

[For the *Journal of Business Psychology* – Submitted November 1, 2012]

THE PSYCHOLOGY OF HUMAN EMERGENCE

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Introduction

Psychology is a means of understanding business and its practitioners. Psychology is also the key to comprehending the behavioral science approach to management and leadership. More importantly, psychology helps us to appreciate the future of human potential and how to develop human resources.

In the long history of our species, progression and regression have always been present. Some 200,000 years ago Homo Sapiens emerged on this planet, but only made the transition from hunter-gathers to agricultural societies about 10,000 years ago, thereby creating a significant evolutionary pressure. Today, the perfection of the human endeavor seems to go forward with ever quickening pace, from forces like changing climate, increasing populations, explosion of knowledge, and technological advances. Yet today we have better understanding, means, and processes for improving the quality of *all* life on this planet! Despite many mistakes and set-backs, we are probably transcending to a higher state of consciousness. The 21st Century and its technologies offers many challenges and opportunities to develop our capacities as more mature, caring human beings.

It is a time of the world to be hopeful and involved in the planning and creation of a better future for the human family, both on and off the Earth! Rather than just decrying humankind's failures and destructiveness, why not participate in the process of unification, to put together the parts that will bring forth a wholly new order of our species. Those planners and doers who expect to influence history look beyond the horizon. Psychologists who share such a vision of our future do not sit on the periphery, bewildered by sudden human advances. By enlargement of our perspectives and taking the long view of evolution as a work in progress, we can improve our forecasting, as well as our actions to plan constructive changes. People can learn to modify their behavior, to move beyond violence and self-abuse, to care for the less fortunate, and to cooperate in the betterment of the human condition.

Convergence through Change, Choice, and Control

For those who aspire to be world shapers, rather than earth squatters, it is necessary to have an orbital view of planet and its activities. Like the astronauts who took a global fix in space to photograph this Earth's land and water masses, it is helpful to focus on human development in terms of our place in the larger universe. Then, it may become clear that our species is at a major turning point in humanity's existence! With imagination and optimism, one's mental pictures of the human experience and condition might be viewed from three perspectives. First, there is the fact of continuous **change** in ourselves and our world. To live is to change, but the startling reality of the moment is that the rate of this change is accelerating astronomically. Secondly, men and women are in the position of constant

choice, with freedom to determine what course of action we will take. But our ongoing decisions have a collective impact that now go beyond Earth and its inhabitants. As we build a spacefaring civilization, for example, will we extend a reign of unity or disunity, progress or chaos, beyond this home planet? Finally, human exercise increasing **control** over our lives, nature, and external environment. But will we regulate our amazing scientific and technological discoveries for the benefit of *all* life, or will we be controlled by malevolent forces of our own making? Will we act on the premise that we are all interconnected and interdependent? Will we be self-reflective creatures who take responsibility for the world around us, especially in terms of our global economy? Realistically, our prospects for the future are both stimulating and terrifying. The moral imperative of this century hinges on our *choices in controlling our own changes*; that is, those alterations we actually influence or produce. In making decisions that impact human destiny, we are aided by recent breakthroughs in communications that facilitate numerous **convergences**, thus hastening development of our species and our world.

Global exchanges of information, knowledge, and experiences have a positive or negative effect on this process. However, the fundamental problem affecting human survival and universal emergence is the demonstration of values upon which we act for the benefit of *all* planetary life.. Individual welfare at this point in time depends upon the common good and synergistic relations. In other words, we can create a positive guidance system that directs our course into the future, including eliminating the inequalities in our

societies and their economies.. Perhaps a brief analysis of some factors in human emergence will provide some insight into our search for meaning and purpose. These are the key themes that are elaborated in my book, *Toward Human Emergence* (www.hrdpress.com).

The Psychology of Transformation

To live, to be, is to *change* and that make us more human. Our whole universe demonstrates dynamic and continuous movement from potentiality to fulfillment. The reality of this is readily verified in humans, the magnification of all creation. Evolution, evident in all species, is itself a process of progressive alteration, slow in the past, but increasingly faster at present. But such change is not merely relative or cyclical, it is either spurious or purposeful. If it is meaningless, there can be no concept as human emergence. But if an individual's life is like a river flowing to a merger at its source, then more alternatives present themselves. Does our purposefulness flow inexorably toward destruction and disintegration? Or rather, do maturing humans innately strive toward greater consciousness, toward goodness and unity, despite both our past history of progression and regression?

