

HOW TO MAKE A DIFFERENCE

WITH NOT FOR

ONE ANOTHER



www.thehumanhive.org

“I have learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Maya Angelou

**This is a small but
immensely powerful book.
It will take you on a journey to
feeling stronger, braver
and more able to **step up**
and **BE the Difference**
you want to see in the world.**

Have you ever found yourself shouting at the tv saying
“someone really needs to do
something about that”?

Us too!

We see things every day on the news or in our
environment that we wish something could
be done about.

But doing something is easier said than done.

Sometimes those problems seem so big and complex
that as one ordinary person it just feels too overwhelming.
Better to leave it to the experts to deal with.

And yet sometimes the feeling sticks...

So we talk about it with our friends for a while but don't
do anything concrete towards helping. But sometimes, a
challenge comes along that piques our interest for some
reason. It calls to us again and again, or it grabs our
attention and snaps our head round. Something about
that particular challenge makes us decide to investigate

further to see if there is something that we can do to help.

So you might start by giving something **TO** someone - making a donation, signing an online petition packing and sending clothes to people in need. You might go further and start to do things **FOR** people. By volunteering at your local shelter, joining a litter-pick or even travelling abroad to offer your help to a project.

It feels great to be more involved in making a difference. However we don't always get to see the fruits of our labours and often we don't know if our actions have had the lasting impact that we hoped they would. Sometimes we face the harsh realisation that the difference we made was fleeting and that the problem still exists. That can be really hard to bear.

So what can you do?

Human challenges are complex. Sometimes there is no obvious way to help immediately.

And no one person can help everyone.

How do we even **start?**
choose where to

Well the good news is we can all do something to help someone. This little book will get you turning Random Acts of Kindness into Purposeful Acts of Usefulness and you will immediately feel the difference that makes. Kindness is the starting point of all humanitarian endeavours. It gets us thinking about others, off our backsides and out the door to lend a helping hand. But kindness isn't always enough by itself to find long term solutions to life's challenges. Without purposeful planning our actions don't always make the difference that we'd like them to.

Here at **The Human Hive** we believe in working **WITH** people by channelling the very best of our skills, expertise and experience directly to where it's needed most and building relationships with people so that we know, beyond a doubt, the difference that we can make to one another's lives. We give from our strenghts, from the best we have to offer.

Because we believe in empowerment.

Empowerment grows as dependency shrinks. When we share the skills, expertise and confidence that we have in abundance, we encourage and enable others to develop their skills too. Each encounter leaves people feeling stronger, better equipped and more able to face the next challenge that comes their way. Because when you work

WITH people, standing side by side as equals, everybody gains.

At **The Human Hive**, we've distilled two lifetime's worth of ideas and experiences into a framework that makes it easier for anyone to have a crack at tackling life's challenges effectively. From the daily ones that we all face to the global challenges that affect millions of people. Using this framework enables us to break big ideas into manageable steps, ensuring that not only do we make the difference we want to make, but also that we have enough energy left at the end to do it again some day if we want to!

It's simple, let us guide you through...



