

Enabling and Embracing Constructive Discourse in Australia

A summary of action research
conducted by Next25 (March-May 2022)

By Jessica Fuller and Hollie Cheung

A Letter from Next25 Executive Director, Ralph Ashton

Next25™



Next25 exists because Australia is not on track to a flourishing future. Our country needs a blueprint for deep-seated, systemic renewal; otherwise Australia will keep chasing its tail. That's why, for over ten years, Next25 Recoded has sat at our core – a research program to identify root causes of the nation's biggest issues and spark initiatives to address them, rather than addressing the symptoms.

The change our country desperately needs requires the thinking and doing of many people and organisations. By deeply engaging decision-makers, leaders, and experts across sectors, Recoded is designed to not only create shared knowledge about what's wrong and the biggest opportunities for progress, but also generate support for action.

For almost a decade, we have worked on addressing one of the first root causes we found: the loss of trust between government and the people. That's why we built Next25 Leadership, a suite of courses, coaching, and workshops developed exclusively for parliamentarians to reconnect to their values and harness their power, not only as individuals in the political system, but as individuals who can improve the system.

As a think-and-do tank, research is a first step — a guide for action by us and others. In 2021, we released a major research report that found four new root causes, grounded in a synthesis of conversations with 50 leaders across the country. We then analysed the four root causes to decide where to focus our next steps – our doing – in an area that could make a positive difference, matches our capabilities, and would add to (rather than duplicate) work by others. We consulted with a range of stakeholders as part of this analysis. Of the four new root causes, we chose to work on the lack of constructive discourse in Australia.

This workbook is a synthesis of the insights, ideas, and prioritisation that emerged from participatory research and innovation workshops with big thinkers and doers across the country in the first half of 2022. The knowledge here will guide our next steps as we collaborate on designing, testing, and building a new initiative to make the national conversation more constructive. We cannot act on all the ideas in this workbook, so we invite others to use it in their own action to improve how Australia makes its future.

This would not have been possible without the contributions of our workshop participants, steering committee, research committee, and the Next25 team. Thanks to your insights and support, we are now one step closer to seeing an initiative for better constructive discourse in Australia come to life.

Together, let's make the future Australia wants.

Acknowledgments

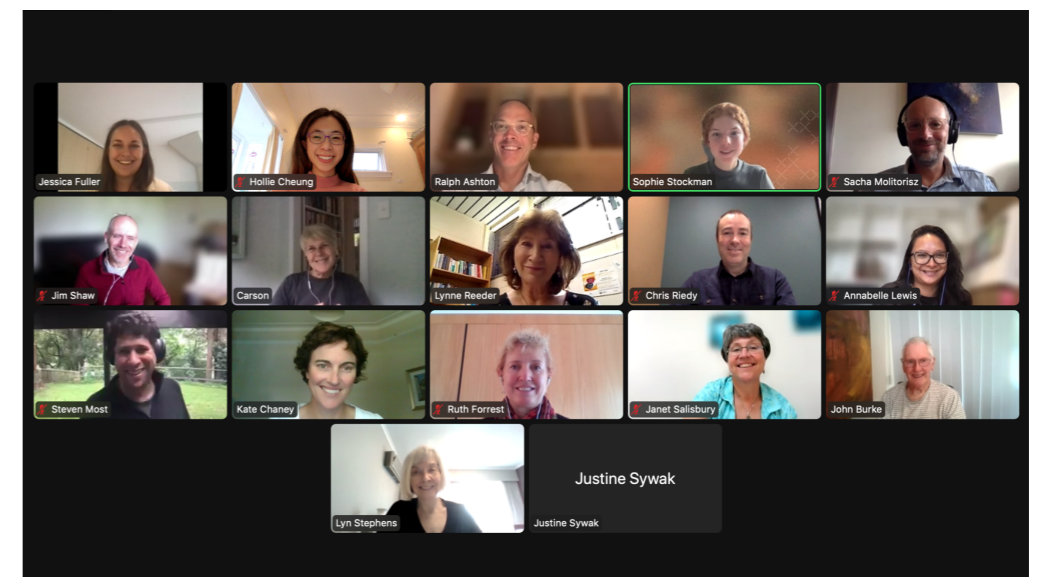
Next25 is incredibly grateful for the generosity, passion, and deep knowledge of those involved in shaping Constructive Discourse – the initial Recoded interviewees, workshop participants, our Steering Committee, Research Committee, Board, supporters, and broader team. Thank you.

Thank you to those who generously shared their experiences and knowledge and time by participating in our two constructive discourse workshops: James Arvanitakis, Willow Berzin, Helen Bromhead, Nicole Barling-Luke, John Burke, Lyn Carson, Kate Chaney, Tim Dean, Ruth Forrest, Nathan Hagarty, Annabelle Lewis, Sacha Molitorisz, Bronwen Morgan, Stephen Most, Lynne Reeder, Chris Riedy, Millie Rooney, Janet Salisbury, James Shaw, Lyn Stephens, Justine Sywak, Rodger Watson, Joanna Winchester, and Tyson Yunkaporta. We also extend our gratitude to those who undertook the initial Recoded interviews which informed this work. As well to our expert Steering Committee who provided invaluable insight and guided us throughout the process, Prof James Arvanitakis, Dr Lynne Reeder, and Prof Chris Riedy.

