

SYSTEMAUFSTELLUNGEN

Peter Schlötter
**The Social Nature
of Man – falsifiable**

**Die soziale Natur des
Menschen – falsifizierbar**

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The Social Nature of Man – falsifiable

Empirical Study on the Global
Meaning of Spatial Positioning
of Humans to Each Other

Die soziale Natur des Menschen – falsifizierbar

Empirische Studie über Systemauf-
stellungen und die weltweite Bedeutung
räumlicher Stellungen von Menschen
zueinander

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To my parents

Meinen Eltern

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*'Business, after all, is
nothing more than a bunch of
human relationships.'*¹

Lee Iacocca

ABSTRACT

The empirical doctoral thesis on system constellations with life-sized figures, which was completed in 2005², could also be realised with identical meaning in China in 2015³. The results discovered this way in these very different cultures, show some remarkable mutual phenomena, which were able to be observed with scientifically falsifiable claims. In these reports, the dominating view is still that one can only gain access to understanding this phenomenon with seemingly esoteric ideas. However with our research, the events in system constellations occur with rationally comprehensible meaning: When people use their intuition to represent their social relationships in a family or company using persons or life-sized figures in a space, then they are externalising previously available mental content. In this way, constellations which occur from this are later assigned differentiated social meaning by any test persons, i. e. these constellations are read as gestures of a language about social relationships and tend to be understood in the same way. Whereby here a purely intuitive 'reading' is taking place. The Chinese understand this 'language of position' differently, as with a dialect, but just as significantly as Germans. Here the null hypothesis demands

¹ <http://www.beste-zitate.de/lee-iacocca/business-ist-nichts-anderes-als-ein-knaeuel-menschlicher-beziehungen/>, 01.11.17, own translation.

² See also research film link: <https://vimeo.com/user1176373>

³ Ibid.

that different constellations are assigned evenly distributed different meanings. This hypothesis was falsified using scientific and multiply redundant test types in Germany and China using a basic Chi² test (error probability < 0.1%). The discovered and applied research method involves social relationships and binding forces between persons. With it, two terms – ‘social empathy’ and ‘social unconscious’ – find an empirically falsifiable content, i. e. a similar basis. Thus, the original and mental core of the human being, the human species, has been discovered as researchable phenomenon. It is about nothing less than the research and justification of something which we can call human social gravitational force, and the aforementioned gestural language can now be called global language. We suggest naming this methodology ‘Sociothesie’. On this basis, the concept of a human-social affected space can be developed, with which elementary phenomena of human sociality are better understood, and in particular a direct connection to unequivocal results of anthropology can be achieved with this.

An overview of all the **abbreviations** used:

CHS Characteristic sentence/s – multiple-choice option

DOC Doctorate from 2005

PRO Profile/s – multiple-choice option

SIR Life-size figure/s – silent representative/s

SYC System constellation/s

TL Test leader/s

TP Test person/s

1. INTRODUCTION

In the latter half of the previous century the ‘systemic approach’ was developed in psychology and psychotherapy⁴. This states that in order to provide a sufficient problem analysis and solution, the person cannot be observed as an isolated individual, but is to be seen as a part of a social whole. Starting from around the 1970s, work with system constellations (SYC) grew, originally in the form of family constellations⁵. Both lines of development in therapy and consultation are called ‘systemic’ but are not seen as being identical⁶.

The core of SYC is that in a consultation clients do not use a verbal description, but instead use their intuition to erect the social system which is suspected as being decisive for them and their question, such as a life-sized sociogram, according to the phrase often used in German: ‘Wie stehen wir zueinander?’, ‘What is our connection to each other?’ – literally: How do we stand with each other? (Here it is expressly indicated that the further discussed quasi passive intuition of humans is paired with a quasi active power of imagination which still has not been investigated very much.) Thereby representatives which are not part of the system are placed in the imaginary positions of the persons in the system who, with the exception of the client, are normally not present. This SYC is known as problem constellation. A solution is then sought on the visual plane in the space together with the representatives (mainly without the client’s involvement). The

⁴ Schlippe A, Schweitzer J. Lehrbuch der systemischen Therapie und Beratung (Textbook for systemic Therapy and Counselling, own translation). Göttingen (Germany): Vandenhoeck & Ruprecht; 2nd edition 2013. 32 p.

⁵ Weinhold J, et al. Dreierlei Wirksamkeit (Effectiveness in Three Ways, own translation). Heidelberg (Germany): Carl-Auer; 2014. 13 p.

