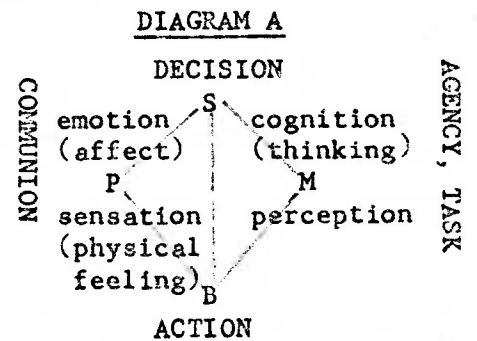


It's one of the higher social animals, in the sense of being complex (in intentionality, in sociomodels, in methodology, in content) and "spiritual" (as aiming for dominance of "Holy Spirit" over demonic spirits and of human spirit or neocortex over body-psyche-mind or sub-cortex). It lacks the artificial neatness of purely task-oriented groups (like a "class") and purely person-oriented groups (like a "marathon"); it's like what you find in that messy state of nature, the voluntary organization (church, etc.): it pulls and hauls itself between "getting something done" and "I'm never coming to this again!" Its "supervisor" is in the ambiguous position of canceling the person-work of the group if he become Big Daddy, and canceling the task(educational-institutional)-work of the group if he doesn't see that the group gets its content task (knowledge-and-skills training) done. In short, its a group with an impossible agenda working with a leader with an impossible task; but "with God all things are possible"—the corollary being that with the devil nothing is possible except deterioration, destructure, death. Thus a MidCareer Exploration group simulates the mess and mayhem, the glory and grace, of homo sapiens everywhere and always in voluntary relationships.

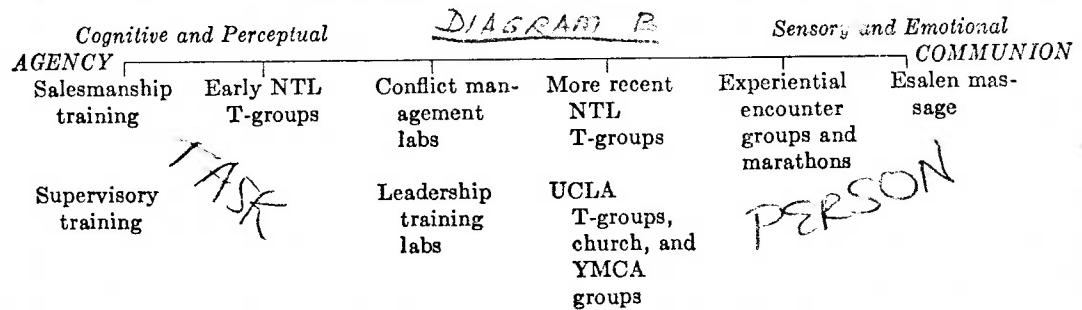
The following three diagrams may illumine this. The first is mine, the others are from vol. IV of the excellent just-published (late '72, Dutton) MODERN GROUP BOOK series of six, this one being SENSITIVITY THROUGH ENCOUNTER AND MARATHON, pp.67ff.

In Diagram A you will recognize B(ody), M(ind), P(syche), S(pirit) from my human-energy model. "DECISION" is "spirit" in action, the other end of the polarity being the actual flow of energy in-and-through "body"-in-"ACTION." The terms in lower-case are one's we've used; 69ff gives "stimulation" exercises, devices, gimmicks for each of the four powers.



"COMMUNION" and "AGENCY, TASK" correspond with those terms in Diagram B. A group that wants to grow in all four of these dimensions must grant considerable power to a highly skilled individual, power to transition from what's happening to something he/she considers "next" in the senses both of what may prove more productive and of what would otherwise be neglected; a group that does not grant such power to such an individual will bog down somewhere (usually in "emotion") and suffer the consequent punishment of boredom and "We didn't get anything done." Or a group may have a number of skilled people: a greater opportunity for productivity/deadlock. Or a group may get so fascinated with these four growings that it'll get nothing else done.... which is all right only if it has no other agenda.

In Diagram B you see the task/person continuum, with terms that represent the American history of group dynamics. I penned in the terms we have been using in our phrase "the task/person-balanced agenda." Please note how comparatively easy the groupy folks make it for themselves, compared with what you face (e.g.) in a church meeting! Why so few



"church meetings that matter"? Because it's so hard to be human while getting anything done, and to get anything done while being human. In fact, it's highly improbable. Patience, then!

Diagram C (the Johari Window, which we've used) shows only one of the four growings, the cognitive: in a real group you can come to expand your known-and-involved self on both its "blind" and its "hidden" sides: you can expand, by grace of God-in-group, your potential for making a difference to yourself and others, through enlarging self-awareness. Mid-Career Exploration is not just an awareness group—but your ability to answer "What am I to do now and with the rest of my life?" grows with the growth of knowledge of who the "I" is who is asking this, the primary midcareer question.

