



NeuroQuantis

Model for the Flaworing of individuals and organizations

THE WINNING CHARTER OF INDIVIDUALS AND ORGANIZATIONS

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This ebook is offered by Organisation NeuroQuantique sprl

*Broadcasting methods for human knowledge
and organizational management*

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The simple act of reading this book gives you the right to transmit, which you want.

**THE WINNING CHARTER
OF INDIVIDUALS AND
ORGANIZATIONS**

by Olivier Masselot

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***YOUR ATTENTION PLEASE :
WE ARE CONSTANTLY IMPROVING THE CHARTER.***

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<http://www.neuroquantis.com/en/winning-charter-individuals-organizations/>

PROLOGUE

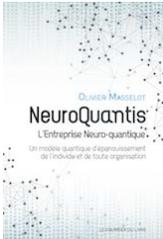


Thank you for downloading this eBook.

We designed in order to disseminate as widely as possible and allow everyone to realize that there is something to do with the assumption that **we are each of us co-creators of our everyday life reality.**

Why this eBook ?

We are confident that we can create a world of individuals and organizations where the well-being for all is possible. For now, we - yet - did not reach that world, we might even have the feeling that the world turned on its head in this phase of more and more accelerating change...



We are every time amazed thinking that the solution is very simple, but we can not see as we are 'head into the handlebars'. NeuroQuantis was written for that and we are adding this ebook whose aim is to provide and disseminate tracks drawn from modern sciences including interdisciplinary neuroscience, philosophy, quantum physics, biology, etc..

To make the change tracks public, humanize the relationship between the individuals and the organizations that surround him, all organizations...

Few people can claim to be fundamentally happy today.

The paradox is that we continue to adhere to the one universal rule today :

« GROWTH WHATEVER THE PRICE »

THE SOLE RESPONSIBILITY IS FEAR

This fear is archaic. It dates from the very first men who had 'at all costs' to and for that reason, organize. *Metaphor: the first company was born, it has to be effective otherwise the tribe dies...*

TO BE LUCID ACTORS OF THE CONSEQUENCES OF OUR ACTIONS

In a world that moves faster and faster, uncertainty is becoming crisis, doubt recession and life becomes survival

We have two ways to respond :



- be worried, alarmists, blame others, justify us and adopt a posture of denial about the events,
- or consider us as being a part of the situation, make us aware of the situation and provide solutions.

"To have", The first criterion of our decisions.

Our way of understanding events is colored by fear of lack and 'not enough'. This view disconnects us from our environment.

Replace "to be" before "to have" :

The human psyche is better understood thanks to fundamental advances from the multidisciplinary nature of modern science that promotes 'to be', brings serenity and confidence.

*The human being is capable of learning to change things
by changing the way he interprets the information he receives.*



All philosophies or mythologies teach us that it is getting to know himself that the man develops his system and makes it better. 'Getting to know oneself' request to look at things without complacency, without self lying, with honesty and courage, and this Charter invites us to adopt these behaviours.

Reduce fears: the real challenge for organizations

This is the purpose of this charter

***Lay the foundation
or an ethical collaboration
between organizations et individuals.***

THE REPORT WIN/WIN

The report win / win is established by the mutual satisfaction of needs of both the individuals and the organization.

The organization is composed of individuals. Human organization are governed by individuals who are involved in the activity of the organization and commit to cooperate to the proper functioning of the organization.

The organization and the individuals are parts of a process aimed abundance, resilience and durability.

Three principles that apply to one as to another. Small precision as regards abundance: savings is antithetical to the abundance.

The abundance is related needs. When an organization gives confidence to the individual and leads him out of fears, it does not need to hoard, he knows he can satisfy his needs throughout his life. [Check the tab about needs on the NeuroQuantis website.](#)



Abundance : ie latin *abundantia* (« affluence »). First of all, the abundance is the stream. The influx of resources sufficient to meet or exceed the requirements. The flow of resources and money allows this influx. [All storage or holding detain abundance.](#)



Resilience : comes from the Latin verb participle *resilire* ("bounce"). Two areas to define resilience.

- ***Physical Resilience*** : Property of a material to regain its shape after being compressed or distorted, elasticity.
- ***Psychological Resilience*** : An individual's capacity to adapt to the vagaries of life.

[Resilience creates the ability to adapt to change and bounce.](#)



durability : comes from latin *durabilitas*. Quality of what is sustainable, what is likely to last. *In all cases, sustainability is a key issue for any product designer, what man and organization are.*

DEFINING THE TERMS 'INDIVIDUALS 'AND' ORGANIZATION

Individuals are human beings.