Thank you to the Next25 team: Ralph Ashton, Jessica Fuller, Sophie Stockman, Hollie Cheung and the broader organisation. We also extend our thanks to our Research Committee: David Clark, Kelly Fawcett, Erik Peterson, Elyse Sainty, Sean Slater, Emily Smith, Steve Spurr, Tanya Vaughan, and Rodger Watson. As well to our generous supporters the Sunshine Foundation.

Next25 acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea, and community. We pay our respect to their elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today. On the topic of constructive discourse, we recognise First Nations people as the original storytellers of this land. Extending beyond words and language, to song, dance, art, and craft – passed down across generations for thousands of years, and the knowledge from these stories help make sense of the world, establish values, relationships, and beliefs.

Workshop one participants



Workshop two participants





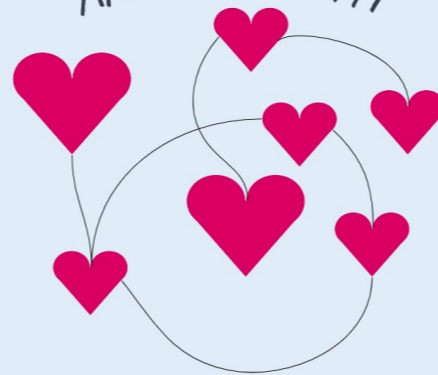
Constructive discourse is ... communication of useful and beneficial purpose, that leads to decision making which reflects the shared view of the common good.