⁶ Ibid. 71 p.

solution is a geometry in which every end-position in the system is subjectively experienced as positive. This constellation is called the solution constellation. After a few years not only family situations, but also career situations started to be processed using SYC. This has now become known as organisation constellations.⁷

In 1999 Peter Schlötter developed life-sized figures for working in a professional context, which he called 'silent representatives' (SIR). Using them he discovered the possibility of identically reproducing SYC. Essentially an empiricism with the character of a laboratory was created with well controllable test conditions, while at the same time allowing TP (test persons) in this laboratory to do exactly what representatives in an SYC normally do, which is to express their representing perception. In this way, a test procedure could be developed which united the qualities of laboratory and field tests.⁸ With the results which have now also been found in China, Simon's hypothesis can no longer be limited to Germany, in fact it now obtains a global dimension.

There are many researches, such as the summarising efficacy study by Weinhold mentioned in footnote 1, which are concerned with therapeutic effects. So they are about the phenomena which follow an SYC. But these have nothing to do with the focus of the work presented here and vice versa. So the same applies today as ascertained over 10 years ago in the dissertation, that no further work has been published which needs to be referred to here either as basis or to distance ourselves, see the note in the DOC. 'There are no models which we could simply follow'⁹.

⁷ Weber G, publisher. Praxis der Organisationsaufstellungen (Organization Constellation in Practice, own translation). Heidelberg (Germany): Carl-Auer; 2000.

⁸ Schlötter P. Vertraute Sprache und ihre Entdeckung (Familiar Language and its Discovery, own translation). Heidelberg (Germany): Carl-Auer; 2005. III p.

⁹ Ibid. 12 p.

2. METHODOLOGY AND RESULTS OF THE MULTIPLE-CHOICE EXPERIMENTS IN CHINA

The doctoral thesis which was completed in 2005 is the basis of the respective identical repeat of the empiricism in China. As with the precursor study it has been ensured that the chain of documentation, video – test date, for every test date is anonymous but unbroken and permanently available (see the discussion on ethical standards below). Test-1 was always equipped with one camera, test-2 with two (shot – reverse shot). Important implementation details are found in chapter 7 on methodology. Two documented older consultation cases were selected for the research project. Over ten years ago, the technical manager of a medium-sized company positioned the SYC used in test-1 according to his intuition, as shown in Fig. 1. He chose a position for himself which as later named position 1 (numbering was only carried out in the later evaluation). These organisation constellations are identically followed time and again with the SIR. The TP are employees from cooperating private companies and so it is not hard to achieve a good cross-section of the normal working population (for example this included 1&1 GmbH, Kroll Ontrack GmbH, Bertelsmann Stiftung and Robert Bosch GmbH, the latter also in China). A TP is led from one individual test to the next, always in exchange with a figure and in this sequence through the whole constellation. Any personal communication with the test leaders during the test is avoided wherever possible. If necessary small writing boards and electronically accessed statements can be used.

In test type 1 every TP is offered the same meaning options (CHS: **characteristic sentences**) at the same place, and for this selection in

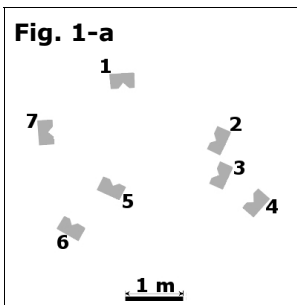
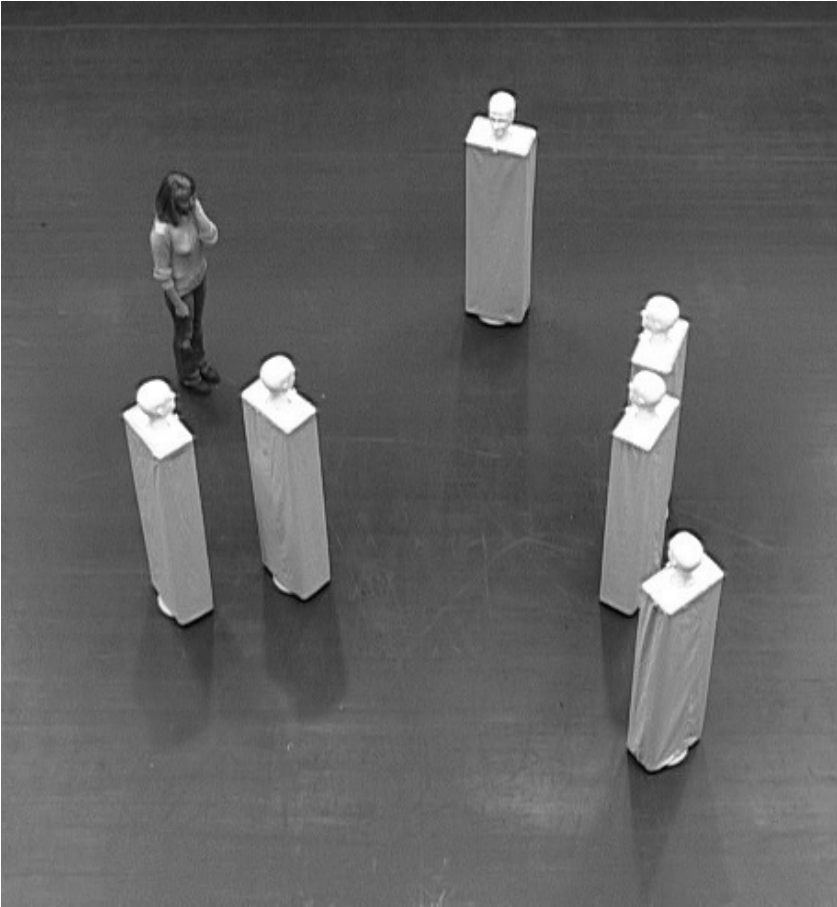