All individuals in direct or indirect contact with an organization are affected by this charter.

An organization is a structure composed of individuals.

Its mission is to satisfy the needs of the individuals

'Individuals ' means :

- In the case of a company :
 - Employees - managers, workers, leaders...
 - Customers, suppliers, subcontractors...
 - People whose environment is affected by the activities of the company
- In the case of an organization in the 'broadest sense' (state, community, political, commercial ...)
 - All those involved in the life of the organization. *In the case of a State, all citizens.*
 - All those who are directly or indirectly affected by the actions of the organization. *In the previous example, countries that trade with the state.*
 - All those affected by the consequences of acts of the organization. *In the previous example, the consequences can be economical [compared with emerging countries], environmental [production of energy or waste management] or critical [arms trade].*



Individual and Collective Responsibility: *responsable + -ity ; comes from the latin responsus, 'answered', and -ble, 'power'. Quality consciousness of each individual for the consequences of his actions and decisions, alone or within an organization.*

BY THIS CHARTER

The individual and the organization undertake to verify at any time that the consequences of their decisions are consistent with what is stipulated.

RIGHTS OF THE INDIVIDUALS

Let's consider first of all what are the needs of the individuals :



Two needs categories :

- Basic needs related to survival
- Higher needs, related to happiness for life and flowering.

The rights of the individuals are related to the satisfaction of their needs.

Limitations of these rights

The limits of the rights of the individuals appear when the exercising of these rights by one individual generates a restriction of those rights to another individual.

This rule is inalienable.

It brings each person to be jointly responsible for the common reality.

For physiological needs :

- right to adequate food and water quality
- right to an habitat
- right to have access to health care

For psycholocal needs :

- the right of access to basic education: reading, writing and arithmetic
- the right to well-being
- the right to set his own limits

For the purposes of safety rights

- the right to privacy
- the right to protection in respect of privacy
- the right to satisfaction of physiological needs

For the purposes of belonging needs :

- the right to freedom of expression,
- the right to consideration of his superiors needs
- the right to practice a profession in accordance with his temperament (motivated by pleasure) or to get compensation in the case of heavy work.

For the purpose of recognition needs :

- the right to be considered as equals, regardless of race, religion, opinions, sexual preferences, salary or status
- the right to be paid fairly
- the right to be heard
- the right to say no
- the right to participate in political decisions

For the purposes of the meaning of life needs :

- the right to the worship he wants
- the right to have access to technical neuroscience to self-knowledge

For the purpose of self-realization needs :

- the right of access to knowledge throughout his life

Co-creation rule

***Because he has fundamental rights,
each individuals is committed to ensuring that
other individuals have the same rights as him.***



COMMITMENTS OF THE ORGANIZATION

The organization is committed to meeting the needs of the individual

By needs, we understand basic needs related to survival, and the higher needs related to flowering. These needs are the rights of the individual listed above.

COMMITMENTS FOR THE SATISFACTION OF BASIC NEEDS

Commitments for physiological needs :

- to provide the individual a sufficient quantity of quality food and water,
- to allow the individuals housing, controlling the temperature and dressing,
- to allow the individuals to move by means of transport adapted to individuals and environment,
- to allow the individuals access to all approaches to health .

Commitments for psychological and safety needs :

- to promote access to education for the individual to be autonomous - [read](#), [write](#) and [count](#),
- to banish any alienation of the individuals with the purpose of the organization (pressure or manipulation) based on fear,
- to provide the individual with a medium / long-term vision of his life in terms of his health and the satisfaction of its needs,
- to foster a sense of both security and autonomy,
- to intrinsically work for a quality environment,
- to respect the privacy of the individual,
- to maintain absolute transparency in all information and processes within the organization.

These commitments underpin a strong commitment of the organization to promote the well-being of the individual and actively participate.

COMMITMENTS FOR HIGHER HUMAN NEEDS

Commitment to the needs of belonging and recognition:

- to consider the individuals as the reason of being of the organization
- to be considered in the same way everyone regardless of race, religion, opinion, sex, sexual preference, status
- to maintain a fair remuneration for all (*)
- to avoid favoritism
- to simplify and humanize its relationship with the individuals
- to give the individuals a clear vision of the organization
- to allow the individuals to express and facilitate their expression
- to let the individuals move and facilitate movement
- to listen and consider complaints from individuals
- to consult the individuals and make them participate in decision making,
- to allow the individuals to perform an activity in accordance with their 'core function' (cf. [biosystemic](#)).

