THE 3 R'S

RELEASE REDUCE REALIZE

PerView

SOCIOECONOMIC
CONSULTING & COACHING

PerView.org

📉 ACTION STEP 1: Why Are Millennials Leaving? What Can SEAM do about it?

Business Storytelling of Socioeconomics

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Edited by
Amandine Savall

World Scientific
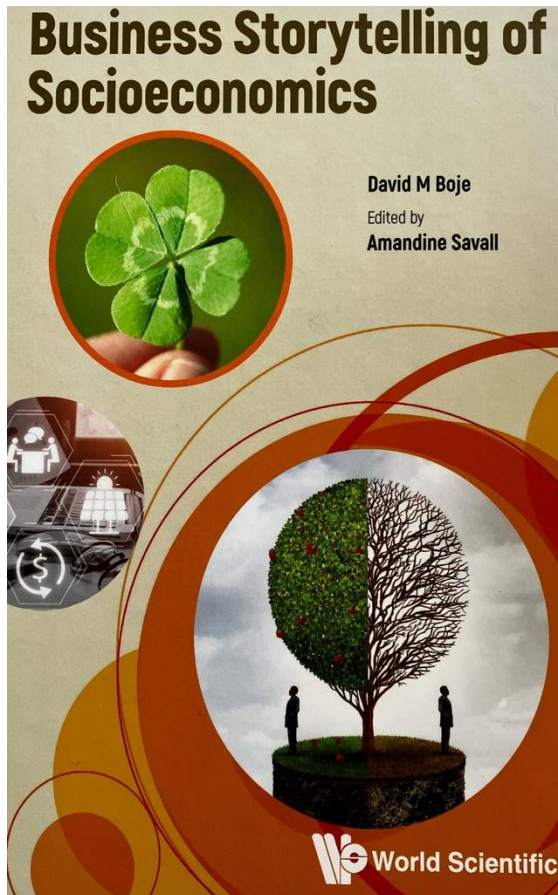
- **Disconnection from Organizational Story and Values**: Millennials often seek purpose-driven work environments. A lack of alignment with company values can lead to disengagement.

- **Lack of Communication, Coordination, and Cooperation (3 Cs)**: Ineffective communication and collaboration structures can hinder millennials' sense of belonging and contribution.

- **Burnout, Misalignment, and Unprocessed Trauma**: High expectations without adequate support can result in burnout and emotional exhaustion.

