

Summary of S:DISS-X Basic Practical Program Introduction

In this foundational introduction to the S:DISS-X Basics program, Mike Jay welcomes learners to Leadership University's practical training in the **Selective Dynamic Inquiry System Skills Experience**. Designed for beginners (primarily operating at Hierarchical Complexity Levels 9–11: concrete, abstract, and formal), the program targets helpers in organizational roles — customer service, coaching, management, healthcare, and other people-facing professions — who use inquiry daily.

Jay emphasizes a core distinction: **helping is not the same as solving**. The system focuses on selectivity — choosing the rare, high-leverage openings (the vital 0.5%) rather than applying inquiry constantly. It equips users with seven forms of inquiry: **Ping, Probe, Prompt, Permit, Perturb, Pace, and Pause**, supported by helping functions: **Cueing, Scaffolding, Support, and Lift**.

Key foundational tools introduced include:

- **IMoL** (Importance, Motivation, Urgency, Leverage, Low-hanging fruit) — for ensuring good conversations and right action.
- **PCC** (Potential Capacity & Capability) and **RWAF** (Ready, Willing, Able, Fit).
- **My Team** (Money, Information, Time, Energy, Attention, Motivation) — what we invest in helping.
- **Humaning** — the existential process of **being, doing, having, becoming**, weighted differently by individual social motives (power, achievement, affiliation, avoidance).
- **BDICS** — for making advice actionable (Behaviors, Design, Knowledge/Skills/Experience, System empowerment).
- **CCR at VUCA** — Culture, Conditions, Requirements in Volatile, Uncertain, Complex, Ambiguous environments.
- **Spark Outcomes** — Satisfaction, Purpose, Awareness, Results, Confidence.

The program stresses **do no harm**, meeting people where they are, and using inquiry selectively to protect the person being helped rather than projecting the helper's needs. Jay acknowledges the challenge of simplifying a complex system for L9–11 learners and plans short, practical sessions with examples. He positions S:DISS-X as counterintuitive yet sensible — a discipline that promotes thoughtful, respectful, and effective helping while fostering the helper's own development.

The basics serve as an accessible entry point before advancing to intermediate and higher complexity work. Jay encourages active experimentation (including with AI) and reflection, promising future basic practical sessions to build skills gradually.

This introduction lays a clear, practical foundation for using dynamic inquiry in real-world helping situations while respecting readiness, context, and human complexity.