This writer accept the premise of the perfectibility of humankind. Despite the setbacks of our violence toward one another, our wars and genocides, our meanness and cruelty toward our neighbors, This psychologist is optimistic that the majority of humanity seek to improve their relationship with their fellows and the environment. *Thinking* people everywhere strive to increase their appreciation for the sacredness of *all*

life and nature. Should the readers agree, then we are in a position to explore together the many faceted potentialities for our transformation into more fully knowing, moral beings. The challenge, of course, is then to consider one's personal contribution to fulfillment of such noble goals, individually and collectively. The process of transforming our lives is aided by the fact that ours is becoming a knowledge culture. We have better information, insights, and technologies to assist us in improving the human condition!

Psychology and The Visualization of Self

In a sense, humans are encapsulation of the beginning to the end of time. Throughout our life spans, we constantly probe for the answer as to "who am I?" Further, we always project ourselves beyond time itself, as well as place. Generally, we have assumed that each person had a beginning, and that physical being would end, or be fulfilled. Our speculations on this reality have been expressed in many ways as humans attempt to understand, or relate to our span of existence here on Earth. Philosophers and theologians reason about our existential being - physical birth, growth, and death, as well as about our spiritual destiny. In fact, scientists and medical researchers are now discovering ways to extend that physical life. Furthermore, the behavioral sciences help us to be more aware of ourselves as social beings, members of a human family. Gradually, we are comprehending more completely our interdependence on each other and all creature life.. Furthermore, as spiritual beings, we are predisposed to contemplate our personal and collective meaning, even beyond this physical existence. Thus, humanity proceeds to envision new images of our species, and act upon those images.

Daily we witness the profound conversion of mineral, vegetative, animal and spiritual elements within us, and among other life forms that surround us. Most of us, realize that we are not only influenced by our changing physical, social, and moral environment, but we ourselves can be agent of change in these processes. Humans not only adapt to our environment or circumstances, we may alter it and ourselves! The staggering difference about this New Millennia in which we live, is that the rate and means of improving our lives have vastly and dramatically increased. Accelerating changes today and tomorrow not only affect how we live, but our very view of ourselves, our species, and the cosmos! A dramatic example of this occurred when we landed humans on the Moon decades ago. Until then, we thought we were earthbound. After we successfully placed twelve astronauts on the lunar surface, we realized we were no longer confined terrestrially, that we could go to other planets in our universe. All this is causing humans to change their image of our species – maybe our real home is up or out there? Maybe our potential as a species can only be realized offworld?

Psychology and The Decision Challenges

Humans are not mere victims of fate or programming; to a degree, we can influence and enrich our living experience! In an epoch of nuclear power, high technology, cybernetics, and biochemical advances, the opportunities to plot and navigate human evolution have never been greater. The *choices* that humans make will largely determine the degree of control man exercises over changes, and in turn, the beneficial effects of them. Men and women can *decide* to further our alienation within technological society, to waste our genius on trivialities, to misuse

increased leisure for self destruction or substance abuse, to leave our great gifts unused. Yes, we can even succumb to violent anger and brutality toward our fellow beings and creature life. **Or**, we can build a bridge from present anguish over the abyss that seems to loom ahead, to accomplish our highest ideals.

It is up to us to decide! We can use our freedom to develop further our intellectual, cultural, and spiritual potential.. We can choose to channel the new powers unleashed into the improvement of the human condition. We can choose to alter our priorities, to disarm and abolish war, to eliminate hate and prejudice, to combat poverty with plenty for everybody, to prevent slavery and injustice anywhere. We can choose to humanize urban areas and social institutions. We can take steps to further his own emergence that range from the intelligent, universal use of mass media to the expansion of quality universal education. We can decide to pursue scientific research, such as on stem cells, for the benefit of humanity. We can make policies and programs to utilize the resources of outer space to solve earthly needs and shortages. We can choose to undertake such positive actions, or we can sit by, allowing history to accumulate haphazardly, and science to run away with itself. We can even become leaders in the cultural transformation underway. Continuing research in the behavioral sciences, especially psychology, offer powerful tools and insights to accomplish this.