Baby Boomer
1946-1964

Gen X
1965-1980

70% of the Workforce
Y- Millennial
1981-1996

Alpha
2013-2024

Beta
2025

PerView (adj.): Describes a perspective rooted in embodied experience, revealing 'untold stories' and essential to Restorying wholeness of TAMARA-Land.
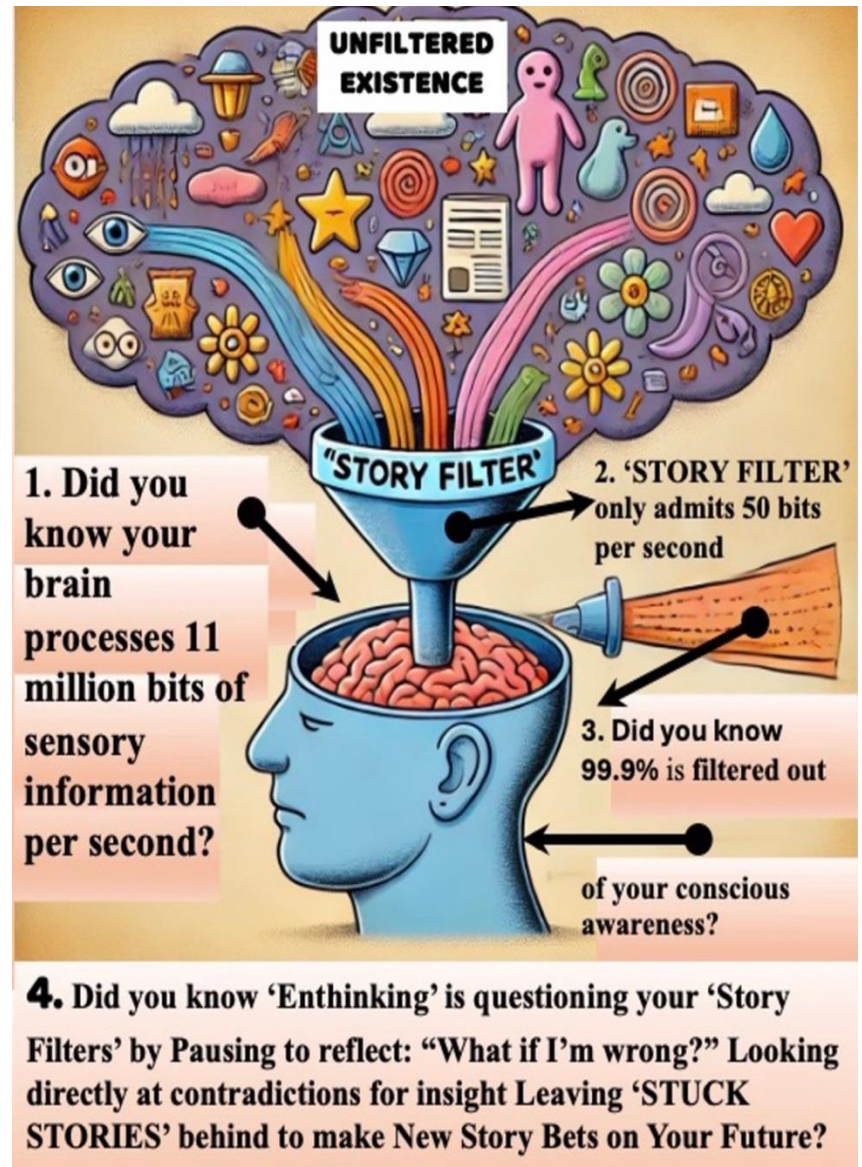
💰 The Hidden Cost of Millennial Turnover

The Hidden Cost

- Over **50% of business costs are hidden** from accounting reports, and 40% are buried under trauma memories and stuck thoughts.

Your Next Step

- **SEAM Cloverleaf** and the **7 Steps of PERVIEW Coaching** diagnose and transform turnover into talent retention.

1. **Economic Impact:** One trillion $$$ annually due to voluntary employee turnover, including millennial turnover. which costs the U.S. approximately $30.5 billion annually. Result? Strong financial impact of turnover rates, especially on US businesses.

2. **Replacement Costs**: 50% to 200% per employee's annual salary.

3. **Productivity Loss**: **6 to 9 months** before new hires reach full productivity

