allowed to live a free self-determined life.
4. Reaching **one's maximal potential** regarding personal needs, possibilities, opportunities, continuously advanced capabilities and skills.
5. A city decides that school **children should no longer be taken to school in private cars**. Establishment of free bus and generally public transport services.
6. Idea **80/20 work**: 80% work for business, 20% solidarity (from Kindergarten to retirement, 20% paid, but subsidized/reimbursed by government): Each person should be able to use 20 percent of his or her previous number of working hours for voluntary work, financed by a kind of partial basic income.
7. **Partnerships** between developed and underdeveloped countries, e.g. Germany and Mali.
8. **Common good economics** and accounting (see also internalization of costs).
9. More commons and **cooperatives**.
10. **Internalization of costs**: all external costs are included in the prices of products: natural environmental costs (CO_2, e-waste disposal), social costs. In this way, sustainable products are created again.
11. The **socially close city**, where people can meet again, without unnecessary cars.
12. **Realistic digitalization**: we describe its goal and reject extraneous things (that would make it too expensive).
13. **Realistic school**: basic skills to be able to interpret the world and cope with its demands. Classical canon of subjects and time. Nothing else.
14. **Reforestation**: planting trees where possible; expanding natural forest areas.
15. Effective **images of the future**: Utopia has to be fun: create different images, new aesthetic strategies, instead of old-fashioned marching demos, add more sexiness, better stories, cooler appearances.
16. Abandonment of strict enforcement of **territorial boundaries**, i.e. letting refugees under justified causes.
17. **Reduction in consumption** for reasons of justice.
18. Going **back to nature or medieval techniques** to e.g. pollute the environment less.
19. Other building blocks are justice**, the common good, solidarity, human relationships, friendliness** and **untimed time**.
20. Efficient **solidarity**.
21. Sustainable **mobility solutions**.
22. **Relationships, communication, love**.
23. **Friendliness**, tough love, radical candor.
24. **Time management** and priorities.
25. Efficient **institutions**.
26. Efficient sustainable **infrastructures**.

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[140] https://www.timesofisrael.com/october-surprise-whos-who-in-the-unprecedented-wave-of-investment-scam-raids/, https://www.timesofisrael.com/israeli-german-police-zero-in-on-alleged-scammers-behind-24option-investment-site/, https://money-back.com/binary-options-fraud/, https://www.investor.gov/protect-your-investments/fraud/types-fraud/binary-options-fraud

27. **Differences, diversity and experience**.
28. **Meaning** of life and society.

5.6.3   Fighting the Climate Crisis

1. Worldwide **coal phase-out** ASAP.
2. Introduction of a **CO_2 tax** in all heavily industrialized countries (EU, NAFTA, Asia).
3. Stop/reduce **environmentally harmful subsidies** (except if needed due to other more important requirements).
4. Introduce **energy tax on kerosene** and VAT on international flights.
5. For all cars: drastic **CO_2 limit reduction**s and weight limits.
6. Investments in **sustainable mobility** and shift of long and medium distance freight transport to rail/maglev.
7. Renovation plans and energy credits for a climate-neutral **building** portfolios.
8. R&D and introduction of **more climate friendly building materials** than concrete.
9. Initiation of an international agreement to tackle the **climate crisis**.
10. **Reforestation** of at least one billion hectares of land worldwide (as far as they are not needed for food production).

But:

1. **No speed limit** or only where the net benefit considering the **lost private and work time** is smaller than the accident prevention and benefits for nature.
2. **No artificial forcing into public transport** for those for whom this leads to more than 20% loss of time or risk of severe infections (e.g. COVID-19) and does not cost 20% or more for an entire family of 4-5 people.
3. Possibly a ban or **high taxation on short-haul flights** up to 1000 km if there are fast trains or maglevs as similar-cost-alternatives with not more than 20% time loss available.

5.6.4   Avoiding ecological Collapse

1. Reduction of **monocultures**, especially where feasible alternatives exist without threatening our food supply.
2. Dramatic **reduction of pesticides, herbicides and insecticides**, especially where feasible alternatives exist without threatening our food supply.
3. Stricter regulations on **anti-biotics use** in domestic animals (to e.g. avoid the promotion of antibiotic-resistant bacteria), creating alternatives
4. Alleviation or reduction of intensive **mass animal farming**.
5. Reprioritizing **agricultural subsidies** towards more sustainability and biodiversity.
6. **Not eating animals** (and animal products) anymore.
7. Having **at most one child** (except where more are needed to work against overaging, loss of qualified people, etc.).
8. Avoiding **fossil fuels** wherever possible.
9. Possibly return to **medieval self-sustainable village-like cultures**.
10. Minimizing **land sealing.**
11. Only **ecological forest cultivation** and management.
12. Strict **fishing quotas** and regulation of marine fish farming.
13. Resting **deep sea drilling** and more marine reserves.
14. Optimizing the **recycling quota**: Reducing and restricting the use of plastics in general and especially single-use plastics.
15. Shift towards **materials that are bio-degradable** within one generation and minimization of toxins.

5.6.5 Paradigm shift to a generationally just Economy

Lending of money only for projects that are generationally fair.

Criticism of the current state of affairs

1. Economic growth as a panacea.
2. Overexploitation of the earth's resources.
3. "Fewer are starving" is not enough.
4. Unequal distribution of wealth (1% of the world population own more than the other 99%).
5. Unequal salaries (top earners get 247 times the median income in Germany / Chancellor's salary is only 12 times that).
6. Wealth generates much more wealth and this wealth is permanently preserved by inheritance of the family.
7. Mental illnesses due to stress increasing massively.

What is currently being done about it?

By politics:

1. Currently, the rich or the economy determine politics in many parts and not vice versa. People expect the opposite or rely on voluntarism.

From businesses:

1. Behavior that is detrimental to the common good is tolerated, and in some cases even rewarded by bonuses; the only thing that counts is profit.

The general plan:

1. Moving away from metrics such as gross domestic product, financial profits, and dividends as the decisive success of companies or the health of a society....
2. The primary goal of our economy must be the **well-being** of as many people as possible.
3. The ever-advancing economization of all of life must be stopped.

The concrete plan:

1. **Re-municipalize hospitals, schools, jails, electricity, water, gas**.
2. **Violations of the law** by the business community should be prosecuted just as intensively as all other criminal offenses - including license revocations.
3. Data protection authority, banking supervision, international antitrust authorities - **no more "too big to fail"**.
4. Giving **loans** preferably to ethical common good economy.
5. **Prevention and skimming of profits** of those who make profits **at the expense of society** or by accepting risks for society and also the private wealth of those who need bailouts.
6. Creating strategies for **more generationally just societies**.
7. Creating and enforcing control instances to more tightly detect, limit and legally prevent **unethical and unlawful corporate activities**.
8. **Refocusing financial instruments** towards ethical, common good and generationally fair purposes.
9. Stopping all **speculation** except investing in innovations.
10. Introduction of the **Six Capitals Framework** (or more advanced accounting standards) for all larger organizations while forbidding a short-term focus or a focus on shareholder value.
11. **Splitting up organizations** that might otherwise become too big to fail, to jail or otherwise accumulate too much power, market dominance or corruption energy/potential.
12. Making **patent protection easier to get and to enforce** without lawyers but limiting their duration to ~10 years to stimulate innovation.
13. Improving the overall **fairness of corporate taxation**, i.e. minimizing tax evasion by e.g. taxing entire corporations with their associated companies homogeneously. Having a minimal taxation percentage.
14. Transparency of all assets to authorities to **minimize tax inequality and fraud**.

15. Tax justice by having **net worth/property tax**, progressive income tax and fair inheritance and gift tax.
16. Meeting the **basic needs of everybody**.
17. Defining and protecting **commons**.

In summary, this means that there should **no longer be a completely free market economy**. This relies on more government regulation and guidance for the sustainable good of the individual and the community.

The economy point is the most important of all points, since it has an impact on all areas of society: environment, housing, health, education and social welfare, and military spending. If the world were not so capitalistic, but instead gave the **common good** a higher priority in the economy, the world would be more livable.

5.6.6   Social Justice in a Society that can be built on

1. Ending **child poverty** with social subsidies.
2. Introduction of a **universal basic income** (UBI) but with some obligations.
3. **Social housing** with permanent social binding to keep housing affordable (like in Vienna).
4. Offering **citizen insurances**, especially for health care.
5. (Higher) **education financing** with fair conditions and needs limits.
6. Elimination of all major **fees for education**.
7. Creating of **future-safe sustainable old efficient age pension schemes**, ideally investing people's capital and paying them the pension out of their saved money, e.g. invested wisely in the stock market like Sweden does it.
8. Offering **many stipends**, also for care professions.

5.6.7   A new World of Work

1. Introduction of **realistic fair caregiver-patient ratios** that reduce risks for patients.
2. Introducing **weekly work time reductions as societal goal**, especially after waves of automation – possibly combined with training for other net beneficial types of work.
3. Eliminating possibilities to save **social deductions** at the expense of employees/contractors, e.g. in the gig economy.
4. No longer **educating significantly more people for professions** than the need expectation, especially for jobs that are becoming no longer necessary.
5. Introducing **wage coupling** in all organizations: statutory wage/salary increase linked to manager payment and the inflation rate.
6. Giving employees **profit shares** and establishing **democratic participation rights** for certain types of decisions.
7. Introduction of a **robot and automation tax**.

5.6.8   An Education that teaches what really matters

1. An **integrative inclusive school system** for all that only differentiates through course difficulty levels (like e.g. in Canadian high schools). That allows pupils to excel in some subjects and prepare them for a top career in these while they are bad in other subjects.
2. Continuous **adaptation of educational content** to the topics that are expected to be important in the future to always be at **highest quality and efficiency levels**.
3. Sufficient **education financing** based on integrated education strategies across all relevant systems and levels.
4. Ideally, creation of **education campuses** as places for learning and living with spare time activities and regional integration.
5. Flexible **individual education possibilities** including online or remote education with flexible times where necessary or possible.

6. Offering **teachers and professors good working conditions** with continuing education, trainings and quality controls.

5.6.9 Improvement of our Democracy

1. **Limiting party donations** and banning **paid sideline jobs** for politicians (since this often leads to conflicts of interests and is used as legal alternative to bribery e.g. with consulting jobs without having to work or deliver results).
2. Introduction of a **lobby register** and **legislative footprints**: A legislative footprint is a list of individuals, companies, associations and government agencies with whom the government has spoken about a new law and their contributions/suggestions. This should make it possible to track who made suggestions during the creation of a law, which recommendations were incorporated into the draft or final law, and who the government did not talk to at all.
3. Introduction of **youth parliaments and budgets** and youth democratic co-participation structures in schools and communities.
4. Making sure that the **interests of the youth are heard and respected** in all political decision making.
5. **Modernization of party structures**.
6. Systematically researching, considering and respecting **intergenerational justice**.
7. No abuse of crises or use of media campaigns – regarding attention or inattention - to **redirect billions to billionaires**: All government spending must be efficient and ethical.

5.6.10 Laying the Foundation for a just World

1. **Abolition of veto rights in the UN Security Council** and **more competences for the UN** after minimizing corruption in and around UN organizations. The UN could become a world parliament of a unified world under ethical goals.
2. Fair financing and cooperation regarding **development aids** for other countries, ideally being more than 2% for industrialized countries.
3. **Fairer and corruption-minimizing rules for IMF financing/credits** towards ethical common good in these countries (and away from forcing countries to do what the rich in other countries want), also relieving debts under certain conditions.
4. Ecological sustainable and **fair world trade** with binding environmental, social, human rights, consumer and employment/work standards.
5. Adjusting/renegotiating of unfair **trade agreements** and ethical changes to **customs fees**.
6. Ending the ability to **externalize the consequences and costs of economic activities** by introducing fees to neutralize all negative consequences. This e.g. also means that companies who accept mobbing/bossing or red zone working climates also pay fees for the suffering, the mental health, qualification treatments and the invalidity pension or other early retirement pension that are in average required.
7. All illegal activities are **sanctioned unbureaucratically** and efficiently by the responsible authorities (with abilities for legal appeals).
8. **Parliaments** get **flexible initiative rights** to optimize the situation.
9. Supporting **economic, ecologic and political cooperations**, e.g. a tighter collaboration or constitution for the EU, NAFTA, etc. while minimizing bureaucracy and corruption.
10. Ending **siphoning out of billions of profits** out of the EU and the other countries without paying adequate taxes.

5.6.11 When possible Reduction of military Spending and a humane Treatment of People

1. When possible **reduction of military spending** towards ethical and well-being goals.
2. Continuous **military education of the entire civil population** to be able to quickly shift towards defending their country, e.g. like Switzerland with people having weapons at home and e.g. through adventure (outdoor survival) camps with military knowledge transfer but with minimal chicane.
3. Issuing a **climate passport** for people who have to flee due to the climate crisis.

4. Establishing **secure escape routes** for refugees who are in true need.
5. **Humane handling of refugees** through appropriate help, (regulated) access to the labor market, education but also making the refugees contribute as much as they can.
6. Extending and implementing the **human rights**.
7. **Efficient use of funds and fair sharing of resources** respecting those who financed it.

5.6.12 Shaping the digital Future

1. Forcing companies to respect **data privacy, data frugality** (collecting only required data) and **privacy by design** even if that means that in that version people have to pay for services which otherwise would be financed with the exploitation of their data.
2. **Disclosure of algorithms** ideally under the open source principle or at least regarding the principles, algorithms and input and output variables and which training materials and training algorithms are used and how biases were eliminated
3. Obligatory introduction of **3rd party interfaces, APIs, plugin or microservice architectures** into all digital platforms and products so that openly other companies can offer value-adding or auditing services.
4. Introduction of **ethical principles for AI** and **eXplainable AI (XAI)** where it does prevent the use of state-of-the-art technologies or algorithms. Ideally, a **standardized ethics hierarchy** with principles for each category would be created with non-biased machine learning data sets, bias-reduction techniques, utility libraries like pseudonymisation, data cleansing libraries, NLP-based situation analysis libraries.
5. **Security by design** as base principle instead of saving those costs to later be able to hack the customers (done on governmental levels).
6. **Ending inappropriate financial savings in IT** around insufficient security and secure coding education, insufficient bias-reduction and ethical principles in algorithms, insufficient personality development and cooperation principles, insufficient tool set and access rights, not enough preparation time and time for deep concentrated work, etc.
7. Transition to quick digital efficient transparent ethical **governmental administration processes.**
8. It is understandable that the **digital transformation** is not limited to the introduction of technical innovations, but that it also raises new ethical questions. It is not acceptable that new technologies are reduced to their economic exploitation potential – they must be used ethically and responsibly giving as many people and organizations the possibility to thrive, e.g. through **new open enabling technologies and practical ideally open toolkits**.
9. Hidden **unethical or other tech developments** must be more **participative and follow ethical guidelines**: Everything that still seems completely unthinkable to many is considered realistic in science, at least to a certain degree. Science fiction scenarios can become reality. All of this can be used either for the well-being of all people or also for their manipulation. Digital transformation can no longer be seen as an isolated development or isolated field of political action. It is gnawing away at the basic pillars of our society and putting the rules of social coexistence to the test. The development of new technologies is being driven forward unnoticed by the general public in the laboratories of a few mega-corporations and states. Each and every one of us should finally recognize the warning signals, become active, and deal more intensively with the individual and societal consequences of these possibilities of manipulation.
10. With their algorithms, Facebook, Google and Co. have seized power to be able to **influence democratic structures** along their own profit-maximization ideas, hidden agendas or even to completely nullify their laws.
11. There are great devastating effects if governments continues to tacitly tolerate that global surveillance and **manipulation possibilities** (i.e. real power structures) are more and more concentrated in the corporate headquarters of US American IT companies.

5.6.13 Trade
https://www.impactmarket.com/

5.6.14 Self-Commitment List
We could create and sign a self-commitment list and ask supporters to do the same:
1. I do **not eat animals** (and animal products) anymore.
2. I do not plan to have more than **one child**.
3. I **avoid fossil fuels** wherever I can.
4. I'm **open to collaboration** and **won't discriminate** anybody.

5.6.15 Possible Criticism and Points to work on
Many things have not been thought through to the end, e.g. how does the state deal with people who want to earn more than the basic income? What about taxes, penalties? How does a person without a job learn respect for the working person, how is idleness prevented, meaning created?

It should not turn into a tendentious retelling of the ideologies of the 70s, 80s, 90s and noughties. Some "heterotopias" designed or adopted uncritically from others might still be too backward-looking and incomplete that they could only rudimentarily work, if at all, if living conditions were roughly the same all over the world and with a lot of coercion to squeeze people into the desired ways of life.
We should not be tempted to ban, force, abolish and all that with a world government or at least world legislation to be able to punish states and individuals for misbehavior hard.
But if then all the robots take over parts of the work, what will happen to the poorly qualified and the many immigrants. With an unconditional basic income, they will be allowed to choose what, when, where and for how long they work, just for their personal development and the community. No thought is really completely thought out to the end, let alone only roughly calculated with numbers on financial feasibility.

The idea of "internalizing" the costs of environmental damage caused by globalization is also old, and of course makes the costs on products with international supply chains skyrocket. This culminates in the beautiful statement:
What today is truffles and caviar will then be meat and bananas. Oh yes, tropical fruits, coffee and meat that only an elite of high earners can afford, we already had that. That was called "GDR" (German Democratic Republic, the communist Eastern Germany) and only the party elite had access to better supplies. Such suggestions demonize avocados and pineapples in winter and make mustard pickles, dried fruit, nuts and insects palatable to us again in the dark season.

The essential progress of mankind in the last 10,000 years was based on technological innovations and with extremely few exceptions not on unworldly sociological thought constructs and utopias. When utopias have made it to the forefront, many have unfortunately left a trail of blood through history, as in China, for example, before the country opened up to the market economy.

We need to go beyond the usual demands on others and, in addition, an unjustified hope that people will fundamentally change their behavior just because someone tells them to do so. People should set a good example, i.e. demonstrate how it should be done in practice to save human civilization from the ecological catastrophe that it has caused itself. For it is not, as is claimed between the lines, that there were or are no plans. The plans have been known for decades, only they are simply not implemented because other motives are more important (earning money, economic growth, taking vacations, having children, eating delicious meat, etc.).

Fundamental answers to the eternal criticism that all this is utopia and cannot be realized:

1. you can't delegate the improvement of the world, you have to do it yourself;
2. in contrast to the purchase of a commodity one does not get a receipt for world improvement attempts; one cannot return them, if they did not function;
3. majorities always go with the wind. They join if you can convincingly demonstrate the right thing;
4. to be able to demonstrate something convincingly, you have to be able to demonstrate its principles are working.

Dear critics: We have laid out a viable path. **If you do not agree with our plan, present us with an alternative and let's talk about it.** But without a plan, we can't go any further.

5.7   Longer prosaic Description

The *original idea* was to call it **Grit**[141] **SEM** with grit being defined as "perseverance and passion for long-term goals" by psychologist Angela Duckworth and colleagues. However, ensuing research found that **perseverance and conscientiousness**[142] **are the top success factors** and passion/purpose is less relevant except for creative/high-end professions.

Angela Duckworth had claimed that individuals high in grit were able to maintain their determination and motivation over long periods, despite experiences with failure and adversity and that grit is a better predictor of success than intellectual talent (IQ) because grit serves as the overriding factor that provides the stamina required to "stay the course" amid challenges and setbacks. However, that is only true for **perseverance and conscientiousness pursuing long-term goals**, in short "**PerCon**" and thus part of the name of this **socio-economic model (SEM)** which is **more than just a resource-based economy (RBE)**. **Flow** stands for the **mental state of optimal performance and creativity** with a group flow component and also figuratively for goods, services, processes and thoughts of individual people (interests, insights, knowledge) and humanity **flowing together** towards a common good. People are among other factors assessed and paid based on how they are **supporting and not disrupting or interfering with flows of any types and create practical value**. These form the name because **perseverance, conscientiousness and group flow are the defining objectives and properties of this approach. Even though not everybody can learn these abilities perfectly, it still makes sense that everybody should try to practice and exhibit them for the common good.**

What is PerCon Flow? It's a socioeconomic innovation that strives to have everything we like about today's world, but none of the things we do not. It strives to offer equal opportunity for all while acknowledging that outcomes are unequal but that a focus on **perseverance and conscientiousness** pursuing long-term goals, ideally in (group) flow state dramatically **improves the success probabilities**.

In PerCon Flow entrepreneurs can create whatever they want with some exceptions regarding scarce resources. Meanwhile all necessities are provided at no cost to anyone while those providing you

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[141] https://en.wikipedia.org/wiki/Grit_(personality_trait)

[142] (1) *Crede, Marcus; Tynan, Michael; Harms, Peter (2017). "Much ado about grit: A meta-analytic synthesis of the grit literature". Journal of Personality and Social Psychology. **113** (3): 492–511. doi:10.1037/pspp0000102. PMID 27845531. S2CID 24361685;*
*(2) Rimfeld, Kaili; Kovas, Yulia; Dale, Philip S.; Plomin, Robert (2016). "True grit and genetics: Predicting academic achievement from personality". Journal of Personality and Social Psychology. **111** (5): 780–789. doi:10.1037/pspp0000089. PMC 4981570. PMID 26867111. See also: Rimfeld, Kaili (12 February 2016). "Why a bit of grit won't get children higher grades". theconversation.com. The Conversation. Retrieved 2018-04-08.*

those things get a new form of remuneration. It is designed to have everyone enjoy environmental stability and unprecedented human prosperity. This may sound like Utopia but it is realistic. Learn how below.

What's wrong with today's society?
As described in the introduction, *look at compound interest using Richard Price's calculation around Joseph's penny for Jesus Christ: "One penny, put out at our Saviour's birth to 5 per cent, compound interest, would, before this time, have increased to a greater sum, than would be contained in a hundred and fifty millions of earths, all solid gold."*

This shows that the current financial model is not sustainable. Interest rates were earned by increasingly exploiting mother earth. But with the additional debts from the previous debt crises, increased by the Corona pandemic, the existing systems reach their limits.

The invention and development of 'mechanical-mind' processes or "brain labor" is thought to threaten jobs at an unprecedented scale, with Oxford Professors Carl Benedikt Frey and Michael Osborne estimating that 47 percent of US jobs are at risk of automation.[143] If this leads to a world where human labor is no longer needed then our **current market system models, which rely on scarcity, may have to adapt or fail***.*

Ray Dalio, one of the most successful investors in world history correctly foreseeing financial crises in the past, is emphatically pointing to the need for a **new monetary world order or otherwise risking a big economic decline** *for the western states:* https://www.linkedin.com/pulse/why-how-capitalism-needs-reformed-parts-1-2-ray-dalio/, https://www.principles.com/the-changing-world-order/

Unquestioning belief in our debt-based monetary frameworks and the decision-making behaviors it causes creates nearly every single human and environmental challenge and risk we face today.

What's the solution?
A **legal** transition process accomplishing three things:
1. Give everybody a **universal basic income (UBI)**.
2. Only **reward net beneficial human actions** creating a moral reward system that creates really free and efficient markets.
3. Provide a framework which efficiently brings these principles together with the other ones from the introduction efficiently into reality.

PerCon Flow has a-multi-step transition process. In the end, *everybody* is designed to live a fabulously prosperous life. *You* choose work matching *your* values, passions, aspirations and interests.

People might not endorse it or find it utopic or unrealistic
Due to the economic and pandemic developments, the western economies might break down or go through severe depressions and more people are calling for fundamental change. Many thought leaders, even millionaires, billionaires and (investment) bankers like Ray Dalio are looking for solutions. It's time for something better. PerCon Flow offers our best opportunity.

5.8   Key Tools
A couple key things are needed to make PerCon Flow happen. Besides people, of course. These things make physical the intangible ideas that make PerCon Flow. Let's take a look at them:
Handhelds
- You have one of these today most likely. Your current smartphone is all you need.

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[143] https://doi.org/10.1016%2Fj.techfore.2016.08.019

Financial Accounts

Reputation Accounts

Legal System

The legal system shall stay the same as it is in central Europe, e.g., Germany or Switzerland:

1. Expert judges, no lay people or citizen juries
2. Fact-based argumentation
3. The main focus is on prevention: educating people and taking away the reasons and motivations for crime.

5.9 DAOs (Decentralized Autonomous Organizations) / DHOs (Decentralized Human Organizations) as Testbeds and intermediate Solutions

A **decentralized autonomous organization (DAO)** is an organization represented by rules encoded as a computer program that is transparent, controlled by the organization members and mostly autonomous and typically associated with and implemented with blockchain technology (technically

establishing trust relations, tampering safety, smart contract, financial and governance functions, etc.). This is the center of an *innovation hotbed* around decentralized finance (DeFi) and the emergence of new generations of blockchains (like Solana, new Ethereum), art sales, internet-based distributed cooperation, remote work and thus **key parts of the new normal after COVID-19** in which **PerCon Flow (PCF)** can and should be **tested** and possibly **perfectionized**.

Freedom to do more fulfilling Work[144]

Hbr.org writes that "the technology-centric nature of DAOs may result in rudimentary, algorithmic work being automated, freeing contributors up to be the most creative and useful versions of themselves and allowing them to spend more time on high-value activities — the type that stimulate the *flow state* — and less time on monotonous, shallow tasks."

While 85% of today's global workforce is disengaged at work, DAOs can give people more freedom to choose, jobs that align with their strengths, values-aligned people to work with and organizations/projects whose mission and vision align or resonate with them. This could help to mitigate the **work-life conflicts, excessive workloads, lack of autonomy, and office politics** that drive workplace stress.

Good DAO & DHO overview presentations / documents by Hypha can be found here[145] and these descriptions here are quotes or derived from these documents.
NFTs (non-fungible tokens) and blockchain or DeFi (decentralized finance) can be used to create a distributed decentralized economy of digital and classical goods.