**STEP
ONE:**

**TAKE
NOTICE**

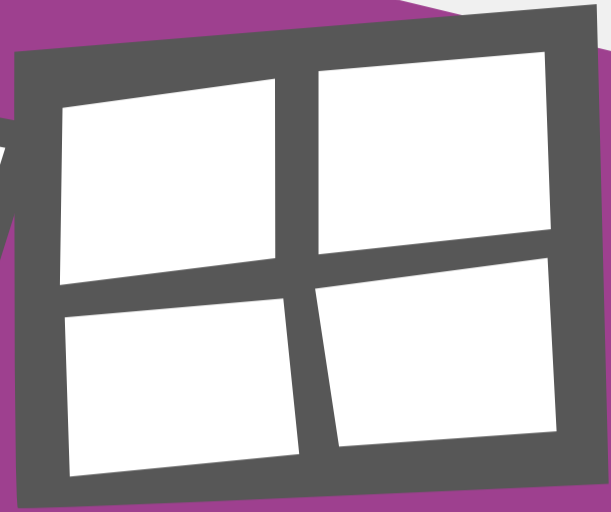
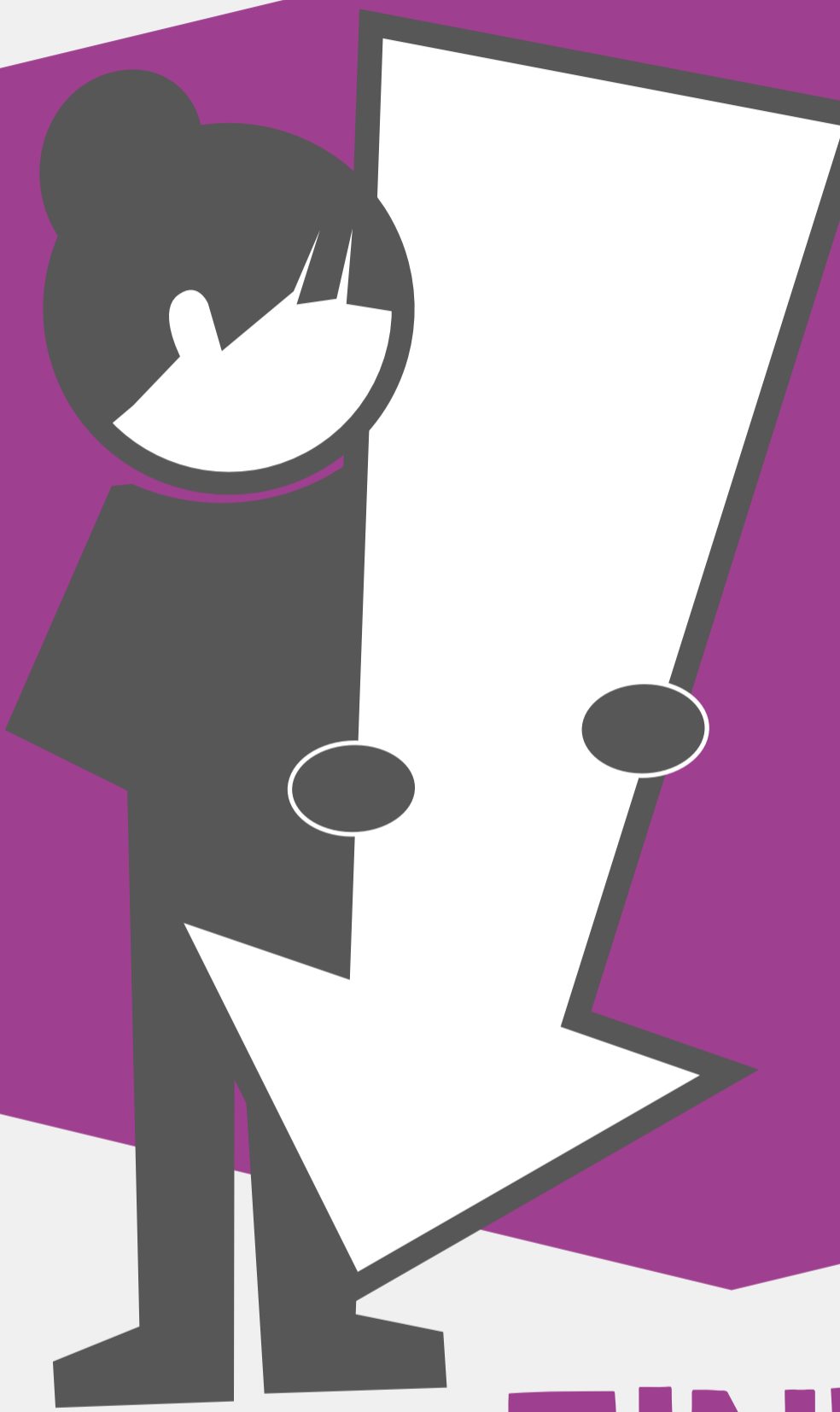
taking action is the first step toward Taking notice

There are so many things that we could do to be of use in the world.

How do we begin to choose?

Step One is the start of the selection process. It's how we begin to decide what we are going to do. Something in your world is grabbing your attention enough to make you want to get out of your living room and spring into action. It's not an intellectual thing so much as a feeling. You will feel drawn towards this cause or challenge but you may not always know why. Your gut is whispering to you that this is your opportunity to do something to help. It might even be shouting at you that you **MUST** take action **NOW!**

So **Step One** only asks that you **Take Notice**. Tune in to that little voice inside, pay attention to what it's telling you and take time to decide if this is the right cause for you.