MEDIA
ADDRESSING BLAME,
CONFLICT, AND
SENSATIONALISM

TRUST IN INSTITUTIONS



STRENGTHENING HUMILITY, COMPASSION,
AND EMPATHY



COMMON GOOD IN POLITICS

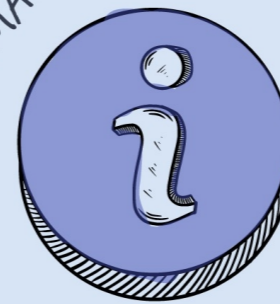


CIVIL SOCIETY

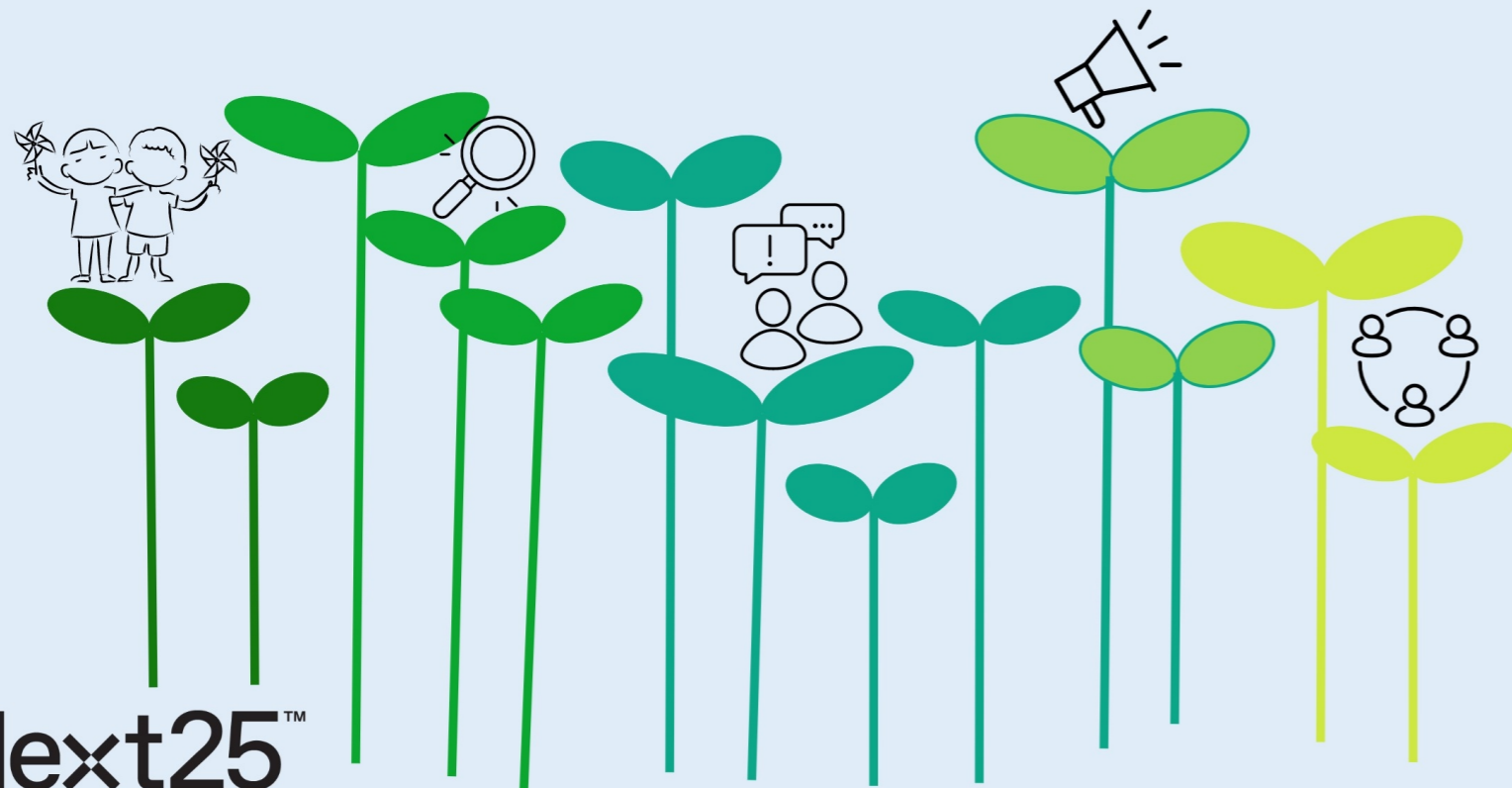


HIGHLIGHTING
INTERDEPENDENCE & CONNECTION

INFORMATION CONSUMPTION



Ciao Ciao
你好
Xin Chao





From September 2020 to December 2021, Next25 carried out deeply reflective one-to-one interviews with established and emerging leaders across Australia as part of our Recoded program. The first 50 interviews were synthesised into a report, which identified four leverage points that have the potential to transform how Australia makes its future. After consultation, we selected leverage point three to explore further and act on:

How might we embrace and enable more constructive discourse across Australian society to improve how Australia makes its future?

In a context of increasing societal polarisation and division, particularly through the nature of media and politics and dynamic of social media, how can we move toward creating attitudes, structures, and environments that are conducive to constructive debate?

We invited 24 participants from a range of sectors, expertise, and life experiences to participate in two workshops to understand the challenge of constructive discourse and collaboratively develop possible ideas to enable it. This workbook is a synthesis of discussions and outputs from the two workshops.



The [full Recoded report](#) and the [report summary](#) can be accessed via these links or PDF files.

Part One: The Challenge

What is constructive discourse?

We started with a simple definition of constructive discourse as communication that has a useful and beneficial purpose, leading to decision-making that reflects a shared view of the common good.

Constructive discourse is:

- Consensus or agreement is not necessarily the desired outcome
- Deliberative, reflexive, and emergent
- Open to listening and learning
- Authentic, genuine, and conducted with good will
- Not performative and practiced with humility
- Intellectually humble and not wedded to ones own point of view
- Respectful, open-minded, and aware of bias and prejudice
- Equal access to information and equivalent critical thinking skills

Constructive discourse is not:

- Discrimination or hate speech
- Unwilling to be informed, listen, or learn
- Being "woke" or "anti-woke"
- Cancel culture or anti-cancel culture
- Misinformation or disinformation
- Giving more airtime to hateful, hurtful, or offensive speech
- Selfish or a perpetuation of vested interests

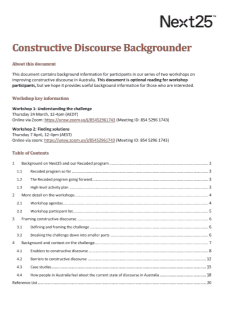
Breaking the challenge into smaller parts

Before the first workshop, nine sub-challenge statements were proposed to break the challenge of enabling and embracing constructive discourse into smaller, more manageable parts. Participants voted on their preferred statements ahead of the first workshop, and the top three were then taken into workshop one.

The top three challenge statements:

1. How might we introduce or strengthen system structures to enable more empathetic, humble, and compassionate discourse and interactions?
2. How might we address or lessen the negative impact of media (online and traditional) which encourage conflict, blame, outrage, and sensationalism, to create more constructive discourse online and offline?
3. How might we improve a societal decline of trust, particularly towards institutions, to address its ramifications on the agency and desire of the public to engage constructively in discourse?

For more on how we framed the constructive discourse challenge, [download the backgrounder document](#) that was shared with participants ahead of the workshops.



Assumptions About the Challenge

In workshop one, we asked participants to break away into small groups to identify and explore their assumptions regarding the challenge statements. Here's a summary:

Assumptions on media and communication:

Government often takes the general perspective rather than the perspective of the individual.
The two-party structure in politics is ineffective.
We have been trained out of empathy due to the perpetuation of neoliberal values, such as individualism and competitiveness.
A shared crisis (like COVID or the floods) can bring people together, while the climate crisis is not immediate enough to do this.
Experience outside silos and understanding bias positively influences how we see the world.
Any change will not happen without being asked for, and the system needs to help embed long term change.
The current system has a hardened culture of combativeness, and a 'winner takes all' mentality.
We don't have enough diversity of people engaged in debates (such as women).
We don't all have the same capacity to engage across disagreement.
Politicians don't have empathy or humility.
If we do foster empathy and humility, that will bridge the polarisation.
People are selfish and competitive.

Assumptions on politics and institutions:

People involved in institutions don't appreciate the importance of that institution in the democratic system, and instead use the institution for short-term personal gain and therefore don't protect the value of said institution.
Institutions don't have enough diversity, nor do they have the required pathways to enable this diversity.
There is a disproportionate representation of vested interest within institutions.
For institutions to work properly, we rely on the good will of people and how prepared they are to work towards a common purpose.
The media is an important conduit in communicating information to the public, however, it lacks transparency and actual reporting.
The media is shaped by owners and those who hold power in society.
The media does not provide proper representation of voices, such as rural farmers.
Active participation in decision-making will improve trust in institutions.
Building relationships builds trust.
A curious and investigative media can help address this issue [enabling constructive discourse].
Higher levels of trust results in better constructive discourse.
It is possible to improve or rebuild trust.
It is important to focus on discourse between institutions and the public.