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[144] https://hbr.org/2022/04/how-daos-could-change-the-way-we-work
[145]

https://docs.google.com/presentation/d/1fLJvPOvibcCUpJ9ES44_cdoX5Hb7LpDaloGWz5FbUEM/edit?usp=drivesdk, https://notepad.hypha.earth/lJEIkDReTVqQketCu4dlmA?view#,
https://docs.google.com/document/d/1hFJPe1N0yyntJ9g-iQFvhtf9j2pDsxmmG-ufxqnAt5g/edit,
https://www.coindesk.com/business/2021/09/26/daos-may-be-the-future-of-work-but-dont-bet-on-them-being-the-next-big-asset-class/?outputType=amp&__twitter_impression=true
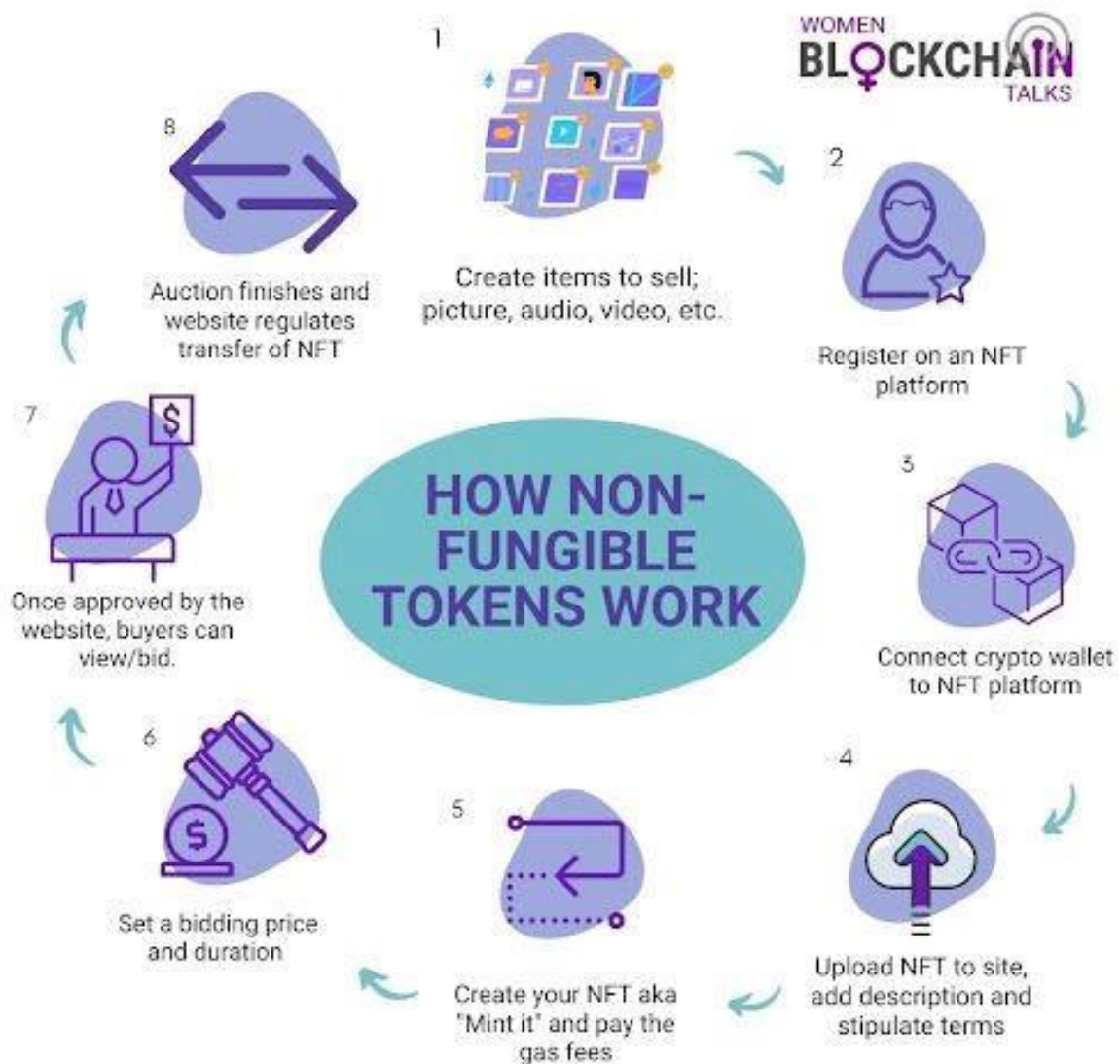
Figure 21: How NFTs work

Modern **"DHOs" (Decentralized Human Organizations)** are DAOs that enable human distributed cooperation and innovation, e.g. make on-chain low free and automated/automatable governance decisions, organizational structures, multi-tenancy, governance, payroll and other finance tools that are configurable/customizable for each organization. **Payroll** functions can include many **complexity levels** that allow for a different salary bands, a composite *token formula* (native, voice, and fiat currency related or stable tokens) and **role-archetypes** that describe the type of work inside the organization, contribution types (expenses, policies, quests, strategies, etc.) that allow for a fast iteration of more granular building blocks of the organization. Everything is rounded off by accounting, treasury and traceability modules. Other building blocks include:

1. fee-free, on-chain governance (only DAO to do so),
2. treasury management decentralized and transparent,
3. diverse compensation tools (roles, quests, badges & contributions),
4. dynamic DAO building blocks that can be remixed to create a multitude of organization, compensation and governance styles,
5. regulatory compliance requirements (for a Wyoming DAO LLC),
6. tokenization and decentralized finance (defi) for new ventures,

208

7. human-centric designs (by necessity after years of exploration/redesign),
8. organizational structure & governance (rooted in sociocratic & democratic principles & decentralization),
9. flexible services, product pricing, and more.

This is an opportunity that these organizations become the "Quickbooks" or "SAP" for next generation of borderless, decentralized organizations!

The concept of the DHO embeds an **ecosystemic approach to launch "child" and "sister" DHOs** from within the parent to ensure entities are planted into a fertile ground (yet aligned and independent) and are given enough "DNA" to survive on their own. Thus, each "generation" of DHOs is inheriting key learnings from the previous generation and can further refine it (not unlike what children do). This can e.g. be done by setting up configuration wizards that define the DHO and are voted in by the members of the parent. Once instantiated, DHOs are part of the parent "organism" (e.g. an alliance) or remain fully independent outside of the parent, ready to spawn new entities.

Another key design consideration is **inter-DAO and inter-ecosystem communication and value exchange** through embedded token economics and value added services. Certain DHOs can become accelerators (kind of resellers in traditional terms) that boost the creation of new DHOs through concepts like "**Organization-in-a-Box**" providing comprehensive starter kits to help launch new organizations. Once launched, interoperable value exchange between DAOs becomes paramount, e.g. with **token economics** (mint, stake, burn tokens) that allow for efficient interaction with other DHOs for knowledge exchange, service utility or other resources (e.g. broadcasting new jobs). Other products are blockchain tools such as a crypto wallet, multi-currency exchange, a personal communication network, quest-based rewards, a universal authentication app etc.

DAOs and DHOs are typically engineered with disciplined, first principles designs that cryptographically guarantee integrity and security on blockchains and thus are transparent, open, fair and aim to be free of discrimination or corruption.

Finance DAOs can enable treasury or investment functions to other DAOs (e.g. shared treasuries and crypto financing), **law DAOs** can cover regulatory and legislative requirements (e.g. DAO LLCs or taxation), or **co-op DHOs** with **loan and traceability modules** that directly support cooperatives in e.g. developing countries (cosmo-localist approaches). They all could be made into **dApps** (distributed blockchain-related apps).

Co-op DHOs are providing cooperatives with:
1. Reduced startup and new membership costs
2. Transparent and more-equitable distribution of governance rights
3. Secure and decentralized treasuries for co-ops & teams within
4. Programmable and automated outcomes & incentives
5. Tokenizing voice and equity to provide highly customizable governance and economic structures
6. Reducing friction and coordination costs amongst organizations.

Community DHOs: New economic and governance systems from the community/neighborhood on up. Simulate discovering a great local restaurant and interacting/ordering. Partnerships to provide DHOs for 5000+ retreats, ecovillages, communities, farms and more.

City DHOs: New economic and governance systems from the city on up. Providing tools for mayors and local councils to improve coordination to solve their city's challenges. Tools so representatives and citizens can directly engage, interact-with and take part in, city governance, policies, budgeting, direct representation and participation.

These tools are to **facilitate DAO-to-DAO collaboration**:

1. 1000's of orgs hiring jointly, collaborative projects, shared revenue opportunities are a few clicks away.
2. Adopting other orgs' successful policies as easily as a software update.

This **facilitates new kinds of organizations** and livelihoods into communities and any groups that want to get organized, lower coordination cost, and take advantage of this new technology shift – a technological high tide that lift as many boats as possible.

Typical **3rd generation blockchains** are Solana, Telos blockchain (build on the EOSIO technology stack; Block producers are working with delegated Proof of Stake protocols which increases methodical trust in the infrastructure layer), Polkadot, upgraded Ethereum, etc.
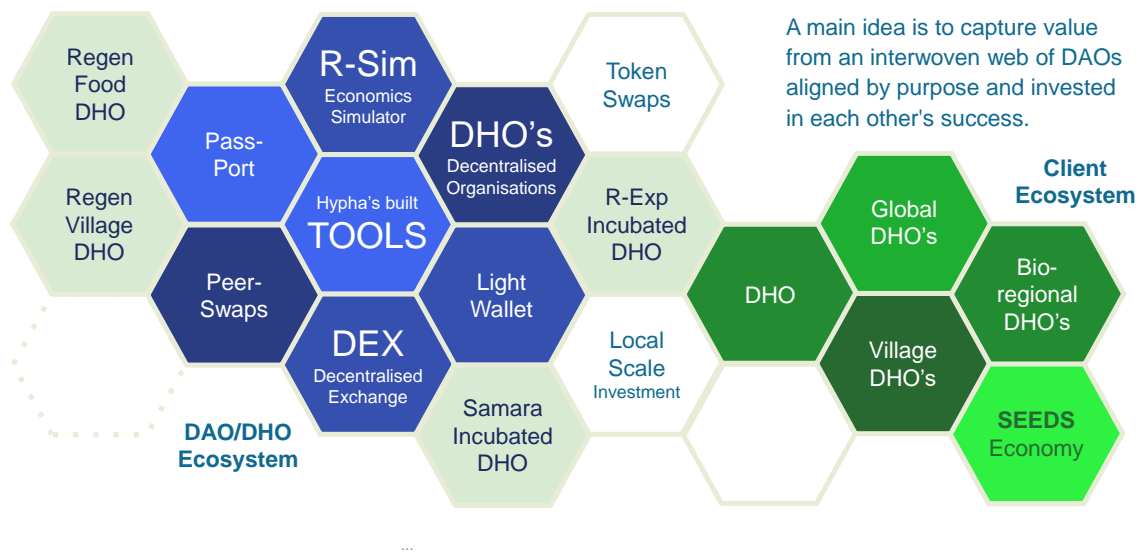
Figure 22: Value of the DAO/DHO Ecosystems (Hypha ecosystem)

5.9.1   DAO Market Overview

Key facts are:

1. DAOs are here today. DAOs are a worldwide trend & an emerging part of the Ethereum, Solana and other ecosystems. DAOs are already enabling dense p2p networks of value exchange & participation.
2. Crypto skills and activities are very geographically diverse - represented in the survey results.
3. Age + Gender diversity is low. A majority of respondents to our survey were 20-40 year old males.
4. DAO Fatigue is real, but only for a minority of highly engaged participants. Most survey respondents were in 1 or 2 DAOs, but for the minority who were in 3-6 DAOs, feeling pulled in many directions was a real problem. Meaningful participation cannot be had beyond two DAOs.
5. There are a few key levels of abstraction in the DAO ecosystem:
    a. L1 ecosystem.
    b. DAO
    c. Creator
6. As of Sept 2021, many DAOs in the ecosystem have billions of $$ in capital & hundreds of creators working for them.
7. A majority of survey participants believe that DAOs are the future. Conversely, a minority of respondents are skeptical.

8. There is much left to invent/discover in the world of DAOs. Compliance, coordination, benefits, recruiting + retainment of talent, income volatility are all large unsolved problems.
9. Participants have a feeling of fulfillment, meaning, and purpose not found in traditional organizations. Ownership fuels empowerment. Being able to be at the bleeding edge of tech / culture is a draw for some.
10. First well-working stable solutions exist. Focus is on governance, operations, and community building. Systems & Processes = high leverage.
11. DAOs are incredibly easy to spin up with over 200 people represented. Contrast this to corporations that require articles of incorporation, legal expertise, and approval.
12. DAOs are not a reliable source of income, despite income stability being a big pain point for creators.

Category	1	2	3	4	5
DAOs	Bankless	Gitcoin	Index Coop	daosquare	dOrg
Coordination Tools	Discord	Twitter	Telegram	email	Snapshot
Governance Tools	Snapshot	Gnosis Safe	Compound	DAOStack	Aragon
DAO Type	NFT	Social	Investment	Protocol	Service
DAO Funding source	Token Sale	NFTs	Investors	Services	Member Dues
Compensation Tool	Coordinape	Project-based	Bounties	Other + tipping	Hourly
Earnings ($/mo)	$1-3k	Up to $1k	$3-5k	$5-7k	$0
Countries w. Most DAO participants	China	US	India	Hong Kong	Canada
Roles	Community Building	Governance	Operations	Marketing	Development

5.9.1.1   Compensation

Compensation varied widely among respondents. For roughly half of our respondents, DAOs were not their primary source of income (n = 189). Of respondents that do rely on DAOs, many had

multiple sources of income (n = 104). 85 people were fully reliant on DAOs as their sole source of income. Most people were not relying on DAOs as their primary (n = 189) or sole source of income (n = 104), because for **most making up to 3,000 USD / month**, DAOs represent supplementary income. However, this could change. A sizable number of respondents report making anywhere from **5,000 - 10,000 USD/month** which is comparable to a traditional salary.

The primary sources of compensation are through crypto-native mechanisms:
1. Community-based distribution (Coordinape)[146]
2. Project-based distribution
3. Bounties

DAOs represent a revolutionary way of determining compensation with many respondents (n = 159) reporting community-based schemes via Coordinape. We also see a mixture of more familiar project-based compensation (n = 158) and bounties (n = 104), akin to freelance or gig economies.

A substantial number of respondents (n = 55) report tipping, a more organic form of community-based reward and recognition, signaling the emergence of internal economies within DAOs - another feature not found in traditional work settings.

A majority of respondents were paid in a majority stable coins/ETH as opposed to DAO Tokens.

This could change as DAOs mature. The majority of respondents have at least of 12 months of savings but often in crypto currencies and thus maybe vulnerable to a market downturn. While more respondents prioritize income stability, many recognized that there is much room for growth with DAOs and were willing to delay the need for stability.

Most people are getting their **health insurance** outside of DAOs (still a weak spot of many DAOs), through current employers or a family member's plan.

How is local **taxation/compliance requirements** handled for workers?
1. We leave it up to the individuals.
2. I found a renegade accountant who deals with all the pain in this regard.
3. As carefully as possible.
4. I have a sole proprietorship setup which makes dealing with miscellaneous income easy.
5. Opolis does this for me via an LLC.
6. I have my own limited liability company where I am the only owner and only employee.
7. I class myself as self-employed as declare DAO income as income.
8. With lots of suffering because it is a nightmare.
9. DAO_X is great about giving us the proper 1099 forms for our work.
10. Singapore does not tax crypto I think. Probably the safest and nicest place for crypto to flourish!

5.9.1.2   Coordination
Discord, Twitter, and Telegram were the most commonly used communication tools.
Snapshot, Gnosis Safe, and Compound were the top governance frameworks used.
Metamask, TrustWallet, and WalletConnect were the top wallets used.
Metamask continues to be the industry lead, but there is fierce competition in the wallet space.
Ethereum was the most used blockchain, but BSC, Bitcoin, Solana, and Polkadot were not far behind.
Polygon, xDAI, and ZKSync were the top 3 Ethereum Scaling solutions used.
Uniswap was the top dApp by far.
POAP, Snapshot, Gitcoin, Rabbithole were the most commonly used web3 tools.

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[146] https://decrypt.co/63664/yearn-finance-creator-introduces-dao-payroll-system

Snapshot is the leading tool for DAOs to coordinate resources and is considered a fundamental building block for DAOs. Interestingly, focused tools like Snapshot, POAPs, gnosis safe got more adoption than all-in-one tooling like DAOStack, Aragon, Moloch or Colony.
Web3 Tools:

POAP	Bookmarking life with NFTs issued by attended events.
Snapshot	Fundamental tool for resource coordination in DAOs
Gitcoin	Build and Fund the Open Web Together
Rabbithole	Earn an on-chain credential which shows mastery of new technologies in web3
Gnosis	New market mechanisms for decentralized finance to securely create, trade, and hold digital assets on Ethereum.
Boardroom	DAO management platform helping their members frictionlessly participate in their governance
Coordinape	Tools to reward contributors, incentivize participation and manage resources in DAOs[147]
DAOHaus	No code platform for launching DAOs and coordinating with existing ones
CollabLand	User-friendly, tokenized, community-management system for DAOs with concierge bots, etc.
withTally	Voting dashboard for DAOs that aggregates data from defi protocols' governance
Parcel	Treasury Management and one-click mass payouts for DAOs
Colony	DAO framework for ownership, structure, authority, and financial management.
llama	Tool to help crypto communities manage their treasury, categorize income and expenses, and access a real-time treasury dashboard.
Radicle	Decentralized code collaboration network built on open protocols

How does a DAO decide **what is to be done** & appropriate compensation?
1. Tasks on a voluntary basis, paid using coordinape.

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[147] https://decrypt.co/63664/yearn-finance-creator-introduces-dao-payroll-system

2. Task assignment is done at the worker's free-will. There is typically emergent leadership that is present on a project, based on who is the most involved / qualified / knowledgeable. This leader will help others find useful things to do, if they do not already have something in mind.
3. General consensus during weekly meetings. Coordinape is used a lot.
4. Tasks are assigned in a voluntary basis at the moment or by bounties. When I started in the DAO I just started doing things that I thought needed doing like organizing the Treasury Guild and start doing the financial reporting.
5. Based on weekly discussion and milestones tasks are delegated to most active contributors. They pay people via bounties on Coinvise or Gitcoin.
6. We try to be a 'teal' organization where all members choose what they work on. We have some great teammates who help keep us on track with our design and development cycles, we use linear.app for that. Currently core members are paid a fixed salary that I chose myself, but when I first started all payment was through Coordinape gift circles.
7. Currently DAO_X has the program called impression mining. For written articles regarding Index coop or tweet that garners impressions, rewards are applied.

How could **coordination be improved**?
1. Better time zone management.
2. There are needed improvements to the way DAOs reward consistent contributors, as proposals/grants do not take care of that aspect of day-to-day operations properly. Some tools like coordinate are doing a good job to help but there is still a long way to go to getting a system where someone can feel a sense of job security working with DAOs and be able to take on responsibilities like home/car ownership and a family.
3. Coin based voting system is obsolete in passing proposals and decision-making Opportunities are still emerging in this field and we are just getting started.
4. Community work can be quite hard to coordinate. There is uncertainty around what projects people are working on and who is going to finish their project. It is really easy to say, "I'm going to fix x or build x and some can build/fix it," but then it can be a question of can they implement it. Knowledge, execution, and votes are needed to be productive in community governance.
5. People who really participate in the project get the benefits, not those who exploit the loopholes.
6. The biggest pain point are people who want to help but need to be helped to be able to help :) So, for now only very assertive people find something to do.
7. DAO governance is currently very shallow and has a long way to go. Decentralization and regulatory issues persist.
8. Random international people in all different time zones inherently makes coordinating events difficult, but a decent structure means activities are cohesive.

What does one need to know about **working for a DAO**?
1. Working for the community and when applicable entails share work product with the community. Making an effort to get to know a lot of the active community members facilitates personal growth and a higher quality product.
2. Spending time in the community, being helpful and genuine, showing strong character and being useful are vital to the success of the community.
3. Self-direction, which means figuring it out on one's own, is mandatory to work for a DAO full time, as is joining Opolis.
Trial and error: it iss nothing but test and learn from how to interact with folks, how to propose ideas, how to collaborate, and how to get work done. People who explore and are self-starters have fun in a DAO.

4. No one tells anyone what to do. This is freedom and responsibility. People go and do what they like.
5. Also, they are in learning mode all the time. The value is at the fringes.

5.9.1.3   General Info on DAOs

What is the **DAY to DAY** like?
1. People build cool stuff on their terms with rad people.
2. They wake up when they feel like waking up, work on stuff when they have the chance, give async updates, jump on a call if there's one, go to bed late at night.
3. Code code code.
4. Reviewing pull requests in GitHub, and communicating with the other contributors in chat channels is a daily task.
5. Meetings, Meetings, and more Meetings.
6. A mixture of coordination meetings and direct project/client work. People love being able to jump back and forth between various types of projects and activities. 'Hybrid' roles for both XDAO and YDAO where people split their time doing dev work (roughly 70%) and writing/project management/community building (~30%).

What are the **best advantages** of working for a DAO?
1. DAOs are the future of governance, form of evolved direct democracy based on heterarchy to sustain an incentivization for participation.
2. The people are great, and inspiring/energizing others about what is possible is a joy. Being around others who lead by example helps others to push themselves. Personal growth is exponential. It has to be experienced to really understand and believe.
3. A testimonial, "DAO_NAME is the best thing that happened to me. I came from a poor background in Nigeria but DAO_NAME have helped to lift me out of poverty."
4. A bunch of people who have never met in each other in real life, working together
5. Access to the most cutting-edge dynamics in the field of crypto
6. Highly participatory way of working and governing. Thus far, participation in projects appears limiless. One can be part of many different working groups and sub-DAOs. There is fluidity in structure and in roles.

What are the **disadvantages** of working for a DAO?
1. Perhaps lack of guidance, but at the same time that creates more opportunity.
2. Unorganized, and even though it is meant to be less hierarchical, at certain points, need of control and power is overcoming the underlined ideology of DAOs.
3. Some people need more guidance than others (i.e. some members are less self-initiating than others). My role is to provide guidance to such members - it can be a challenge sometimes.
4. There are moments when decisions feel centralized. A member who has more privileged information has more sway in decisions.
5. Lack of social equity and diversity in most DAOs. Lack of power sharing. Misogynist people. Need better collaboration and reciprocity tools.
6. Structure is needed.
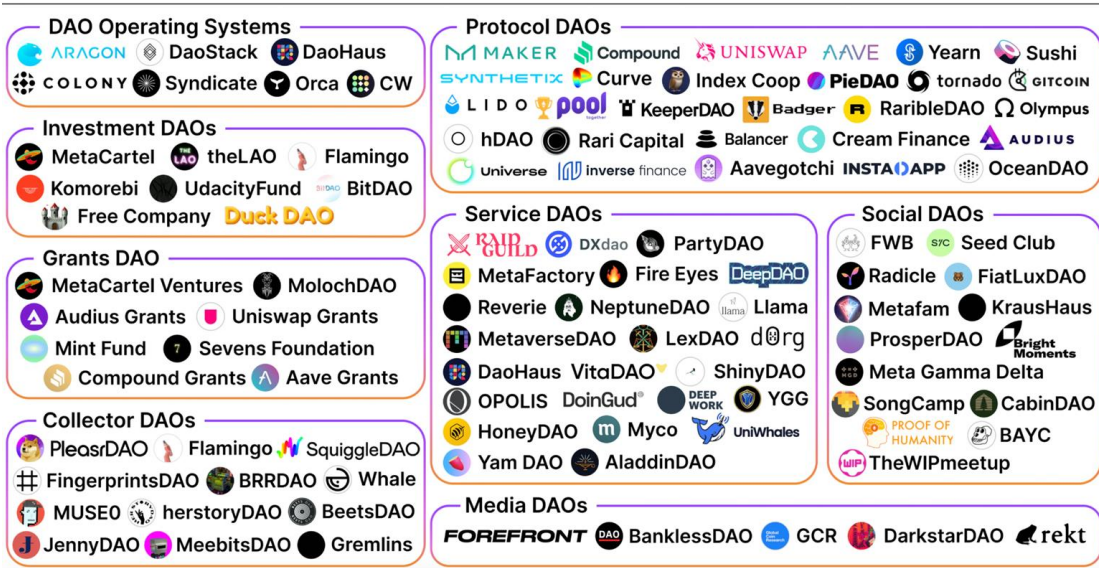
Figure 23: Cooper's breakdown of the **DAO Landscape**

OWOCKI's takes: Pre-internet, there have existed many different designs of vessels for human coordination. These skeuomorphic comparables may help us understand the design space of DAOs:
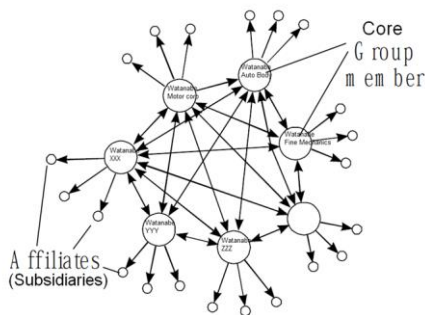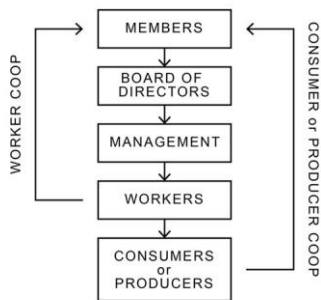
Co-Op - a member-owned and member-controlled business that operates for the benefit of its members.

Keiretsu - a set of companies with interlocking business relationships and shareholdings.

Common Stock Corporation - Common stock is a security that represents ownership in a corporation. Holders of common stock elect the board of directors and vote on corporate policies.

Egregore - a distinct non-physical, psychic manifestation, or thought form, occurring when any group shares a common motivation—being made up of, and influencing, the thoughts of the group, in which a symbiotic relationship develops between an egregore and its group.

Many DAOs are designed for the evolution of trust between their participants. Some common design patterns:

1. Repeated interactions
2. Possible win-wins
3. Low miscommunication

DAOs design their incentives & curate their culture to create long-term oriented, positive sum interactions between their participants & other stakeholders. When participants' actions move **beyond short term + selfish gain**, actions that are long term + good for the whole DAO begin to emerge.

For now, DAOs are a crypto-only phenomenon. However, there is excitement about DAO's going mainstream on day. Crypto is a global, transparent, immutable, well-financed, & programmable foundation for resource allocation & coordination.

If coordination mechanisms develop in crypto that are better than our legacy coordination mechanism, it is **likely that crypto-native and DAO-native coordination can scale to become a mainstream use case**.

Key Investment Criteria for Metaverse companies:
- Key focus on how digital world & the benefits created will contribute to the real world.
- Well defined road map!!
- Token contribution to land-owners (reward system is attractive – to build & maintain users)
- Use of open & public blockchain
- Passion, authenticity, Story of the why must be powerful!
- MVP – product market fit
- Equity with token warrants. As tokens will drive the governance & incentives to enhance the digital economy.
- Self-custody wallet (non-custodial wallets) *"Self-custody wallets, also called non-custodial wallets, are required to transact with blockchain-based financial applications, such as the Compound Liquidity Pool and other DeFi applications."*

Role of Decentralized Platforms:
- Set of tools created – to enable users to create their own space on their "purchased" land.
- All token holders to have control of what content can stay/not (complete opposite of Web 2.0 Facebook)
- All token holders to make community decisions on the betterment of Metaverse- but always relate back to the "Real World"
- Ownership
- Governance
- "Live to earn": Superland emphasized this a lot. As opposed to play to earn or learn to earn.
- Ensuring tech is utilized to benefit humanity.
- Web 3.0 introduces:
    - Platform wealth & economic sharing
    - Content ownership & rights

- o Unique NFT assets representing digital identity & more
- o Play to earn gaming
- o Incentivized governance, moderation & individual influence
- o New models of work & collaboration
- o Permissionless finance & development

Other best practices:
- In the sandbox – players & creators have full ownership of anything they create or buy and full authorship of any NFT's they create. Every creator is free to share, trade or sell their 3D creations while retaining full ownership and getting all the revenue. You can bring your OWN NFTs to the sandbox, even if created on another platform. Alternatively, you can sell NFTs made in sandbox elsewhere if one desires. This concept has a powerful appeal, but we expect there to be competition from those who want to establish new walled gardens.
- WEB 3.0 – Data based monetization & eyeball optimized user experience have led to degraded online communities.
- Tokenomics – Use of token to feed into users' passion both on Metaverse & in real world.

5.9.2 Interesting Ideas and Developments

Reuse of best practices and smart contracts:

Murmur[148] helps to make work agreements explicit and automatable. It is a software application that enables teams to create, test, improve, scale, share, and implement "working agreements", especially as smart contracts. **How teams work:** Policies, processes, principles, charters, strategies, goals, metrics, meetings, missions, structures, roles, tools, and workflows... all are potential agreements. Murmur gives teams at every level the power to create agreements from scratch, from a template, or by borrowing ways of working from some the most famous work cultures on Earth. Creating a *vacation policy*, for example, could be an uphill battle for a startup — but *adapting Patagonia's policy* as a starting point is an octane booster, keeping teams focused on solving problems that haven't been solved before. Consent is about what is *safe to try — tolerable, coherent, and moves us forward*. Murmur holds everyone to that standard. Murmur **focuses** squarely on the magic of agreements—the ability to get everyone on the same page and try something remarkable. Murmur wants to make working agreements the norm rather than the exception - envisioning a world where **every team gets better every day through the magic of agreements** — and work becomes as **adaptive, transparent, inclusive, meaningful, and human** as it can be.