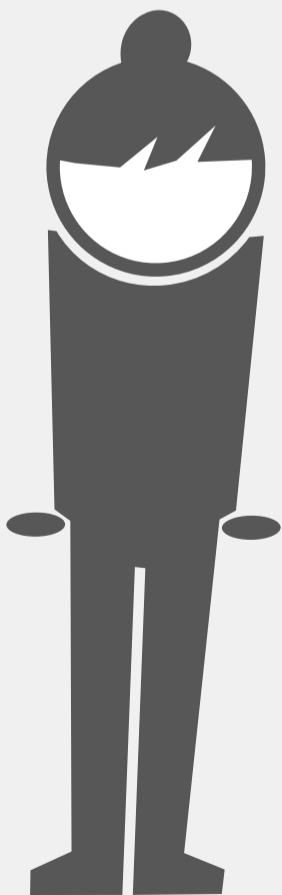
**STEP
TWO:**

**FIND
YOUR FEET**

Step Two is about taking stock. It ensures that you are in a strong position to offer your help to someone else. You've had your attention well and truly grabbed by something that's happening in your world and you know that you want to do something about it. But what is the most helpful thing you can do at this point? When we have a strong emotional response to a challenge it is easy to go in one of two directions:

You might...

Want to rush in headlong, driven by the urgent need to just "DO SOMETHING!!!!"



Or...

Get overwhelmed by the enormity of the situation, freeze to the spot and end up unable to do anything helpful at all.

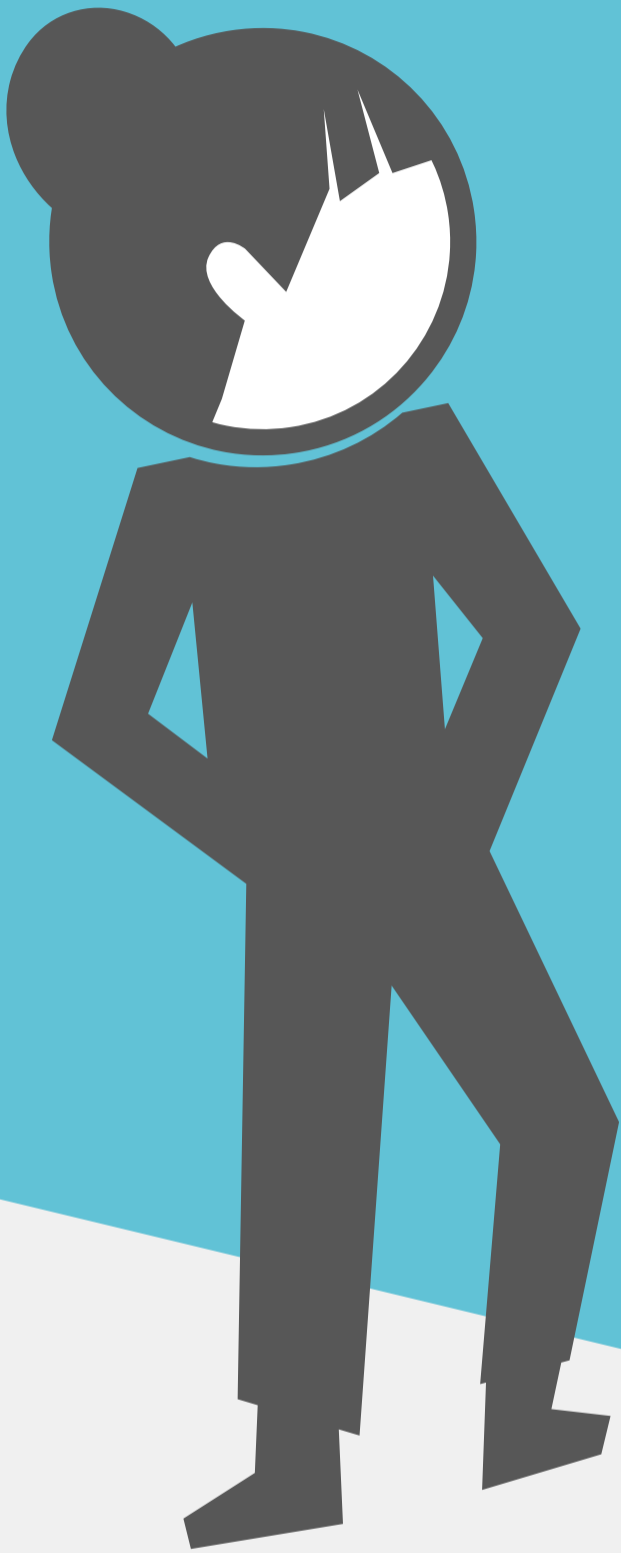
Both of these responses are instinctive, completely natural and experienced by all humans at one time or another. However, if you want to make a difference, neither of these responses are going to be terribly helpful to you.