Fig. 1-a (left) – Problem constellation in Test 1, top view,

Fig. 1-b (above) – The same with TP and SIR. Test 1 is described in the text and if they wish, every reader can now carry out this test themselves using the seven CHS, whereby in the real test the hierarchy was still completely unknown. The human imagination of course only provides weaker signals with the small pictures, but this is sufficient for the required decisions in this sample test mostly.

the first round of the test there is only the figure constellation as information, nothing else:

- 'a. That is the position that safely belongs to the group but may only go along with the rest.
- b. That is the position which has lots of responsibility here with support.
- c. That is the position which doesn't have anything to say and no longer belongs to the group.
- d. That is this position from which something important is expected.
- e. That is the position which is respected as observer and is seen as being somewhat 'in the line of fire'.
- f. That is the position which remains neutral, more than others.
- g. That is the position which feels safe and important and is somewhat restricted.
- h. I clearly feel something different.
- i. I don't feel anything at all.'

At every point a TP can completely freely choose one of these seven social characterisations. After completing this first round, the redundant second round involves the TP being shown seven turned-down piles of seven size A6 profiles (PRO: profile/s), and has the opportunity to freely choose one PRO to attach to the individual positions. These PRO are roughly the same as the CHS, but are much longer with 20–50 words, also for the first time in this experiment the additional information of a hierarchical relationship of each of the characterisations is provided in the PRO: (a. 'Workforce'; b. 'Management, executive board'; c. 'Former deputy manager'; d. 'Technical manager'; e. 'Production manager'; f. 'Customer'; g. 'New deputy manager').

Whenever someone steps up to an SYC they will spontaneously get a feeling about the concrete social system which is represented on the visual plane and its apparently active social references from the perspective of this individual person. This phenomenon was observed in almost all TP, as the option 'i' was selected in China by 1.35% of persons and in Germany by 1.30% of persons. This means that the social relationship active in each position is intuitively read by a person when confronted with this constellation. Every reader can test this hypothesis in Fig. 1-a with the seven CHS.

This phenomenon is known as *representative perception*. '*Representative perceptionis* the central mutual phenomenon of the different types of system constellation.'¹⁰ This representative perception consists of two components which are different but may not be separated; on the one hand the perception of a visual image which results from the person's perspective of a constellation and on the other hand what this person's introspection provides in emotions and spontaneous valuations when confronted with the figure constellation¹¹. This introspection is initially a spontaneous, unconscious process. Here a person's specific intuition is expressed, which is quite different from the phenomenon of an intuition with an individual different person which is described as empathy. The latter ability is explained in recent research work on the basis of mirror neurons¹². The figures used have an absolutely invariant appearance which definitely do not provide any perception which could be connected to live mimics, gestures or physical posture. The intuition which can be observed in SYC using SIR can therefore only

¹⁰ Varga von Kibéd M in Weber G, publisher. Praxis der Organisationsaufstellungen (Organization Constellation in Practice, own translation). Heidelberg: Carl-Auer; 2000. 16 p (emphasis by publisher, own translation).

¹¹ Schlötter P. Vertraute Sprache und ihre Entdeckung (Familiar Language and its Discovery, own translation). Heidelberg (Germany): Carl-Auer; 2005. 18 p.

¹² Hickok G. Warum wir verstehen was andere fühlen (Why we understand what others feel, own translation). Munich: Hanser; 2015.

refer to the geometric position of SIR or persons in the space, and should therefore also be named individually. We will return to this again in chapter 5.

For the research in China only the verbal components used in the test needed to be translated. Everything else remained completely the same. The frequencies found in the choice of the options are specified as example at individual positions in the bar graphs (see Fig. 2-a to 2-c).