Commitment to the needs of the meaning of life and self-realization.

- to allow the individuals to flourish within the organization
- to promote inherently self-esteem and self-confidence in the individuals
- to consider the individuals as capable of progressing at any time and promote their creativity
- to ensure access of the individual to a global education and objective
- to provide individuals at a young age all the tools of self-knowledge and communication with the other
- to implement the structural changes necessary for the development of the individual

() The main criteria taken into account for compensation are drudgery, family status, personal commitment related to responsibilities, the contribution of the work to the development of the community (research in all areas)*

RIGHTS OF THE ORGANIZATION

REMINDER: The organization is composed of individuals. The rights of the organization are governed by individuals who are involved in the activity of the organization.

The rights to decide

- to determine the purpose of the organization,
- to decide on the strategy of the organization,
- to decide the pay scales by consensus with the individuals.

The rights to organize

- to organize services to the individuals,
- to organize the activities of the individuals,
- to organizing process which allow expression of the individual

The rights to receive

- the right to satisfy its own needs,
- to receive the results of the work of the individuals,
- to receive information.

The rights to evaluate

- to assess the quality of work
- to evaluate the profitability
- to assess the achievement of the objective
- to assess the consistency of behavior with this charter

***Evaluation is bilateral
It aims to improve each and not punishment***

This assessment is made taking into account the basic rule:
limits to the rights of the individual appear as soon as the exercise of these rights by an individual generates a restriction of those rights to another individual.

The evaluation method uses the principles of biosystemic (balance power / responsibility, good flow of information and feedback and optimization of core function). [LEARN MORE](#)

COMMITMENTS OF THE INDIVIDUALS

Collective commitment :

- commitment to ensure that other individuals have the rights,
- commitment to act for the good functioning of the organization and the community,
- commitment to accept differences, cultural, religious, sexual.

Interaction commitment :

- commitment to promote a win / win relationship with each other,
- commitment to apply the techniques of good relationships with others,
- commitment to seek consensus in any communication :
 - listen to other individuals,
 - take into account their position,
 - seek to understand each other by asking questions,
 - answer to questions by expressing his feelings and fostering emotional intelligence.
- commitment to concretely define its real needs in the organization :
 - taking into account the sustainability of the organization,
 - taking into account the ecology of the environment,
 - taking into account other individuals,
 - taking into account the capacity of the community

Behavior commitment :

- commitment to knowingly do anything that may cause fear among any other individuals,
- commitment to consider the child as an individual in its own right,
- commitment to consider the requests of the other towards her

Posture commitment :

- commitment to keep being observer at any time
- commitment to be authentic
 - in respect of himself,
 - in respect of the other,
 - in relation to the other
 - in respect of environment

Commitment to develop its resilience capacity

ETHICAL CONDUCT OF THE RESPONSIBLE INDIVIDUALS

To promote the common interest

- to adapt himself to the flow of life,
- to avoid retention and immobilization,
- to be aware of his own as well as the others well-being,
- to keep a spirit of solidarity while respecting themselves

To receive and consider criticism and feedback to improve

- any 'critical' is an opportunity to evolve and grow

To observe themselves, while being active in the organization

To promote the development of other

To give recognition signs :

- In order to enhance each other
- in order to move forward
- without attacking the other's identity

To listen and consider complaints

To reach consensus (*)

- being aware of the common interest,
- promoting sustainability of the organization,
- promoting the flow of interactions
- fostering the serenity of all

() Two individuals who agree that they do not agree reach consensus*

EPILOGUE

We wrote this charter with the aim of :

***Allow each individual to be co-creator
of the reality he wants.***

The charter aims to be inspiring the decisions of the individual and the organization.
It is not intended to be a legislation but to lay the foundation for.

Any legislation, any political program, any internal rules or decision win to meet all parameters of this text we consider being a call to switch from a military organization to an 'participatory democracy' organization.

***The organization who is expanding its view of the individuals
opens the doors of co-creativity and abundance***

As and when you bring your stone to the building,
the charter will evolve too.

DO NOT HESITATE TO SHARE AROUND YOU

YOU WILL FIND THE LATEST VERSION GOING ON THIS LINK

<http://wp.me/P31KRI-i8>

or else

<http://www.neuroquantis.com/en/winning-charter-individuals-organizations/>

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