

some thoughts on
HUMAN CAPACITY

by Kambeze B Etemad, MD

The **flagship principle** underlying all that TDS does, and that bridges to any other possible theme, is
*maximizing **Human Capacity** in living and working situations.*

Human Capacity is the inherent collection and full spectrum of potential

perceptiveness understanding insight attributes
abilities talents skills intelligence
authenticity creativity honor accord
and initiative

that is possessed by the people in a situation;

PLUS

the *principles attitudes behaviors habits and patterns of operation*

that evoke, foster, engage, direct and preserve those latent characteristics in that situation

In simpler words, **it's all the great human stuff that people in a situation potentially have to use, plus all the things we can do to bring out all that great human stuff.**

A "situation" can be

an individual a relationship a group an organization

or *systems* of decision making, execution, and management

Human "capacity" (ability to do something) and human "quality" (the way one is in their being) are sometimes used interchangeably by TDS, while other times the nuanced difference in meaning is used deliberately, while yet other times one term is used to refer to both. TDS focuses on both – together abbreviated as **HCQ**.

HCQ is TDS's primary "commodity."

Helping people/situations grow their HCQ involves learning to

recognize, identify, understand, and embrace it; then to mobilize, engage, and employ it; plus knowing how to manage, preserve, develop and maximize it

Building the conditions that evoke and maximize human capacity enables us to achieve a higher degree of betterment, effectiveness, meaning and progress across all levels of living and working circumstances. Tapping the **fuller humanity** of situations like this can slowly transform them, will cultivate satisfaction and well-being, and can improve success and quality. This is what it means to better **humanize** the life and work of individuals, groups, systems and organizations.

Increased HCQ can foster improvement in

<i>Function</i>	<i>Output</i>	<i>Effectiveness</i>	<i>Excellence</i>
<i>Productivity</i>	<i>Progress</i>	<i>Vitality</i>	<i>Satisfaction</i>
<i>Meaningfulness</i>	<i>Stability</i>	<i>Cohesion</i>	

expressed via

<i>Mood</i>	<i>Being</i>	<i>Atmosphere</i>	<i>Values</i>
<i>Activity</i>	<i>Habits</i>	<i>Operations</i>	<i>Style</i> <i>Culture</i>

Helping people create this is TDS's aim.

So why is this important to people or groups?

Why might it be relevant to a community or organization?

In my professional, social and personal experience, I've observed the following:

The pursuit of **coherent meaning** and **purposeful quality of life** balanced with **practical function and fulfillment** is a primal desire, need, issue and struggle – for the whole range of people in the world – *healthy, recovering, unwell*. As an “issue” it goes far beyond just being an adjunct of mental health care, or just an “aspect” or “item” in the evaluation of someone’s bio-psycho-social picture (as conducted by mental health care providers). It’s the primary context of people’s lives, and its impact on well-being and health is underestimated.

Ongoing learning and pursuit of HCQ can build resilience and well-being in people and groups, which can foster many things which are considered “desirables” in business, communities, government, the economy, and culture:

<i>Productivity</i>	<i>Effectiveness</i>	<i>Creativity</i>	<i>Problem Solving</i>	<i>Friendships</i>
<i>Smooth Operations</i>	<i>Satisfaction</i>	<i>Morale</i>	<i>Growth</i>	<i>Atmosphere</i>
<i>Vitality</i>	<i>Activity</i>	<i>Cohesion</i>	<i>Peace</i>	<i>Conflict Resolution</i>
<i>Viability</i>	<i>Sustainability</i>	<i>Stability</i>	<i>Unity</i>	<i>Less Trouble</i>
<i>Community Building</i>	<i>Norm Building</i>	<i>(Human) Security</i>	<i>Hope</i>	<i>Participation</i>

It is therefore a worthwhile, “cost-effective” investment for people, organizations, business, communities, and government to attend to Learning + Quality.

Another observation is that so far, there is no coherent system of ideas, resources or services for addressing this ... yet ... but it’s emerging.

In the meantime TDS contributes to this emergence by fostering new and unfolding approaches to HCQ through services which can help clients gradually break away from and move beyond limited approaches by which people and settings often live, operate and conduct their affairs. These incomplete models usually neglect or compromise the underlying human quality in a person/setting, and lead to symptoms of imbalance, mediocrity, ineffectiveness, stagnation and instability. This new approach can equip and empower clients to start thinking and acting in fundamentally new and larger ways that incorporate and balance more of the necessary elements which help establish and maximize their inherent human quality.