The good news is that in between those two extremes there lies a third option, and it's a question:

“What do I already have that might be useful here?”

Preparing how to respond first can make the difference between being useful and being disappointed. Or worse, getting in the way. So take a breath and find your feet before you make any rash decisions.

- Do some research.
- Make a list of your strengths.
- Talk to other people.
- Think about whether this is the right time or the right action for you.



**STEP
THREE:**

**BE
RESPONSIVE**

Up until now...

You have been responding from the outside to something that has attracted your attention. Maybe you're the only person who knows that you're thinking about rising to a challenge.

Step Three of the framework is the moment when you begin to look at the situation from the other person's perspective. Just because you've noticed there's a problem it doesn't mean that your initial idea is going to be the right one. Maybe you don't have the full picture. Or maybe someone else got there first. Before you take lots of time out and spend lots of money on something you've been planning on your own, go and find out more about the situation from the inside.

Take time to...

Build relationships. Drink tea. Ask questions. Listen. Observe what's already been attempted and maybe lend a hand if there's something already happening. Find out where the gaps are and offer your skills where they are useful.

Then...

Respond to what you find and build your contribution accordingly.

Step Three requires humility. From the inside your wonderful idea may not fit after all. But if you listen, a new idea will sometimes reveal itself and something more useful will emerge from the conversation. What's more, by really listening you'll begin to develop trust. Trust is an essential ingredient when working with other human beings if you want to see them at their best.



**STEP
FOUR:**

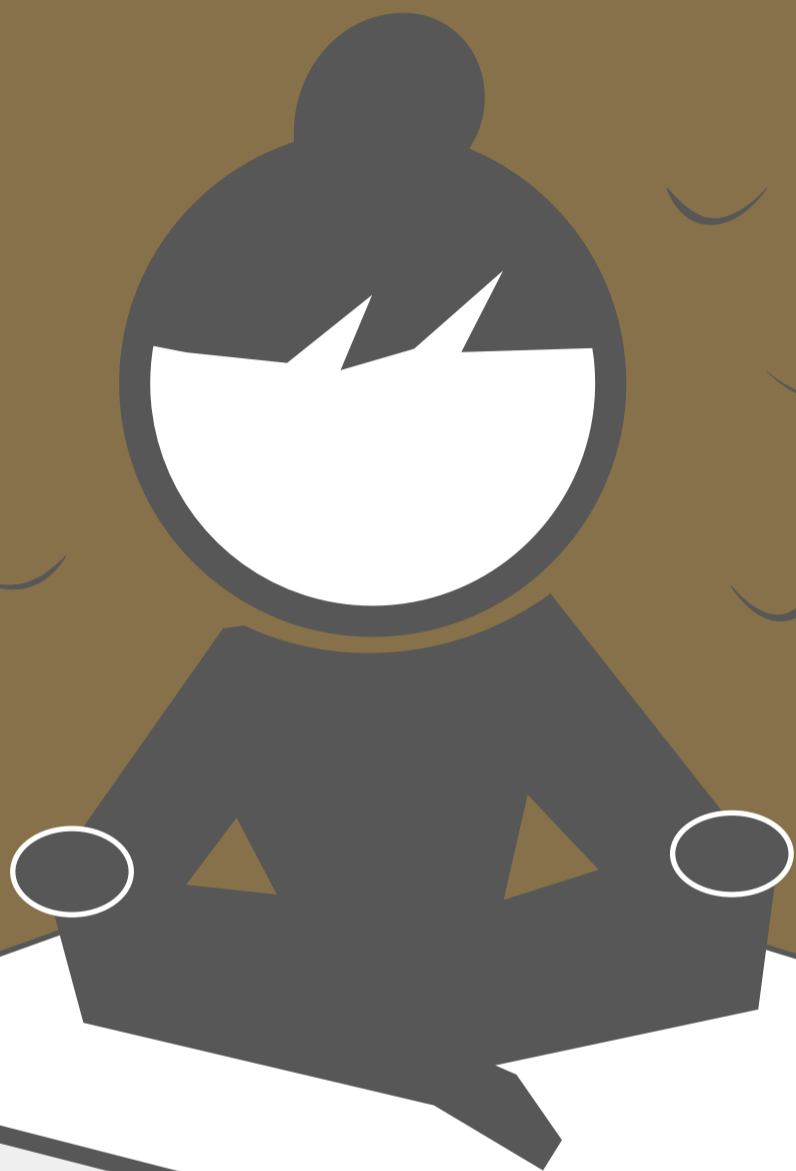
**SHARE
IDEAS**

Now that you've really got to know the challenge, gather your resources and bring in others.