Psychology and the Expansion of Knowledge

Such choices become more pressing for the whole race because of the extent of *control* humanity has been privileged to gain over our surroundings, our own being, and our own

destiny! The first major indication of this ability to have power over the circumstance of life came appeared millennia ago. As *hunters and gathers*, our ancestors migrated across this planet over millions of years. That first stage in human development still lingers on today among aboriginal peoples in remote forests and jungles.

But the mainstream of humanity moved on because of an event-in-time designated as the *agricultural revolution*. Since then farmers and fishermen applied brain and brawn with newly invented tools, for cultivation of land and sea. Over thousands of years, jungles and deserts were transformed into gardens, farms, and even plantations. As we learned to till the soil and domesticate animals, humans sought to master hostile forces of nature, as well as to preserve food and habitat, thereby providing for future needs. Thus, we obtained time and resources to develop family life and *culture*, as well as organizational skills amidst urbanization. Along with this socialization came increasing opportunities for communication, cooperation, and creativity. In the process, the very manifestation of our nature changed – we became more abstract thinkers, creators of beauty, searchers after truth. In turn, we are becoming beings more capable of expressing love and compassion for our fellow creatures who inhabit this planet.

Then another phase occurred in fashioning civilization, a specifically human trait. That third major turning point in human development was called the *industrial revolution*. Now with more brain, and less brawn, our forefathers created more sophisticated tools, named

machines, thereby increasing our power to make material things. Towns and cities were built around factories, but often polluting the surrounding natural world. Coupled with rapid advances in the sciences, humanity further expanded its control over the external environment. However, this period of industrialization lasted only hundreds of years, from the 17th century onward to the past century. There are still many nations in these previous rural and industrial stages of development who have yet to make the transition into the next developmental stage of human culture.

About mid 20th Century, the post-industrial phase began – it has been called by various names: the *Cybercultural Revolution*, the *Information Age*, the *Knowledge Culture*. * The catalyst was the newly invented tool, the computer. It furthered the creation of cybernated systems and robotics. Computers also provided the means for instant mass communication by use of space satellites and the Internet. This same sophisticated tool stimulates advances in biotechnology and gene mapping. Coupled with innovations in mass transportation, our world has literally become a *global village*! And all this happened in only decades - again an example of the accelerations of change. In the midst of this, the environmental movement began as people became more aware and concerned about their impact upon the world of nature, especially in light of dramatic climate changes and disasters.

Having somewhat “subdued the Earth”, for better or worse, our species now seeks to

* See P. R. Harris, *Managing the Knowledge Culture*, 2005 (www.hrdpress.com)

conquer space travel and settlement. The first industry to result from space technology was communication satellites, which promoted a revolution in communications.

Will the next steps beyond this planet lead toward greater mastery of the universe and its mysteries? The means for accomplishing all this have multiplied dramatically, especially with reference to utilizing space resources! Within the span of the last three centuries, humans have added *astoundingly* to the accumulated wisdom of the ages! New professional fields and knowledge specializations, such as the behavioral sciences, rapidly contribute into ever expanding human consciousness! Tremendous breakthroughs continuously occur in all realms of science and technology,, interacting to create new multidisciplinary learning, such as bio-engineering, bio-chemistry, atomic physics, and macro-economics. Simultaneously, human advancement is evident in the other areas, such as electronics and technology, virtual reality and simulations. Further as we progress in outer space, vast new arenas of applied knowledge are emerging, such as metabiology, astrophysics, astrolaw, and macromanagement. Even lawmaking will be converted into a science. * The fantastic result is the swift compilation of data and information, interacting and compounding, producing an explosion of knowledge. History and time are constantly being compressed; larger and more startling intellectual innovations result in our freedom to be what we are capable of being!

