



# ETERNAL CHILD

# Archetypes in Organizations



Self

Shadow

Anima and Animus

Persona

Sage

King

Adventurer

Trickster

Eternal Child

Friend

Artist

Gaia

Cosmogony

Soteriology

# Eternal Child

- *puer aeternus*
- *puella aeterna*

Víte, že mi letos bude  
**60?**



# Innocence

- Energy, enthusiasm
- Beginner's luck
- Spring
- No memories
- No prejudice
- Hope and rebirth



*The Lady and the Unicorn, the  
Cluny Museum, Paris*

'I have no name;  
I am but two days old.'  
What shall I call thee?  
'I happy am,  
Joy is my name.'  
Sweet joy befall thee!

Pretty joy!  
Sweet joy, but two days  
old.  
Sweet joy I call thee:  
Thou dost smile,  
I sing the while;  
Sweet joy befall thee!

(William Blake, from *Songs of  
Innocence*)



# Dark Side: Triumph of stupidity

- Irresponsible
- Immature
- Arrogant
- Incapable of sacrifice
- Narcissistic



*Narcissus* by Caravaggio

# Przykłady

- Ganimede
- Kora
- Iakchos, child Dionysus
- *Pippi* (Astrid Lindgren)
- *Peter Pan* (James Matthew Barrie)



Inger Nilsson as Pippi Longstocking

# Autopoiesis

The ability of the system to self-create, self-regenerate and self-renew. This ability enables the survival of a living system (Humberto Maturana & Francisco Varela; Niklas Luhmann)

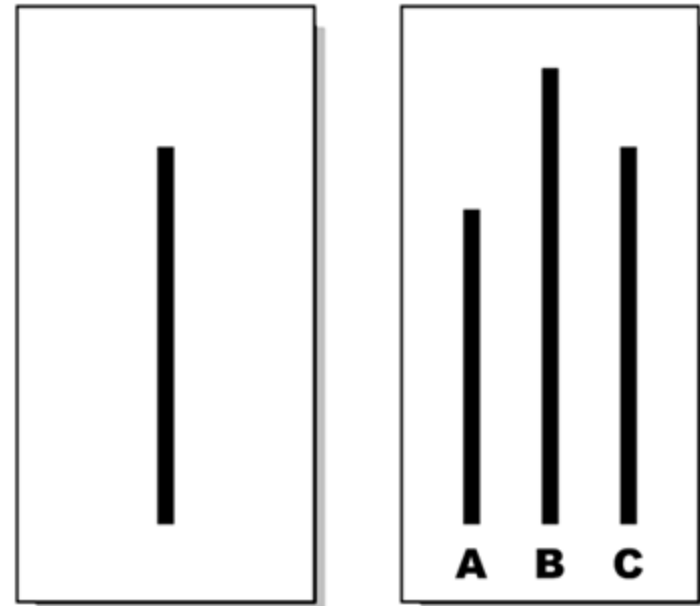


Samorost by Amanita Design



# Why so vita? – Conformism!

... does not produce maturity,  
but permanent  
immaturity, devoid of  
spontaneity and innocence  
(William Whyte)



The Solomon Asch conformity  
experiments

# Socialization

- Socialization has the potential for renewal, but this potential is untapped (John Van Maanen)
- Obedience instead of maturity - destroying enthusiasm, no spontaneity, no innocence (William Whyte)



Jacob Gerritszoon Cuyp, *Portrait of a Child with a Flower*

# Socialization as the production of permanent immaturity

- Management expectations do not always correspond to group standards, but this does not necessarily lead to vertical conformism (against hierarchy); you can enter into dialogue with management
- Serial socialization (older models to follow) does not cause the effect of conformism but counteracts innovative solutions
- Disjunctive socialization (training and regulations) leads to a sense of insecurity and, secondarily, may cause the effect of group conformism



Pink Floyd, *The Wall*

# Play

- Johan Huizinga, *Homo Ludens*: the role of play in culture.
- Creative adults can, like children, get carried away with play.
- Play is freedom.
- Play happens outside of ordinary reality.
- Play cannot have material goals.



Boleki i Lolek na Dzikim Zachodzie

**Gamification – not play!**

# Fun?

The new work ethic finds a central place for "fun" (leading, implicitly, to new levels of liberation).

Perhaps more fundamental is the indication contained in these uses of play that a new understanding of the horizon of life is on the brink of emergence: the anticipation of a life with no predictable end, or at least promising endless youth thanks to the eternally preserved and active "inner child" (Bogdan Costea).



Robin Williams as Peter Pan in *Hook*  
(directed by Steven Spielberg)

# Play is serious

Culture is created in the form of play, [...] it is play from the very beginning. Even those activities that are aimed at immediate satisfaction of life's needs, such as hunting in an archaic society, tend to take the form of play. Social life is endowed with superbiological forms, in the form of play, which increase its value (Johan Huizinga)



Antonio Gaudí's Casa Mila in Barcelona

# Luck

- Robert Merton and Elinor Barber *The Travels and Adventures of Serendipity* (1958):
- Serendipity as encounter with sudden enlightenment



The Three Princes of Serendip from an old Persian manuscript

# Creativity

- We grow up but keep an inner child
- Keeping in touch with it opens us to the source of the most natural and spontaneous source of creativity: we are all creative
- The inner child is a relatively „safe” possibility of contact with creative energies





# Thought experiment

Think of the tale of  
Cinderella. Invent an own  
ending!



Laurent Chehere