Step Four is about growing your action in collaboration. It can be very tempting at this point to go away and start work all by yourself, but as excited as you are to get stuck in, resist that urge. It's not simply about delivering a ready made solution - a lasting legacy of empowerment comes through shared endeavour. That's what makes the difference. Every conversation we have makes us braver, every problem we solve makes us more confident, every challenge we overcome makes us more resilient. If someone does all those things for us we never learn how to do them for ourselves or build the skills, confidence and relationships we need to find solutions in the future.

"Give someone a fish and you feed them for one day. Teach someone to fish and they can feed themselves for a lifetime."

Chinese proverb



**STEP
FIVE:**

**LET IT
LAND**

Step Five is a reflective process and it is often skipped over because we're so quick to rush on to the next challenge or to get back to our lives.

Letting it Land isn't a luxury or an afterthought, it's a vital part of the whole process. This moment is essential for understanding. This is the moment where you derive meaning from the experience, where you see patterns and make leaps in your thinking. Where you get to bask in the afterglow of a job well done or come to terms with disappointments and learn from mistakes. This is a space for feelings and thoughts. There is no judgement here. There isn't always a complete success or a total failure, just a deeper sense of knowing. It's a space to understand what worked, what didn't and why. Without taking time to let an experience land, you won't know whether you need to go back to the drawing board, make a few tweaks or whether your work is done.



**STEP
SIX:**

**WHAT COMES
NEXT?**

Step Six is the point when you plan your next steps. Now that you've reached the end of an action and reflected on the experience, **Step Six** asks you to move forward by deciding

“what’s the best next thing to do?”

You can't really know in advance what that will be. If you want people to feel empowered to get better at solving their own problems, you have to create the conditions for empowerment to grow. Trusting people to choose the best next thing enables them to begin charting their own course through life.

**What comes next only emerges when
the time is right.**

So don't rush to choose the next step too soon - instead avoid the temptation to plan too far ahead. Sometimes people are ready to take over and sometimes you are still needed, so let the next step reveal itself as you go along and be prepared for the day that the path continues without you.

**What comes next for you might be
a whole new adventure.**

If you want to find out more about how **The Human Hive** works and meet some of the people who are already using this framework to make lasting change in their communities, take our online course:

HOW TO MAKE A DIFFERENCE

GET ACCESS >

You can also join us in **The Human Hive** by becoming a member of our online community. You'll be welcomed into a global community of active change makers making a difference every day. Bring your skills and ideas to the patchwork and help us shape a growing movement.

JOIN THE CONVERSATION >

ABOUT US



Kate McAllister

I am an associate of The UCL Institute of Education and a qualified teacher with nearly 20 years' experience in education. For the past 10 years I have been developing innovative curricula which not only improve exam results but better prepare young people to be effective learners and global citizens.

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Darren Abrahams

I am a qualified trauma therapist, a Certified High Performance Coach and the creator of many programmes designed to expand the potential of individuals and groups. I work internationally as a facilitator and project leader in the fields of creativity, community development and trauma resolution and strive to bring people back in touch with themselves so they can live consciously creative, connected lives as part of vibrant communities.

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We met in the summer of 2015. Both of us were drawn to do something to support the thousands of refugees arriving into Europe fleeing war and economic uncertainty in the Middle East and Africa. After a few months of research we went on to spend 2016 teaching in the Jungle refugee camp outside Calais in Northern France. We first converted a double decker bus into a mobile school and while we were there we developed a unique education system marrying our complementary skills as a teacher and trauma therapist. In 2017 we formed Crisis Classroom in order to take what we had learned in Calais to other places that needed emergency education. Then we set about developing a sustainable, scalable solution that could be used and adapted anywhere.

This has become **The Human Hive**, a global collective of inspiring humans taking action all around the world **WITH** not **FOR** each other.

Come and join us!

Kate & Darren

the
HUMAN
hive

www.thehumanhive.org



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