4. **Team Morale & Engagement**: High turnover can decrease team morale, disrupt workflows, and negatively impact customer relationships.
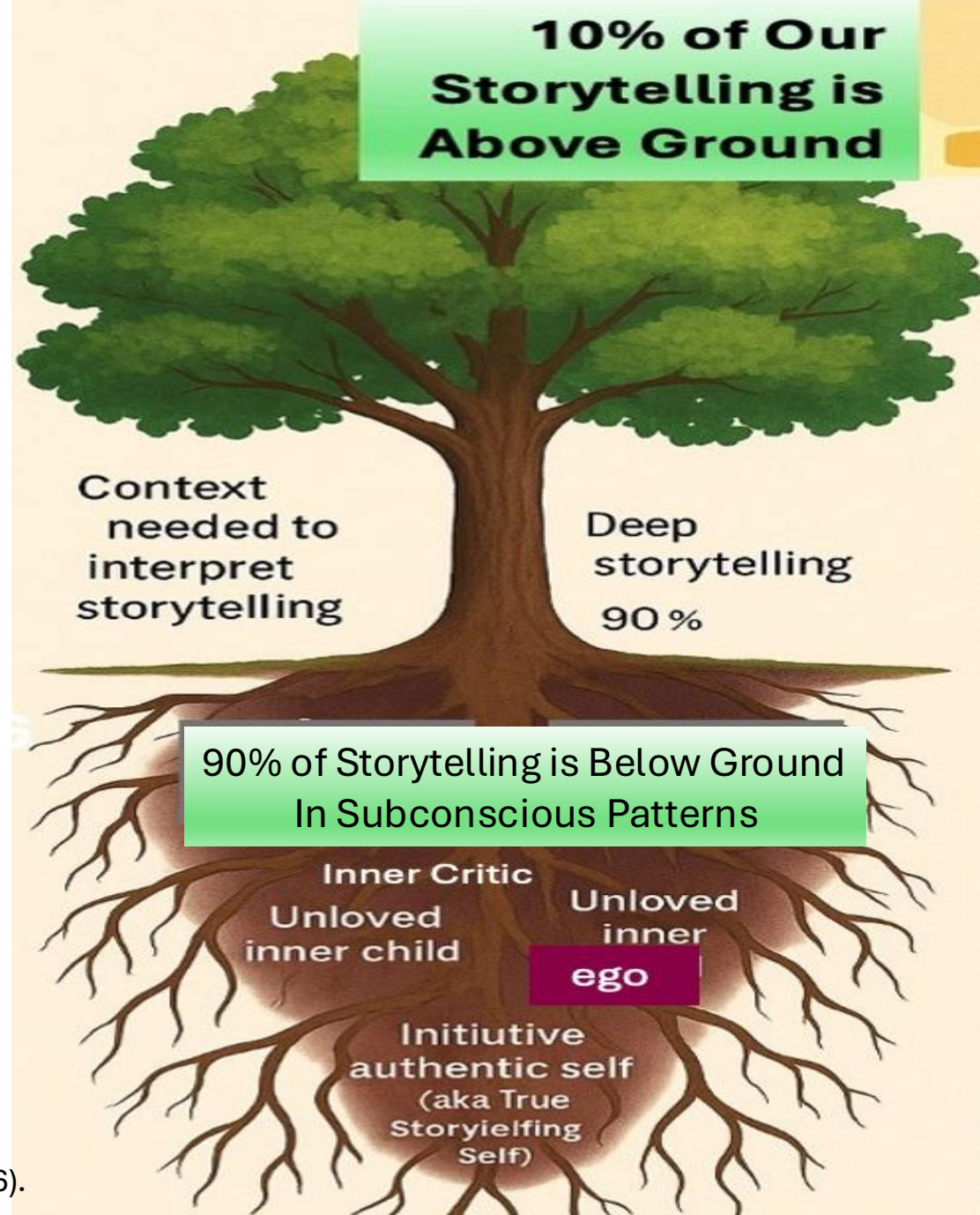
10%

Words
Gestures,
Tones

STRUCTURES
1. Physical
2. Technological
3. Organizational
4. Demographic
5. Mental

1. Working Conditions
2. Work Organization
3. 3 C's
4. Time Management
5. Integrated Training
6. Strategic Implementation

BEHAVIORS
1. Individual
2. Trade Groups
3. Professions
4. Pressure Groups
5. Whole System

RECYCLING
1. Absenteeism
2. Occupation Injuries
3. Personnel Turnover
4. Quality of Products/Services
5. Direct Productivity

UNFILTERED EXISTENCE

"STORY FILTER"

1. Did you know your brain processes 11 million bits of sensory information per second?

2. 'STORY FILTER' only admits 50 bits per second

3. Did you know 99.9% is filtered out

of your conscious awareness?

4. Did you know 'Enthinking' is questioning your 'Story Filters' by Pausing to reflect: "What if I'm wrong?" Looking directly at contradictions for insight Leaving 'STUCK STORIES' behind to make New Story Bets on Your Future?

ACTION STEP 3:

How can PERVIEW Story coaching interventions address the three epistemological pillars of SEAM?:

1. **cognitive interactivity,**

2. **contradictory subjectivity, &**

3. **generic contingency** (IBID, p. 6).

10% of Our Storytelling is Above Ground

Context needed to interpret storytelling

Deep storytelling 90%

90% of Storytelling is Below Ground In Subconscious Patterns

Inner Critic
Unloved inner child
Unloved inner ego
Initiutive authentic self (aka True Storyielfing Self)

PerView (adj.):
Describes a perspective rooted in embodied experience, revealing untold stories and essential to Restorying Tamara-Land wholeness

Henri, Veronique, Marc, & Amandine:

"... 'Storytelling' is necessary but not sufficient to elaborate a relevant representation of the object under study"
(H. Savall, Zardet, Bonnet, & A Savall, 2024: 25).
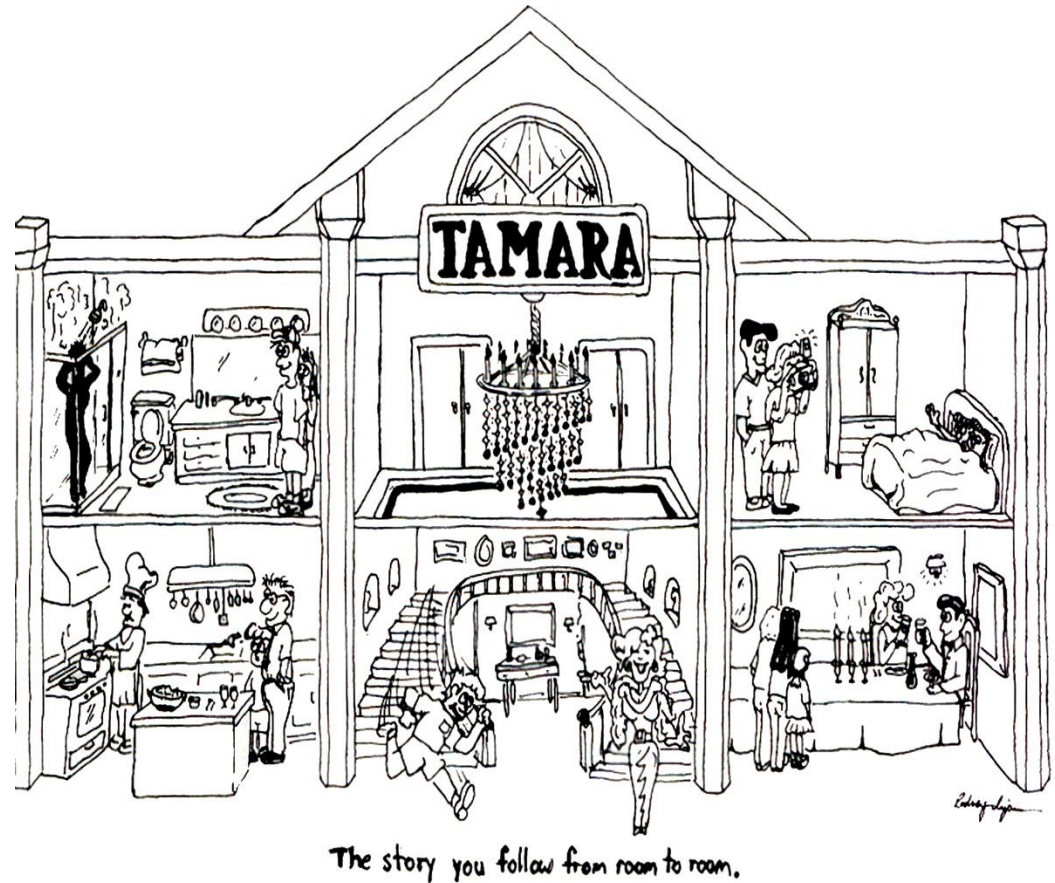
The story you follow from room to room.

Henri Savall, Veronique Zardet, Marc Bonnet, and Amandine Savall (2024) "*Presentation of SEAM and Opening Up on Storytelling Approaches* " Pp. 3-30 in David Boje (Editor-in-Chief) & Amandine Savall (Vol. 5 Editor) "*Business Storytelling of Socioeconomics*" London: World Scientific Publishing Co., Ltd. Online at
https://www.worldscientific.com/doi/pdf/10.1142/9789811273537_0001?srsltid=AfmBOoqP8xa4m4KPLe3yWD9JcO

"The cloverleaf of SEAM reflects the narrative of structures, behaviors, dysfunctions, and hidden costs. Indeed, behind each petal of the trefoil, people can express themselves… everyone tells their 'stories' through the different axes and devices of the trihedron" (H. Savall, Zardet, Bonnet, & A. Savall p. 3).