Assumptions on connection and relationships:

Today there is less professional, independent journalism, and more reporting.
There is a lack of critical thinking to discern facts from opinion.
Knowledge is elitist and ignorance is populist, which is perpetuated by our political leaders.
The fast-paced 24/7 news cycle is destroying good discourse.
The loudest voices are dominating in the media without the most important issues coming to the fore.
It's possible for the media not to be sensationalist, and thrive on conflict and blame.
Conflict, blame, sensationalism, and outrage are automatically bad and conflict can be turned into something more constructive.
An approach of sensationalism is deeply entrenched and embedded in the media.
We can make a difference if we model something different and appeal to a different way of thinking.
A connection with the public is an important element for making change and the media is an important conduit to make that change.
The media we consume (online and traditional) leads to more outrage than face-to-face interactions.
It is possible to reconcile the incentives that guide social media as the cause of combative discourse online.

Individual Challenge Statements

Each participant in workshop one created, received feedback on, and iterated their own constructive discourse challenge statements. To write their challenge statements, participants were asked to use a "how might we" framing. Here's what they wrote:

Challenge statements on media and communication:

How might we create the right system of incentives so that good news stories about positive societal transformation become attractive content to produce and consume?

How might we encourage more news stories that connect people rather than polarise them? And ones that build community rather than making people angry at one another?

How might communicators unpack concepts in a clearer way so that all in the community (eg CaLD communities) can engage in mutually comprehensible constructive discourse?

How might we redesign the relationship between information communicators and information consumers to facilitate critical thinking and informed discussion on a large scale?

Challenge statements on politics and institutions:

How might we attract citizens to deeper, nuanced political discussions to better appreciate our common interests and complexities?

How might we work together across party political divides to create opportunities for new shared and inclusive (gender and other) understanding and planning to shift current policy agendas towards a safe and equitable future for all humans and the planet?

How might we change the way politicians communicate so that we get genuine facts, statements, and policies and not talking points?

How might we change the adversarial nature of the political system to focus on the common good?

How might we re-establish trust in politics and institutions so that we can hear all voices and progress on major challenges facing society?

Challenge statements on connection and relationships

How might we increase active citizenship in order to make better long-term decisions together, based on critical thinking and respectful discourse?

How might we better engage the community, business, thought leaders, and policy makers to engage in diverse "out of the box thinking" that reflects not only the values of the public, but tackles the real issues of concern for better discourse and thereby better long-term planning and policy decisions for real impactful change?"

How might we bring together institutions, media, and the public to agree on a common purpose so that constructive discourse becomes a priority?

How might we get significant commitment to new systems structures so that we can have ongoing processes of constructive discourse?

How can we fast track human evolution to more compassionately connect with each other?

Group Challenge Statement Iteration

After finalising their individual challenge statements, participants in workshop one formed small groups. Together, they combined and iterated their challenge statements into one final challenge statement per group. The final challenge statements are listed below:

Three final statements were then presented and voted on by the group.

Common good in politics

"How might we enable elected representatives and policy advisors to work together with civil society so that policy decisions align with the long-term common good?"

7 votes

Highlight interconnection and interdependence

"How might we facilitate interconnection and highlight interdependence between otherwise siloed segments of society so that we foster investment in each other and more inclusive decisions?"

5 votes

Media to build inclusion and resilience

"How might we encourage a media landscape that connects people rather than polarises them so that we build an inclusive and resilient society?"

3 votes

These three challenge statements were then taken into workshop two as our basis for ideation.

Part Two: The Possibilities

To start workshop two, attendees participated in a reflective, meditative, visioning activity. Each participant then wrote their vision of what Australia might look like in 2050 if one of the three challenge statements were addressed. Here's what they imagined:

In 2050, when this challenge on common good is addressed, discourse in Australia will be inclusive and acknowledge complex power relations, and this will result in more inclusive decision-making and policy for Australia.



In 2050, when this challenge on common good in politics is addressed, discourse in Australia will be challenging, intuitive, personalised, and constructive and this will result in a respectful, mature, and good faith body politic for Australia.

Common good in politics

In 2050, when this challenge on common good in politics is addressed, discourse in Australia will be respectful, conducted in good faith, and based on a consensus of understanding the common good and this will result in governance in the public interest and not for vested interests.

In 2050 when common good in politics (elected reps and policy advisors working together) is addressed, discourse in Australia will be providing a constant feedback loop on public action. This will result in the undiscussable becoming discussable, it will result in deep learning and inform future decisions. Australia will be known as a country that thinks, does, reflects, and grows.

In 2050, when this challenge on media to build inclusion and resilience is addressed, discourse in Australia will be marked by intellectually challenging and future-focused communication that allows extensive access from across community.



Media to build inclusion and resilience

In 2050, when this challenge of inclusive media is addressed, discourse in Australia will enable local, diverse, characteristic forms of expression translated to a common meeting ground. This will result in inclusiveness and representation for Australia.

In 2050, when this challenge on media to build inclusion and resilience is addressed, discourse in Australia will be marked by more quality, public interest journalism and less poor quality, anti-public interest journalism and this will result in a better society and healthier democracy for Australia.