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- See David Schrunk's *The End of Chaos*, 2005, and *Space Governance and the Science of Laws*, 2013 (www.scienceoflaws.com)

Psychology and the Freedom to Develop Human Potential

The principal means of control to unfold in the 21st century will be the automation of human skills and machines. By harnessing the computer to the automated machines and artificial intelligence, whole new cybernetic systems of control and communication came into being. . Thus, we not only extend the mind, but provide a mechanical, electronic substitute for our brain. With robotics the net result is that humans are less necessary in production of material things. Since the work of the new technology may be supervised without the necessity of human presence, reduction in the global workforce not only occurs with labor on the assembly line, but also at the managerial and executive levels. Thus, the dawn of *cyberculture* signifies a fundamental shift in our society from the ethic of reduced work to that of increased leisure. Humans no longer need to be a slave to manual labor, or to enslave others for that purpose. Machines, computers, and robots can now serve in this capacity. Instead the focus now shifts to the processing of information and providing services by knowledge workers. We have even used automated spacecraft to explore the very ends of our universe.

In the future, a person will no longer be measured solely by what is done on the job or through a career, but what he or she *is as a person*. We are freeing ourselves to be. To be what? Again, the element of choice appears. We can permit ourselves to become a slave of technology and other scientific advances, such as demonstrated by computer nerds and internet thieves. Or we can use these changes to become more humane. The time formerly devoted to production in farm, factory, or office can be used to bring forth human potential. It is likely that

careers of thinking, research, exploration, and service will predominate in the future. Voluntary service and recreational activities will increase. It is a real challenge to the field of psychology, to help us make such profound adjustments for bettering our lives! Again, the behavioral science can contribute to helping us to make the right choices now and in the future. Business psychology, for example, may assist leaders of commerce to exercise greater corporate social responsibility

Psychology and The Direction of Destiny.

Now, as in the future, a series of significant "linkups" or integrations take place, producing ever greater synergy in systems. Computers and communications technologies have become indispensable to multiple institutions, such as farms, libraries, laboratories, hospitals, universities, and governments. They have become a means for improved connections and networking in varied systems, as the technologies of social networks are demonstrating. Cybernetics, coupled with human engineering, continues to unleash enormous knowledge and power. Thus our control or influence increases over our surroundings, as well as the process of life itself. With these new insights and capabilities, we can opt to feed, clothe, and house the world's inhabitants, even the most deprived. We can choose to replace body parts and extend our own lives. Soon, we may determine the size, amount, and type of terrestrial life, and perhaps that of other planets. We are learning in the area of genetic engineering and in-vitro fertilization, to enhance life on earth, and possibly to colonize the universe.

Yet, with all this progress and fantastic prospects, will humans improve the quality of *all* life on this planet and beyond? Or, will we become more alienated because we cannot control our inner disharmony and its external expressions? Will we become an interplanetary constructive or destructive force? Hopefully, human consciousness and conscience will control our genius, so the dire forebodings will not be realized. Instead, humans are challenged to positively transform and transcend our worlds, both here and in outer space! *

Psychology and The Possibilities of Communication

Another marvel of human emergence is improved processes of *communication*. Such exchange is used to effect changes, to make more informed choices, and to exercise better control over our life space. Communication enables us to listen and learn, to be sensitive to the interplay of forces and factors around us, especially in nature. Human interaction is multidimensional, not just with our own kind, but also with the all animate and physical life, as well with the spiritual or metaphysical. But such interchanges are becoming both more specialized and more universal, more simple yet more complicated ! The *Facebook* network has demonstrated the possibilities, and new applications are continually coming into use.

Two related trends may be noted which have fostered this process. First, is astonishing progress in transportation which allows for high-speed travel by the masses.

* Refer to P.R.Harris' *Space Enterprise –Living and Working Offworld in the 21st Century*, 2009 (www.springer.com).

The resulting impact caused from radar, safety controls, and superhighways to atomic ships, jet planes, and even spacecraft. Secondly, there is widespread human migration and urbanization, creating a megalopolis which may facilitates communication among and between people.

But it is modern methods and mechanisms of communication which really are cracking barriers and bringing down walls between and among nations, races, and cultures. Continuing advances in space exploration and technologies produced satellite communications that have the potential for uniting the human family, while possibly reaching out to extraterrestrials.