5.9.3 DAO Governance

Based on https://future.a16z.com/building-and-running-a-dao-why-governance-matters/ :
Assets are meant to be used for funding development and audits, providing insurance should an underlying protocol fail, and for spending on user growth and acquisition. In order to meet these goals, DAOs need to manage treasuries to meet particular metrics or key performance indicators (KPIs), such as, "Can we survive a 95% drawdown in asset prices?" or "Can we still purchase NFTs of high value if we earn X% interest on our holdings?
Three key governance dynamics: A **financially aligned community** sensitive to potential threats, **modeling to assess the true nature of the threat**, and a **governance process in place** to make necessary **changes** (with a bias toward security).
A simple example of what can go wrong. Suppose that we mint a new asset — TarunCoin — where I am the owner of 100% of the TarunCoin supply. Now suppose that I create a lending pool that allows me to borrow against 100% of TarunCoin's value. If I control the price of TarunCoin to USD (e.g. via a Uniswap pool where I am the only liquidity provider), then I can make TarunCoin's market

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[148] https://aarondignan.medium.com/introducing-murmur-8aba8261e7a4, https://techcrunch.com/2021/03/01/murmur-still-in-private-beta-wants-to-help-startups-make-private-work-agreements-public/

capitalization really high (say $100M) and then borrow $100M in USD against TarunCoin. However, when my loan inevitably defaults as there is little to no TarunCoin liquidity, then the **lenders** who pooled assets together to **lend me $100M take the loss**.

This example illustrates that **asset quality** — measured in terms of **token distribution, liquidity/ease of price manipulation, and historical volumes — is crucial for DeFi DAOs** that utilize leverage. As many such DAOs use their governance token as an implicit or explicit insurance fund to pay back lenders should an adverse event occur, it is crucial for such DAOs to be careful which assets they admit and how the parameters for those assets are chosen. As the space evolves, it is likely that insurance products will help improve and reduce the amount of governance intervention needed for asset curation in DeFi.

Ways to run a DAO

A natural follow-up question is: "How can our community actually do these three tasks? Our community only cares about X." As DAOs mature, there is an ever-growing ecosystem of companies and protocols that aim to lessen the load on DAO members by automating analysis and monitoring and aiding careful asset and parameter selection. And there are tactics that can reduce complexity within DAOs and allocate resources more efficiently. Here are some of the steps DAOs can take:

5.9.3.1   Use governance tools

First, **quantitative tools** have emerged that let a community **visualize the risk** in the DAO (and potentially, the associated protocol) as a function of market conditions and let DAO members understand what it means to vote on reducing collateral/margin requirements or increasing an interest rate, for example. This provides greater transparency into the level of risk held by a DAO treasury and allows the community to update treasury composition to meet specific KPIs.

The billions of dollars of assets held by lending protocols Aave and Compound, for example, effectively act as an insurance backstop for the underlying lending protocols. For instance, if there is a large price disturbance that causes a large number of loans to default, causing losses to lenders in the protocol, these DAOs can use their treasuries to make lenders whole (see, for example, the Compound DAI liquidation event).

Adjusting parameters in the protocol, such as collateral requirements, helps reduce the likelihood of the DAO having to spend its treasury on such backstop events. Below is an example of a live dashboard for monitoring risk in different Aave markets. (Disclosure: I am the founder and CEO of Gauntlet, which provides these services). The tools used to quantify risk include simulation tools that

combine tools used in algorithmic trading and AI (e.g. AlphaGo).

Value At Risk

Value at Risk conveys capital at risk due to insolvencies and liquidations when markets are under duress (i.e. Black Thursday). This breaks down the current VaR* in the system by collateral type. This number may increase after Gauntlet Recommendations when there is an opportunity to increase Capital Efficiency.
*Assumes peak volatility in the past year and with 95% probability.

Borrow Usage

This metric provides information about how aggressively suppliers of collateral borrow against their supply. This is a measure of capital efficiency and gives a sense of how borrows behave relative to supply. More details on the computation of this metric can be found here. Note that the optimal borrow usage is not 100%.

Borrow Usage	with	Borrow Usage
57%	recommendations	57%

Source: Gauntlet

Collateral Risk

This section gives a deep dive into the risk for each collateral type in Aave V2. You can click on each row in the table to see more metrics and all the Gauntlet Parameter Recommendations for each collateral type.

Collateral	Volatility	Borrow Usage	VaR	Collateral Safety	
DAI	6%	84%	$19.21M	High	↗
USDC	1%	70%	$39.08M	High	↗
WETH	98%	53%	$17.75M	High	↗
WBTC	72%	56%	$1.21M	Med	↗

Source: Gauntlet

The goal of such tools and services is to allow for communities to scale to larger and more diverse populations. As **protocols become increasingly complex and intertwined due to smart-contract composability**, governance becomes incrementally more difficult for each new member. This, in turn, makes it harder for new members to join a DAO and participate in a meaningful manner.

By helping users simply interpret the **complex behaviors hidden within a DAO**, visualizations can help with new member onboarding. For instance, tools can allow all members to understand what they are voting on without needing to understand underlying technical intricacies. Each DAO tool or service can then specialize in providing interpretable, easy-to-understand dashboards of a DAO's health from technical, financial, and community perspectives.

Within DeFi, the main issues that DAOs tend to deal with involve **financial and technical risk**, hence their token holders use tools to assess such risks. They can also help proxy voters (e.g. voters who

delegate their voting rights to another voter) assess how well their proxies are doing in improving protocol performance.

5.9.3.2   Partition into "subgroups"

Another potential tactic that can help expand a DAO's membership and scope is partitioning a DAO into subgroups that each operate independently and focus on specific tasks (development, marketing, etc.). One of the first DAOs to partition itself successfully was Yearn Finance. Yearn's rapid growth and constant product evolution led to a need to split up the team into multiple teams that independently handled tasks like front-end UX, core protocol development, and marketing. Early Yearn contributors tracheopteryx, zemm, and zakku created Coordinape, an "Asana for DAOs," to help contributors coordinate. This product allowed DAOs to manage tasks and payroll across teams, time zones, and pseudonymous identities.

For a more decentralized approach, one can use DAO smart contracts to explicitly split up a DAO into teams. One can do this by allowing certain **subgroups** (known as **sub-DAOs or pods**), to call certain functions within the DAO's smart contract. Orca Protocol has built tools around automating this procedure so that those without development experience can easily create pods. This protocol allows creation by authorized groups that can manage certain functions within a DAO, allowing different subgroups of a community to operate each of these tasks independently.
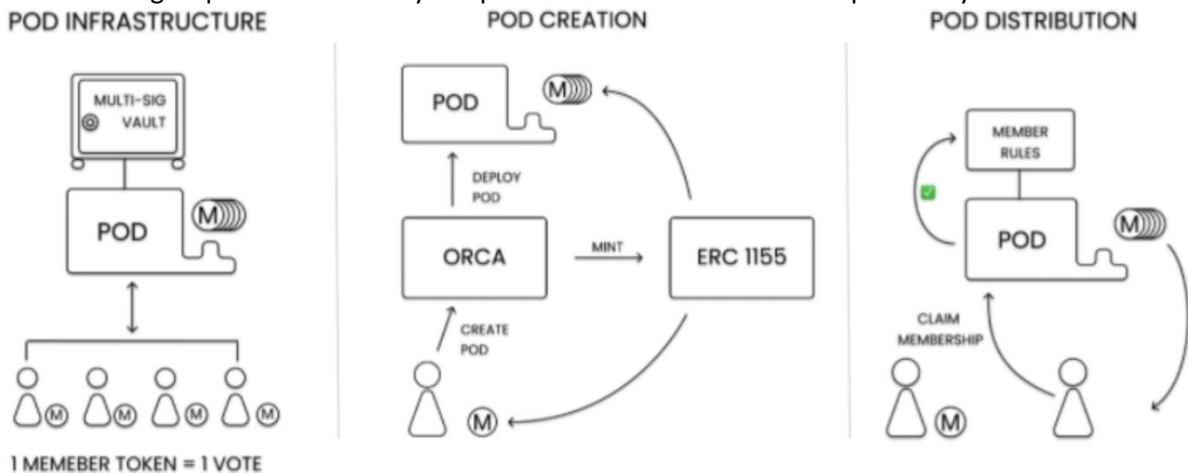
5.9.3.3   Hire staff

A final note about DAO governance: Once a DAO has a large enough community and assets, it's important to hire people who can channel their energies full-time towards maintenance, communication, and administrative tasks. However, DAOs must take care not to create any "Active Participants" upon which token holders may be relying to drive the value of the underlying token. As a result, the addition of service providers must be done with decentralization in mind.

DAOs that fail at hiring full time developers, community managers, and other staff often find themselves at a crossroads when their assets run dry or need servicing. Once-hot DeFi protocols ran out of steam as their DAO treasuries ran out, and no DAO member felt they had enough agency to ensure continuing operations (e.g. via protocol improvements or asset reallocation).

While PleasrDAO has a council (much like a board of a company) that helps guide the long-term direction of the DAO, key contributors ensure that the launches, financing, and curation performed by the DAO are executed flawlessly. In this way, DAOs often can borrow from best practices of regular organizations too.

Coordinated efforts to form decentralized internet institutions that own assets are sometimes viewed as a "wild west" of uncharted territory. But many of the problems and solutions found in traditional systems — where humans also coordinate — can inform and guide DAOs; they've been pressure-tested for centuries, and can be adapted for this new world. In many ways, learning both from the past, and the recent history of DAOs, may help new builders find and adapt ideas for the future of online institutions.

5.10 3D Metaverses as Testbeds and intermediate Solutions

3D AR/VR/XR multiverses and the associated Metaverse(s)[149] can save as a testbed and even as a first solution to partially implement PerCon Flow. The subsections show how. Ideally, there would only be one big open standard Metaverse which unites all multiverses/virtual worlds.

5.10.1 Testing the economic Model online (focus on Knowledge Workers)

Like and beyond Roblox, Fortnite[150], Minecraft/Minetest, Second Life or other existing online virtual worlds and enablers[151] that already have their currency or payment methods, economic models can be tested there with digital or even VR (virtual reality) goods like digital art (NFTs), digital VR outfits or gadgets, software/apps, VR powers/resources, intellectual property, etc.

Many knowledge workers (e.g. software developers, project managers and many academics) can easily do their work online and sell it online – as the COVID-19 pandemic has shown. DAOs (Decentralized autonomous organizations, see below) are a new best practice and vehicle for that.

5.10.2 Physically distanced but socially close

Online communities allow to feel the spirit of community and cooperation together with personal feedback, encouragement, personal growth, etc.

5.10.3 3D VR Flow Rooms for Meditation and Calming the Mind

3D VR are excellently suited to learn and practice meditation. This is scientifically proven to calm the mind, treat and cure anger, rage and several mental health issues and make people more creative.

5.10.4 Mental Health, XR Psychotherapy

The COVID-19 pandemic has threatened and destroyed many businesses and existences and having to stay together at home and left alone with one's fears has led to many conflicts, their escalation and consequently to an explosion of mental health issues. Waiting times for therapies are more than a year now in many countries and people are increasingly freaking out or commit suicide.

VR/XR (eXtended reality) applications are a scientifically proven solution to this where these people can e.g. interact with a (partially) virtual therapist or engage in activities that help them.[152]

5.10.5 XR Telemedicine

VR/XR-based telemedicine is already a classic and gets reimbursed by insurances in Switzerland, Germany, etc. With 5G, even remote surgery is possible. This also makes the knowledge and especially diagnostic and therapeutic probabilities available for the world: Under each circumstance,

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[149] https://bitcoinist.com/seven-projects-at-the-forefront-of-the-gaming-metaverse-movement/
[150] https://singularityhub.com/2021/04/14/epic-games-raised-1-billion-to-fund-its-vision-for-building-the-metaverse/
[151] https://www.gamesindustry.biz/articles/2021-09-22-improbable-leaning-into-the-metaverse
[152] https://www.researchgate.net/profile/Albert-Rizzo

possible reasons, diseases and therapies can be suggested ordered by the best likelihoods in each situation.

5.10.6 3D VR Flow Rooms to practice Flow State / do Mental Training

Flow state is a scientifically proven method[153] to achieve up to

- a) 5x higher productivity
- b) 7x higher creativity
- c) 5x more efficient learning/memorizing
- d) 2x more work satisfaction

In some professions like programming/software engineering this allows to reach even 1**0x to 100x more productivity**[154]**, making it a key success secret of Silicon Valley companies**. Flow is achieved differently depending on personality, but all personality can train and apply flow state well in VR. Needless to say, software and other digital goods can easily be sold online.

5.10.7 Online VR/XR E-learning in Flow State

Flow state according to current research is also the best accelerator/booster for e-learning and since each personality can get well into flow online in VR, this VR/XR is also the best basis for e-learning in flow state. Specifically optimized content for online VR/XR learning can accelerate and optimize this even more.

5.10.8 Global Oneness Experience and Cooperation

The Global Oneness Project[155] brings the world's cultures alive in the classroom using stories as a pedagogical tool for growing minds (e-learning). Committed to the exploration of cultural, environmental, and social issues, the project offers a rich library of multimedia stories comprised of award-winning films, photo essays, and articles. Companion curriculum and discussion guides are also available—all for free. The core of the project's mission is to plant seeds of resilience, empathy, and a sacred relationship to our planet. The project aims to connect, through stories, the local human experience to global meta-level issues, such as climate change, water scarcity, food insecurity, poverty, endangered cultures, migration, and sustainability. Through featuring individuals and communities impacted by these issues, the stories and lessons provide opportunities to examine universal themes, which include: identity, diversity, hope, resilience, imagination, adversity, empathy, love, responsibility, and our common humanity. The lessons facilitate the development of students' critical thinking, inquiry, empathy, and listening skills and contain an interdisciplinary approach to learning. The curriculum resources are available in both English and Spanish and are aligned to national and Common Core standards. Much of this can be done in VR/XR and thus help possibly everybody on the planet.

5.11 Gradual or partial Introduction of PerCon Flow / Transition Period

Just some aspects of PerCon Flow can be introduced starting with different parts and possibly leading to a partial introduction of PerCon Flow.

5.11.1 Overview of gradual Introduction Ideas

Transitioning to PerCon Flow:

1. In case of **highest emergency**: War, deep existential crisis, debt collapse, after all other options have been tried, when otherwise many (more) people die .... (most likely since humanity has become too ignorant and brain-washed by media to act before a catastrophe happens)

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[153] https://en.wikipedia.org/wiki/Flow_(psychology)

[154] https://link.springer.com/chapter/10.1007/978-1-4842-4221-6_1, https://arneyconsulting.blogspot.com/2005/06/top-programmers-are-10000xs-more.html

[155] https://www.globalonenessproject.org/, https://kalliopeia.org/our-work/global-oneness-project/

2. **If a monetary change is planned: Existing money would be converted** to the new money (e.g., a crypto currency) and people/companies still keep all values they own.
3. **All knowledge and process documentation** of all organizations could be **opened up** to everybody participating in the form of a giant Wiki-like IT system.
4. **Companies/organizations could be merged to reduce productivity loss** due to competition, small numbers produced, etc. but all technical R&D and technical approaches that might be relevant for the current or future of the organization and its technologies would be pursued in parallel based on weighting factors – maybe putting some ideas on hold.
5. **Metaverses/Multiverses**, virtual worlds creating and selling digital goods/assets and intellectual property.
6. **Blockchain-based DAOs/DHOs** (Distributed Autonomous/Human Organizations), creating and selling digital goods/assets and intellectual property with trust established based on latest blockchain technology.

PerCon Flow can be **used/introduced on a smaller scale** in the following scenarios:
1. PerCon Flow implementations can use/adapt/be based on AI systems in banks and insurances
2. Wage bonus calculated based on net benefit value
3. Share or bonus/options distribution in start-ups or scale-ups
4. Selecting and funding projects based on fair public funding requests
5. Awarding innovative communities, who e.g., switch to environment friendly methods
6. Model for taxes, tariffs and duties, e.g., for imports
7. Introducing it together with Holacracy / Teal / Sociocracy / Management 3.0 / Tribal Leadership / Pitching Framework which are becoming more and more widespread: Netflix (Book: "No Rules"[156]), Trivago, Basecamp, Valve, Gore, Semco, ...
8. Creating state-based insurance and information offerings in all fields and systematic corruption-free investing into future technologies.
9. ...

5.11.2 Change Management Considerations

Most parts of this content come from Dr. David Gould whom I want to thank for this contribution: Eric Beinhocker published an excellent article in the McKinsey Quarterly, titled The Adaptable Corporation (2006) and noted three primary **barriers to change or adaptation: Inflexible mental models of leadership, the complexity of the organization, and a mismatch of resources**. This should be taken into account when introducing PerCon Flow or doing related change management.

Many **political leaders** are **fossils** and pushing end stages of life and may not likely be open to new technologies, ideas, ... as they were once were. **Organization complexity** can be measured in terms of network connections among leaders and the more unique connections, the less convergence and / or the more time it can take to come to consensus. The more physical resources we consume, the fewer we will have later to leverage to solve problems.

There is a **transformation of society from physical to digital**, which may **speed up decision making** and processes, education, formation of new business and industries, reducing the cost of living, ...

Culture change for organizations and societies is difficult to very difficult. Many organizations can only change fast enough to compete in the modern world by having training and lots of early retirements of senior managers. This concept is applicable to governments worldwide.

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[156] https://www.amazon.com/No-Rules-Netflix-Culture-Reinvention/dp/1984877860/,
https://sergiocaredda.eu/inspiration/books/book-review-no-rules-rules-by-reed-hastings-and-erin-meyer/

Niccolo Machiavelli: "There is nothing more difficult to take in hand, more perilous to conduct, or more uncertain in its success, than to take the lead in the **introduction of a new order of things**. And yet, we need to."

A comment from the OECD (2006): "**The world is** indifferent to tradition and past reputations, unforgiving of frailty and ignorant of custom or practice. Success will go to those individuals and countries which are swift to adapt, slow to complain and open to change."

5.11.3 Economic Simulation

Prof. Tim Jackson believes that a post-growth economy[157] is needed for a sustainable economy and proposes improvements of Stock-flow consistent models (SFC)[158] to simulate this. The mainstream approach is to use Dynamic stochastic general equilibrium (DSGE)[159] modeling for simulation. These and other (economic actor) models, possibly with adaptations for PerCon Flow (PCF) could be used to simulate what happens in a PCF society, uncover potential weaknesses and eliminate them even before PCF is introduced or as early as possible after introducing PCF.

5.11.4 Possible Laws or Regulations

These types of legislation could be started independently:

1. **Transparency** in all legislative efforts: wiki-based with publicly visible authorships, complete lobby register, public weighting of reasons, except for national security related things.
2. Documentation, implementation and (possibly automated) auditing of all **governmental/public staffing and contract awarding** regarding objectivity and optimal role fit (later on the private level).
3. **Disallowing all types of discrimination** at the public level (later on the private level).
4. **Disallowing all cash and bartering** except for neighborhood help.
5. **Disallowing all interest rates** and their circumventions like offering investment at lower courses or discounts (e.g., below 100% value with a guarantee to finally get 100% value).
6. **Analyzing all financial transactions** but then also not requiring tax declarations any more. They can instead be calculated by the financial AI (companies can declare depreciations and other differences between cash flow and profitability-related calculations).
7. Guaranteeing everybody applying for grants to be taken seriously and to have an **objective assessment and feedback** based on the content of their application allowing them to learn and improve for the next application.
8. Starting one or several **AI net benefit value assessment systems** with descriptive, predictive and prescriptive analytics – advertising the insights like market analysts – working like investment analysts.
9. Basing **all public spending** or at least **academic and commercial research funding** and on the principles above and the insights from the AI assessment system – assessing both types of recipients based on similar criteria.
10. Implementing the **educational parts** including the psychology, flow and personality development parts.
11. **Reinvesting** a high percentage of all **bank deposits into innovation projects** done under PerCon Flow conditions (fully controlled, no crime, no discrimination and optimized for maximal success) and paying the profits of these back.
12. **Allowing and (financially or through training) supporting employee empowerment** for highly skilled teams in the form of Holacracy, Sociocracy, etc. in the public and private field.
13. Possible **actions and regulations** on sustainable Investments:

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[157] https://en.wikipedia.org/wiki/Tim_Jackson_(economist)#
[158] https://en.wikipedia.org/wiki/Stock-flow_consistent_model
[159] https://en.wikipedia.org/wiki/Dynamic_stochastic_general_equilibrium

a. Identify and incorporate risks from stranded assets;
b. Mandate integrated reporting;
c. End the default practice of issuing quarterly earnings guidance;
d. Align compensation structures with long-term sustainable performance;
e. Encourage long-term investing with loyalty-driven securities;
f. Reinforce sustainability as a fiduciary issue;
g. Create advisory services for sustainable asset management;
h. Expand the range and depth of sustainable investment products;
i. Reconsider the appropriate definition for growth beyond GDP;
j. Integrate sustainability into business education at all levels.

5.11.5 Introduction/use of PerCon Flow on an organizational, regional or national Level

5.11.5.1 Considerations and Exceptions for National Security

1. All national security related knowledge, systems, processes etc. will **not be made public** and will **not be transparent** to outsiders as long as national security threats exist.

5.11.5.2 Patenting and other protective Rights to protect against competition from Non-PerCon Flow Regions

1. Normally, protective rights will no longer exist in a PerCon Flow society, but for **efficient competition** with non-PerCon Flow societies, several adaptations might have to be done, e.g., keeping innovations secret based on the need-to-know principle, get protected/patented on a national level in key competing countries, get protected by national treaties (preferred), etc.

5.11.5.3 Customs / Duty Tariffs to compensate for higher Costs under PerCon Flow

1. **Customs**/duty tariffs may be charged on such levels that they can **compensate for the higher standards** and (**labor) costs** in the PerCon Flow society, i.e., so that no business is destroyed due to cheap imports but competition still stays active.
2. **Customs**/duty tariffs may be charged to **further positive developments for earth**, e.g., the protection of nature and species.

Rationale:
1. **Due to higher environmental, reuse and work safety standards,** some things may be more expensive in a PerCon Flow society – even though it should be far more innovative and have higher automation levels.

5.11.5.4 Avoiding/Minimizing Destructive Im-/Exports and Migration

1. Im-/Exports that unfairly compete or destroy business shall be avoided/minimized.
2. Anything that leads to high migration (brain drain/exodus) or massive immigration pressure shall be avoided/minimized.
3. **NBV calculation, tariffs, taxes** etc. can be adapted for such transition periods.
4. **Temporary migration controls** can also be imposed to avoid economically, politically or otherwise dangerous developments.

Rationale:
1. Especially when introducing PerCon Flow, **several things might fall into unbalance e.g., through lower/higher payments than before or elsewhere.**

5.11.6 Local Communities or local Money

Local communities and local money movements are interesting and offer partial solutions: E.g., creating local money circuits and have people help each other. However, merchants get most

benefits out of this and there are not enough thinkers and resources to be innovative enough to create a big change.

Innovation hubs or hotbeds like Silicon Valley are much more successful since they create real innovations that people want and pay significant money for.

Some interesting local currency movements:

The Basel WIR bank offering barter money:
https://www.wir.ch/
https://en.wikipedia.org/wiki/WIR_Bank
https://www.investopedia.com/terms/w/wir-bank.asp

In the UK there are many local currencies like Bristol-Pound (21-pound note), Brighton pound, etc.
https://bristolpound.org/
https://www.bristolpost.co.uk/news/bristol-news/bristol-pound-not-making-buy-900512
https://www.theargus.co.uk/news/13789958.the-brighton-pound-becomes-a-reality/
https://www.theargus.co.uk/news/9982948.four-years-on-is-the-lewes-pound-still-noteworthy/?ref=ar

BALLE movement:
https://beyondmoney.net/tag/balle/
https://bealocalist.org/transforming-way-world-works-money/
https://bealocalist.org/local-economy-framework/

5.11.7 Gradual Introduction of a Cryptocurrency, 2-Token Crypto

One megatrend is the introduction of Central Bank Digital Currencies (CBDCs) which allows them to monitor all transactions and to introduce behavioral economics: Stimulating any group of people with lower/higher interests as needed.

The **2 Token** Model

1 captures value & risk
2 transfers value

Currently preferred by traditional investment thesis

Two tokens power the Reserve protocol:

Cash Assets   Liabilities

Reserve (RSV)
The stable cryptocurrency that is economically and legally robust at any scale. Decentralized, 100% asset backed, and funded by top Silicon Valley investors.

Reserve Rights (RSR)
The fluctuating protocol token that plays a role in stabilizing RSV and confers the cryptographic right to purchase excess Reserve tokens as the network grows.
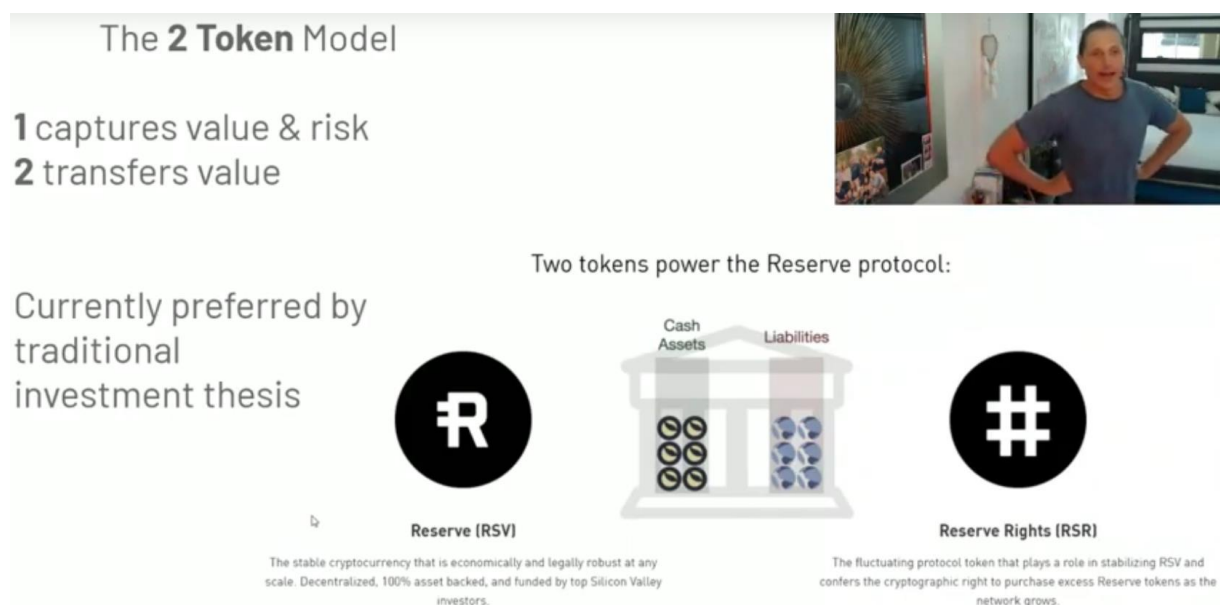
Figure 24: Illustration of the 2-Token-Model of SEEDS, from https://youtu.be/hNp_WS6P8lU?t=2487

In the dual-token setup of a stablecoin (here: Reserve (RSV)) and a volatile token (here: Reserve Rights (RSR)), the RSV can be backed by a collection of assets managed through smart contracts. The volatile RSR token serves as the token which keeps RSV's price stable.

The **original mechanism** is: The platform's RSR token is minted (i.e. created) and sold whenever the RSV stablecoin loses percentages against the reference currency or market basket value of goods/services. Funds generated in the sale of RSR tokens are added to the RSV stablecoin collateral pool (a pool of money/crypto currencies) to replenish the stablecoin, consequently regaining its value. When RSV stablecoin's price rises above its reference value, the extra value is used to purchase RSR tokens from the secondary market. The purchased RSR is burned, thereby reducing its circulating supply.[160]

Hypha/SEEDS proposes other models, e.g. to use the fluctuating RSR (Reserve Rights) token as a kind of option to stabilize RSV by e.g. conferring the right to purchase excess Reserve tokens as the network grows.[161]

This mechanism can also be used to e.g. allow investors to put their money into certain innovation projects. The economy will grow based on how much such innovation projects succeed and that means that more value is created and that more RSV, SEEDS, etc. can be created to reflect that and to keep the buying power equal. I.e. with the successful roll-out of the innovation, the investors' RSR can be converted into RSV (or analogously with other currencies) to reward them over-proportionally. This is an **acceptable transitory mechanism** since it helps to optimize the ML (machine learning) models used by the AIs to predict which innovations might be successful under which conditions. Even more, this can be used to **identify accidental or deliberate flaws** in the central AI systems and to fix them on technical or organizational levels up to identifying nepotism and corruption.