In 2050, when this challenge on interconnection across silos is addressed, discourse in Australia will start from local everyday experience of particular places and will only draw on experts when this connects with greater wellbeing from that local place-based experience. This will result in greater trust in the system and a greater appreciation of mutual interdependence for different groups in Australia.

In 2050, when this challenge on inclusion and independence is addressed, discourse in Australia will be based on a sense of security, equality, and self-awareness, and this will result in greater openness, charity, and engagement among diverse voices for Australia.

In 2050, when this challenge on interconnection and interdependence is addressed, discourse in Australia will be constructive and inclusive by default and this will result in a sense of connection and willingness to work together for the common good for Australia.

In 2050, when this challenge on interconnection and independence is addressed, discourse in Australia will be happening in different locations, in new places, in different forms with a vibrancy and dynamism and this will result in curiosity and laughter in how we interact with others in Australia.

In 2050, when the challenge of interdependence is met, discourse will be conducted by grounded, thoughtful, creative, inspiring people and this will result in Australians living high-quality lives and giving back.



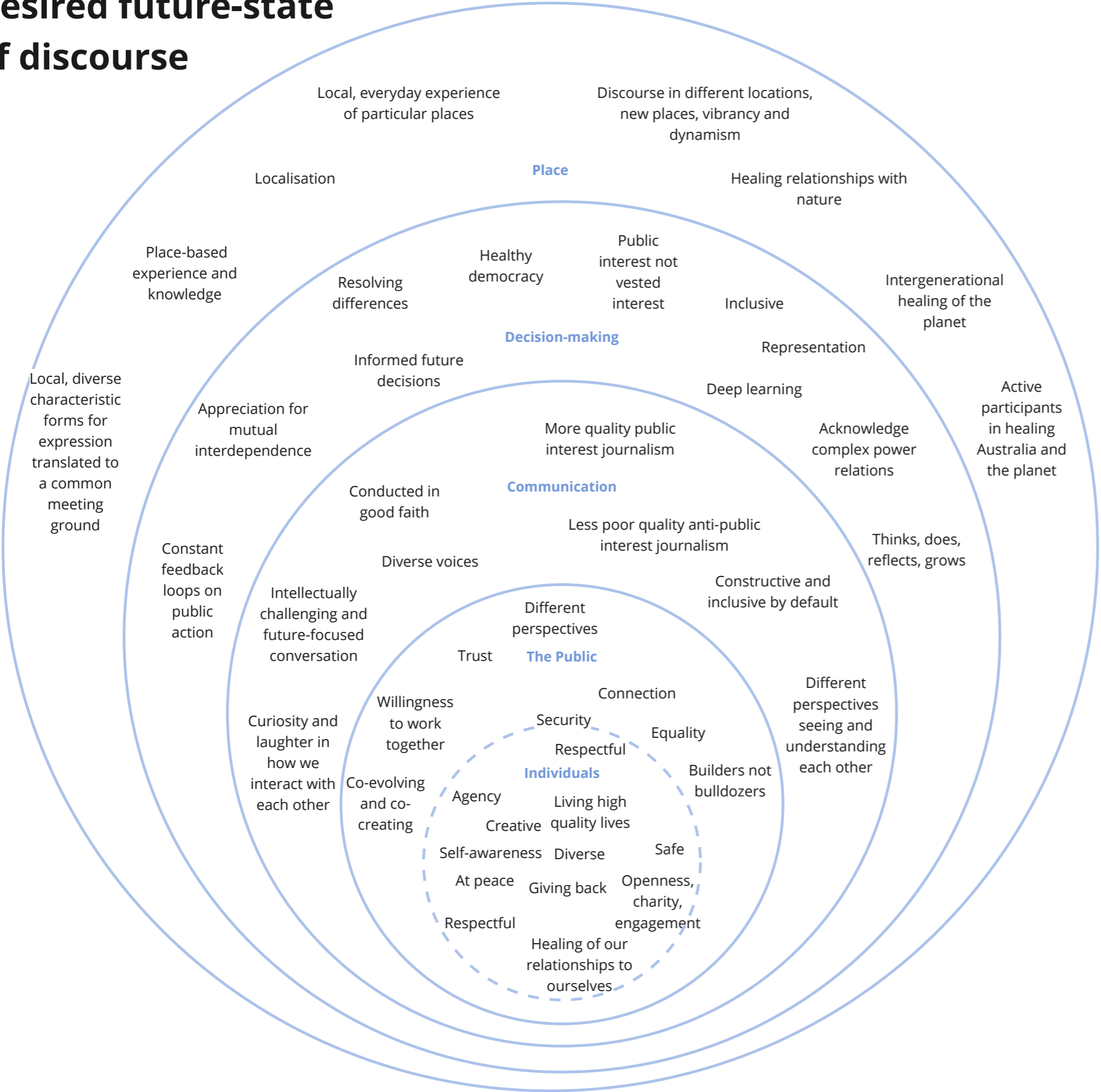
Highlight interconnection and independence

In 2050, when this challenge on highlighting interconnection and interdependence is addressed, discourse in Australia will take place in beautiful, nature-filled, facilitated spaces in every community, open to all, and this will result in people with different perspectives seeing and understanding each other and resolving differences for Australia.