Through mass media today, we further extend ourselves and knowledge, thus contributing to the development of a truly planetary civilization. Whether it is educational or intercontinental television, radio or television, movies or magazines, computers or the Internet, wireless phones or digital software, data storage or retrieval, we consistently perfect the means for global communicating. Mass media and information technology open unprecedented opportunities for human association and sharing – almost everybody can be connected, constantly expanding human networks beyond borders. Yet, the increasing complexity and cost of such systems raise user cries for greater simplicity and less expensive devices!

Predictions for the future in telecommunication amaze the average person, as we witness continuing innovations. For instant contact anywhere with almost anyone, there are expanding possibilities, such as in global electronic mail, chat rooms, blogs, I-pods, hand-

held mobile telephones, or video phones and conferencing. There is even research to perfect fiber optics and mental telepathy. It seems that any means for communication that we consciously conceive, can in time be invented and made practical, forcing older products, like fixed-line telephones, to become obsolete. Wrist-watch radios, for instance, have moved from the comic pages to reality.

In *education and training*, the impact of this communication revolution is brought into sharp focus. It goes beyond the replacement of blackboards and textbooks by electronic classrooms, pocket video receivers for home study, or power point software for improved presentations. It challenges the need, scope, and purpose of the traditional "institutions" of learning. The emerging knowledge culture engenders possibilities for paid learners and scholars; multidisciplinary restructuring and interrelating of academic curricula; developing of wholly new areas of knowledge to be studied. This may lead to the actual programming of education and culture. As humans expand orbiting space stations and offworld settlements, such as on the Moon and Mars, interplanetary communications will become more sophisticated and common. And yet, we ask ourselves, while the quantity of our communications have vastly enlarged, has the quality of the exchange improved?

Psychology Contributes to The Extension of Self

As human amplify their communication abilities through technological media, we are still confronted with *what to communicate*. Each of us has difficulty communicating within our own selves, as well with the source of our essence – that creative cosmic force impelling

our evolution. Many people are concerned about the search for meaning in their interfacing lives.. Although humans surge ahead in ability to extend ourselves everywhere and instantaneously, we are confronted with the absolute need to turn in upon ourselves for answers as to the purpose of our existence, and then exchange our thinking with others. Simultaneously, we are becoming a more feeling animal, more sensitive to life and our environment. As such consciousness expands, we face another choice. How best to extend ourselves to increase collective consciousness? Will we permit media and information technology merely to drive us into numbness and dumbness? Or will we utilize these means for the improvement of the human condition through cultural, intellectual, and spiritual enrichment of one another?

Psychological Challenge in Society

Fortunately, at a time of essential change in sense perception and awareness, humans are also discovering ways for improving their relationships in groups and organizations. With the assistance of behavioral scientists, we may acquire greater skills in human relations, so as to capitalize on the dynamics of group interactions. We are learning how to change organizational behavior and develop leadership. Painfully, we may be attaining a measure of insight on how to better communicate love and control hatred. As the divisions that separate humans diminish and tension lessens, humanity appreciates more its diversity and differences. The cultural lag in nations and religions are revealed. Thanks to increased global communications and travel, we may be creating a more homogenized civilization. In this Information Age, there is reason to hope that humans will

expand their exchange of constructive experience, useful knowledge, and positive values.. Extremes of individualism and collectivism may be counteracted by increased social consciousness and concern for one another.

As we progress in this Space Age, we can only hope that humankind will carry such a synergistic approach to the high frontier. Rather than repeating aloft the mistakes of our earthly existence, we are challenged, regardless of nationalities, to undertake a common, peaceful exploration and resource utilization of other celestial bodies. Humanity's transition out of Earth's cradle represents a challenge for true *human emergence* through the creation of a spacefaring civilization!