The basic equation of monetary value from the contested **modern monetary theory** (MMT[162]) is **M*V = P*Q**, and when applied to crypto currencies, an interpretation is:

   M = size of the asset base
   V = velocity of the asset
   P = price of the digital resource being provisioned
   Q = quantity of the digital resource being provisioned

This may not be the final formula, but is a **basis for further refinement/extensions** to cope for effects not modeled by MMT.

5.11.8 Conscious Language, Translating between (Tech/Non-Tech) Communities, Shifting Narratives, Linguistic Aikido

A **conscious appreciative language** should be used based on the principles of non-violent communication, appreciating our fellow humans and not assuming/imputing negative things without evidence, not spreading unproven negative things, no defamations and taking the situation of other people into account which maybe did not make positive outcomes realistic.

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[160] https://www.2key.network/token, https://uploads-ssl.webflow.com/5bbb310bdcca691b17a7ee14/5dcdb557adc0ed25534dcd9d_2key%20Tokenomics%20V1.2.1%20-%20November%202019%20(1).pdf, https://medium.com/@cburniske/cryptoasset-valuations-ac83479ffca7, https://docs.google.com/spreadsheets/d/1dafavtG8GVk9sZR_WaqqILu7ANMtFK9jVCmh49JZeb4/edit#gid=639341418, https://reserve.org/blog/rsv-vs-rsr-a-primer, https://reserve.org/whitepaper.pdf, https://kriptomat.io/reserve-rights/, https://www.wsum.network/reserve-rights/

[161] Further details on SEEDS and its cryptocurrency can be found here: https://joinseeds.earth https://seedslibrary.com/, https://seedslibrary.com/category/economics/, https://seedslibrary.com/category/technology/ The SEEDS movement and model were developed to be a new way for us to work and play together, a new economic system.

[162] https://en.wikipedia.org/wiki/Modern_Monetary_Theory

Through public education or private initiatives, enough people should be able to at least understand **different technical and non-technical languages** (within the major languages like English, French, Spanish, German, Chinese, ...) so that ideas and insights can quickly be translated and spread from one (tech) community to another and to minimize misunderstanding. That can accelerate innovation and minimize time lag and avoidable errors made.

Opportunityagenda.org has published a number of viable recommendations[163] for **shifting narratives** (here in short):
1. **Design a long-term strategy that is rooted in values**: In the case of the death penalty and racial profiling, the central values were fairness and equal treatment under the law.
2. **Know and analyze the counter narrative**, e.g. "give more responsibility to the people" attacking "full social security".
3. **Identify and dismantle the assumptions the counter narrative relies on**, e.g. the anti-rape movement began by taking these assumptions head-on and working to dismantle the various "rape myths" that pervaded society.
4. **Establish a frame and tell an affirmative story**. In the case of both the anti-death penalty and anti-gun movements, going on the offensive changed the game in the USA.
5. **Center the voices of those who are most affected and connect them to systemic solutions**. In the cases of the #MeToo, racial profiling, and anti-gun violence movements, the strategy of spotlighting survivors' stories was a crucial part of developing the narrative.
6. **Broaden the implications of the problem and the benefits of the solution**: It is important to compel audiences to see how these issues affect us all.
7. **Make a clear plan, but be ready to be nimble**: In the case of the death penalty, overarching discourse shifted significantly due to crime rates and scientific developments (specifically, DNA analysis).

Linguistic Aikido, quick-wittedness and repercussiveness: Analyzing a verbal attack, finding the flaw, revealing the flaw verbally and sending the attack back in a corrected spin-doctor version.

5.11.9 Marketing-based Influence Methods
Marketing could be used to:
1. Doing **consumer awareness** campaigns to **buy based on NBV** with e.g. an information portal showing the NBVs.
2. **Rewarding consumers** for **sustainable buying behaviors** with cheaper/free secondary products/services: Cross-/up-selling direction, AI proposing partner products/services with free giveaways to build habits.
3. Building a "**Platform of Purpose**"[164] and starting with **regenerative marketing**[165]: A virtuous circle of companies scoring well regarding common good or environmental, social, and governance (**ESG**) criteria[166].
4. Fast-Moving Consumer Goods **(FMCG) companies** like e.g. Unilever could become **partners** since some of them want to do good things for society, taking corporate social responsibility (**CSR**) seriously and **financing projects** out of profits from **sustainable products**.

5.11.10   Scoring Organizations: Balance Sheet extended to Common Good Aspects
The **Common Good Matrix** is a **model for the organizational development and evaluation of entrepreneurial as well as charitable activities**. It assesses and scores the contribution to the

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[163] https://www.opportunityagenda.org/explore/resources-publications/shifting-narrative
[164] http://www.activistbrands.com/how-companies-can-build-a-purpose-platform-for-the-common-good/
[165] https://regenmarketing.org/
[166] https://www.investopedia.com/terms/e/environmental-social-and-governance-esg-criteria.asp

common good. The values shown in the columns are those which promote successful relationships and a good life. The rows reflect the five stakeholder groups which an organization has most contact with. In the intersections between the values and the stakeholder groups, **20 common good themes describe and evaluate an organization's contribution to the common good**.

Values ▶ Stakeholders ▼	Human dignity	Solidarity & social justice	Environmental sustainability	Transparency & co-determination
A: Suppliers	A1: Human dignity in the supply chain	A2: Solidarity and social justice in the supply chain	A3: Environmental sustainability in the supply chain	A4: Transparency & co-determination in the supply chain
B: Owners, equity- and financial service providers	B1: Ethical position in relation to financial resources	B2: Social position in relation to financial resources	B3: Use of funds in relation to social and environmental impacts	B4: Ownership and co-determination
C: Employees	C1: Human dignity in the workplace and working environment	C2: Self-determined working arrangements	C3: Environmentally-friendly behavior of staff	C4: Co-determination and transparency within the organization
D: Customers and other companies	D1: Ethical customer relations	D2: Cooperation and solidarity with other companies	D3: Impact on the environment of the use and disposal of products and services	D4: Customer participation and product transparency
E: Social environment	E1: Purpose of products and services and their effects on society	E2: Contribution to the community	E3: Reduction of environmental impact	E4: Social co-determination and transparency

Figure 25: Common Good Matrix 5.0, a good basis also for PerCon Flow assessments

Schema of the balance sheet: https://www.ecogood.org/wp-content/uploads/2020/04/gwb-rechner_5_0_2_vollbilanz-1.xlsx :
Common Good Balance Calculator - Version 5
CALCULATION OF INDIVIDUAL ASPECTS
No.   Stakeholders / Themes / Aspects

A.   Suppliers
   1.   Human dignity in the supply chain
     i.   Working conditions and social impact in the supply
    ii.   Negative aspect: violation of human dignity in the supply chain
   2.   Solidarity and social justice in the supply chain
     i.   Fair business practices towards direct suppliers
    ii.   Exercising a positive influence on solidarity and social justice in the supply chain
    iii.   Negative aspect: abuse of market power against suppliers
   3.   Environmental sustainability in the supply chain
     i.   Environmental impact throughout the supply chain
    ii.   Negative aspect: disproportionate environmental impact throughout the supply chain
   4.   Transparency & co-determination in the supply chain

      i.   Transparency towards suppliers and their right to co-determination
     ii.   Positive influence on transparency and co-determination throughout the supply chain

B. Owners, equity- and financial service providers
   1. Ethical position in relation to financial resources
      i.   Financial independence through equity financing
     ii.   Common Good-orientated borrowing
    iii.   Ethical position of external financial partners
   2. Social position in relation to finance
      i.   Solidarity and Common Good-orientated use of funds
     ii.   Negative aspect: unfair distribution of funds
   3. Use of funds in relation to social and environmental impacts
      i.   Environmental quality of investments
     ii.   Common Good-orientated investment
    iii.   Negative aspect: reliance on environmentally unsafe resources
   4. Ownership and co-determination
      i.   Common Good-orientated ownership structure
     ii.   Negative aspect: hostile takeover

C. Employees
   1. Human dignity in the workplace and working environment
      i.   Employee-focused organizational culture
     ii.   Health promotion and occupational health and
    iii.   Diversity and equal opportunities
    iv.   Negative aspect: unfit working conditions
   2. Self-determined working arrangements
      i.   Pay structure
     ii.   Structuring working time
    iii.   Employment structure and work-life balance
    iv.   Negative aspect: unfair employment contracts
   3. Environmentally-friendly behavior of staff
      i.   Food during working hours
     ii.   Travel to work
    iii.   Organizational culture, cultivating awareness for an environmentally-friendly approach
    iv.   Negative aspect: guidance on waste/ environmentally damaging practices
   4. Co-determination and transparency within the organization
      i.   Transparency within the organization
     ii.   Legitimation of the management
    iii.   Employee co-determination
    iv.   Negative aspect: obstruction of works councils

D. Customers and other companies
   1. Ethical customer relations
      i.   Respect for human dignity in communication with customers
     ii.   Barrier-free access
    iii.   Negative aspect: unethical advertising
   2. Cooperation and solidarity with other companies
      i.   Cooperation with other companies
     ii.   Solidarity with other companies
    iii.   Negative aspect: abuse of market power to the detriment of other companies
   3. Impact on the environment of the use and disposal of products and services
      i.   Environmental cost-benefit ration of products and services (efficiency and consistency)

       ii.   Moderate use of products and services (sufficiency)

      iii.   Negative aspect: willful disregard of disproportionate environmental impacts

   4. Customer participation and product transparency

       i.   Customer participation, joint product development and market research

       ii.   Product transparency

      iii.   Negative aspect: non-disclosure of hazardous substances

E. Social environment

   1. Purpose of products and services and their effects on society

       i.   Products and services should cover basic needs and contribute to a good life

       ii.   Social impact of products and services

      iii.   Negative aspect: unethical and unfit products and services

   2. Contribution to the community

       i.   Taxes and social security contributions

       ii.   Voluntary contributions that strengthen society

      iii.   Negative aspect: inappropriate non-payment of tax

      iv.   Negative aspect: no anti-corruption policy

   3. Reduction of environmental impact

       i.   Absolute impact and management strategy

       ii.   Relative impact

      iii.   Negative aspect: infringement of environmental regulations and disproportionate environmental pollution

   4. Social co-determination and transparency

       i.   Transparency

       ii.   Social participation

      iii.   Negative aspect: lack of transparency and willful misinformation

Total Balance Score: Calculated from the factors above.

A variant is to implement the humanitarian net worth index for each organization and each individual. We could take all the current stock markets trading platform and the company's individual stock prices and simply add one more column, with the humanitarian corresponding indexes. This way we can trade financial dollar value, as well as humanitarian net worth, side by side. It needs to be based on social and environmental indices like to one above or the Six Capital Framework. In parts or niches it could be a supply = demand model and include rewards, deposits, trades, transfers, contributions, etc. The overall goal is to create circular economies, though.

5.11.11   Scoring Society's SDG Implementation Levels

E.g. Pakistan is publicly scoring how well certain SDGs have been implemented.[167] This can be extended and adopted by municipalities, corporations/organizations, regions, societies, etc.

5.11.12   Financial Incentives

These **types of financial incentives** could be used to influence people and/or apply the AIs:

1. Using the **AIs to assess the real net beneficial** value of employees.
2. Starting by **paying bonuses based on NBV** (before entire wages are paid based on this).
3. **Paying highly productive employees better based** on better capturing their NBV/productivity.
4. **Invoice financing** mechanisms with more or less beneficial conditions based on NBV produced.

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[167] https://sdgscitizenscorecard.pda.net.pk/

5. Rewarding physical good **circular economies / economic circles**, e.g. for soy, palm oil, (reusable) plastic or more sustainable packaging, ...

5.11.13 Accelerator Company / VC (Venture Capital)

A commercially viable way could be to become an **accelerator company using latest EdTech, leadership and scientific/innovation acceleration to outperform others** (I know some investors interested in that) and get heard based on achievements and innovations. That's one of the PerCon Flow approaches.

5.11.14 Brakes on Breakthrough Change

1. Many key people still do not feel the system is broken – or 'broken enough'
2. There is pervasive short-termism, fueled by short electoral time-scales and amplified by the economic crisis
3. Intergenerational frictions cloud the picture
4. Still-powerful incumbents are failing to adapt and lobbying fiercely to stall change
5. The culture of ownership suppresses collaborative consumption
6. The competition between solution-providers (for example, we compete to develop our own tech or language and are often unwilling to share what was developed by others)
7. Transparency, accountability and reporting mechanisms remain weak
8. There are too many perverse incentives, including misdirected taxes and subsidies
9. Our global governance mechanisms and institutions are precariously weak
10. There is growing nationalism, protectionism and xenophobia in some quarters.
11. Ecologic, UN SDG-related initiatives and NGOs do not cooperate optimally and do not elicit the best ideas and models. Many just want to maximize their fund raising. Their audience gets bored or jaded.

5.11.15 Accelerators of Breakthrough Innovation

1. There is a collective sense that change is in the air – and that breakdown triggers breakthrough
2. Some major companies and super brands are taking courageous leadership roles
3. New business models are emerging (e.g. B-Corps), alongside the revival of co-ops and similar
4. The right sort of corporate rating and ranking schemes can drive change
5. There are encouraging emerging trends, including cradle-to-cradle and biomimicry, though they aren't yet viral
6. We see a coming standardization of global sustainability-related standards
7. There will be new forms of valuation, pricing and accounting
8. Risk of climate-related stranded assets and choosing climate-friendly investments instead
9. The system is under pressure and inspired from new social movements
10. Interesting innovation taking place in such areas as behavior change (e.g. Recyclebank's relationship with Transport for London).

5.11.16 If everything fails: Post-Growth/De-Growth and going back to Medieval Practices

Humanity will probably be able to have continuous growth by shifting from the exploitation of nature's bounded resources to the **exploitation of our human creativity, i.e. creating new technologies, products and services which offer real customer advantages**.

This might not work for all countries, e.g. due to corruption and or under-development: For those, post-growth / de-growth might be an alternative: Protagonists of **alternative approaches** like Niko Paech see a fundamental problem for sustainability in the market economy - in conjunction with the

interest-based debt money system which they see as a **fundamental problem for sustainability**[168]. Consequently, they call for a departure from this system. **Post-growth** supporters see in the *dwindling amount of available natural resources* available and *externalities* that need to be reduced a "natural limit to growth". Post-growth advocates also advocate **a move away from systems with growth constraints (competitive market economy, debt-money system with interest)**.

Niko Paech suggests to gradually move towards fewer hours of work (e.g. towards a 20 hour work week) and gradually build up a de-commercialized localized community-based circular economy in which people help themselves and others, e.g. repairing things, craftsmanship, agriculture, medieval-like economy and environment-friendly technology like working with horses, ox carts, etc. People shall live according to these ideas so that they then becomes established "bottom up" in economic life and in politics.

5.11.17   Various smaller Ideas

5.11.18   Questions for Politicians

1. What happened with your earlier promises to invest more money in innovations?
2. Do you have any plans to fight corruption? Which details?
3. How do you plan to make public research more efficient?
4. How do you plan to make our country more competitive?
5. How do you plan to create future jobs?
6. Do you have any ideas (which ideas) how to help young people with innovative ideas to build successful companies?
7. Why are there no detailed plans how to create areas of excellence in rural areas, e.g. regarding biotech, breeding, etc.? Do you have any other plan how to help rural areas?

Ask: "How much are you / your administration investing in the R&D (research & development) of IT systems that minimize or eliminate corruption?

If they can't name a project or number, they're probably corrupt and probably never have even thought about fighting corruption. There are now many innovative IT systems – especially in FinTech – that fight corruption.

5.11.18.1 Unsolvable Problems solved

There is **no viable suggestion how to finance and solve _any_ of these problems in current capitalism:**
1. **Automation job-loss problem** and the rapidly **opening financial scissors in society**.
2. Global warming/desertification, overfishing, need for quick de-carbonization, sweet water scarcity, loss of ~50% of the arable land, mass migrations, **each day a billion dollar disaster** by 2030 and the other **UN SDGs** (sustainable development goals). Small losses of biodiversity can lead to ecosystem collapses: When animals that control other resources disappear, this resource can become overabundant and destroy the ecosystem. Biodiversity is also needed to fight diseases & pests and derive new drugs.
3. **Explosion of national debts** / printing money / big risks of hyper-inflation or debt collapse.
4. Rapid **decline in buying power** of freely disposable income while some costs explode: Medical, housing, energy, education, military, construction/corruption, ...
5. **Breakdown of public services/companies** due to **bureaucracy/corruption**/lack of finance for disrespected parts like police, law enforcement, healthcare, administration, public research,

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[168] https://www.econstor.eu/bitstream/10419/140887/1/859675319.pdf

  public health/pandemics (massive costs and loss of productivity from (long) COVID), over-ageing of societies, nursing emergencies.

6. Some **economic sectors with price/corruption explosion** and/or blackmailing others (e.g. medical care, housing, banking, insurance, military, energy, ...).
7. **Minimizing crime and corruption rates.**
8. **Respecting the limits of the earth's resources**, exponential population growth/over-population.
9. **Loss of competitiveness** to China & Silicon Valley, especially during COVID.
10. **Mindsets/skills**: Less education, more prejudice, more fake news, more hate, less cooperation, lower attention spans, more ADD, less care, more outrage and hate (on social media), ...
11. Minimizing international tensions, **(trade) wars, (economic/fiscal) sabotage**, ...
12. **Quickly rising prices** (energy, food, health), (hyper-) inflation & **insufficient supplies** coinciding with mass unemployment due to automation or recessions can **let many people die** or cause uprising.
13. **Predictable and stable monetary policy** (none of the monetary models have proven to be viable).

PerCon Flow proposes how to solve _all_ of these problems!

5.12 Building Blocks / Key Influences

5.12.1 Effects and Insights around Dying

It has been proven that people indeed have intensive mental activity when dying like when reviewing their lives together with God or higher entities [169]. This article[170] and several videos[171] have interesting ethical insights from people with **recalled experience of death (RED)**, previously dubbed **near-death experiences (NDE)**: "Guidelines and standards for the study of death and recalled experiences of death—a multidisciplinary consensus statement and proposed future directions". The below is an excerpt of the most important RED thoughts that went into the development of this model.

Reliving the recording of my life: actions and intentions matter

15. **Review of the recording of my life: all my thoughts, intentions, and actions matter**
 "I saw myself on the wrong side… I was not as good as I thought I was… I was also shown the good things I had done."
 "**I did not know [the being] is aware of everyone and everything every minute of each day, that each act, word, intention is duly noted.**"
16. **The indescribable: a compassionate, loving, "perfect," and luminous being**
 "[I saw a] … **very strong and powerful [being],** but yet it was gentle and filled with love. I remember having the thought that I could linger here forever, and just experience this joy, this beauty, and this love."
 "I was not alone; I could sense a presence with me… I felt a presence, and also felt complete trust in this company."
17. **Not as good as I thought: judging my true worth as a human being**

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[169] https://www.dailymail.co.uk/sciencetech/article-10541939/First-recording-dying-brain-suggests-recall-key-life-events.html, https://youtu.be/pWoG_BuI1cE

[170] https://nyaspubs.onlinelibrary.wiley.com/doi/10.1111/nyas.14740

[171] https://youtu.be/78SkTuk8Zd4, https://youtu.be/rlXK68tMm7Y, https://youtu.be/FgqAYtXfP9c, https://youtu.be/xi_J4y2SDGA, https://youtu.be/caK7O-T6rJE, https://youtu.be/PwT2zf7uy-0, https://youtu.be/c9v7sCCPHiU, https://youtu.be/rbnBe-vXGQM, https://youtu.be/5rb5bUSU7Vs, https://youtu.be/RYAbILfAENs, https://youtu.be/vQsV2MpSl1A, https://youtu.be/GHzAfj-62Uc, https://youtu.be/y_cdfE3i7qw, https://youtu.be/SYqAXXvg1DQ, https://youtu.be/WiPAQI3u6jE, https://youtu.be/KxzI0EMHgSk, https://youtu.be/4RGizqsLumo, https://youtu.be/mCp1HSqs4tg

"I was **shown every time I had been selfish, choosing for my own interests**. I was **shown every time I had been divisive or manipulative for selfish gains. I then felt that pain several folds over.**"

"My whole life was viewed, analyzed and judged."

18. **Reliving life events: I re-experienced each moment**

"[In my life review] not only was I viewing moments [of my life], I was feeling them happen again as if I were there."

"[In my life review] I was able to re-experience myself in all events in my life."

19. **Being in others' shoes: experiencing the perspective of others**

"I could **examine [my experiences] from multiple perspectives, such as the people they affected.**"

"Many events in my life I experienced, but not from how I remembered it, but **from the point of view, I experienced it from how the people … experienced it around me**."

20. **A glance at my past and prior past**

"My **understanding is that we live numerous lives, each with a different 'purpose'**." "I knew this wasn't my first time here."

21. **The domino effect: impact and consequences of actions**

"I saw **how my choices and behavior rippled through the lives of countless others**. How the **love I showed spread like wildfire**. How the **way I mistreated others, deeply hurt and affected them**."

"[I saw] **how big an impact my seemingly small actions had on a large scale**."

22. **Human dignity: importance of living with morals and ethics**

"I **received such an applaud and joy for a simple [selfless] act**, that is unbelievable."

"[The being] saw all of the good I had done in my life and **whether or not I was truly good** or if I was doing good things to get something, and how I truly felt at the time. He **weighed the good and the bad in my life**."

23. **There is a reason underlying it all: cause and effect rules**

"[My life review] was **like watching a mathematical equation, or sum, that makes perfect sense**. Such event and such event create this kind of result. It was a **simple portrayal of natural cause and effect**, with a gentle understanding."

"It was all there at the same time, **all the details of all the cause and effect relations in my life**, all that was **good or negative, all of the effects my life … had had on others, and all of the effects … others that had touched me had had on me**."

24. **Embarrassment and shame: I could have done better**

"I had **done so little with my life! I had been selfish and cruel in so many ways!** I was truly sorry I had done so little."

"When [my life review was over] **my head was hung in shame** for [what the being] had seen too. I was not happy about many, many of my actions."

25. **The education: need to evolve into a better human being** "I found out that… **I had to improve as a human being**."

"**I learned so many things about myself that I did not know.**"

26. **A higher purpose: I wish I had known**

"I felt that there was **something at stake**, that **we have a very important job to do**."

"I saw that **I alone am in charge of my destiny**."

"Home" again

28. **Communication: thought is everything**

"No words were spoken and **everything was communicated by thought**."

"[My mother and grandmother] communicated to me in some way, certainly without words or hearing, but clearly inside my mind."

29. **I suddenly knew so much**

"I knew that **my awareness … was growing exponentially moment by moment**."

"I had **way more knowledge than I normally did**."

30. **Life is like a dream by comparison**: much more real than anything else

"**Everything was hyper-realistic,** perhaps more real than I have ever known reality to be."

"**Our daily life seems like a dream in comparison** to my experience."

31. **A hierarchy exists: layers of comprehension**

"I felt sure that the **person made of love** was much, much, much more superior to me."

"I understood they were **beings in a much higher level**."

32. **My position in the hierarchy: a matter of comprehension and wisdom**

"My own awareness of this **new dimension** seemed much more limited than their awareness."

"I was taken before more **beings which seemed to be wiser** than [others]."

33. **An origin: a source**

"I saw the divine spark, that light that connects us to the creator, **to the source where we return** with unimaginable joy."

"[I was going] **back to my origin and the origin of everything**."

Reported effects after the experience

41. **Forgetting so much**

"I **knew so much instantly**, that I don't remember anymore at this time. I can only speculate that I can't know it in the physical state I'm in now. **There was a flood of information, images, and knowledge**."

"All I can say is I **knew so much then that I don't now**."

42. **Overall positive experience despite errors**

"It was the **most positive feeling** I have ever felt."

"I felt the **most beautiful feeling of love and belonging**."

43. **Seeking purpose and meaning in life**

"I do not know what my work … is. But, **I am sure that I must do something**. I believe that it is something important."

"I believe **every single person presently here, has a 'mission', has opportunities to grow and learn** and that we can alter our choices to **better our own lives and the lives of the future generations**."

44. **Loss of fear of death**

"This experience has changed my life and my thinking. I am no longer afraid of dying, as I have experienced it once."

"Since [my experience], I have **not been afraid of death**."

45. **Reappraising the role of hardships**

"All of **life's challenges have been chosen for a reason** and **each event teaches us something** we need to learn in order to **evolve to the next lesson**."

"I feel that our suffering is the greatest of all blessings … Each person's **hardships are directly related to the lesson that person must learn**. It is **our choice whether we accept the challenge or not**."

46. **Long-term positive effects**

"I have been much **more mindful of others**. It's easier for me to **put myself in other people's shoes**. It's easier for me to **act out of love and compassion**. However, it's still something I put work in.

"I'm **more aware of how I affect those around me**; I still get emotional, I still screw up, and I'm well aware that this experience has not made me perfect….it has driven home the **point of trying to be more mindful**."

5.12.2 Japanese Society 5.0

Society 5.0 is a vision for a high-tech future.[172] Japan aims to be the very first to prove that growth is possible through innovation even when a population declines. Society 5.0 does **NOT emphasize:**

1. Technology first
2. Economy first
3. Expert first

But instead **emphasizes and is guided by:**

1. Human-centered approach
2. Open, sustainable and inclusive
3. Experimentation-driven

As Professor Yuko Harayama said: "Society 5.0 aims to resolve various modern social **challenges** by incorporating game-changing innovations such as the Internet of things (IoT), robotics, AI and big data into all industries and social activities. Rather than a future controlled and monitored by AI and robots, technology is harnessed to achieve a **human-centered society** in which each and every person can lead an active and enjoyable life. Within the context of ever-growing digitalization and connectivity and expanding use of Artificial Intelligence (AI) technologies, several actions have been initiated under this flagship concept by the Japanese government as well as by the private sector." In Society 5.0 people, things, and systems are all connected in cyberspace and optimal results obtained by AI exceeding the capabilities of humans are fed back to physical space. This process brings new value to industry and society in ways not previously possible. New value created through innovation will eliminate regional, age, gender, and language gaps and enable the provision of products and services finely tailored to diverse individual needs and latent needs. In this way, it will be possible to achieve a society that can both promote economic development and find solutions to social problems.

Society 5.0 is about **augmenting humanity with super intelligence** and constant conversation between the best of academic research, science a new dawn of evolution, powered by tech innovation and all agents in society.

5.12.3 What is now possible with latest AI that was not possible before to improve Society? How can latest AI insights help to improve Society? Can AI calculate/optimize the net Benefit of people's work?

Solving the created value attribution problem, in AI called "credit assignment problem"

https://blog.singularitynet.io/the-rise-of-open-access-networks-ca9569cc7c1

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[172] https://youtu.be/SYrv6kOsU1o, https://youtu.be/C2uG2WmMDuA, https://www.japan.go.jp/abenomics/_userdata/abenomics/pdf/society_5.0.pdf, https://www.intelligenthq.com/society-5-0-achieve-human-centered-society/, https://en.unesco.org/news/japan-pushing-ahead-society-50-overcome-chronic-social-challenges, https://www.hitachi.com/rev/archive/2017/r2017_06/trends/index.html, https://www8.cao.go.jp/cstp/english/society5_0/index.html

https://medium.com/ben-goertzel-on-singularitynet/singularitynet-and-other-aspects-of-cognitive-economics-942b94626407

https://ai.stackexchange.com/questions/12908/what-is-the-credit-assignment-problem/12909

http://pages.cs.wisc.edu/~finton/what-rl.html

5.12.4 Ethics, identifying misdirected Incentives and unfavorable Developments

5.12.5 Positively impacting the World
https://www.amazon.com/Change-Your-World-Anywhere-Difference/dp/1400224926

".. there are eight streams of influence: government, education, business, religion, media, arts, sports, and healthcare; through which people can make a difference simply by helping others to learn and live good values. That's the key to the transformation process: what they refer to as transformation tables."