In 2050, when this challenge on interconnection and interdependence is addressed, discourse in Australia will be unrecognisable. This will result in people being re-connected to each other, to nature. In the healing of our relationships with ourselves, each other, and nature, to our place in the universe as sentient beings, co-evolving and co-creating. We are builders not bulldozers, we are safe, at peace, and creative beings who all have a sense of our agency and ability to play a role in the ongoing intergenerational healing that the planet is calling for. We are active participants in healing, for Australia, and for the planet.

Synthesising the Collective Desired Future-State

2050 visioning: Desired future-state of discourse



The participant's future vision statements have been synthesised into the diagram on the left, which shows the future they collectively envision if constructive discourse is fully embraced and enabled by 2050. Individuals and the public are at the centre of our desired future for constructive discourse, followed by communication as it connects the public to the next layer of decision-making. Finally, place surrounds and grounds everything in the outer layer.

Therefore, in 2050 when Australia has embraced constructive discourse, we envision people to be connected, safe, creative, and at peace. There is security, self-awareness, and agency. We are all equal, trusting, and respectful while operating across diversity, different perspectives, and with a willingness to work together. In 2050, as a community, we are constructive "builders, not bulldozers", constantly co-evolving, co-creating, and "healing our relationships to ourselves".

Communication is the next layer of our desired future. Our collective vision is that all communication is conducted in good faith and is "constructive and inclusive by default". Diverse voices and differing perspectives are seen, and we are always seeking to be curious and understand each other. Interactions are laughter-filled, intellectually challenging, and future-focused. Journalism is conducted in the public interest.

The next layer of our desired future-state is decision-making, which surrounds communication. We envision a future where Australia is a healthy democracy and decisions are made in the "public interest not vested interest". Decision-making is inclusive, representative, and committed to resolving difference. An appreciation for interdependence and connection, with "constant feedback loops on public action", results in deep learning, and Australia is known as the country that "thinks, does, reflects, and grows".

Place surrounds and grounds our desired future-state. In 2050, we envision local, place-based knowledge and experience to be prioritised. Discourse takes place in difference locations, embracing "vibrancy and dynamism" of these places. It results in the active participation of a healing relationship with nature, Australia, and the planet.

Note: No model can be perfect or completely reflect the nuance of such a complex topic. We welcome any feedback broadly, or on the layers and ordering of the factors within them.

During the workshop-two activities, participants created and iterated ideas to address one of the three challenge statements. Each idea was formulated using the Gaddie Pitch template as explained in Box 1. Following the workshop, Next25 assessed the relevance of each idea to our original constructive discourse definition (pg 4). We found that all ideas either a) positively encouraged and enabled constructive discourse, or b) provided the space, skills, or infrastructure for constructive discourse. None of the ideas proposed were irrelevant to the focus area and challenge (see Box 2 for criterion detail). See participant's ideas that emerged from workshop two below:

Common good in politics

Intergenerational Future Program

You know how some decisions are made for political interest rather than the interest of the public, and based on where we are now, rather than where we want to be?

Well, what the Intergenerational Futures Program does is bring elected politicians together with public servants and young and diverse members of the community. Together, they learn and apply abductive reasoning to complex community challenges to create future-focused interventions. These interventions are then implemented and evaluated to see what works best to solve the challenge.

In fact, this kind of initiative already works in different contexts. Look at the Olympics, it celebrates excellence across all sorts of disciplines. The Intergenerational Future Program is growing the next generation of engaged citizens – citizens engaged in making the decisions with politicians and public servants for a brighter future.

Inclusive policy development

You know how people feel disconnected from policy making? Well, what we do is have a ballot with a cross section of Australians who become part of citizen juries and deliberative democratic processes to advise and hold politicians to account. In fact, citizen juries have been found to be effective in bringing people together in complex scientific discussion.

Independent Parliamentary Performance Office (IPPO)

You know how a large part of the population feel disconnected to politicians, politics and government?

Well, what IPPO does is expand the role of the independent parliamentarians expense office to measure and publish community engagement and potentially tie to politicians remuneration.

In fact, we've seen from experience that publishing data on politicians pay reduces rorting.

Voice for Nature and the Future

You know how when our leaders are making decisions through a narrow bias; we often make decisions through a narrow lens, from our own limited perspectives?

Well, what we do is empower communities to reconsider who our stakeholders really are when deliberating together to make decisions at a local level; who needs to be included? Who is missing? Through thoughtful, facilitated dialogues, from board rooms to school rooms, we invite nature and the future to the decision-making tables.

In fact, there are case studies from the Amazon to New Zealand where communities are reorganising at the bioregional level.

This has led to nature rights, and nature personhood being enshrined in law – increasing trust, community resilience, and well-being, so we can celebrate our diversity for thriving bioregions. This has the capacity to transform how we make decisions fit for the 21st century and change everything.

Media to build inclusion and resilience

Accountability for breaking trust

You know how trust, connection, and a cohesive notion of the public interest are under attack?

Well, what we do is pass laws that foster trust, connection, and the public interest, and that hold people and organisations accountable for acts that flagrantly attack these interests. We can start by holding politicians and others accountable for spreading deliberate political misinformation.

In fact, the law upholds positive duties all the time, including by enforcing human rights, such as privacy and freedom of speech.

Grow Our Own

You know how there is a problem with media diversity?

