

S:DISS-X BASIC PRACTICE REFERENCE

APC concept models for helping without taking over

Basic practice: See the move → Recognize the pattern → Choose the form → Support RightACTION

Core stance: Meet People Where They Are. Use inquiry selectively. Support RightACTION under real conditions.

Basic principle: helping must serve humaning; if helping outruns humaning, the method can become pressure, performance, or control.

The Basic Helping Stack

HUMANING

S:DISS-X

IMULL

pCc / RWAF

MITEAM

RightACTION

SPARC

L9–L11 Practice Path

L9 See the move

L10 Recognize the pattern

L11 Choose the form

Begin with small demonstrations. Stay practical: notice what happened, name the form, then choose under simple conditions.

IMULL: Beginner's Map

- Importance
- Motivation
- Urgency
- Leverage
- Low-Hanging Fruit

Hold these in the background. Often we listen for them rather than ask directly.

Seven Forms of Inquiry

- PING Insight
- PROBE Belief
- PROMPT RightACTION
- PERMIT Story
- PERTURB Assumptions
- PAUSE & Breathe
- PACE Change

Forms are not "the seven skills." Skills develop as the forms are practiced over time.

pCc + RWAF: Readiness Check

pCc = potential, CAPACITY, capability

- Potential — What may be possible?
- CAPACITY — What is the real limit/container?
- Capability — What can be done now?

RWAF = Ready, Willing, Able, Fit

Do not prompt action beyond current pCc. RWAF prevents premature PROMPT.

HUMANING

- Being
- Doing
- Having
- Becoming
- Contributing
- Guiding
- Reaching out
- Wellth

We are not applying a technique to an object. We are helping a person inside real limits, motives, and possibilities.

MITEAM: Resource Reality

- Money
- Information
- Time
- Energy
- Attention
- Motivation

Good helping protects MITEAM. Poor helping wastes it.

ARIA(H): Orient Before Acting

- Attention — What are we noticing?
- Relation — How are things connected?
- Intention — What is trying to happen?
- Alignment — What fits now?
- Helping — Support without taking over

The H is backgrounded: helping should always be present, but not always leading.

RightACTION

The fitting next move under real conditions.

- Fits the person
- Fits the problem
- Fits timing and readiness
- Fits capacity and resources
- Fits the system and desired result

Sometimes RightACTION is action. Sometimes it is a pause, a question, or not acting too soon.

Helping Functions

- Cuing
- Scaffolding
- Supporting
- Lifting
- Protecting
- Guiding
- Reaching Out
- Helping People Have Lives

Begin with lighter functions first: cue, pause, permit, or pace before lifting or guiding.

CCR@VUCA

- Culture
- Conditions
- Requirements
- Volatility
- Uncertainty
- Complexity
- Ambiguity

Good helping does not blame the person for a situation the system is creating.

SPARC Outcomes + BREATHE

SPARC = Satisfaction, Purpose, Awareness, Results, Competent Confidence

BREATHE = Breathe, Relax, Equilibrate, Adjust, Think, Home, Evaluate

Use BREATHE to keep helping from becoming reactive, performative, or too eager to solve.

Basic practice rule Do not turn a signal into a problem too soon. Do not solve before the real problem has appeared.

Start small: see the move → recognize the pattern → choose the form → support RightACTION.