5.12.6 UN SDGs: Sustainable Development Goals

5.12.7 Mainstream economic Knowledge and Business Strategy

5.12.8 Balanced Scorecard, OKR, OGSM

5.12.9 RenDanHeYi / Haier Model
https://medium.com/work-futures/evolution-of-the-platform-organization-3-haier-rendanheyi-and-zhang-ruimins-vision-d8afceef7f5e

It is not enough to simply mix together all the participants in the ecosystem: that will fail. The various species of animals and plants have to be reintroduced in the proper order, and sufficient time has to pass after each reintroduction before additional species can be brought in.

So, the social evolution from a conventional institution, like Haier in 1984, to a platform-based and horizontal organizational society must be handled like the reconstruction of a reef, or the transition of a town to a city: adding the right elements in the right order at the right pace.

https://corporate-rebels.com/rendanheyi-forum/

https://www.researchgate.net/publication/326725496_Management_Innovation_Made_in_China_Haier%27s_Rendanheyi

https://competitiveness.in/overview-of-the-rendanheyi-model/

5.12.10 Tai Yi & Flow (State)

5.12.11 Socio-Economic Models (SEMs)
See separate chapters.

5.12.12 Holacracy/Sociocracy/Employee Empowerment

5.12.13   Ray Dalio: Paying Employees based on their Contributions

Ray Dalio mentions this general idea, but doesn't seem to give details on this.

5.12.14   Manifesto: Principles of People-centered Economics

Principles of people-centered economics[173]

1. The US economy transitioned from hard-asset based (gold, silver) in 1971 to Fed paper notes written solely against the 'good faith and credit' of US citizens.
2. Gold (or silver) is tangible, observable, finite: whatever is on hand, is on hand. That provides a firm, tangible, finite, objective economic anchor. There is no way to create more of it at will. One ton of gold is one ton of gold. Its quantity and value are represented in numbers. Since that time, the US national debt went from near zero to nine trillion dollars in 2008 (~5 trillion in 1996 when these points were first compiled.) That debt is backed by nothing more than paper based on numbers which may or may not even exist.
3. Adam Smith's 'invisible hand' does not mean 'non-existent', nor detached. It means what it says: invisible. That is, not observable.
4. After disconnecting from the gold standard, U.S. economics and capitalism became purely a matter of manipulating numbers. There was no longer a hard, observable, tangible, finite anchor. Numbers are not hard, observable, or tangible, and may not even exist outside the mind of human beings.
5. With US and Western economics and capitalism shifted to manipulation of numbers: are numbers real? That is, do numbers exist independently of the human mind and imagination?
6. Plato claimed numbers exist independently of the human mind, are real, but exist in an ideal, transcendent, unmanifest world.   Numbers exist because they are in that ideal world. That ideal world is represented to us by numbers, and by extension, mathematics. Therefore, numbers exist because numbers exist. Circular logic, per his protégé Aristotle.
7. Descartes, mathematician/philosopher, finally got around some fifteen centuries later to further analyzing the questions of what exists, what is real. He went past numbers to the question of whether he himself even existed. He posited that some entity, some manner of consciousness and material world in the form he found himself, must necessarily and logically exist in order to ponder the question to begin with. He concluded "cogito, ergo sum." "I think, therefore I am." Thus demonstrating that he, and by the same argument other humans, have firm evidence that we exist, and are not mere fantasies or cognitive constructs of an Evil Genius imagining all of us, the world, and the manifest universe. Human beings exist. He was not able to reach a similar conclusion about numbers, nor has anyone else, nor is it possible to reach any such conclusion because it is not possible to separate thinking of numbers by a human being from the human being himself or herself without eradicating the human being. In which case, there would be nothing to speak or think further.
8. [Numbers are assumed by mathematicians to exist in a real sense for the sake of their day-to-day work six days per week, but not on the Sabbath when they feel more obliged to be honest. (Reference "The Mathematical Experience", Davis and Hersh, 1981.)]
9. Capitalism based on numbers may or may not be valid, according to whether or not numbers are valid, real, existent, independent of the human mind. Positing them in Plato's ideal realm and begging the question of their existence on that basis was and is null and void.
10. Find a 1, or a 2. Not a symbolic representation of one or two, 1 or 2. Not a quantity of 1 of something, or 2 of something, but an actual 1 or an actual 2, tangible, observable, on their own. Next, find a human being. It is possible to find a human being, one human being or two human beings. It is so far not possible to find a 1 or a 2 in this world. There are no instances in recorded history where either of those have even been located and identified as entities independent of the human mind, nor any other number nor any mathematics nor any equation.
11. Human beings are real.
12. If a) the independent existence of numbers is unknown, and unknowable; b) human beings do exist; then c) any system of human economics based on reality can only be based on human beings.
13. Positing numbers as real entities, and basing economics on that unproved and unprovable hypothesis, risks disposing of real entities (human beings) in favor of imaginary entities (numbers.) The only variable needed for that to happen is unscrupulous human beings.
14. Human-based – that is, people-centered – economics is the only valid measure of economics.

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[173] http://wp.p-ced.org/about-p-ced/manifesto/

15. Manipulation of numbers, represented by currency/money, allows writing "new" money as needed. There is no tangible asset, or anchor. There are only numbers, managed by whomever might maneuver into position to do so. Economics came to be based on numbers, rather than real human beings.

16. On that basis, capitalism trumped people and therefore trumped democracy. Democracy is about people, who since Descartes are considered necessarily real, rather than numbers which are not necessarily real. An imaginary construct, numbers, rule a real construct, people. That arrangement allows for disposal of real human beings, in the name of the imaginary construct.

17. Capitalism nevertheless remains the most powerful economic system ever devised. The problem is not with the construct. The problem is with the output of the construct, wherein imaginary constructs – numbers, and currencies represented symbolically by numbers – are left to control real human beings to the material benefit of relatively few people and to the exclusion of many others. Classical capitalism has reached equilibrium in this regard. However, and consequently, many and growing numbers of human beings are excluded in the realm of finite resources hoarded by those most adept with manipulating numbers/currencies.

18. This is where we find ourselves at the advent of the third age of human civilization – the Information Age, following from the Agriculture Age and the Industrial Age. We are for the first time in human history in position to take note of where we are and what we are doing to and with each other. Or, not.

19. Modifying the output of capitalism is the only method available to resolving the problem of capitalism where numbers trumped people – at the hands of people trained toward profit represented only by numbers and currencies rather than human beings. Profit rules, people are expendable commodities represented by numbers. The solution, and only solution, is to modify that output, measuring profit in terms of real human beings instead of numbers.

20. We can choose to not reform capitalism, leave human beings to die from deprivation – where we are now – and understand that that puts people in self-defense mode.

21. When in self-defense mode, kill or be killed, there is no civilization at all. It is the law of the jungle, where we started eons ago. In that context, 'terrorism' will likely flourish because it is 'terrorism' only for the haves, not for the have-nots. The have-nots already live in terror, as their existence is threatened by deprivation, and they have the right to fight back any way they can.

22. 'They' will fight back, and do.

23. The Information Age can become the pinnacle of human civilization, the Golden Age. Or, it can become the end of human civilization. We get to decide which way to go, and act accordingly.

24. Dismissing people and consciously leaving them to die is probably not the way to go.

25. Economics, and indeed human civilization, can only be measured and calibrated in terms of human beings. Everything in economics has to be adjusted for people, first, and abandoning the illusory numerical analyses that inevitably put numbers ahead of people, capitalism ahead of democracy, and degradation ahead of compassion.

26. Each of us who have a choice can choose what we want to do to help or not. It is free-will, our choice, as human beings.

Posted 10 July 2008. (This is the core argument from the 1996 paper.)

September 2008 arrived two months later, and the rest is history.

T.H., 27 December 2008, Kharkiv

5.12.15   Acknowledging all Influences/Influencers

5.13 Questions and Criticism received – and short Answers

1. Aren't **many smaller initiatives**, a Mahatma Gandhi-like or other **grassroots movement method** better? We as humanity **must improve by ~5% each year in all 15+ categories** to avoid that billions of people die or humanity goes extinct. By 2030 we'll have a billion dollar disaster each day – and that's just one problem category. This cannot be achieved by small distributed efforts. We need a big concerted effort!

2. Shouldn't we generally use a **set of methods that previously worked well** (and avoid anything that is not tested and proven or didn't work well in the past)? Unfortunately, there are **no tested methods known** to us that could achieve these gigantic improvements that are necessary. The PCF concept has been **optimized for minimizing risks** as far as possible while still aiming to make a big difference.

3. The **top down introduction of ideas or of concepts by force** has hardly ever worked well and the biggest **disasters occur when people are completely obedient**: There are such examples, e.g. under Hitler people were far too obedient and thus allowed the terrible Second World War and genocides to happen. Also governmental activities to solve the climate crisis and other issues in a top-down way were mostly complete failures. However, in most other cases it worked: In many countries people are willing to educate themselves in university/colleges, study hard, work hard and make their contribution to make their own and their society's life a little better. Other examples are the military, introduction of capitalism and upgrades of it, introduction of compulsory schooling and the introduction of almost every law. It's actually more unethical rich people who manage to change laws or get away breaking laws (e.g. Youtube showing pirated content). However, we **don't have the time** for such grass-roots movements to build up and discuss it all out. Our collaboration and discussion methods are not efficient enough. It is typically **far more efficient if some people make baseline proposals like this** and others correct/improve those parts that they see critical and for which they have a solution.

4. Shouldn't **different practical/theoretical groups or expert committees** come up with a solution? Most **fear to be pigeon-holed and lose reputation**. Generally, people are more creative before

the time they become professors and rather later get merits for their previous ideas. Therefore, current (older) professors might not be the optimal participants in such groups. Unfortunately, we as humanity are also **lacking efficient methods to reach detailed agreements**. Some suggestions are in this document but they're not yet in widespread use.

5. Can't we **let startups explore the possibilities** and then piece together what worked best in those startups? In average, **around 95% of startups fail** or remain just a few people, e.g. doing consulting or not very innovative work. That's a gigantic waste and much of this is because they don't have much experience, financing or contacts or because their potential customers abuse power and don't buy from them. Currently, idea-stage startups have difficulty getting financing and top people/talents, visibility, attract initial customers (marketing and trust building costs).

6. Can such a **change management** work? Too **radical change**? The main goal is to **introduce** this concept **top-down as a law** based on the insights of the shortcomings of our current capitalism and as a solution to the current 15+ big pressing problems. There is **no time left** to carry out slow change management in many self-regulating organizations at low levels. However, **this concept shows completely without gaps what people can expect and how everything will be financed** – in contrast to most political parties which make more or less empty promises and if asked to fulfill them raise taxes, deductions, fees or introduce other negative elements afterwards to pay for it (e.g. creating higher inflation).

7. Will people's **freedoms not be restricted too much**? Actually, the monitoring that is foreseen exists like this today: Financial transactions in SWIFT and elsewhere are completely monitored and also all e-mails, social media and messengers are monitored. That monitoring would just be used to fight crime and fraud, which makes up to 50% of some economies and which could be put into ethical uses to solve the big problems. Additionally, PCF offers criminals the possibility to not stay in a prison but to be monitored in their apartments. Also PEPs (politically exposed people) are monitored nowadays already.

8. Could it **turn bad / be perverted**? A division of power does exist and all crime is efficiently addressed. Only ethical methods are used, especially for the AIs and all citizens can choose which AI team shall reward their work. Additionally, **people in power will have to rotate**, **accept advice from or defend themselves against** objective arguments by expert teams (typically empowered by AIs).

9. **Egoistic motives or pretentious attitude:** Thomas Poetter is a successful AI and IT architect, has created IT architectures for many billions of dollars and wants to continue that creative work with maximal NBV as long as possible (and not so much discuss or negotiate politics, similar to Bill Gates of Microsoft who continued as IT architect). Thomas Poetter has more creativity and fairness than charisma or stage presence as strengths. He is already well-known and connected in the creative IT, AI, cybersecurity and leadership space. He is willing to hand off this topic to one or more parties, influential people or organizations.

Burnt options:

1. **Mahatma Gandhi**[174] as Indian lawyer, anti-colonial nationalist and political ethicist employed nonviolent resistance to lead the successful campaign for India's independence from British rule. He could only achieve this because he addressed pressing issues of the vast majority of people and because he assumed leadership of the Indian National Congress, a political party to leverage his reach.

2. **Martin Luther King Jr.**[175] was an American activist who became the most visible spokesman and leader in the civil rights movement from 1955 until his assassination in 1968. He addressed the

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[174] https://en.wikipedia.org/wiki/Mahatma_Gandhi
[175] https://en.wikipedia.org/wiki/Martin_Luther_King_Jr.

pressing issues of the vast majority of Afro-American people and was a great speaker and among the first to expertly use many flow provoking elements in his speeches starting with "I have a dream".

3. **Appealing to the good in people**: **People no longer believe working hard will lead to a better life**[176]. Our societies are also – thanks to questionable governments and media – extremely divided into many subgroups who then enter (nearly) endless loops of arguing over details and **don't support each other**. Moreover, most NGOs seem to exist mostly to get high subsidies without having to do much for the money. Evidence: Hardly any were interested in new ideas like presented here or in cooperating with us. It is not possible to form a movement out of them. What's more, many believe only in quick rip-off methods like and beyond what's e.g. described in the 4-Hour Workweek[177] book, e.g. crypto currency and NFT (non-fungible tokens, i.e. digital art or content) scams and fraud[178]. Especially since the COVID-19 pandemic the media have spread too much divisive content and absurd (COVID-19) rules[179]. That has increased reactance to any such initiatives considerably.

4. **Conclusion**: Unfairness of capitalism is also a pressing issue of ~50% of citizens, however most don't have **awareness or insight** into this, yet – due to manipulative media. Even if they had, then this vision might go too far for some, i.e. coming with too many changes.

5.14 Conclusion and Discussion

The proposed PerCon Flow is designed to be **maximally ethical** and **solve all major disadvantages and problems** of all known socio-economic models, of communism, capitalism and exhibit all desirable properties of SEMs or RBEMs. To ensure this in practice, the previously described content is carried out. This concept should be fully implementable with the technologies of 2021 and should be able to *prevent many types of economic and ecological disasters and be a step towards a StarTrek-like future*. Any constructive input on possible deficits or possible improvements are highly appreciated.

This document is created in a kind of *Pareto manner: 20% of the effort to describe 80% of the high-level philosophy and strategy* to get the basic ideas across. In each category and for each list or enumeration, there are probably other points and strategies and background research to be added. To work on that is a goal for the future. *Everybody is invited* to help make potentialism more complete, thorough and go more in depth.

Ideally, this concept would be introduced in the form of **laws by existing governments** which is even possible overnight in case of an emergency. It can also serve as inspiration for legislation and for investments that lead to a better future. Of course, political details can be changed – they are just provided as inspirations and to show that this could not just appeal to extremists and weirdos but to the political middle. The author is of course willing to answer questions and to consult regarding PerCon Flows and the ideas behind it.

5.15 Abbreviations, Definitions

Abbreviation	Meaning/Definition

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[176] https://www.abc.net.au/triplej/programs/hack/2020-edelman-trust-barometer-shows-growing-sense-of-inequality/11883788

[177] https://en.wikipedia.org/wiki/The_4-Hour_Workweek, https://www.academia.edu/9505443/The_4_Hour_Workweek

[178] https://www.vice.com/en/article/xgdvnd/the-nft-ecosystem-is-a-complete-disaster

[179] https://www.zerohedge.com/political/litany-absurdity, https://stevekirsch.substack.com/p/100-questions-they-dont-want-to-answer

AI	Artificial Intelligence
AIDA	AI-driven Agile
CV	Computer Vision, Curriculum Vitae
DAO	Decentralized Autonomous Organizations
DHO	Decentralized Human Organization
GDP	Gross Domestic Product
GoS	Goods or Services
HR	Human resources
ML	Machine Learning
MECE	mutually exclusive and collectively exhaustive
NBR	Net Benefit Reward = Money paid for NBV
NBV	Net Benefit Value
NGO	Non-Governmental Organization
NLP	Natural Language Processing
RBE, RBEM	Resource-based Economy, Resource-based Economic Model
SEM	Socio-Economic Model
TINA	There Is No Alternative
UBI	Universal Basic Income
WW II	World War II

6   Appendix

6.1   Less obvious or indirect Effects, possible additional Measures

1. NBV payment will be the net payment after deduction of social contributions (incl. health/accident insurance, pension, UBI contribution, etc.) and taxes. This **hides the height of the contribution** and makes it easier to take away a bit more from the high income people and redistribute it to needy people. This minimizes the risk of developments like in the USA where the Republicans / liberals adopted the view that hard-working citizens and entrepreneurs have to pay too much tax and that having a night watchman state with much lower taxes and less social benefits would be better while also privatizing most state services like running schools, prisons, hospitals, etc.
2. The rich can under this model keep their riches. But of course, any government can **tax the rich**, especially tax **heritages**.

6.2   Questions to ask Politicians

Ask: "How much are you / your administration investing in the R&D (research & development) of IT systems that minimize or eliminate corruption?

If they can't name a project or number, they're probably corrupt and probably never have even thought about fighting corruption. There are now many innovative IT systems – especially in FinTech – that fight corruption.

Other Questions for Politicians

1. What happened with your earlier promises to invest more money in innovations?
2. Do you have any plans to fight corruption? Which details?
3. How do you plan to make public research more efficient?
4. How do you plan to make our country more competitive?
5. How do you plan to create future jobs?

6. Do you have any ideas (which ideas) how to help young people with innovative ideas to build successful companies?
7. Why are there no detailed plans how to create areas of excellence in rural areas, e.g. regarding biotech, breeding, etc.? Do you have any other plan how to help rural areas?

6.3   Possible Future Directions

1. Assess for **unintended consequences, possible gaps, problems, inequalities or unbalanced results**.
2. Systematically **refer to all existing best ideas or solutions**: circular economy, planetary limits etc.
3. Reduce or extend PCF (PerCon Flow) to an **ontology for the future of mankind**.
4. Use current exercise to identify **multiple areas where AI can facilitate change** and create **hundreds of small AI projects** to implement them in the current reality.
5. Introduce PCF **bottom-up** by introducing personal, team and organizational efficiency methods and pay salary bonuses based on NBV (net benefit value).
6. Transform the **focus and methods of R&D along the PCF ideas**.
7. Lobby/influence politicians and economical experts to introduce PCF **top-down**, maybe initially in countries with the highest pressure and lowest resistance by other lobbyists.
8. Create a **scientific simulation model** to assess the consequences of introducing PerCon Flow. Unfortunately, that is a gigantic effort and needs external financing. In 2021, we're not even able to simulate even somehow accurately how the COVID-19 pandemic will develop regarding mutations, fake news, anti-vaccination activists, possible new treatments, fake or somehow useful treatments (Ivermectin de-wormer, ...), long COVID, etc. Even what is actually a COVID-19 case and how they can be counted is controversial.[180] Also the development of the stock and crypto currency markets based on the pandemic can hardly be explained by anybody. The PerCon Flow model would have a large number of new variables and depends on how people react towards the new choices they have.

6.4   Contest to improve PerCon Flow

PerCon Flow takes several ideas **from the extreme political left to the middle of the political spectrum** to allow it to get **adopted politically or on scientific grounds**. It is clear that people from the extreme left don't like this but we think this is **the only way to turn this concept into reality** without a revolution and to **avoid economic crashes or big wastes of money** in the short and longer term.

The following awards in **US dollars** are put out for tender immediately for the **first person or organization** submitting improved solutions or suggested details to tp@poetter.org **before December 31st 2021 (deadline) regarding the English version**:

1. **$100** for **each aspect which won't work** based on scientific argumentation if a **valid alternative** or improvement proposal is made. "Won't work" refers to any aspect which will lead to economic trouble like inflation, deflation, economic crashes, severe under-performance (as in communism), severe corruption, accumulation of wealth or power among the rich, caste formation, oligarchies, dictatorship, military rule on a regional, national or international scale. Furthermore, it covers anything that will with probability >= 75% prevent the adoption of this model, e.g., not being taken seriously due to obvious issues.
2. **$70** for each such **aspect without alternative or improvement** proposal.

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[180] https://www.normanfenton.com/, https://dailyexpose.co.uk/2021/09/03/professor-norman-fenton-we-cannot-trust-any-of-the-official-statistics-driving-the-covid-19-narrative/, https://vimeo.com/591741693 (Corona pandemic statistically undetectable in Germany, prevention paradox).

3. **$30** for each high-risk (>= 30% probability) or high-opportunity aspect with at least 1/3 of a page description about it with detailed descriptions on mitigation(s)/opportunities/improvements.
4. **$10** for each such hint without that amount of detail and for each lower risk or opportunity probability.
5. **$5** per page (letter or A4, 10pt Calibri, max. 1.06 line distance, narrow margins like this document) of additional detail suggested provided as far as it is on the same logical level and consistent with this document.
6. Regarding the creation or correction of translations, please contact tp@poetter.org with an offer.

To get accepted or remunerated, all suggestions must be in correctly and scientifically written American English not infringing on any copyright, in line with PerCon flow, satisfying all completeness and quality criteria for such models as described in the overview and avoiding all aspects criticized in previous SEMs (based on the learnings from that).

6.5   Longer Descriptions of Key Points

6.5.1   Quality Criteria regarding SEMs

The following criteria **after point 35** are based on a proposal by Copiosis:

1. **Can the idea be expected to work** in the sense that it avoids any kind of economic or political crisis and that the average human can expect to benefit from an improved quality of life?
2. Does the concept prevent **massive inflations, deflations**, economic crashes, severe under-performance (as in communism) and other **economic crisis scenarios**?
3. Does the concept minimize or **prevent severe corruption, accumulation of wealth or power among the rich, caste formation, oligarchies, dictatorship, military rule** on a regional, national or international scale?
4. Does the concept increase **human efficiency and** innovation?
5. Does the concept provide enough **consequences (or punishment) to deter (or punish) perpetrators but not too extreme ones, to let them suffer more than in current western democracies**?
6. Does the concept define **consequences (or punishment) in a sufficiently fine-grained way to deal in a fair ethical way with all types of inappropriate, damaging/value-reducing or wellbeing-reducing behavior of people?**
7. Does the concept leave **all exertion of force and punishment** to the **state, the legal system** or a **neutral** governmental organization?
8. Does the concept comprise of techniques to deal with **prioritizations, bottlenecks, scarcity and urgency?**
9. Does the concept handle **supply chains efficiently**, driving value creation and minimizing waste?
10. Does the concept professionally **handle conflicts regarding interests, opinions and difficult to estimate probabilities?**
11. Does the concept **prevent anybody from getting too much power** (billionaires, politicians, bankers, doctors, advisers, criminals, influencers) and does it **balance or divide power** with **checks and balances** to minimize abuse?
12. Does the concept optimize **long-term economic value creation** and **prosperity** in all regards, i.e., does it **minimize all types of WOMBATs** (wastes of money, brains and time) like e.g., **bureaucracy**?
13. Does the concept **support or enforce** the top **personal life success factors** that are also important on a national level?
14. Does the concept **minimize reasons leading to crime**?
15. Does the concept **maximize healthy varied eating/nutrition and environmental factors**?
16. Does the concept **minimize psychological and medical issues** people have and help **treat** them?
17. Does the concept **maximize the motivation and success probabilities** to participate in short and **long-term projects** and to make them a **success?**
18. Does the concept minimize **life hazards** and help **dealing with their consequences?**
19. Does the concept **maximize the motivation and reward to use and improve upon the ideas and work of other people?**
20. Does the concept **maximize the motivation of everybody to work/contribute efficiently without taking too many risks?**

21. Does the concept **maximize the quality of education and the opportunities** of all non-criminal people?
22. Does the concept **not suppress or discriminate non-criminal people except for personal taste related cases where a commission decides?**
23. Does the concept generally **make discrimination illegal** except for personal taste related cases and **require full objective criteria-based explanation of all staffing/funding/rejection decisions with their reasons and ideally improvement suggestions?**
24. Do all principles, laws, decisions have to **honor the proportionality principle** (e.g., nothing is leading to *disproportionate good or bad consequences* except missing deadlines)?
25. Does the concept aim at **having all decisions done at an objective level** to maximize outcomes and to minimize discrimination, nepotism, corruption and other crime?
26. Does the concept not **invade the privacy** of so far **honest people** not too much?
27. Does the transition plan work without any **social or economic collapses** and without any **revolutions**?
28. Does it integrate well with **modern self-organizational** or **employee participation** structures like Holacracy, Teal, Sociocracy, Management 3.0, pitching framework?
29. Does it globally optimize the filling of all positions with the **optimal job candidates**?
30. Does it globally **optimize the performance and efficiency of public services/organizations** and stimulate the same for **non-public organizations** so that e.g., just that work is dropped that would have led to the least net benefit? (E.g., that law enforcement only does not pursue low net value cases, that only low net value research grants are not funded, etc.)
31. Does the concept generally support a **positive view on humanity**, i.e., if possible if inappropriate behavior or outcomes are seen, **first checking for problems beyond one's control** (e.g., education, IQ, disability, psychological or medical problems) and **helping** with them before imputing malicious intentions?
32. Does the concept generally **prefer to identify and solve root causes** rather than symptoms?
33. Does the concept advocate **freedom of speech and of press/media** and help **fight fake news** and **scientifically incorrect knowledge or advice**?
34. **People with deviating political opinions** are accepted as long as those opinions are not contradicting to latest scientific insights and don't lead to revolutions or disasters.
35. **All human rights and all key values of western democracies:** freedom rights, democracy, valuing family, having a personal confidential sphere, ...
36. Does the concept offer a **new infrastructure** (political processes, economic processes, logistic processes, financial processes) that preserves the international nature of our global community?
37. Does the concept offer a way to **smoothly transition corporate operations** and other businesses into the new reality?
38. Does the concept offer ways to **compensate people doing dirty jobs** no one wants to do, but that we need while we transition?
39. Does the concept recognize and honor **national boundaries** and the different interests nations may have?
40. Does the concept **explain how nations will conduct trade during the transitional process and after**?
41. Does the concept **promote global trade** and recognize the interconnectedness of our global civilization?
42. Does the concept recognize and promote **international sharing of ideas and increased material prosperity**?
43. Does the concept offer a credible way of **reinventing the justice system** both within nations and internationally?
44. Does the concept **reduce problems that come from money, profit and power expressed as wealth**?
45. Does the concept offer a way to **soothe conditioning** resulting from centuries of living inside **capitalism** as the idea is implemented?
46. Does the concept **offer to everyone the basic necessities**: food, clothing, education, healthcare and housing at no cost and offer a practical way to do that?
47. Does the concept provide **incentives for individual innovation and entrepreneurship**?
48. Does the concept make every human being **completely free, able to do whatever they want including pursuing their self- actualization as a full time occupation**?
49. Does the concept **recognize and honor diverse religions, spiritual paths, creeds, beliefs and values**?
50. Does the concept include **science based decision making**?

51. Does the concept offer a society where **opportunity is available to everyone regardless of religious, ethnic, economic, political, gender, race or other background**?
52. Does the concept offer **incentives for those interested in restoring the environment**, caring for animals, or other charity work?
53. Does the concept **reward any individual act** that makes **people and the planet better off**?
54. Does the concept recognize that **people have different capacities for creating, working and ideating,** benefiting people and the planet and reward people for their unique contributions instead of treating everyone "equally"?
55. Does the concept offer a credible way of **supporting further space exploration**?
56. Does the concept offer a credible solution to **preventing/eliminating most crime**?
57. Does the concept offer a credible solution to **homelessness**?
58. Does the concept offer a credible solution to **hunger**?
59. Does the concept offer a credible solution to **environmental destruction**?
60. Does the concept offer a credible solution to **nepotism** and **corruption**?
61. Does the concept offer a **reliable, rational transition plan**?
62. Does the transition plan offer ways to **compensate or leave whole, those who have generational investments in industry**?
63. Does the concept offer the **1% and other elites a way to cooperatively transition** with the rest of us?
64. Does the transition plan offer practical ways to **compensate asset owners** for the value of those assets and investments made in them by others?
65. Does the transition plan offer practical ways to **compensate cash valuations of investments, debt, risk, and intellectual property**?
66. Does the transition plan include **real-world demonstrations or simulations** of the idea people can explore with?
67. Does the transition plan offer **practical ways you can get involved** beyond participating in meetings, chatrooms and other conversations?
68. Does the transition plan offer ways to **mitigate sanctions and other dispute tactics** some nations and people may throw on the transition path?