What we do is establish quotas for journalists for place of birth in Australia and ethnic background. We also require organisations to take part in training and knowledge exchange with diverse communities and champion their stories.

In fact, we have proof that quotas work, if you look at the Federal Labor party and its increased quotas of women.

Box 1: Gaddie Pitch (Anthony Gaddie)

Label your pitch in 3-5 words

You know how... there's this problem

Well, what we do... solve the problem in a new way

In fact... here's some proof about why this idea will work

Box 2: Relevance to constructive discourse criteria

- 1) Does not relate to constructive discourse and/or the sub-challenges articulated
- 2) Provides the space, skills, or infrastructure for constructive discourse and addresses one of the sub-challenges articulated
- 3) Positively encourages or enables constructive discourse (in full) through the ideas proposed and clearly addresses one of the sub-challenges

Highlight interconnection and interdependence

Social and emotional learning

You know how there are more really young people with high levels of anxiety and becoming less engaged?

Well, what we do is offer social and emotional learning programs to support the development of higher levels of self-awareness that can support them connecting to themselves and others by being grounded.

In fact, we know this works because many of these SEL programs have been the subject of Randomised Control Trials by universities such as Yale. They are finding that the children who undertake them have higher levels of emotional intelligence and are better able to manage their anxiety and anger, and to creatively express themselves in conversations.

We're Human First

You know how meetings (in any context) that want to be diverse and include all voices often end up with people taking particular stances and it ends up being a fight to protect corners?

Well, what we do is start every meeting with a connection map activity that forces people to bring their whole selves to the discourse beyond the role they're representing (for example, not just an academic but a tenant, a parent, a neuro-diverse person). This would result in looking at issues from different lenses as well as forging connections.

In fact, connection ice breakers are often used in team formation stages to aid "high performance".

Futures at the Table

You know how it can be hard to find common ground when there's competing interests in a transitioning system that may require loss or change in the short term?

Well, what we do is guide people in creating an artefact that can represent a future voice (or landscape) that is important to bring into the conversation.

In fact, bringing in a tangible temporal lens into conversations does change how we make decisions for the longterm and changes our immediate frame of reference into more collective and planetary focused frames.

Community Future Forums

You know how people talk to people with whom they agree and aren't able to talk with or understand the views of others?

Well, what we do is convene groups of people from the whole political spectrum at a local level in local "future forums" where people meet in structured, diverse groups to talk about their fears and concerns, hopes, and desires in a respectful way to find common ground about what unites us.

In fact, community "teal" candidates offer an example of how diverse people can come together, but we want to expand that to include people from the whole political spectrum.

Teach the Talk

You know how it feels like everyone is yelling at each other and we can't express ourselves without being shouted down?

Well, what we do is teach kids from early childhood how to listen and talk to each other and engage with diverse views from multiple communities constructively, taught and modelled by expert facilitators, before bad habits set in.

In fact, we're already doing it. Primary Ethics and Philosophy for Children are teaching kids as young as five how to discuss difficult issues – and the kids who have done this are already getting better grades and forming better relationships with their peers and others.

Deliberating across difference

You know how society has been getting more and more polarised because we all live in our own bubbles?

Well, what we do is set up these beautiful pop-up Conversation Centres that hold facilitated, catered conversations for paid, randomly selected participants to learn about different perspectives on difficult topics affecting their bioregion.

In fact, we've seen from experience with deliberative processes around the world that talking things through like this can help people move past their differences and find common ground around public goods.

Doughnut citizen juries

You know how every time we try to solve a problem or plan a project, we get multiple experts to help us and they all pull in different directions with the only common factor among them being to assume we'll keep growing economically forever – which we all know is a huge problem for climate change?

Well, what we do is change the way policy is made and projects are planned. We develop local "city portraits" based on the doughnut economics frameworks to guide our decisions, and we have standing citizen juries (made up of a massively diverse cross-section of people) who regularly assess whether policy and projects match up to the city portrait goals.

In fact, people are now so keen to join these juries that there are waiting lists, because we've used the four-day work week structure that's been successful in several other settings to free up Wednesdays for everyone, provided they sit on a "doughnut citizen jury" once a month.

Mapping the Ideas

The participant's ideas from workshop two have been thematically grouped below to identify what parts of the system they are influencing, where there may be overlap and connections across the ideas, how they may complement one-another, and what might be missing.



Causal Layered Analysis of Ideas

Causal Layered Analysis is a technique used in futures studies, planning, and foresight to understand and more effectively shape the future. The iceberg above the water signifies "problem". The iceberg below the water demonstrates the "causes", "worldviews", and "metaphors and myths" which underpin the problem. More significant change is required to address factors further down the iceberg.