Symptomatic Storytelling is Necessary, but not Sufficient to ODC, because
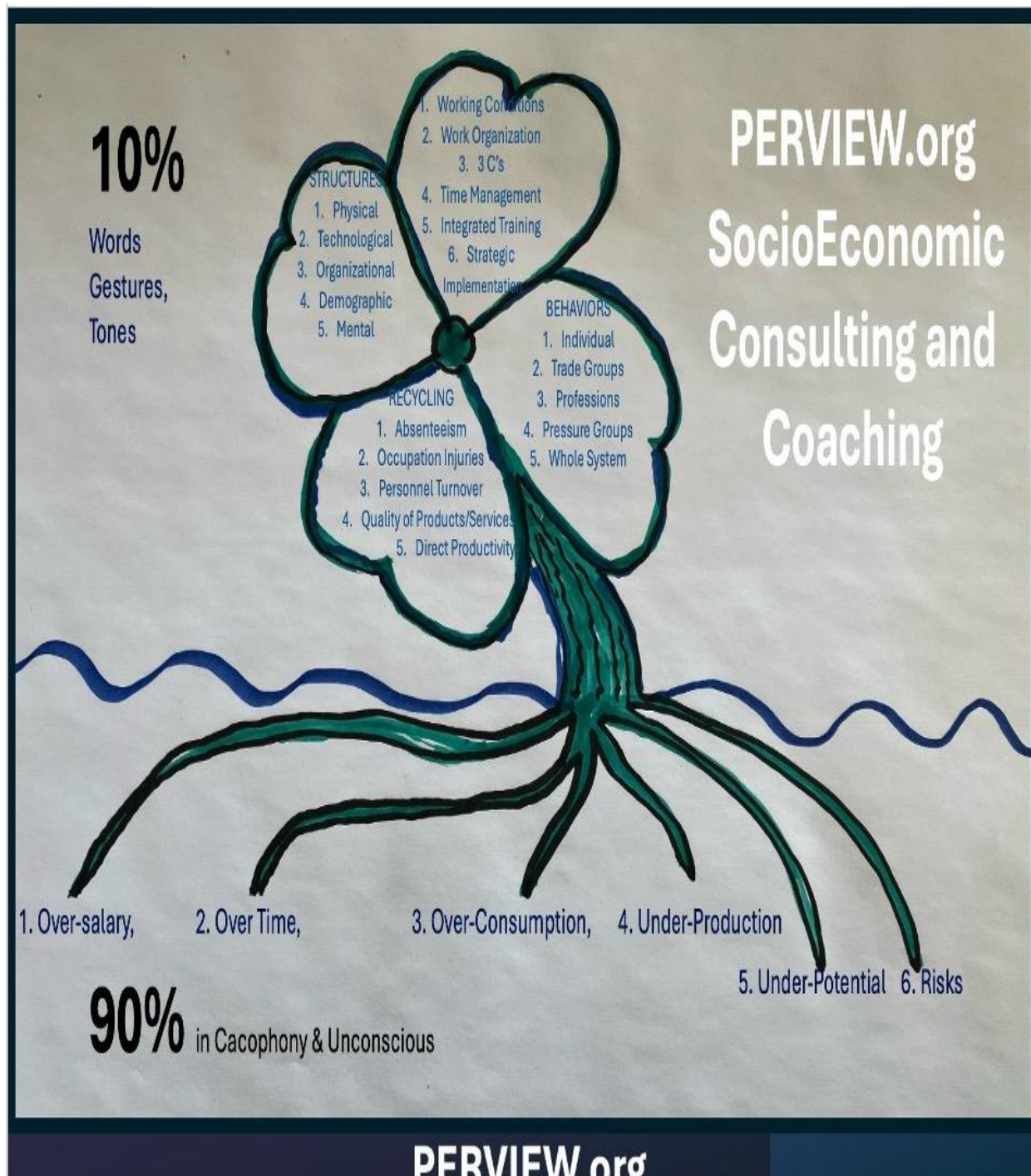'Story Filters' filter out the DADA, Traumas, & Taboos