Future Convergences

Some believe that we will become more fully human through a series of convergences. Actually what initially may appear to be divergent viewpoints, may turn out to be complimentary aspects of the same phenomena. This perspective may become more understandable when one analyzes in some depth concepts of space/time, matter/spirit, individual/community rights, national/international interests, and poverty/plenty. For example, the common roots of the Judeo-Christian, Islamic, and humanistic traditions may converge as people seek to confront social problems like racism, illiteracy, and homelessness. Or, the old division between East and West are giving way to economic and cultural gaps based on *have* and *have-nots* – e.g., the relative affluence of nations in the northern hemisphere, as opposed to the less fortunate

peoples living in the southern hemisphere. Again, we are witnessing opposing ideologies and systems, such as communism and capitalism, forging cooperative relationships with the West through technology and market exchanges, as in Russia, China, and Vietnam. Human choices now may contribute in the centuries ahead, to a synthesis of today's seemingly contrary positions.

Another illustration comes from contemporary chaos theory. As John Briggs observes: *• It appears that in dynamical systems, chaos and order are different masks the system wears: in some circumstances, the system shows one face; in different circumstances, it shows another. These systems can appear to be simple, or they can appear to be complex; their simplicity and complexity lurk inside one another.*

Optimistically, humankind hopes that making right choices contributes to a convergence of consciousness. Ideally, as we more fully emerge in our thinking, greater unity may occur in the human family. Meanwhile, until that time, the major gulf separating us may be an attitude of those with a vision of the future who believe that we can change ourselves and our living situation for the better, versus those with their minds in a rut of the status quo or past conditioning, thinking they are victims of change.

Psychology and The Emerging Moral Being

Obviously, human evolution is developing us into more social beings. The question now, and in decades to come, is whether we will become more *moral beings* within societies dominated

• Briggs, John *Fractals – the Patterns of Chaos*. New York: Touchstone, Simon & Shuster, 1992, p. 20.

by technology? Will we organize a more humane world within *cyberculture*?. The substitution of human muscle and nervous system with automatic controls demands even greater moral responsibility on our part. The creation of *technopolis* will require new ethics, social principles, and value judgments. This combination of technology with *megalopolis*, or expanded urbanization, may also produce a new spirit of cooperative service among us.. We can choose good - that which promotes and improves the quality of human and other creature life; while rejecting that which endangers and destroys planetary life.

There are steps that must be taken now to insure individual and collective emergence to a state of greater human maturity. Some of these will be considered in the chapters of this book.. Those who address themselves to these issues will be the *catalysts of the future*. These may become leaders in ensuring that cybernation, bio-engineering, and information technologies achieve a better global socio-economic order, one that respects nature and the environment. These futurists are best characterized by openness and tolerance, flexibility and adaptability, competency and sensitivity, collaboration and connectivity. In this millennium, such leaders of the knowledge culture may contribute to the emergence of a human, as different from present-day people, as 21st century inhabitants of Earth are from primitive man! During the thousand hundred years unfolding, our contemporaries and their successors will be making decisive choices by introducing controls or management that will critically impact process of human evolution.

A Psychologist's Expectations of the Future

As such men and women push back the frontiers of the future, they also explore the inner skies of our species and potential. That is because we are involved in the dynamic movements of our times, somewhat cognizant of what may lie ahead. Such people will be enriched by the exciting experience of living at this pregnant moment in human history. For them, time-past and time-present will pass into time-future. Hopefully, men and women with a view of tomorrow are concerned especially about the sacredness of the living. They participate in the preservation, as well as transformation of our planet and ultimately, the universe. Knowing somewhat the potential of human beings, leading-edge thinkers seek the perfection of the human endeavor.

Such people are found among knowledge workers today, especially among foresighted scientific researchers and aerospace planners, educators and corporate executives, humanitarians everywhere. By going out of themselves on behalf of others, these determiners of the future vitalize human aspiration and action. Such energies are directed toward the refinement and transformation of creation! Stretch your minds as to how business psychologists may contribute to humanity's further emergence.

Everyone shares a responsibility for the future. But this responsibility can materialize into a constructive effort only if people realize the full meaning of their lives, the significance of their endeavors and of their struggles, and if they keep faith in the high destiny of Man....

Now what characterizes man, as Man, is precisely the presence in him of abstract ideas, of moral ideas, of spiritual ideas, and it is only these of which he can be proud. They are as real as his body and confer to this body a value and an importance which it would be far from possessing without them.

- Lecomte de Nouy, Ph.D., Sc.D., Author
Human Destiny (New York: Longmans, Green and Co, 1947)

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Further Readings

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