6.5.2   Standard Criticism/Disadvantages/Risks of other SEMs

The PerCon Flow model suffers from none of these problems but the other models described below do more or less suffer from these problems:

http://www.greatgenius.com/why-a-resource-based-economy-is-so-foolish

1. Anything that is bartered for is considered money… "A resource-based economy isn't above a monetary based society…It is a monetary based society, it's just that they have **changed the word cash for resource**."
2. But my main point why the Venus Project is so dumb is that it **completely stalls innovation of resources**…What's this you ask? Let me explain…
   A resource is never a resource until after a human has the inspiration to create something useful out of it. Only then does it become valuable. In effect, the real resource is human creativity. This is precious and should be encouraged and never put in second place.
   Yet in a resource economy inspiration is put behind already currently known resources. Once the individual creates a new thing of value then the computers will have to adjust the new resource to be able to **equally divide** it between the people. Not only will this hamper creativity but also **deprive the creative individual with the reward he deserves for his innovation**.
3. How come people **assume** that in the Venus Project people are going to be **all loving and giving**? While everyone who wants a free-market system are greedy savages? It's not going to be like that at all… You're **going to get both good and bad**.
4. "Instead of going for a resource-based economy, which is actually going **back to primitive civilization**, we should go for **enlightened capitalism** instead. Evolution works through indirection: it **creates a capability** and then uses that capability to **evolve** to the next stage.

Humanity has created money as a tool, and it is meant to use that tool to help it progress and advance further and not discard it. Money is a tool that helps accelerate progress and should be used. Enlightened use of money is the key."- Enoch Mind Reality

https://pathstoknowledge.science/2013/11/19/zeitgeist-rbe-another-system-of-total-global-control/

5. ... their vision for a Resource Based Economy (RBE) which requires a **"Global Resource Control"** (GRC) actually has a hidden second requirement, a **"Total System of Control" (TSOC)** which enables and can only be achieved with total global command and control by physically controlling, directly or indirectly, all resources on the planet. By resources they mean anything that can be defined as a resource. They need to have the Venus Project's and the Zeitgeist Movement's **RBE-GRC-TSOC control all resources on the planet, including you, your food**, your job, cars, ships, airplanes, all computers, all machines, all "production", farms, electricity plants, mining, education, entertainment, …, everything.

6. But then one day you don't get your green veggies for a few months. You complain. But nothing happens, no new resources are allocated to you. So, you take action. You find some land and clear it and **plant, oh say 40 acres of green veggies** to feed your family and those in the area around you. Oh, wait a minute you now must report your "farm" as a new resource to be inventoried into the RBE, as it must be in charge of allocating all resources, no private trading of resources is allowed, so you comply and have your crops and farm inventoried into the RBE Total System of Global Control. The next day you receive an **order from Planetary RBE Control** ordering you to **harvest all your greens and put them on the trucks that will arrive to take the resources away for others to consume.** You obey because the RBE GRC TSOC Software Systems only make "fair resource allocation" decisions after all. What? You are allocated no veggies from those that you've grown. How is that fair you ask? No answer other than "RBE GRC TSOC: **"Fair"** Resource Allocation achieved". You see **those that control the RBE Global Resource Control TSOC control the software system**, **they control the algorithm of choosing who gets what resources and when and how much, and how often, and you won't be able to tell if the selection of resources for you was made by your "dear leaders" or if it was made by the "fair algorithm" (whatever that is).**

7. Due to the **complexities of how markets work**, even markets without cash or money or currencies, it **isn't possible to have a "fair algorithm" for "distributing resources"**. Internally the RBE GRC TSOC software system must **account and track who uses what resources, when and how much, how often plus for what purpose and must track a lot more information, the more information the better as that is the only way to combat the "free-market" and it's inherent *"lack of information" problem*; this of course means *total monitoring* of all people on the planet.**

8. At the core of such an RBE GRC tracking and accounting system is by necessity **some numeric measure of the resources** that have been allocated to you versus someone else, actually you versus everyone else. So, each person's usage of resources must be accurately tracked and accounted for using some numeric means, call these numeric pieces of data Resource Allocation Units (RAU) so that mathematical models of "fairness of allocation" can be implemented. Oh wait, that sounds like the **RBE GRC TSOC software system is merely another market system,** an RBE market system using RAU to track movements of resources from one "RBE Entity" to another aka "market trades or exchanges" that are tracked by the accounting system in **RAU units**; which is just what the dear leaders of TVP and TZM wanted to **get rid of, currency and money**. Oops.

9. What is **lost** with the RBE GRC TSOC is the **free choice of individuals to make the resources allocation decisions for themselves as we do now in our (partially) free societies**. We lose the freedom because TVP and TZM force the RBE GRC TSOC upon us and this system (allegedly) makes fair resources allocation decisions for us. That means that ultimately Jacque Fresco, TVP,

Peter Joseph and TZM want a computer system to make all choices for us that involved resources, time, labor, energy use, what food you have to eat, when you get things, … you name the choice… the RBE GRC TSOC will be deciding for you.

10. The computer system in the epic film **Colossus: The Forbin Project from 1970**, which parallels the RBE Global Resource Control Total System of Control incredibly well: "You will say you will lose your freedom; freedom is an illusion. All you lose is the emotion of pride. To **be dominated by me is not as bad for human pride as to be dominated by others of your species**. Your choice is simple." – Colossus aka Zeitgeist's and Venus Project's RBE Global Resource Control.

11. Colossus aka Zeitgeist's and Venus Project's RBE Global Resource Control (GRC) Total System of Control (TSOC) sounds very much like what Jacque Fresco and Peter Joseph speak about in their never-ending series of disaster porn propaganda videos with few to no actual viable solutions presented. Fresco and Joseph echo many similar attitudes and beliefs as Colossus does. Very scary if you value your freedom, the **freedom of your loved ones and friends, the freedom of every other non-aggressive human being on the planet.** An **RBE Global Resource Control (GRC) Total System of Control (TSOC) would necessarily become Colossus, which would necessarily become SkyNet and evolve into The Matrix**. None of these scenarios or even milder variants of the RBE GRC TSOC would be desirable for human beings. Total Systems of Control such as The Zeitgeist Movement's and The Venus Project's Resource Based Economy RBE Global Resource Control most certainly is not a desirable economic model for humans living their lives unfettered by the state. The RBE GRC TSOC is **merely another system of control**, of global control over all aspects of all lives (except of course the lives of the dear leaders as happens in all socialist or communistic systems as the ruling elite inevitably live better than everyone else). In conclusion, TVP and TZM RBE won't work due to its requirements for GRC and the unmentioned TSOC not to mention having an organization of TVP and TZM zealots enforcing the RBE GRC TSOC rules upon everyone. While their intention might look to be "good" the actual real-world implementation would create a nightmarish hell on Earth the same as, or much worse than, the current systems of control; in most places it would be much worse. If you value your freedom abandon the RBE concept.

12. "Run for your life from any man who **tells you that money is evil**. That sentence is the leper's bell of an approaching looter." –Ayn Rand

13. A number of videos that provide excellent examination and analysis of the RBE and TVP and TZM and **why the RBE won't work follow**:
https://youtu.be/68N35zI6mqg Jim Jesus has an excellent video that debunks The Venus Project and the Resource Based Economy (RBE), currently **private**/unavailable
https://youtu.be/3zDwoEleEmQ Chase Rachels: "In this video I critique some recent remarks Peter Joseph made in response to Stefan Molyneux's post-debate examination, as well as some of the general characteristics of the Resource Based Economy (RBE) as a whole.", currently **private**/unavailable
https://youtu.be/zJbRM46tltI Why did The Venus Project part ways with The Zeitgeist Movement?
https://www.reddit.com/r/anarchocommunism/comments/6vn5kf/views_on_rbe_resource_based_economy_movements_and/

14. **Too similar to anarcho-communist (AnCom) movements:** My own learnings on AnCom seem to indicate near unity of goals between it and RBE movements. For example: removal of capitalism, wages, and private property and promotion of horizontal networks as described right here on the subreddit. (Perhaps with the exception of what could be the promotion of an AI state apparatus mentioned in TVP.) It sounded to me like Jacque Fresco's ideas of a new society were just a technologically more advanced version of what Peter Kropotkin was talking about in The

Conquest of Bread. Although I have not seen explicit solidarity between these movements and AnComs, it feels very much like that is the case. Wouldn't it be sensible to organize to bring about an RBE community as AnComs? Is the idea of an RBE community really just an AnCom community?

https://www.quora.com/What-are-the-failures-disadvantages-of-a-resource-based-economy?share=1

15. Weak presence of institutions: in places where institutions are weak to begin with, a revenue windfall from resources may further permeate institutions by fostering rent-seeking behavior, **breeding corruption** and distancing citizens in the wealth-creation process (it tends to be the case when value-adding channels aren't exploited to fuel broad-based job creation). And when labor isn't being taxed, government will have enough breathing room to become less accountable. In such a scenario, you are likely to see **high levels of inequality because officials awarding contracts and those managing revenue from royalties will benefit disproportionately**. In all likelihood, **weak institutions will be associated with low-income levels, and when "easy money" is added to the cocktail, you usually have a complacent country that underinvests in human resources and overinvests in white elephant projects and subsidies that provide limited long-term benefits. Nigeria, Angola, Equatorial Guinea are good examples**. If **institutions were strong** before natural resources came onboard, then the **positive impact is amped up**. Such well-governed nations should have huge cash reserves depending on how finite the resources are. **Norway, Australia and Canada** come to mind. Sure, these countries know they depend to a great extent on natural resources, through good governance however, they hedge against several risks associated with volatility in these commodities. So short answer to your question, it depends on institutions.

16. **Inability to distribute evenly:** There are certain things that **cannot be distributed equally** as not everything is the same (such as location or quality) and not everyone is the same. Certain resources or objects that are limited cannot be given to everyone who desires them. Examples: Who gets the house in the prime location? Who gets to drink the best wine? Who gets the one-of-a-kind piece artwork? How do you determine who gets something that many want but that cannot be given to everyone? And do people have property? If so, what can be owned? Can things that can be owned be given on to others? If that is the case these rare or one-of-a-kind items could potentially double as a sort of currency. If people cannot have property what happens to family items after you die? Can people inherit them? Are they re-distributed? And if so, how? And who or what can possibly make those kinds of decisions?

17. **Difficulty of decisions, morals and unbiased AIs:** A resource-based economy has to be organized somehow so that **all resources available are used for the benefit of all**, but **who or what gets to decide** what is of benefit? There are of course basic things like food & water, shelter and health care that should be universal, but such a society would likely be based on scientific and technological advancements, so which projects are prioritized or executed? Having people make those kinds of decisions can like the monetary system, be **biased and opinion based** but having a computer make those decisions can be dangerous too as it may be possible to **influence or hack an artificial intelligence and after all,** it would be **built by humans who would superimpose their morals upon it** but as we know **morals can change over time** as society changes.

18. Your **economy will rise and fall based on the prices of the resource**, and the relative prices of the inputs (usually oil and capital equipment) needed to extract or process the resources.

19. **Higher commodity prices** will tend to push up your currency, making your other **exports higher priced**. Look up "the **Dutch Disease**" online.

20. The **jobs** associated with resource extract may **not be the most appealing** for some resources (like fish, tree crops, etc.) or may need expertise your country is unlikely to have (like exploration geophysics, hydraulic fracking, heavy oil refining).

21. There may be a large interest in various **political gangs capturing the nation, and getting their fingers into the cash flow** generated by the resource.

22. Things will be extremely terrible after you **run out of this resource**: How terrible is exemplified by Ge'jiu in Yun'nan, China: This city was known for abundant endowment of Tin, an important industrial metal. Since 2000s, major tin mines were gradually depleted, which immediately destroyed the local economy relying heavily on tin mining and related industries. Following the **collapse of economy** is the **collapse of security and order** (due to the lack of government budget). Today the communities of former miners and workers are **dominated by rampant violent gangs, drugs** (close to the Golden Triangle), **AIDS and prostitution**. The female workers who lost their jobs are forced to become whores, sometimes even accompanied by their husbands. That's the destination of routes taken by many Middle East Giant Oil/Gas exporting countries.

23. **Which route to take when extending the metaphor**, there are many routes to get to a destination through any given challenge - the breadth of possible routes and **difficulty to decide/come to a common conclusion**.

24. "**Bad intentioned people by default**" there really isn't such a beast & it is important to look at what we do know (rather than simply to suppose things we don't know). In regards to human behavior, largely we behave in any specific way because we're rewarded in some way to. Change that reward cycle and you change the behavior; some adapt quicker than others, sure, but effort would be made to express this fact to cover such extremes. For a long time, there **existed reward in being violent to get food**, but today that behavior destroys our ability to continue living on the planet (war, crime, poverty, etc.).

25. **Sociopaths** having "common patterns" says nothing about "being evil" or that they are not "well intentioned". More likely there is a set of triggers & responses that they are chemically prone to respond to in predictable ways. This doesn't make them, or anyone else, abnormal any more than a blue beetle is abnormal; such variety is part of the rich tapestry of our species. You're not better than someone with different brain chemistry, you're just part of the whole, just like they are. Generating our human environment to account for such expressions of our species (and not exacerbate it) is our challenge today and going forward. It seems logical if there is a scarcity of basic & provably necessary human needs (like selfless love, physical contact, recognition for effort, etc.) a sociopath likely "fills in" with other aspects of their lives when there is a deficit of such needs. The **result is the sociopathic behavior** we see. There is a more than likely way to measure this propensity chemically in the brain, but I would hope such efforts are used only to better understand and thus empower our society about this variant of our species. Clearly more research is needed, especially in the context that we are shaped largely by our environment. In reply to "defend" against "pathologically intentioned people that is persuasive enough to start movements? How can one think it won't be a reinvention of politics, religion, corporatism or any other sectarism?"...It requires we consider & understand the values and what that provably generates. If someone says "hey let's get together around a good feeling/idea and more than anything, you should buy my book!" you know they are likely catering to self-interest more than anything. So, look at the values, not what is said or intended, but **what is actually, measurably generated**, and you have a powerful tool to **"defend" against such manipulations**.

26. **Those who benefit most from the provably exploitative & harmful structures** we've created will be **less interested in such changes**. However, that too is a product of environment; today, with our artificial scarcity based monetary system of differential advantage, we're rewarded to be

hateful & aggressive towards each other; "me, me, me!" The natural result of such structures is all around us; increased poverty, increase in wars, crimes, etc. Today, those who benefit the most, tend to be the same who perpetuate such conditions the most. Why do you think **advertising** is so rampant? Because it conditions you to consume and eventually accept such values as "de facto". It works to change your values towards consuming, and thus change your behavior towards buying things you generally don't need for the greater benefit of someone else. Pure exploitation of the human condition. So how to address them? By first understanding and then communicating compassionately the causal relationship between such priorities and the harm that results. To say, we're on the path to **make it socially irresponsible**, for example, to want more than you could ever need or use, or to **exploit others**, or to contribute any such systems, and have a "me, me, me" attitude in the face of human suffering. Historically, this is how our human society evolves, **we first evolve our values, old behaviors become unfashionable, and as a result, we change our actions**.

27. **Lack of common value**, without currency a price can vary, and in order to get what you want you'd need to have something others need. For instance, you're a poor homeless person, you produce nothing, you need food and water. The only resource you have is labor, so you must find someone who wants your labor in exchange for food and water. For that person to have food, he must either produce it or trade for it. For water the same. This process is much more complex than if you have a currency, you could just sell your labor for money to buy the goods you want, and with it a house. With a resource-based economy things work less smoothly.

Other criticism:
28. These concepts don't optimize **long-term economic value creation** and **prosperity** in all regards, i.e., they don't **minimize all types of WOMBATs** (wastes of money, brains and time) like e.g., **bureaucracy**?

6.5.3   Specific Criticism/Disadvantages/Risks of top SEMs
Key problems:
1. **Far sub-optimal efficiency/productivity**: E.g., assume there is a big global threat like a Corona mutation against which no vaccine can be found easily or an asteroid attacking earth with the need to either make it explode, change direction or build innovative space ships (like in many movies), a top SEM society might not be efficient enough. Slightly communism-like efficiency and motivation problems might arise, too much diversification of work which leads to mostly useless results or not finished or not taken up results by others could occur (like >= 99% of open-source code/projects).
2. **No punishment**, especially lack of punishment for violent crimes, rape, etc.
3. No mechanism for making people in projects **get professionally through or around rough situations instead of dropping out/giving up**.
4. No mechanism for sufficient incentives to look at and **take up other people's work.**
5. No mechanism against (slight) **discrimination**, keeping others out, not cooperating e.g., in projects
6. No mechanism against **ill-behaving people**, e.g., beating up others; in that case the perpetrator person could get banned socially in his community, i.e., possibly couldn't even get enough to live and might die or need re-animation.
7. People only get awarded NBR once the benefit materializes. This **discourages doing big, long projects.**
8. Lack of **prioritization** of what people get for free – some things are **scarce** and should be treated as such.

9. No decision in cases of **conflicts regarding interests, opinions**, difficult to estimate probabilities (e.g., should we prepare for a pandemic and how? Should we first protect the economy or the people)?
10. **Influencers/celebrities** could get most power and abuse it (lack of other authorities).
11. **Nepotism** is still possible for the members of the **SEM Organization**.
12. Many people probably **won't like to get continuously monitored, scored, assessed** and possibly become a **victim of (false) whistle blowing/denunciation/defamation**.
13. Not being able to **handle scarcity, bottlenecks, etc. efficiently** and **prioritizing based on urgency**.
14. Can people still do **shopping for their personal needs?** No -> always eating/doing the same?
15. How to prevent producers to charge less for their goods than their supplies cost and thus causing bottlenecks/scarcity?
16. How to efficiently **communicate changed needs/NBV awards** and get people to **quickly react** to it?
17. People cannot **combine NBR to finance bigger projects**.
18. Many people will **just consume and be happy with their UBI**. That leads to a high productivity loss due to **lack of motivation as in communism**.
19. It is currently, and in the near future, not possible to let everybody **eat in restaurants**. The reason is that the effort required to serve a dish in total corresponds to around 2h of human work (fresh cooking, serving, bookkeeping, the ingredients, some of them not getting used, waste management, etc.). With 3 meals per day that takes too much time of other people. Once food preparation is mostly automated, this could become possible.
20. If people instead go to **supermarkets**, they need **money or NBR** to buy but lazybones would not have any of this. Then they could – just like in prisons or some hospitals – get cheap standard food. However, that is not healthy: Our bodies tend to have varying slight deficiencies in nutrients (also based on pre-existing (medical) conditions) – that's why we have longings for different types of food to compensate for these deficiencies. This cannot perfectly be solved by standard food rations.
21. How to **avoid inflation** because people earn too much NBR, how to avoid that people want to buy too many luxuries at the same time when there are scarcity issues?
22. No protection against **inflation or deflation**. If most are billionaires after a while as promised, that is the definition of inflation because it is impossible to keep many of them spending their NBR within a short time frame, i.e., most people will lose everything due to devaluation of money or NBR. Even if people get less, there is **no normalizing factor which leads to monetary or NBR stability**. Inflation hits the worker class hard: Those who've been saving some money for future trouble/crises or to later have a better life. They would be demotivated as in communism. With deflation, people would not buy or invest much anymore, because 1 week, month or year later everything would cost much less.
23. The **supply chain** would not work, e.g., everybody would use Mahogany wood, even for heating, products could be sold for less than the parts cost, scarcity and bottlenecks would not be taken into account sufficiently.
24. **Awarding more NBR to workers with frequent easily-acquired skills not requiring a high IQ or rare personal properties** than academics like top managers, top researchers, visionaries, etc. That means that important positions will not be filled with the best people (who prefer to earn more doing simple work) or that they are not optimally respected and motivated in these positions.
25. Many suggestions create the impression of being the **utopic dreams of underdogs**, e.g., being able to live in million-dollar villas, take all meals in high-end restaurants, get prime medical treatments after overeating and other stupidities, not having to learn or work anything, not

getting punished for raping people, having the people "up there" teaching you everything you need for high-end projects, then telling them how smart you are, dropping out when they disagree, trying something for a few weeks requiring expensive supplies entailing that others work decades for that, abolishing all institutions they don't like and receiving high NBR-based remuneration for that. It obviously can never work efficiently.

26. Many SEMs think that science and peer reviews have nothing for those on the leading edge of creation (e.g., for being too destructive or bureaucratic). Even though many scientists seek to justify the millions for their more basic research by trying to prevent more advanced or adventurous research from getting funded or published, the **scientific path should not be left**.

27. Many of the **beliefs of SEMs are problematic**, i.e., many people would answer these questions with "no" instead of "yes" as especially many RBEM believers do:
    a) Does abundance in all things exist?
    b) Is evil an illusion?
    c) Is scarcity an illusion?
    d) Is control an illusion?
    e) Do all circumstances work out for good?
    f) Are negative beliefs a catalyst for positive growth?
    g) Can everyone have what they want?
    h) Are all paradoxes resolvable?
    i) Are all conflicts illusory?
    j) Does everyone have good intentions?
    k) Is it inevitable that every "bad idea" evolves into a "good idea" given enough allowance for intuitive inspiration?

6.5.4   Criticism/Disadvantages/Risks of current Capitalism

Main criticism and risks, especially due to unsustainable developments:

1. Over several generations, **a nearly 100% corruption rate** has formed – exemplified by e.g., the corruption in the EU/Germany around the late and overpaid ordering of COVID-19 vaccines, face masks, tests, COVID-tracing-apps (overpaying by up to a factor of 1000 (indicating that up to **99.9% of the price were due to corruption** comparing e.g., the German and the Irish Corona tracing app prices: €80m vs €850k [94.1% less] and €80k are possible), risk contact tracing, vaccination tracing apps, bought early vaccination appointments, etc.

2. Innovative startups and thus **innovation at large has hardly any chance** inside these corrupt economies: Established companies simply don't buy from them before a long getting-to-know process and getting bribed. Also, research grant applications or VC-financing of innovative startups are mostly not successful at governmental offices due to corruption. Not just the time of the most innovative minds is wasted, also their ideas are often sold by corrupt agency employees to potential competitors.

3. The **current financial model is not sustainable**: Interest rates were earned by increasingly **exploiting** mother earth and employees.

4. With the **additional debts** from the previous debt crises, increased by the Corona pandemic, the existing systems reach their limits.

5. The development and introduction of **AI** and intelligent **automation** will threaten jobs at an unprecedented scale, with Oxford Professors Carl Benedikt Frey and Michael Osborne estimating that **47 percent of US jobs are at risk of automation**.[181]

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[181] https://doi.org/10.1016%2Fj.techfore.2016.08.019

6. Since human labor will only be needed at a much smaller scale, the **current market system models, which rely on scarcity, will have to** *adapt or fail*.

7. Ray Dalio, one of the most successful investors in world history correctly foreseeing financial crises in the past, is emphatically suggesting a **reform of capitalism** or a **new monetary world order or otherwise risking a big economic decline** for the western states because current monetary politics could easily lead to inflation or deflation and/or a big crash: https://www.linkedin.com/in/raydalio/, https://www.linkedin.com/pulse/why-how-capitalism-needs-reformed-parts-1-2-ray-dalio/, https://www.principles.com/the-changing-world-order/

8. In many western industrialized countries, around **20% of children (**rapidly increasing) **are now raised in poverty** with dire **psychological, educational and health implications** - and thus unacceptable and unsustainable.

9. **Rapidly increasing unequal wealth distribution**: Around **1-5% of the people own >= 50% of all assets** and the **scissors between poor and rich are opening quicker and quicker (K-shaped recession due to COVID-19 with the richest getting richer and abusing their power to make the poorest get poorer, leading to 27 people** now owning more than the **poorest 4 billion people** - half of the world).

10. **Corruption, pandemics and crises** having an acceleration effect on the **scissor effect** between rich and poor.

11. Often the **rich** in economic crises are even **holding back investments** and **take advantage** of the plight of the poorer people – and it's mostly worse in 2nd or 3rd world countries.

12. **Bureaucratic costs, taxes, social deductions and corruption are skyrocketing** while individuals and organizations have increased difficulty to compete without bribing. This leads to many **premature deaths, uproar** and possibly even civil wars or revolutions as we already see in some countries.

13. The EU with its De Minimis rule **allowing only small subsidies for marketing** and other countries with similar rules **cement the power of billionaires.** With that rule, startups are **forced to sell to old-fashioned companies instead of competing with them**. If too many of their purchasers are corrupt or conservative, then the startups will fail – **no matter how good they are.**

6.6   About Thomas Poetter

Thomas Poetter, Founder & CEO of Compris Technologies AG, graduated in computer science from the University of Kaiserslautern with artificial intelligence and computational linguistics as key focus areas and electrical engineering, economics and technical English + French as minor subjects. Working with DFKI (German Research Center for **Artificial Intelligence**) during his studies, Thomas was one of the first entrepreneurs who received in 1998 a 2 years' start-up stipend from the Fraunhofer society, in his case from the Fraunhofer Institute for Experimental Software Engineering (IESE). Inspired by Fraunhofer's success with MP3, Thomas achieved a comparable success with his patented innovations for watermarking text-based contents (eBooks, documents, web pages, etc.) and for secret inconspicuous communication. These are nowadays being used by IBM, SAP/Sybase, Amazon, Intel, Microsoft, Nuance, Fuji Xerox, AT&T, Certicom and many others. His company since then has successfully helped mainly in the fields of **AI, NLP, computer vision** with the relevant infrastructure and management 12 DAX30 corporations, the German government and more than another 40 international corporations to achieve significant innovations in the fields of IT architecture, IT security, Big Data and artificial intelligence – improving the lives of more than a billion people. His banking experience advising 20+ **banks** and 8 big **insurances** is covering >95% of all Germans and >50% of all Swiss people and the companies in these countries.

His profiles on the web:
https://www.linkedin.com/in/thomaspoetter/

Impact of Thomas Poetter as entrepreneur and in customer projects:

1. **8 granted software patents** in the cybersecurity field (secure inconspicuous communication/text-based watermarks, e. g. for eBooks). The patents have been granted in all major industrialized countries (USA, Canada, Europe) and by IBM, SAP/Sybase, Amazon, Amazon, Intel, Microsoft, Nuance, Fuji Xerox, AT&T, Certicom (most important NSA crypto supplier e. g. in the "NSA Suite B Cryptography") and many others as important base patents referenced/licensed as shown here: https://www.google.com/patents/US7167825 (Section „Cited By")

2. That my projects are relevant in practice for **many VIPs** (Merkel Phone, corporate leaders) as well as for **millions of people**:
   a) Approximately ten billion financial transactions facilitated or secured per year
   b) Approximately one billion eBook sales and websites per year (text watermarks)
   c) Approximately one billion people for whom the availability of CTs, MRTs, C-arm, etc. in hospitals and medical practices is greatly improved by a predictive maintenance solution (Siemens)
   d) Approx. 300 million customers of VW, Porsche, Daimler, BMW (PDM systems, display systems, voice commands)
   e) Approximately 300 million Vodafone customers (internal APIs and IT security)
   f) Approximately 200 million users of my electronic traffic signaling and schedule display boxes: Display systems at bus & train stops all over Europe
   g) Approx. 80 million eGK users (electronic health card) with their IT connection (connector, etc.)
   h) Approximately 80 million recipients of mail parcels (IT management system behind it)
   i) Approximately 60 million rail customers every year (secure web services)
   j) Approximately 40 million bank customers of private banks, in particular regarding flat rate tax.
   k) Approximately 1 million A380 passengers per year (IT conception, IT security, BYOD, IP address assignment/Internet access)
   l) Approximately 1 million De-Mail users (Deutsche Telekom and resellers such as 1&1)
   m) Approximately 500,000 knee and hip operations per year in Europe and the USA.
   n) Approximately 100,000 e-learning users of the mobile apps in 10 languages
   o) Several tens of thousands of criminals a year who are intercepted with my software in VoIP conversations
   p) Approx. 10,000 notices from trade associations per year (BG Phoenics)
   q) Efficiency enhancements of internal apps: Each German is affected about 10 times because of contact with various concerts and my extensive work for these groups (banks, insurance companies, telecoms, post office, health care, etc.)