Henri Savall, Veronique Zardet, Marc Bonnet, and Amandine Savall (2024) "*Presentation of SEAM and Opening Up on Storytelling Approaches*" Pp. 3-30 in David Boje (Editor-in-Chief) & Amandine Savall (Vol. 5 Editor) "*Business Storytelling of Socioeconomics*" London: World Scientific Publishing Co., Ltd. https://www.worldscientific.com/doi/pdf/10.1142/9789811273537_0001?srsltid=AfmBOoqP8xa4m4KPLo3vWD9JcQSIZNHJKK-
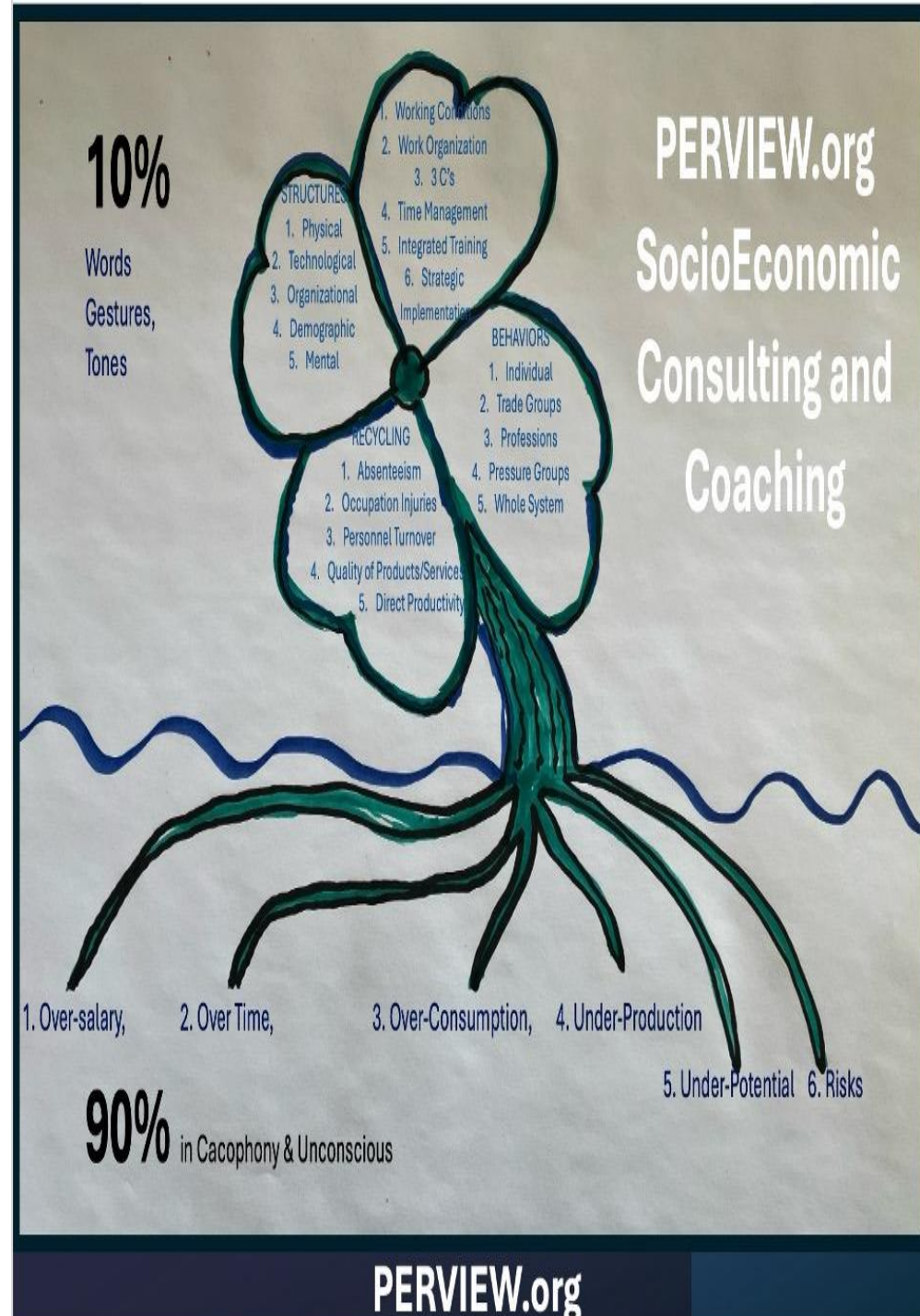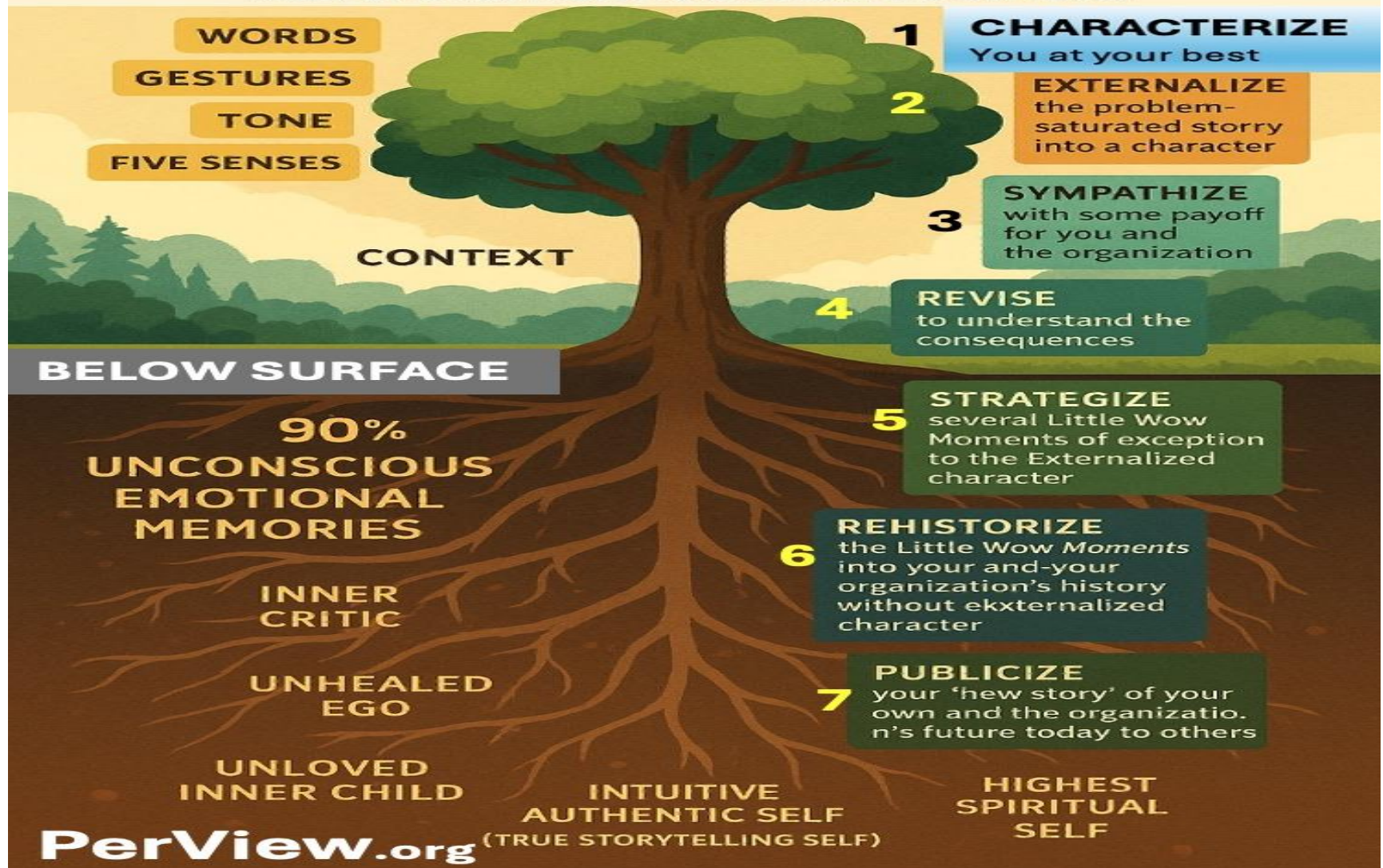
50% of all costs are 'hidden' from the accounting reports (IBID. p.5).