Time scale of change

Problem

Continuous

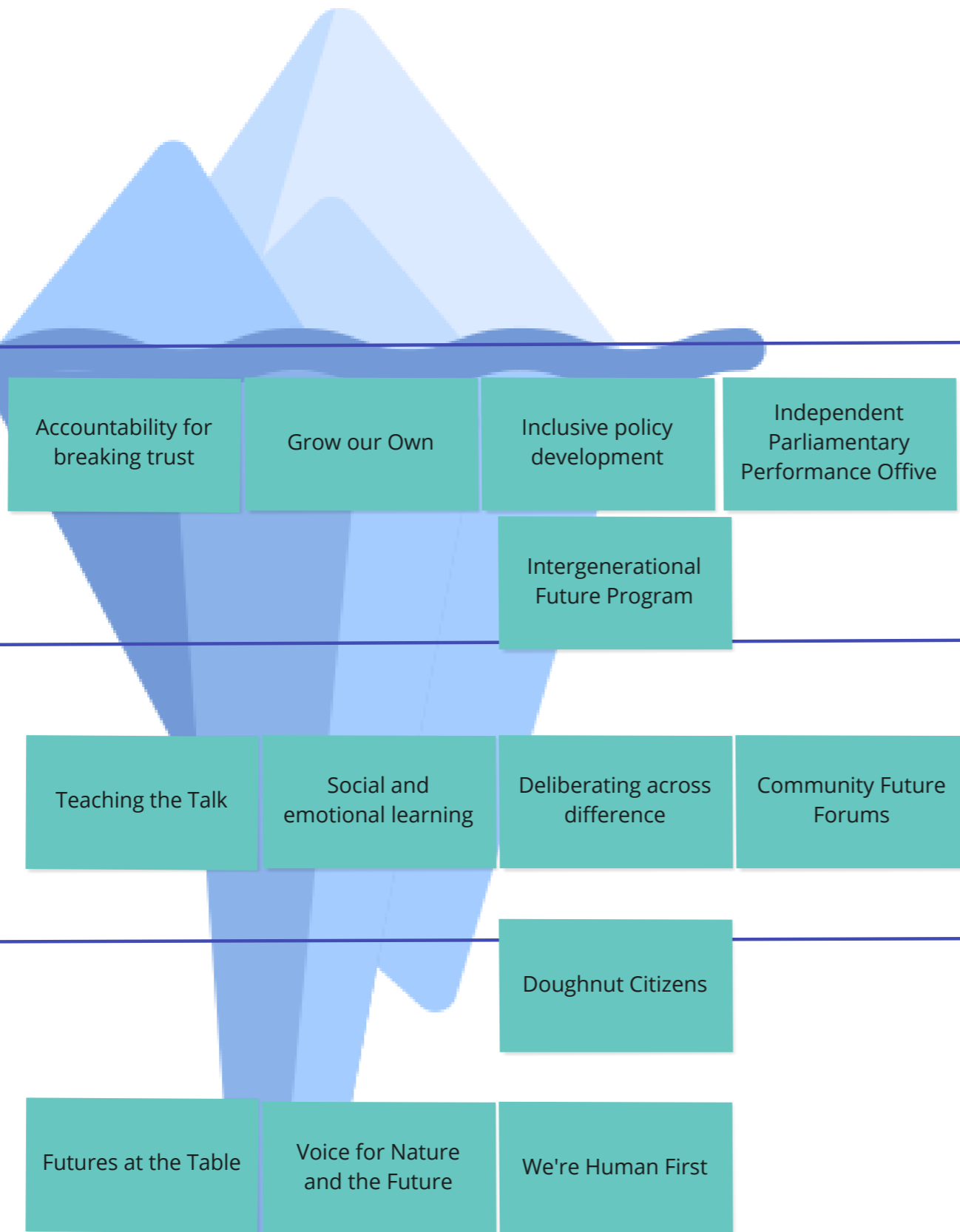
Causes

Years

Worldview

Decades

Metaphors and myths



Causal Layered Analysis Framework

Problem	Solution	Who is responsible?	Source
Problem appears too difficult to solve.	Short-term approaches.	Governments, people.	Media such as television, newspapers, social media.
Problem is caused by short-term historical factors or it is a process or system issue.	Integrated approaches, systemic solutions.	Partnerships between sections of society.	Policy journals, editorials.
Problem is constituted by frame of analysis, deep structures of belief, and assumptions.	Transform beliefs, rethink self and others, change paradigms.	Writers, philosophers, those outside of the dominant discourse.	Peripheral journals.
Problem is constituted of core myths and/or stories.	Alternative stories	Collective unconscious often guided by visionaries.	Works of artists and visionaries.

Part Three: The Consultation

Taking an Idea to the Next Phase

As a think-and-do tank, Next25 is committed to developing and implementing interventions that positively transform how Australia makes its future. While Next25 will ultimately determine what the next steps are, we are interested in understanding how members of our community perceive the impact and feasibility of each idea – and what their appetite is to be involved in their development. Therefore, we are currently undertaking consultation with select stakeholders to help us determine which idea or ideas we should further develop.

If you are part of the Next25 community, a supporter, a member of our Board or Research Committee, or a participant in our research (including Recoded interviews or workshops on constructive discourse), we invite you to complete the [ideas survey](#) by July 15. The survey should take no longer than 20 minutes to complete.

Once the survey results are in, Next25 will undergo an experimentation phase on a shortlist of ideas in order to determine which one we will bring to life.

[Complete our survey and tell us what you think about the ideas](#)

Thank you for reading this workbook

We look forward to updating you on the results of our consultation and experimentation.

You can learn more about our work on this topic [here](#).

If you would like to learn more, have questions, or would like to get involved in Constructive Discourse please email us at contact@next25.org.au.

Reporting on the perceived impact and feasibility of ideas,
and appetite for committment

COMING SOON

COMING SOON

Part Four: The Experimentation

COMING SOON

Part Five: The Implementation

Thank you