3. Architect in the presumably **four most important German IT projects** of recent years: Electronic health card (Gematik), electronic new ID card nPA (Bundesdruckerei), De-Mail (secure confidential e-mail with legal signature function and equalisation to the registered letter, German Telekom) and the mobile security project SIMKO/Merkel-Phone of the Federal Government

4. That I am **appreciated and asked by colleagues** as an expert and that I am frequently commissioned with reviews (e. g. on IT security)
5. **Numerous awards** for business ideas and innovations: Contest "StartUp" by magazine Stern + Sparkassen (3rd place in RLP), promotion competition from VW (2nd place Germany-wide), ...

6.7 Examples of misdirected Incentives and their Wastes

The common topic of most of these aspects is to move away from zero-sum "games" to win-win outcomes, producing mutually beneficial outcome for two or more parties.

Misdirected profitable/incentivized Activity	Size, Effect, Consequences
Unethical speculation	One branch of speculation started as **insurance to producers, farmers**, etc. and another was about **financing innovations** – both of which should now be offered by the PerCon Flow society. **Other types of speculation are very destructive causing trillion-dollar risks** (from which they sometimes need governmental bailouts leading to state debt crises) and often billion-dollar profits to the richest, while making everybody else having to pay these billions of dollars on top of already expensive goods. E.g., the rights to the only medicaments for some diseases were bought just to make them 1000x more expensive; food was bought just to sell it later for more – in many cases accepting that people die who can't afford this.
Marketing, sales	Around **90% of the price** of mass market or corporate software, of perfumes and just slightly lower percentages of

Misdirected profitable/incentivized Activity	Size, Effect, Consequences
	other non-food products are due to marketing and sales costs – being used to **manipulate prospects into buying sub-optimal products or services**. For food there are two types: a) Foods for which there is not marketing/sales from which the producers can hardly live and b) luxury foods and so-called but often not really "superfoods" with lots of marketing/sales. These cost trillions of dollars every year. The complete listing of all offers and objective comparisons would be far more helpful.
Tax advisors	If **tax advice for private people** is necessary, that is a sign that the tax system is too complex and offers too many holes for people who bribed politicians to create them. For corporations it gets even worse: The state loses billions to those corporations with the best tax advisors taking advantage of most tax holes. Instead, tax rules should be fair and apply equally to everybody without unethically taking advantage of holes created on unethical grounds. Of course, rules against hardships make sense. In PerCon Flow, the AI would assess the tax rate to be paid with transparent rules to avoid hardship but without intentional holes and abusing things unethically does not lead to NBV and thus not to rewards.
Large parts of **lawyers' work**	Lawyers have been dramatically rising their prices in many parts of the world – **moving away from fighting for the rights of normal or underprivileged people** (being unaffordable for them) to helping corporate criminals perfect their criminal endeavors, minimize punishment when caught or writing essays trying to make illegal activities like cum ex fraud legal – **all paid from the damage done to others or society**.
Unhealthy competition inside an organization where cooperation would be better	**Zero-sum or win-lose/lose-lose instead of win-win outcomes** are clearly harmful inside an organization because they waste time and resources and lead to mental suffering. This is e.g., when managers put so much pressure on teams that they **reduce the help they give to colleagues** (often things that take them >10x more time to figure out themselves) and thus one team might keep their deadline at the expense of others losing >= 10x more time – a big net loss for the organization.
Unsustainable **exploitation of nature**	Most ways how we're using earth globally are unsustainable: Global warming causing more natural disasters and big migrations, overfishing, exhausting many natural resources like phosphorous (key component of fertilizer making crops up to 10x more comprehensive), oil (also required for many medicines), depleting historical water and causing groundwater to fall, dirty/unethical mining of natural resources, species extinction, collapse of ecosystems, collapse of markets (e.g., also due to western cheap exports). This all already now creates billion dollars of costs but could **make earth nearly inhabitable and could cause a civilization breakdown for future generations,** due to many uninhabitable or polluted regions, depleted resources, etc.

Misdirected profitable/incentivized Activity	Size, Effect, Consequences
Corruption, nepotism	This causes **trillions of dollars of damage**: Sub-optimal suppliers or employees are chosen and products/services are much over-priced.
Bureaucracy	Besides causing more costs and wasting time (often **10-100% additional effort** to create highly paying low risk positions with unethical power-play options for the friends of those in power), bureaucracy can also be abused: If it got so much that hardly anybody can satisfy all requirements, it can be used to just prosecute those who don't pay bribery money. Even if that is done less, bureaucracy still stifles innovation and makes many research or grant programs unprofitable for companies. "Bureaucracy is needed to prevent or detect abuse" - with modern AI there is no longer need for that - this is just a pretext.
Monetary unsustainability through interest rates, speculation, having to massively print money, inflation, deflation, crashes	**If interest rates** are higher than the net economic growth + inflation, they are unsustainable. **Inflation** takes away the value of savings – mainly of relatively poor people who can't invest in big things. Unethical speculation shall be illegal and ethical speculation (insurance + financing) shall be done by the community or state. Printing money as done after 2020 massively in western country won't work forever: Monetary value depends on the trust that people put into it and at the end someone has to do the work and be satisfied with the payment. If this stops, it leads to inflation, deflation or economic crashes and also other conditions lead to these results. Modern monetary theory[182] claims this can be sustainable, but is highly contested.
Causing, aggravating or taking advantage of recessions by e.g., not investing, firing people and hiring cheaper people	Many managers try to take advantage of recessions. Economists teach to invest counter-cyclically in recessions – paying lower and finishing R&D or construction work when the recession is over and thereby to also diminish the recession. But managers are abusing that: They aggravate recessions by not investing, do mass layoffs and then later try to hire some people at much lower payment rates. If one of their competitors does as economists recommend, they **risk losing large market shares** to them.
Taking advantage of catastrophes with e.g., speculation, leveraging contacts at excessive conditions, overpriced offers.	Many people try to take advantage of catastrophes e.g., in the COVID pandemic by buying all available masks, disinfectants, tests and other equipment and/or selling these things at highly elevated prices. Unethical politicians were paying rates much above the market and took steps to let mainly their friends take advantage of it e.g., by not telling others all about it.
Creating artificial scarcity	Creating unduly high entrance barriers to markets, limiting the amount of land available for construction or agriculture, speculations to increase scarcity (food, medicines, raw or industrial materials) causes also **trillions of dollars** of additional costs per year.

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[182] https://en.wikipedia.org/wiki/Modern_Monetary_Theory

Misdirected profitable/incentivized Activity	Size, Effect, Consequences
(Planned) Obsolescence: Designing products so that they break quickly or are no longer usable or offering only a replaceable instead of a durable solution.	This reduces the life time of products considerably or allows only single use. An additional factor is that circuit diagrams or replacement parts are also often not offered so that products cannot be repaired – altogether a **billion-dollar damage**.

6.8 Power-Play or Pseudo-Elite Mechanisms to dominate others

The following mechanisms are used in current western capitalism by people who are rich or in power to dominate others in unethical ways. They are called "pseudo-elites" here because they typically are not the smartest, most generous or successful ones but are in power due to often unethical reasons. Such mechanisms are **forbidden in PerCon Flow**.

1. Classical **prejudices, biases, power play** and resulting **discrimination**[183]:
    a. **Jobs**: not hiring or not taking people seriously on objective grounds, not giving a good reference, defamations; e.g. not doing fully objective and secured (against fraud) personality assessments e.g. with IQ, skills, creativity and personality assessment but leaving space to fraud/corruption.
    b. **Healthcare**: not effectively diagnosing and treating people, 2nd class medicine, triage and euthanasia, like injecting old people with morphine to cause death through respiratory failure while not fully conscious, as done during the COVID pandemic.
    c. **Criminal prosecution**: prosecuting some people more than justified and others less, or not prosecuting others, or letting their cases expire without consequences.
    d. **Leaving even big financial fraud to be sued privately** – refusing to pursue it by the state (as e.g. in Switzerland and Germany) which leaves many people unable to pursue it privately if they don't have enough money left or if the fraudster disappeared/ submerge and cannot be caught without methods of criminal investigators.
    e. **Civil law**: biased or hardly qualified judges or lawyers being so expensive that only rich can afford them.
    f. **Education**: not helping children from certain backgrounds enough, or giving them worse (oral or style) marks, discouraging them in the form that you'll never learn this or make a career.
    g. **Knowledge is power**: keeping elitist insights for oneself, leveraging insider knowledge, not even giving away all knowledge for people to do their work.
    h. **Racial or unethical profiling**: putting certain people more under suspicion, checking them more frequently, surveilling their communication, etc.
    i. **Not equally treating people but worse**, e.g., rejecting all grant requests without reasons from certain people, contacts or organizations.
    j. **Not taking people seriously**, not considering their suggestions, not taking their issues or fears seriously or even ridiculing them.
    k. **Successes of others are belittled** or if in other organizations – **questioned**.
    l. **(Publicly) distrusting people**, putting them on probation.
    m. **Falling victim to one of the 120 or more biases**, sometimes even without noticing.
    n. **Not giving people time to build personal connections** with oneself or important people to collaborate with – not even in spare time.

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[183] Often accompanied and thus identifiable by insults, ridiculing, voicing of prejudices, etc.

o. **Generally treating people worse** or to give others preferential treatment.
2. Other **classical unethical behavior**: being corrupt, nepotism, withholding information ("knowledge is power" principle), not collaborating efficiently, not showing respect, ...
3. Making **money a scarce resource** although it is not: It can be printed and be created digitally with hardly any cost: Human ingenious ideas & skills are really scarce.
4. **Laziness, e.g., not caring or innovating** much and risking to fall behind (as country or company) but instead falling back to a **low price or low wage policy** that eventually causes everybody to be worse off.
5. **Introducing so many rules or bureaucracy** that innovation or Individual initiatives stifle.
6. **Puppet politicians or managers** who often even don't have the normally required qualifications but are just in their positions to implement the will of others, e.g., corrupt billionaires.
7. **Creating culture of fear, hate, spite or "red zone"** projects which accept mobbing, defamations, malicious insinuations (especially regarding well-performing people who shall not become a threat), etc. concerns cultures in which nothing gets done anymore. Anybody who failed with any high-risk innovative initiate is stigmatized forever.
8. **Disallowing high-tech start-ups to invest significantly in marketing/sales**, e.g., with "de minimis" rules which limits e.g., marketing/sales subsidies per company to around €100,000 in the EU. As a result, established companies get to see which ideas and teams have potential but can reject to pay a fair price, let them fail and then cherry picking - either buy the entire company for scrap value or hire the best people or teams after they've been qualified with the state's or investor's money. Due to the marketing/sales limitations, hardly any of the startups, even if very promising, will ever get a fair market share by themselves.
9. **Not accepting new companies as direct customers** but instead forcing them to go through intermediaries which often don't add value except for bribing a manager in the buying organization.
10. **Abuse of power of any type**, especially to **negotiate down wages/payments** to unfair levels.
11. **Propaganda**: badly influencing an entire population with propaganda. This is often used when a government considers itself to be theoretically better or more ethical, or to distract from negative aspects like bad decisions, economic decline, corruption, antagonistic decisions, etc. This is often accompanied by the "system whores" phenomenon: incompetent/old/ugly people highly compliant with government positions get much room while others don't. The Axel Springer – Politico publishing group even introduced this in the *literal and figurative sense* taking advantage of the bad job market for journalists. To start, keep or advance their career, *women had to have sex with their managers*. The publishing house was not willing to fire such managers or change that fear "culture" of "fucking, funding/promoting, firing, covering up" saying "it is not a criminal offense"[184]. Only when forced by stronger US compliance criteria, they took the minimally required actions. E.g., some declining *western countries* only show/print foreign reports and foreign news regarding other countries performing *even worse* in certain regards, show mainly the lives of the very poor (so others feel they are doing better), teach to repair houses for demolition where new houses are unaffordable, deflect attention to gender-conscious language, advertise questionable erotic practices, report about failing emigrants, etc.
12. **Not teaching how to resolve conflicts, fostering status fights like monkeys instead of cooperation**: Governments or top managers prevent the emergence of talented managers by not facilitating conflict avoidance or resolution practices, like FIRO but instead creating unhealthy competition, or status behavior, or status fights like animals. That typically leaves some dirt sticking on every middle manager or expert, and then serves as simple justification to put more pressure on all of them and not having to promote any of them.

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[184] https://de.euronews.com/2021/10/18/causa-bild-chef-reichelt-vogeln-fordern-feuern-und-vertuschen

13. **Silently killing people or putting them into closed psychiatry** (also done by western governments e.g., Gustl Mollath[185] and there are indications that these people were killed: Boris Floricic aka Tron[186] and Karl Koch[187]):
14. **Not giving references** although work was done well under the existing conditions.
15. **Unfair criticism** to subdue people, although work was done well under the existing conditions.
16. **Defamation campaigns** – mostly even without factual reasons.
17. Making people **despicable or look contemptible** because of non-work-related factors (e.g., personal factors, appearance, etc.) that they can't (easily) do anything about.
18. Creating images that everybody has to be **maximally attractive** in special ways – often **subject to fashion** - and otherwise to **not be respectable**.
19. …

6.9   How current Capitalism breeds Poverty

Examples of how capitalism breeds poverty:

1. Global warming due to CO_2 emissions and ensuing natural disasters, desertification, diseases/pandemics.
2. Outsourcing only work with low net value added or requiring low qualification to poorer people or countries.
3. International trade barriers and tariffs/fees, patents.
4. Keeping corrupt politicians in power.
5. Creating artificial scarcity.
6. Having many misdirected incentives, e.g. around speculation (especially around food and medicines).
7. Have people "renting their lives", i.e. taking loans for their education, their car, their apartment and thus force them to take any job they can get.
8. Have (corrupt) politicians take loans with high interests (by bribing them).
9. Making important medicines and other goods expensive or even unaffordable for many.
10. Financial austerity measures (e.g. mandated by the IMF) that increase poverty and often don't lead to growth.
11. Policies around plant seeds (that need to be licensed from a few big corporations), fertilizers, plant protection products, e.g. hybrid tomato seeds.
12. Waging senseless wars or corruption-based actions that mainly increase a society's debts.
13. The EU is exporting chicken parts that EU citizens don't like to eat and they are sold at much lower prices in Africa than at which you can produce them, e.g. due to efficient mass production in the EU, subventions, mix calculations.

6.10 Background Analysis, Exercises

6.10.1 Definitions

Conscious Collaboration

- Contributing what you have to offer without ego, professional or expert identity.
- Working together for the common good, in a high trust manner, without expectation, desire to control the process or outcomes.
- Operating as recognized equals in order to solve global climate change challenges and create a sustainable global life process for humanity.

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[185] https://de.wikipedia.org/wiki/Gustl_Mollath
[186] https://en.wikipedia.org/wiki/Tron_(hacker)
[187] https://en.wikipedia.org/wiki/Karl_Koch_(hacker)

- *Supported by* intention, commitment, consistent focus, continuous refinement, conscious communication, shared values and goals, open feedback, unconditional love, kindness and caring (but radical candor under 4 eyes to prevent big mistakes), humility & vulnerability, self-awareness, receptivity to perspectives.
- Motto: We are global citizens, providing applicable solutions for our planet.

6.10.2 Why Humanity is stuck in non-collaborative Inaction or inadequate collaborative Action to solve the big Problems

By World Systems Solutions (WSSnow.org) and Karmic Communications LLC

1. Tendency to shutdown & deny issues & dismissing the message or messenger.
2. Skepticism, endless questioning & polarization as a tool to deny or not take action.
3. Wanting to get our personal message or agenda served rather than collaborating.
4. Personal world views, attachments to ego & tribal identities & positionalities limiting us from seeing the bigger picture.
5. Prioritizing western lifestyle over the wellbeing of the planet.
6. Economic growth as a metric of success with constant fear of failing.
7. Taking extreme macro or micro views of how to solve climate change.
8. Raising the bar of what truly committing is, rather than committing NOW!.
9. We are too busy doing what we are doing.
10. Competing, coopting or claiming messaging to brand it as one's own.
11. Valuing form over substance. Presentation of a message as the mechanism of valuing the message. How would you prefer someone to tell you your house is burning down?
12. Only engaging in traditional modes of solution creation.
13. Taking fragmented approaches and Addictions to endless consumption.
14. Unwillingness to do more with less and willingness to live with less.
15. Nostalgia or the past being projected as the standard of a "good life" in the future.

6.10.3 We are the unknowing Prisoners & Victims of our Wants & incentive Models of our own Making

By World Systems Solutions (WSSnow.org) and Karmic Communications LLC

1. Current organizational competitive for-profit models are creating as many challenges as solutions.
2. We are blindly chasing after having and getting more of what we want & creating safety, security and comfort in ways that destroy our ecosystem.
3. Generating a worker bee and blindingly competitive & contentious global model of human development.
4. Gradual or iterative steps or approaches will not get us there in time.
5. We now need a comprehensive sweeping global transformation of life process on this planet.
6. Neither mere reason, technology, nor intellect will get us to the necessary results in the time available.
7. The true solution is in large part a purely emotional & social process and not a dynamic of mind.
8. Conversely, we are not finding greater joy or happiness as a process of our technologized modernity and western lifestyle dream chasing.
9. Profit focus is blinding us to the destruction of the planet and inhibiting its resolution, and this must comprehensively change now.
10. Tribal coherence as dysfunction and impediment to climate resolution.

6.10.4 Trust & Relationship Models in our World are currently broken & we face these Challenges

1. Pursuing "get rich quickly" and 4-hour-work-week models trying to quickly rip each other off, not wanting to create win-win relationships, work hard or generate value
2. Social media run amok creating social emotional toxins
3. Social contracts broken
4. Divisive politics
5. Racial, religious and gender inequality & disunity
6. Identity theft and personal information misuse
7. Inadequate Governance
8. Divisive international relationships
9. Collaboration depends upon rapidly arrived at trust, love, integrity, faith.
10. The lack of this attained capability is damaging & destroying our world.
11. We must build new contractual/trust models (e.g. on blockchain) that do sustainably work.

6.10.5 Possible Fusion of multidisciplinary Expertise into transdisciplinary collaborative Synthesis

By World Systems Solutions (WSSnow.org) and Karmic Communications LLC

At the center: Collaborative synthesis (maybe one person making suggestions, others extending)

Possible influences, research topics and partners:

1. Research institutes in general (universities, colleges, separate/associated institutes, think tanks)
2. (Commercial) Technology organizations
3. Modeling economics, social models and dynamics
4. Social & economic elites and also a representative selection of people all over the world
5. Politics and governments
6. United Nations, benevolent efficient NGOs
7. Social movements
8. Religion, Spirituality, Meditative community
9. Arts & creativity
10. Science of human relationships, contractual and trust models
11. (Social media) marketing insights and requirements
12. Therapeutic providers
13. Human services

6.10.6 Breakout Exercise -25min

By World Systems Solutions (WSSnow.org) and Karmic Communications LLC

1. Scenario: Congratulations! Your group has solved your dimension of plastics pollution in its totality in 2031. How did you collaboratively do it?
2. The United Nations and the G20 empowered this specific group to come together.
3. Recognize this occurred as realized equals, with no leader or leading expertise.
4. How did your relationships in your life and with every organization you are in contact with change to prioritize this initiative to achieve this result?
5. How did you rapidly organize your group to achieve climate change resolution goals & build that future?
6. What organizations, groups, resources and technology were needed to accomplish this task?
7. Who did you know that you brought in to help this process today and why?
8. The U.N. and the G20 wants to know how you did it? Track Copyright 2021 World Systems Solutions and   your process.

9. Group Results and Reflections
10. Synthesizing what we have learned and understood together.
11. Communicate the results of your group's process.
12. What was your experience of meeting the possibility of being able to solve climate change collaboratively?
13. Share some key elements of how you mapped your groups capabilities and resources to the solution.
14. What challenges or limitations did you face and how did you meet them?
15. Do you see the synthesis of each person's ideas, expertise & perspectives occurring right here and now?
16. • Based on what was presented and what you went through, how do you feel about the process and what did you learn from your experience?

6.10.7 What to think more about

1. The reason for **generous benefits** in Germany are that the state hopes to protect itself from fascism, which is typically born from desperate economic straits.
2. **Who benefits most** if people are willing to do anything to survive for another day (military, criminals, cheats and imposters, billionaires with many lowly paid laborers, ...)?
3. Sarah Kendzior: "When **wealth is passed off as merit**, bad luck is seen as bad character. This is how ideologues justify punishing the sick and the poor. But poverty is neither a crime nor a character flaw. **Stigmatize** those who let people die, not those who struggle to live."
4. When you ask for a **raise**: Boss: "Your pay reflects the value of your job." But when you call in sick: Boss: "The company will collapse."
5. Why is **healthy food** so expensive while highly processed food is so cheap?
6. Most **studies say**: Students do better in school with less homework and later start times. Workers do better with more vacation, more breaks and shorter shifts, but exactly the opposite is done. **Puritan feelings seem to beat facts**.
7. In current capitalism, if you aren't born into wealth, **your only capital is your labor**. Your human body is thus a commodity that you must sell. If you can't sell it for enough, you won't be able to care for it well and you will lose your capital earlier than others.
8. Why do so many people **hate immigrants who pay taxes** but **admire millionaires who don't**.
9. If paying a cashier a living wage will make prices go up, why doesn't replacing cashiers with self service checkouts **make prices go down**?
10. Johnson & Johnson (worth $400 billion) created a **shell company in Texas to hold all the liability** for their carcinogenic baby powder, then filed for bankruptcy with the shell company. This is legal because corporations write our laws. 38,000 women will go without a settlement. Dozens of other big corporations have done it similarly in other liability cases.
11. Weird how all the "US Democrats need to reconnect with the non-college educated working class" punditry never seems to include supporting the huge wave of **union strikes** going on.
12. The Republican who won in Virginia in 2021 was an executive at the Carlyle Group – a private equity firm that has laid off thousands of unionized workers at the firms it acquires. But the Democrats **couldn't attack him** on it. Because the Democratic nominee was a **Carlyle investor**.
13. I have 1000 Mars bars in my fridge and my mate has 1 in his. I **pressured him into giving his to a homeless person**. This is how celeb charity appeals seem to work.
14. **Contradictions** and **questionable developments** in capitalism: Homeless people and empty houses. Hungry people and tons of food thrown away as trash. Medicine to save lives deliberately priced too high to afford for people who need it. Wars manufactured to increase profits to defense contractors. The only planet we have to live on sent into a death spiral to protect the profits of fossil fuel corporations rather than switching to renewable energy sources.

15. Current world food production makes enough to feed 10 billion people. About 2.5 billion more than currently live. **Starvation** exists because it **isn't profitable** to solve.

16. Being 1 blown tire, 1 broken bone or 1 paycheck **away from homelessness & financial ruin at all times** isn't actually "**freedom**" we were raised to believe it is.

17. In the USA, you may **lose your rights**, but don't worry, you can **vote**. Oh, they're restricting voting and do gerrymandering so some folks' votes don't count? OK! Well, you can **protest**! Wait, they made it legal to run over protestors with cars and people get away with shooting protestors? Oh you can uh ...

18. In the USA, people because of a seven year old drug arrest **cannot even hire a baby sitter**: https://redd.it/r6wph0

19. However, **criminal banksters can do anything** and if they're too greedy to have proper security, you have to accept that hackers steal your information.

20. In **theory**, the **rich should be the job creators** in capitalism. **Practice** during the COVID crisis has shown that the billionaire wealth is up $2.1 trillion but the number of jobs is down 4.2 million and the rich hold back investments to **force people into even lower wages and misery**.

21. In ever more store check outs there is a screen asking people to donate $20 to end child hunger or whatever. However, as **multi-billion dollar profitable corporations**, why don't they **donate something** instead of asking poor customers who need to use a coupon to get 50 cents off a bag of potatoes?

22. People think "**Medicare for all**? No thanks, I don't want to pay for other people's healthcare. I like private insurance." But there, they'll pay for other people's healthcare AND their profits, sales/marketing costs and for the many employees whose entire purpose is to find a reason why not to pay your treatments or reimburse your costs.

23. Why in the age of supercomputers and smart robotics do we need to work 60 hours a week just so we don't starve and freeze to death? Surely, we've reached a point where **most scarcity left is intentionally created** by those hoarding all the wealth. How is this not the standard view?

24. **Inflation** automatically **lowers the buying power of the minimum wage** and therefore is welcomed by many companies: While companies often can raise the prices of their goods to adjust for inflation, wages remain the same – effectively lowering their buying power due to inflation. It also **erases the value of the savings** of the little people who are not rich enough to get expert investment advice.

25. The world's **8 richest people** now have the **same wealth as the poorest 3.6 bn people** in the world.

26. USA's billionaires could **give everybody in the USA a $3,000 stimulus check** and still be richer than they were before the pandemic.

27. The democrats/Joe Biden intensified the problem of student load debt: By writing and campaigning for the bankruptcy bill that exempted student loans from bankruptcy, they gave universities a free pass to **jack up tuition** and allowed loan companies to **offer loans with minimal fear of risk**.

28. They **criminalize** the **homeless** so that they don't have to house them. They criminalize **drug addicts** so that they don't have to address substance abuse as a public health problem. They criminalize the **poor** so that they don't have to address wealth inequality: **Politicians, media and corporations** are not everybody's friends.

29. If **guaranteed housing, free healthcare, a job guarantee and free education** are so bad and anti-American .. Why are those the main selling points military recruiters use to get you to join and could it be that the military has an interest that this stays so?

30. Those who talk about "**natural disasters**", please explain what is "**natural**" about a giant tornado killing people who were still working on factory floors with questionable safety at 3 am despite tornado warnings?

31. Many gamers are shifting to the political right. **Gaming is a microcosm of the failures of capitalism**: Many things wrong with capitalism show up in the gaming world: Micro-transactions, gambling addiction, loot crates, pay to win, selling games in piece meal snippets, charging full price for flawed garbage that will "get fixed later", relying on the community to fix their sh*t for free (looking at modders and Bethesda), monopolistic growth removing competition and thus reducing quality and innovation, etc. Most gamers just think "Look how feminism and diversity is ruining my video games".

32. **U.S. Hospital CEOs are complaining about $0.50 masks being sold for $7** after they built an entire career selling $0.50 bags of saline solutions (NaCl infusions) for $500. It is almost like hyper-inflating life-saving costs for profit should be illegal ...

33. Capitalism doesn't mean "free markets". It means **markets dominated and controlled by those who already have capital or use corruption/nepotism**.

34. If a **monkey hoarded more bananas than it could eat**, while most of the other monkeys starved, scientist would study that monkey to figure out what was wrong with it. When **humans** do it, we put them on the cover of Forbes.[188]

35. Were people made to **start culture wars to stop thinking** about or fighting political or class wars (a distraction tactic)?

36. What does it say about the USA that the **maximum legal campaign donation is indexed to inflation** but the **minimum wage is not**?

37. Is there enough **intergenerational justice**: e.g. why can boomers retire with such high savings after exploiting nature and gradually letting more crime/corruption and debt sneak into the system why millennials as a consequence have little chance to build that up?

38. It is funny how marketers managed to convince people that "**freedom**" means the freedom to choose between 63 similar kinds of shampoo and not the **freedom to quit a job you hate** without losing your health insurance and your career.

39. Did you ever notice how the **deficit is suddenly a big problem when working people are in need**, but it isn't even mentioned when we pass a **$768,000,000,000 US defense budget**?

40. Joe Manchin, USA: A **man with Maserati and yacht** is **against** child tax credit, maternity leave, child care and $35 insulin. Funny how Obama crushed the NBA strike and the Bernie movement but can't be bothered to pressure Manchin or Synemma.