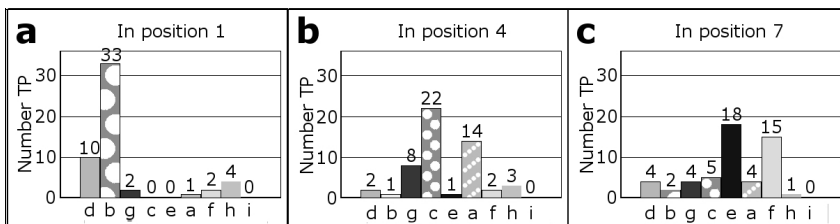


Fig. 2-a to 2-c – Representative examples of CHS frequencies in absolute figures as they were found in China. These examples already show the occurring significance and also that the options were used approximately just as often over several positions, so that a trivial result can be excluded.

Differentiated observations with specific future research mean differentiated insights and conclusions can be expected with reference to cultural characteristics. This remarkable potential can be explained using the results on 'Position 1' as an example.

Fig. 3-a: This shows the frequencies found in China (CHS vs PRO) in comparison. In the upper figure, the CHS are entered, i.e. the options which were chosen to represent the position. Thereby the social intuition from 'inside' is applied (see chapter 5). The accumulation of sentence b is immediately obvious, while approx. a third gave option d precedence. In the lower figure, the PRO are shown, which on the other hand were selected with a certain distance, namely when the TP could move around within the

constellation. The formal hierarchy offered in the PRO dominates with option b for the Chinese with 85%.

Fig. 3-b: Here the CHS choice is still in the same place in Germany (below), in contrast to the CHS choice in China (above). The formal hierarchy was not yet named. In Germany the option b, which was favoured in China, was taken into consideration but only by a strong majority, while the informal powerful position d was selected with the highest unanimity (74%) which ever occurred in these tests in Germany. In both countries there are general similarities between both positions and the social meaning, which is at this position in both cultures, only from these options together. They are the two most powerful positions and options.

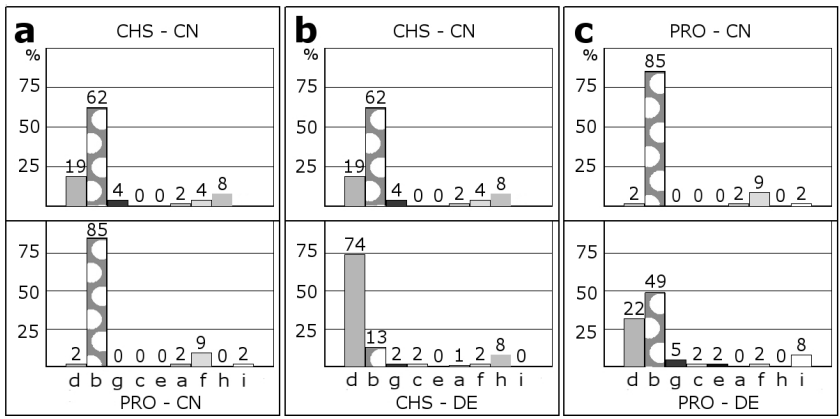


Fig. 3-a to 3-c – Comparison of frequencies of Position 1 in China and Germany, all figures are in percentage. Chinese understand gestural language of the positions in the space differently as with a dialect, but just as significantly concordant as Germans.

Fig. 3-c: If the formal hierarchy was given in a PRO as option, in China almost only sentence b with exactly this option was chosen, while in Germany also a basic majority prioritised the formal hierarchy, however not many less remained with their original estimation.

The frequencies found are initially an objectively definable fact. However on this basis further interpretive theories can be developed and justified, in this case, for example, the association with formal and informal hierarchies:

1. Relating to the predominant social feeling in China,
2. Relating to the predominant social feeling in Germany,
3. Relating to a comparison of cultures in the two countries. Differentiated observations with specific future research mean differentiated insights and conclusions can be expected with reference to cultural characteristics,
4. Relating to this technology manager in person, with his private and, above all career consequences, which were also developed in the consultation process.

The apparent significances in the results are also reflected in the calculations for Chi² (see Fig. 4, all values are calculated with the formula for Chi² : $\text{Chi}^2 = \sum ((\text{frequency} - \text{mathematical expectation})^2 / (\text{mathematical expectation}))$). The significances which can be calculated with Chi² exceed the minimum value of 24.321¹³ on every place with great security. So an error probability of less than 0.1% can be met well. This means that the Chinese understand gestural language of the positions in the space differently as with a dialect, but just as significantly concordant as Germans.

In his 'Fünfer Regel' (fiver rule), Tukey requires a minimum number of tests in which every option could occur five times¹⁴, which is at least 35 here. The number of tests for each individual test is also 53 in China, which is definitely within a safe range.

In order to discriminate and exclude trivial significances, 'transverse' significance calculations were also carried out for the results

¹³ Sachs L. *Angewandte Statistik (Applied statistics, our translation)*. Berlin: Springer; 8th edition 1997. 235 p.

¹⁴ *Ibid.* 172 p.