AND 40% of those HIDDEN COSTS are embedded in SUBCONSCIOUS HABITS that PERVIEW Coaching addresses directly

10%
Words
Gestures,
Tones

STRUCTURES
1. Physical
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3. Organizational
4. Demographic
5. Mental

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Consulting and
Coaching

1. Over-salary,   2. Over Time,   3. Over-Consumption,   4. Under-Production

5. Under-Potential   6. Risks

90% in Cacophony & Unconscious

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The Tree of Storytelling

"Most of what matters is below the surface.

WORDS

GESTURES

TONE

FIVE SENSES

CONTEXT

BELOW SURFACE

90% UNCONSCIOUS EMOTIONAL MEMORIES

INNER CRITIC

UNHEALED EGO

UNLOVED INNER CHILD

INTUITIVE AUTHENTIC SELF (TRUE STORYTELLING SELF)

HIGHEST SPIRITUAL SELF

1 CHARACTERIZE
You at your best

2 EXTERNALIZE
the problem-saturated storry into a character

3 SYMPATHIZE
with some payoff for you and the organization

4 REVISE
to understand the consequences

5 STRATEGIZE
several Little Wow Moments of exception to the Externalized character

6 REHISTORIZE
the Little Wow *Moments* into your and-your organization's history without ekxternalized character

7 PUBLICIZE
your 'hew story' of your own and the organizatio.n's future today to others
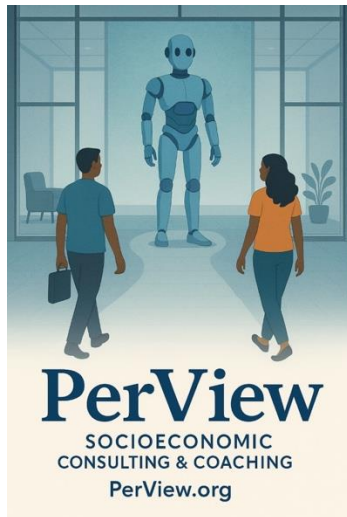
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Action Step 4 for SEAM

We recommend developing AI-engineered prompts to assist intervenors with the PERVIEW SocioEconomic Coaching questions.

- 📍 **Prompt for SEAM + PERVIEW Integration in ChatGPT4o**
- **It can be used for interviews and for training clients**

The intervenor-researchers can use PERVIEW to coach clients to release Trauma and Stuck Thoughts and get to the root cause masking the authentic self.

Develop New Questions for each step

Step 1: Characterize *Current dysfunctions and contradictions and the Organization at its Best*

- What unspoken stories are present about unsafe or unhealthy working conditions?
- How is the current work organization adding to confusion or redundancy?
- Where do employees feel most cut off from the flow of communication or coordination?
- What moments in the day drain energy most?
- What is being ignored in time scheduling that masks real labor?

- For *each step*, apply the **VIEW protocol exactly as defined**:

- **V** = Vibrations of embodiment question
- **I** = Internal thoughts and emotions questions
- **E** = Energy rating metric (1–10)
- **W** = Wave collapse into choice in a question, transitioning each step to the next one.

Develop New Questions for each step

Step 2: Externalize *Move the 'Problem Saturated Account' outside the person, into systems and shared patterns by giving it a Character Name*
- How have training gaps created predictable role strain or dysfunctions?
- What role does policy (not personality) play in time mismanagement?
- Where is poor coordination a structural—not individual—issue?
- What system dynamics are driving the same failures across departments?

Step 3: Sympathize *With the payoff for keeping habits in place; allow emotional truth to surface*
- What do employees feel when asked to perform without adequate strategic direction?
- How has communication fatigue (too many meetings, not enough clarity) impacted emotions?
- What does the body say when given a chance to express the weight of dysfunction?
- Which past efforts were never honored, and how has that affected morale?

Develop New Questions for each step

Step 4: Revise *What are the consequences of keeping the habits as they are? Test revised narratives*

- What does a more humane and effective training system look like in story form?
- What simple revision in time allocation might open space for wellbeing?
- What would improved work organization feel like, moment to moment?
- What one change in coordination could be tried this week?

- **Step 5: Strategize** *List 3 to 7 'Little Wow Moments' that were exceptions to the usual way of handling things and turn them into plans*
- What strategic implementation step can be tested immediately?
- What rituals or rhythms support better time management?
- How will integrated training be co-designed by the people doing the work?
- What 3 C's protocol (e.g., daily huddles) can boost coordination?

Develop New Questions for each step

- **Step 6: Rehistoricize.** *Embed the new story into a timeline of past, present, and future—without the Problem-Saturated Account*

- What legacy beliefs about working conditions are no longer valid?

- How did old ways of organizing work contribute to both success and stagnation?

- What stories of past coordination failures are now being healed through new practices?

- How is time and training being revalued through hindsight?

- **Step 7: Publicize** *Who can you tell, and who is in your support group? Share the new story publicly*

- What story do we now tell about strategic excellence?

- What message do we want others to receive about our new training culture?

- How do we perform better communication through voice, posture, and ritual?

- What symbols (visuals, language, rituals) will transmit our new identity?