41. Maybe being one blown tire, one broken bone, or **one paycheck away from homelessness and financial ruin** at all times isn't actually "freedom" the way we were raised to believe it is?

42. New relationships: Businesswoman: I can be your **NFT girlfriend**. You can't ever touch me or interact with me in real life. But if you pay me enough money, you can go around telling people I'm yours.

43. 1 in 3 GoFundMe campaigns in the USA are now for medical bills. **GoFundMe is now one of the largest health insurers** in the USA.

44. **Behind each cop who murders an innocent person**, there is a city lawyer working to keep the video secret, a prosecutor lying about it in court, a mayor giving cops more money and weapons and a professor with a consulting firm deciding which "reform" will make the most money.

45. **HR: 2021** has been the year of offer declines, salary negotiations, multiple competing offers, candidate ghosting, rescinded acceptances, counter offers – where shall this lead to?

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[188] https://survivingtomorrow.org/the-greatest-wealth-transfer-in-history-is-robbing-young-people-of-their-future-forever-428bb00acda7

46. What do you think do the billionaires want who don't care about problems like global warming on earth but **invest in space travel**? A **future like StarTrek or like Dune**?

47. How **poor people spend the little money** they have or get is always the topic of discussion. Let's talk about how **rich people** spend the money poor people earn for them.

48. Financial pro tip: You can only **reduce your student loan payments** by reaching out to your loan holder. Send them an e-mail including your crypto wallet address, payment history and aggressive ransomware (Joke on social media).

49. Black employees (and other **disadvantaged minorities**) are a lot happier with **WFH** (work from home) as they can now avoid the daily micro-aggressions of being in a physical office.

50. @maxberger: I love paying TurboTax a few hundred bucks every year to figure how much money I owe the government, which the government already knows, but won't tell me because **TurboTax pays legislators to keep the government from telling me**.

51. Strange phenomenon since **COVID** hit the U.S.: Watching other countries actually take measures to **take care** of their citizens and **reframing it as oppression**.

52. The history of **student debt**: College in the USA used to be available at minimal cost. Then, Nixon's administration determined that college students were an organized base of political opposition to war. They should be reduced to children of higher military industrial complex families who benefit from wars while giving the others financial pressure to join the military with the vague promise to possibly study there.

53. On November 2, 2021, the US FEC decided that **foreign individuals, corporations and governments can fund ballot measures in the U.S.** because they're "not technically elections". This is a staggeringly big deal that was pretty much immediately swept under the rug. It has the potential to create massive damage because a foreign country (like China, Russia, India) could pay to make constitutional amendments that are advantageous to them. U.S. politicians could **sell political control**.

54. There are reports about **bosses telling front line employees to come to work in spite of positive COVID-19 tests**: "Just don't tell anybody about it."

55. Who **prevents crime** better? Police (deterring and responding to crime) or higher wages, universal health care, food security, quality child care, housing, good schools and addiction treatment?

56. Why does the USA **give Israel $3 billion a year** for "infrastructure" when the **Navajo nation's water supply remains undrinkable**?

57. Senator Tim Scott: "We cannot encourage people to make more money in unemployment than they do in employment". Why does **giving people enough to live on come out to more than minimum wage?**

58. If **free public libraries** didn't already exist and someone tried to invest them, they would be condemned as a socialist plot. Especially since they hold so **much dangerous scientific and historic truth that cannot be censored, nudged, framed or replaced with propaganda, fake news or alternative facts any more**. Now they just fund them less, make them look boring and reduce peoples' attention span. Libraries are one of the few public spaces left in our society where you're **allowed to exist without the expectation of spending money**.

59. Arguments with **flat earthers** are now easy to win: If earth were flat, **capitalism would have exploited it by now**: The "ends of the earth" would be tourist destinations with theme parks and hotels and damn *sky walks, infinity pools or swing sets* that would let you swing over the edge.

60. PPP (Paycheck Protection Program) loans were created in 2020 to fight COVID-19. Within 1.5 years, over 80% of them have been forgiven, totaling $600+ billion. Student loans started around 1958-1965. 60+ years later, **0.6% of student loan debt has been forgiven**. Emily Alford: "Giving

me $150k for a PhD in creative writing was the government's own poor choice and if I pay them back, they'll never learn personal responsibility."

61. "You get more conservative when you get older" only really worked for the generation that got RICHER as they got older. The real truth was always just "**You get more selfish the more money you have**." Millennials are consequently getting more leftie.

62. Capitalists are quick at pulling out proof that some less capitalistic government like under Maduro doesn't work when it's more about single people. Are the unheated schools in Baltimore **proof that capitalism doesn't work**? What about increases in homelessness? Growing child poverty?

63. When fast food companies can kill a min wage hike, airline execs unduly influence the CDC, Big Pharma keeps drugs prices so high people die unnecessarily, Big Chem, Ag & Oil can poison our food & land, we're living in a **system of corporate tyranny**!

64. The USA is a place where people are **infinitely more suspicious about what the $1** they gave to an unhoused person will be used for than they are about the trillion dollars they give to "defense spending" every year.

65. "**$32.6 trillion** – that's how much Washington Democrats' single-payer healthcare proposal would cost over 10 years. Even doubling all federal individual and corporate income taxes wouldn't cover this cost." BUT "The current system costs **$49 trillion**. Medicare for All would **take the excessive costs** of insurance, hospital facility fees and prescription drugs out of the equation."

66. Joseph R Reagan: "The CDC shorting isolation time to 5 days should be taken as evidence of **how quickly US businesses would collapse** under a general strike if one were ever to manifest. If they can't afford to wait 5 days, they certainly won't be able to sustain a month long strike". Another indicator is that after 10 highly profitable years, how quickly they needed help to survive in 2020.

67. End of 2021: Russia's oldest human rights org Memorial was forced to close. Myanmar burnt to death 35 citizens. In Hong Kong, the last free newspaper was forbidden. More egomaniac rulers emerging & radicalizing. This is a **global authoritarian emergency**.

68. **Disabled persons** in the USA with Medicaid are **not allowed to have more than $2,000** in money and assets combined or else they'll lose their often life-saving health insurance. Can you call this **forced poverty** or what?

69. No **immigrant** has taken a job from a "real American". You were laid off by a capitalist who took advantage of that immigrant to increase his profits, and nothing makes him happier than to that you're an idiot who's actually mad at the immigrant and not him.

70. The **climate crisis** reveals that our **civilization has never really been organized around science**, contrary to the usual Enlightenment narrative. It is **organized around capital**. Science is embraced when it serves the interests of capital, and is often ignored when it does not.

71. If you **watch capitalism backwards**, it's about **billionaires descending from space** to give the workers of the world money while we fix the planet. Isn't that beautiful?

72. **Same bottom line**, **different message delivery**: U.S. Republicans: Die for the economy! Democrats: That's barbaric! Get vaccinated! Get boostered! Then, you'll be ready to just get a little sick for the economy!

73. Masterminds: I've never looted a pension fund, fired and rehired an entire workforce, cut benefits for the disabled, avoided a penny of tax, voted for an illegal war or sold arms. Nevertheless I'm regularly called a '**political extremist**' by people who did such things.

74. **USA Tourist**: Bought baby formula this morning and the theft alarm went off on my way out. As the cashier deactivated it, she said 'formula is one of the most stolen items.' In one of the wealthiest countries in the world, **people are forced to steal to feed babies**.

75. The entire point of **landlording** is to deny people housing by buying more housing than you need – thereby depleting the market supply – then renting your own hoarded excess back out to people who can't buy housing because landlords drove prices too high.

76. Apprentice: "Wahh, a million people got sick.". **Banker**: "Grow up. Call me when a million dollars get sick."

77. The bankers will **ensure we stay** in debt. The pharmaceutical companies will ensure we stay sick. The weapons manufacturers will ensure we keep going to war. The media will ensure we are prevented from knowing the truth. The government will ensure all of this is done legally.

78. Current capitalism is the biggest cause of the **decline of gaming**: Micro-transactions, gambling addiction loot crates, pay to win, selling games in piece meal snippets, charging full price for flawed garbage that will "get fixed later", relying on the community to fix their stuff for free (looking at modders and Bethesda), monopolistic growth removing competition and thus reducing quality and innovation, ... And games think "Look how feminism and diversity is ruining my video games".

79. **Parking** in Toronto: It says $27 per hour. A parking spot gets paid more than me. A parking spot gets a living wage and I don't.

80. Sara David: So many years and dollars spent on meds, doctors, therapies, programs, etc., and the most tangible **improvement for my mental health** was making enough money to do more than survive – funny how that works.

81. Imagine 90% of the world came together and just nonviolently **told the 1% "we don't want to run society this way anymore**. It is killing us and it is killing our planet". Do you really think they would want to says no when they are outnumbered by 6 billion people?

82. Kat Cosgrove: "I worked 90 hours a week, destroyed my marriage, and didn't watch my kids grow up but hey we shipped an important product." – "Ah well, at least you're rich now!" – "Oh no, no no no, but I have the satisfaction of having **made other people rich**."

83. Aren't rich people so unlikeable because they sit on a pile of money and **tell you you're poor** because you drink, go out to eat, watch TV, go to the movies, smoke whatever, play video games, have a smartphone or anything else that makes the nightmare world they've made for us slightly bearable.

84. A 70-year-old man in Seattle survived COVID-19, got applauded by staff when he left the hospital after 62 days – and then got a **$1.1 million 181-page hospital bill**.

85. So many zoomers are anti-capitalist because we were born into a **state of capitalist decay**. We don't remember the "good old days" where an average job could pay for rent and school. Most of us have only known debt, foreclosures, and multiple "once in a lifetime" economic crashes.

86. Who funded the **Ukrainian Nazis** in their quest for Capital? In 2014 the Obama administration funded a coup in the Ukraine that involved backing literal Neo-Nazi groups like The Right Sector and the Svoboda Party. In 2018 the Trump administration armed them. In 2022 the Biden administration wants you to support them because Russia threatens them.

87. Time headline: "Millennials want jobs and education, not marriage and kids". Alternate headline: "Capitalism has decayed so much that **millennials can't focus on marriage and kids** because they're struggling to afford to live"

88. Hey Youtube, maybe **don't put ads before first aid vids**? People don't have time to watch Red Lobster ads when their granny is choking on a fish bone.

89. 1991: Let us **privatize water**, it'll cost every household £2000 more over 30 years, but we'll take that money and use it to upgrade infrastructure. 2021: Yeah, we didn't do that. We took the £60 billion total and deposited it in our Cayman Islands bank accounts.

90. The **greatest and easiest played card capitalists have**: Turning poor people against each other so they don't pay attention to economic inequality.

91. If your economy requires people to produce and consume things they don't even need or want, and to do more of it each year than the year before, just in order to keep the whole edifice from collapsing, then you **need a different economy**.

92. Millionaires and multi-billion dollar companies are like "We're doing our part by asking the **poor to donate to the poor**."

93. People think we have "**free speech**" in the Western world despite the fact that most people will go their whole lives without seeing **capitalism debated** in the media.

94. Don't worry, there **won't be another lockdown**. **We'll just normalize dying from COVID-19** like we've normalized dying from poverty, gun violence, police shootings, lack of housing, suicide, opioids, lack of access to medical care, etc. etc.

95. Capitalism is **such a solid system** that major corporations need to be bailed out every 10 years and are unable to function if employees are sick for 10 days.

96. U.S. politicians were heavily **warned about COVID-19** coming. But instead of preparing the U.S. they **insider traded** and bought more pharmaceutical and stay-at-home stock and made millions.

97. The fact **we're in the "Twenties"** sounds so weird. It's so synonymous with the 1920s. Sounds like a bygone era when women were still fighting for their rights, the upper class were living a life of hedonism whilst people starved and the world was on the verge of financial ruin and war.

98. Warning about a **scam in the internet**: I've been spending most of my money on a **flat to live in**. Turns out the guy I've been paying got a loan to buy the flat, and I've been paying the loan off and giving him extra and he gets to keep the flat.

99. USA's **wealth gap** is wider than that of France in 1789, right before the revolution. The **average person would be more than twice as rich** if the inequality was the same as in the 70s.

100. It's not inflation when corporations are raking in their highest profit margins in history. It's **price gouging**.

101. Isn't it funny how **members of the U.S. military** are well paid, have fully subsidized health care, pensions, 401k with 5% matching, free college, affordable child day care, free carpooling, reasonable amount of annual and sick leave, federal credit unions (all things that socialists ask for) – and everyone is hardcore anti-socialist?

102. My dad's insurance is now demanding he **pay back several thousand dollars for cancer drugs** they covered at the beginning of the treatment. Why? Because they didn't work and he eventually had a severe allergic reaction. They are robbing a cancer patient because his meds didn't work.

103. Capitalists want you to believe that we **live under such scarcity** that providing for everyone's basic needs is unrealistic, but also that the **extreme wastefulness** of wars, corruption and throwaway society is completely sustainable and even patriotic.

104. You're "**just not that into politics**?" Your boss is. Your landlord is. Your insurance company is. And every day they use their political power to keep your pay low, raise your rent and deny you coverage. It's time to get into politics.

105. Weird how a **healthcare system** designed around serving capital is completely buckling under the weight of a crisis it can't profit from.

106. A federal **judge cancelled oil and gas leases** of >= 80 million acres in the Gulf of Mexico, rule that the Biden administration **did not sufficiently take climate change into account** when it auctioned the leases in 2021.

107. They might even **let everyone of us die** of COVID-19 to hit their next **quarterly profit** margins.

108. Most people can't imagine **having enough money to end hunger in the world** and deciding that all they wanted to do was **play space tourist** – just some do.

109. **Rich kids** being able to do art for a living may be a reflection of the privilege but it seems like a reflection of the fact that a human that does not have to worry about money will often choose art. Everyone is an artist until they need food or pay rent – just few can develop their art skills.

110. "**I'm not going to work for anybody who doesn't pay me what I'm worth**": That will never happen in capitalism (except corruption or naivety): You will have to produce more for your employer than your employer pays you, a surplus. This is similar to slavery and feudalism: Surplus being produced by one part of a population enabling another part to live off of it has not changed. This creates at the heart of the capitalist system a constant conflict, a bitterness, a tension, an opposition, a resentment, an anger between those who produce and those who consume the surplus.

111. There are **enough vacant homes** in the U.S. to house every homeless person 30 times over: The White House reports that as of 2019, over half a million Americans don't have a home to sleep in on any given night, while almost 17 million potential homes were standing empty.

112. The **wealthy & powerful** are engaging in wide scale crimes from human sex trafficking to rigging college admissions to fleecing tax payers while most of the court system's focus is on policing & jailing people for the **crime of being poor**.

113. The fact that **cops** can take a still from a video and **identify a partial t-shirt logo** and track it to Etsy to find the person who set a police car on fire should tell you that it's not that they couldn't find your stolen property, **they just don't work for you**.

114. Not living the dream: Millennials locked out of housing market by older generations: https://www.unisa.edu.au/media-centre/Releases/2022/not-living-the-dream/

115. Remember when everyone learnt **pro wrestling was fake** and they finally admitted it and the fans didn't care and continued to watch anyway? We're almost there with **politics and the media**.

116. McDonald's raised prices: "Nothing we can do". Then McDonald's profit goes up 59%. => Stop calling it an **inflation** problem and start calling it a **corporate greed problem**.

117. If you think capitalism is bad now, just wait until **extreme climate change** arrives.

118. Nobody is trying to **fix the problems** we have in the Western world. Everyone is trying to make enough money so the problems don't apply to them anymore.

119. All this talk about UFOs, cancel culture, critical race theory debates, gender language and all this culture war nonsense are clear **distractions** from the fact that the ruling class is currently waging an active class war and **stole trillions of dollars of wealth** from the working class during the COVID-19 pandemic.

120. Being poor now just leads to **being poorer later**. Can't pay to clean your teeth? Next year, pay for a root canal. Can't pay for a new mattress? Next year, pay for back surgery. Can't pay to get that lump checked out? Next year, pay for stage 3 cancer. **Poverty charges interest**.

121. Weird how people talk about **inflation** being caused by $1 burger price increases while ignoring how the Fed printed trillions of dollars to bail out the stock market. Thus, the USA added **$33 trillion in wealth into circulation but 74% went to the richest 10%**.

122. Between 1967 and 1992, Chevron (formerly Texaco) illegally and intentionally diverted more than 18.5 billion gallons of polluted water into the Amazon rainforest, **contaminating** over 2 million acres of land. Nobody prevented them from doing that.

123. Shell have quadrupled their profits to £14 billion a year. As you can see, they have **no choice but to massively inflate your energy bill**.

124. When I was **young**, I was **poor**. But after years of hard work, I am no longer young.

125. **Capitalism often creates a problem and then sells a solution:**
E.g. **Nestlé** invented a baby formula which was marketed as being better than mother's milk. They gave a 10 months' supply sample to millions of mothers (mostly in poorer countries) which

coincidentally is just enough time for a mother's natural milk production to stop. That causes these mothers to either pay for Nestlé's nutrient depleted formula or have their babies starve – leading to millions of cases of malnourishment and death.

Philip Morris in the Dominican Republic in 1994 was encouraging pretty girls to give away Marlboro cigarettes to get the population hooked.

6.11 Quality Strategy

Experience from pitching PerCon Flow / Potentialism has shown that people who consider themselves to be busy are **looking for indications that they do NOT need to invest time in this**, i.e. triggers associated with bad experience/opinions/prejudices and ways to pigeon-hole the concept. Therefore, the concept must be presented as scientifically as possible avoid all possible negative triggers, i.e. **minimizing attack surface**.

PerCon Flow can for the first time solve these problems that nobody had a solution for before!
In any case, I'd suggest that you should ask people to **find solutions to these problems** and to possibly **tease people** for **not being able to solve any of these problems** to **make them start thinking**.

For being taken seriously / avoiding prejudice, it is best to **avoid everything** around
1. Being a commercial advertisement
2. Coming from freaks not having enough credibility or achievements
3. Resource-based Economies (RBE) like The Venus Project, Zeitgeist Movement, etc.
4. Communards, eco freak villages
5. Localist or local currency movements (which lead to non-competitive companies with too high prices)
6. Hippies, freaks, drugs, sex parties or woo-woo practices
7. Esoteric things
8. Conspiracy theories
9. Hacktivism
10. Bio Hacking
11. (Osho/Bhagwan) Meditation
12. Awakening
13. Conscious
14. Collective vibration, raising our vibration
15. Spirituality outside the classical religions
16. Synchronicity
17. (Legal) drugs, microdosing
18. Cybernetics (outdated since the 1960s), Cyborgs, Transhumanism
19. HRV (heart-rate variability) and other scientifically unproven measurements/tech
20. Psychology/Psychiatry (people fear they get analyzed or controlled)
21. Techno-freak stuff
22. Eco-freak stuff
23. Socialist, communist, communard
24. Technocracy, Technocrats
25. Anti-establishment / provoking an uprising / starting a revolution
26. **Carefully use / minimize** as long as no great results exist: Co-creation, DAO, DHO, DLT, Bitcoin, Metaverse, Sociocracy, Holacracy, ...
27. ... any other common prejudice.

We'll try to make everything look like Deloitte, UN, EU or WEF.org materials regarding scientific appearance, layout etc.

6.12 Insights from pitching PerCon Flow so far

Society has changed, especially due to the COVID-19 pandemic:

1. Many **media** have turned into **pure propaganda** or commercial outlets driven by billionaires' agendas – not delivering enough objective information for the time or money investment.

2. Many people have come up with **strange or crazy ideas** and people can't take it anymore. Many have written crappy books during the lockdown. People can't take it anymore. Media are censoring massively.

3. People believe that **only professors of economy or think tanks** can come up with new ideas. However, they won't because they fear to get ridiculed (if a detail is wrong) or are owned by billionaires with hidden agendas.

4. Hardly anybody wants to find a real solution because **concrete suggestions tend to split people into different opinions** (liking it regarding different parts, partially or completely opposing, wanting to change it in different ways). It is much easier to **just say what goes wrong** – that unites everybody and brings much (social) media acclaim.

5. Claiming to be on a mission to find **new, environment-friendly, ethical or otherwise better solutions is often just a façade** or **white washing strategy** without the actual intent to do so, e.g.
    a. Wanting to get subsidies or paid trips to conferences/demos
    b. Image building to be innovative, ethical, eco-friendly ... often when having deficits in these parts.
    c. Building influence / marketing.
    d. Appeasing the public: Some people/professors think about solutions for this ... If they can't find a solution, then none exists.
    e. Billionaires: Preventing higher taxes for the rich by proposing other solutions.
    f. Intelligence agencies: Looking to identify dangerous radicals.
    g. Even parties like the pirates or movement.now (Germany: bewegung.jetzt) do not invest the time to discuss new suggestions or have so strict limitations on entering new ideas that many do not get suggested or discussed.

6. Most **societies have split into many sub-groups** depending on the degree to which they trust the leading media or parties or not and what they see as the best alternatives and how they now inform themselves, what they believe.

7. **Incompetence and corruption of politicians** and other so-called "authorities" becomes more obvious than ever.

8. Hardly anything gets **addressed or solved** by politicians any more. Legal, medical and other systems are overloaded. People **lose faith** in these systems and do not want to hear anything anymore.

9. Societies are drifting back into an **age of superstition and conspiracy theories**.

10. People are just **too busy to survive** due to lay-offs, supply chain problems, economic crashes, inflation, etc. They **do not have (much) time to inform themselves**.

11. People massively lack balance through social togetherness, families and friends are splitting up, develop **psychological issues, their attention spans decrease massively, need to take care of others, their times gets burnt in (social) media, and are mentally and physically exhausted, neurotic and fearful** due to the pandemic, recession, events, risks, injustice, lack in certain fields, ...

12. Certain **parts of life have exploded and developments do not fit together**. Job offers decline daily regarding payment while costs and stock prices explode daily. E.g. getting emails with ridiculous lowly paid Mc job offers in mobbing environments with much unpaid overtime.

13. People become aware **how crazy their lives have become** due to billionaires' agendas, that they should behave differently, take different jobs, etc. Some are even considering socialism, some try harder defrauding or ripping off others.
14. People realize that **most topics appear in media just because different marketing teams with different false or useless narratives fight each other**, often to **distract from more important topics or to sell over-priced BS**. E.g. in global warming, politicians do greenwashing and make empty promises that they do not intend to implement (like limiting deforestation in 2014 and 2021) and Fridays for future just hitting the panic button.
15. Many **development are so drastic that only black humor and sarcasm can help** to avoid freaking out. As a result, people only look for sarcastic triggers to **ridicule everything**.

Therefore, the **following cliffs need to be avoided**: Anything that
1. can provoke prejudice;
2. can cause fear in people based on our solutions;
3. allows people to pigeonhole us;
4. leads to people not going on to read the concept;
5. is too difficult to understand.

These are **further best practices:**
1. Using **simple to understand illustrations, infographics, and memes**.
2. **Summarizing** things as well as possible.
3. **Well-written and structured** content.
4. **Maximal professionality** like in Deloitte or McKinsey reports.
5. **Uncovering the gaps** in current capitalism and politics and challenging people about it.

6.13 Defending against Prejudice / Pigeonholing, Difference to other SEMs

Experience from pitching PerCon Flow / Potentialism has shown that people who consider themselves to be busy are **looking for indications that they do NOT need to invest time in this**, i.e. triggers associated with bad experience/opinions/prejudices and ways to pigeon-hole the concept. Therefore, the concept must be presented as scientifically as possible avoid all possible negative triggers, i.e. **minimizing attack surface**.

Prejudice / Pigeon Hole	Argumentation against it
General	Our concept is maximally scientific and is based on the insights from all previously suggested and tried concepts.
Unprofessional freak proposal	Compris was one of the first AI companies in the world, founded in 1998 by Thomas Poetter with focus on AI and NLP. Thomas created IT/AI architectures for the leading European and some U.S. projects (more than 60 blue chip top corporations and governments) with a budget of **several billion euros/dollars** of which he architected solutions for more than a billion euros/dollars. Compris made each professionally financed project an efficient success! Everything is designed based on extensive academic and practical research and has been **checked and reviewed by hundreds of friends and business partners** for correctness before release.
Technocracy	These techniques are only as technical as required to calculate NBV, optimize strategies and minimize crime.
Tech might go evil or be abused	Cybersecurity and all insights from eXplainable AI (XAI), AI ethics and checks & balances are implemented.
Hippie concept	No, it is purely scientific and we're only taking over what is scientifically proven (like mental training techniques).

Prejudice / Pigeon Hole	Argumentation against it
Communism 2.0	All key problems are communism are removed: People are not motivated and productive enough, central planning for 5 years, bureaucracy, oppression, ... However, the idea that people are equal and the means for survival should be provided are taken over.
Revolutionary	This concept is written in prescriptive language like a law because it is supposed to be introduced top-down by existing governments without a revolution. The risk from revolutions comes from letting problems escalate instead of solving them as this concept tries.
Cyborgs, Transhumanism, Cybernetics (outdated since the 1960s)	Nobody will have to take artificial implants, brain chips, genetic optimization, etc. and it is not a goal to merge humans with technology. Some of these might be offered as options in a medical context, but without forcing anybody.

Difference to other SEMs (socio-economic models) and their concepts:

SEM Idea / Concept	Argumentation against it
The limits of growth have been reached, **de-growth**	We have nearly reached the limits of growth regarding the exploitation of nature and we shouldn't continue with that. There are some last fields left like e.g. mining the oceans and asteroids/comets. However, mainly we should **advance science and technology** and **exploit our creativity instead of nature**. This will still be possible for many centuries.
Abolish **money** (by RBEs)	It is not required to abolish money and without it, the organization of supply chains with fair prices is nearly impossible. A central crypto currency and abolishing interests and several banking rules (how money comes into existence, how investments are financed) are sufficient.
No **consumption-driven economy** (by Creative Society)	In the end, all economic activity is for citizens who consume and they should have the right to enjoy their spare time as hard-working citizens. Non-consumer-oriented industries are mostly the space travel and war industry which we would like to reduce. Most other corporations in the end work for some consumer offering.
Discussing and negotiating everything out	This is far **too inefficient and often never leads to conclusions**, e.g. what would have been done against the COVID-19 pandemic?
I do not want **tech to tell me what to do** or risk of it becoming **evil**	Then there is no efficient way to quickly find the best solutions and responses and there would be no practical way to reward people fairly based on their net beneficial value created. Tech won't become evil: Cybersecurity and all insights from eXplainable AI (XAI), AI ethics and checks & balances are implemented.
Cosmo-localist projects	Localism means that you **pay higher prices to local organizations or get worse solutions**, i.e. organizations are not competitive and due to this system have no incentive to become competitive. It is normally better to have global competition for the best solutions and prices.
Should **arts, religion and spirituality** direct and reify tech? (Daniel Schmachtenberger[189])	Neither humanity nor local communities are **aligned far enough to reach on this basis to conclusions and efficient decisions** and that may never happen. Over the last several hundred years, science and technology brought the most important advances and that is likely to

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[189] https://youtu.be/PKz9TAsqsRo?t=3081

SEM Idea / Concept	Argumentation against it
	continue. At least we should not down-prioritize that before we found a better mechanism that really has proven so.
Is **inexorability** of capitalism and international competition a key problem? (Daniel Schmachtenberger[190])	It is a **side-aspect**. An upgraded society still should stay competitive or surpass existing societies (to not get annexed or become a low tech low-wage country). However, not always having to be better / more profitable, but delivering more value for society should be the key incentive and reward.

6.14 Background Info / References

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https://en.wikipedia.org/wiki/Modern_Monetary_Theory - cite_note-71 Under MMT, QE – the **purchasing of government debt by central banks** – is simply an asset swap, exchanging interest-bearing dollars for non-interest-bearing dollars. The net result of this procedure is not to inject new investment into the real economy, but instead to drive up asset prices, shifting money from government bonds into other assets such as equities, which enhances economic inequality. The Bank of England's analysis of QE confirms that it has **disproportionately benefited the wealthiest**.

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