

RECURRING



**Approximately
one person is
recruited and
integrated to
the family of
Ent (the 36)
every two
years...be that
one person.**

LET'S BEGIN

We have tried to make our recruitment as inclusive as possible, giving each person a fair and equal opportunity to be evaluated on their merit and capability. However, the purpose of our recruitment process is to objectively evaluate whether a person will be able to operate and thrive in a team such as ours, while enabling us to continue progressing smoothly, even with new additions to our team.

We believe in forward thinking and advancement, but we are also traditional in our approach. Ensuring all recruits and members are prepared for worse case scenarios. This will require a lot of reading and learning which is still one of the primary ways people pass on information. And this is a minimum requirement in our world. We are aware this can be challenging for some people whether through impairment or personality difficulties. But that is the point, that is the first test and taste of the type of people we are. How do you react to a challenge? Do you find clever ways of working with what's been given? do you overcome or simplifying, do you find ways of getting the same result while factoring for your unique preferences & needs. An attitude that shows less that the world has a responsibility to factor for you and more that you have a responsibility to yourself to factor for the lacks of the world, So you are never left in a vulnerable or impaired position.

You will not be evaluated based on an impairment or disability or even a life circumstance or situation, but much more how a person works internally in themselves to overcome their individual challenges to get through their day to day lives even with the presence of the challenges. This is less about the physical impairment and more about the attitude or personality towards it.

What we can offer a person however is something that we all need to thrive and achieve our true visions and potential and that is time. If for any reason you need more time, ask, we will support you.

This is the vipers pit, the lion's den, the gladiators enclave. Levidians are civilised savages.

If you understand and accept this, then you have passed the first test, you have an attitude we are looking for. Therefore, we genuinely wish you the best of luck with your recruitment.



DEFINING THE LINES

Many people in the early part of their recruitment struggle to categorise, define and then separate the three aspects of Business/Employee, Levidian/family or society, and Personal/friendship. We do not blame people for this, the three can be confusing so we will attempt to simplify.

EMPLOYEE

As an employee you have objectives and missions that you complete. You are expected to do these within set hours of 09:00- 18:00 or some variation, and in exchange, you are paid a wage. The better you are at your job the more you are promoted, and by extension the more money you will make from each company. Ideally, you would do well enough to eventually be promoted to senior positions in one or more company or onto the board of directors. We want to keep the heads of companies and general leaders as members of the family or people we work with closely. You are expected to update the progress of your missions on the mission's board and be able to give adequate feedback on your progress.

LEVIDIAN

As a levidian the defining factor is that we have unique relationships with each other that have been made and cultivated through time and willingness to sacrifice that has enabled us to become a true family. These are people we chill with, people we fight alongside and sometimes even fight with, but despite everything, we have learned to be ok depending on each other in times of want and need. We trust each other, we are real with each other, we keep each other's secrets and share our plans and goals with each other. The most important aspect however is that we share in the vision and goals of the Ent empire, you are considered in all things that is of benefit to an individual. Including, but not limited to, factoring for our plans and goals and you share in the benefit of all things if you are willing to also put into them or make sacrifices for them and the people involved. The Levidian society/family is about collective strength found in unity and co-operation moving with the strength and conviction and resources of many instead of just one individual. We help each other buy houses, and cars, we help each other raise children, gain knowledge, build resources, and enable collective security and stability that in turn empowers the individual.

But our family is one of structure, and progress as there are two halves of it, to be supportive of all members and give them room to grow but also to progress. The family owns the companies and all other things that bring income. But they also follow the lead of primes and respect the members of the table.

LASTLY, WE ARE FRIENDS.

Friendships are important. Outside of work and what we are paid for, and outside the duty of levidians and what each of us must do, the pledge we made, and positions we play we also are people. We naturally get along and need moments and times where we can do things without judgement or consequence, where we can chill have fun and be ourselves as wild as we wish to be as we must at some point be free of all structure, order, hierarchy, duties and concepts and just be people in order to bond and be true to ourselves and each other. This is where friendship comes in and played a part and it is imperative that we understand that as well as the where, when, what, how it all works to keep ourselves at the most optimum level



Clarification with examples

As a Levidian I will look after you if you're sick it's my duty and responsibility, as your friend I will be sympathetic and supportive, as your employer I'll remind you once you've recovered you've got a deadline that still needs to be met so don't be relaxing past wellness as you play an integral role.

If I see something silly you do in your personal life as an employer, it is not my business one bit, and I will pay it no mind unless it affects your job or our income. As a levidian I have a duty to tell you to stop if it is dangerous to your well-being or others and if dangerous enough take actions as ultimately this family takes responsibility for your well-being and is linked to you. As your friend I can either support it or tell you, you're crazy for that, but I will not impose any consequence as you are your own person who is autonomous and must live and die by your choices. E.g. drink driving.

As your friend we can talk to each other anyhow and talk about anything we can laugh and gist e.g. we can laugh about robbing banks or sometimes wanting to just give up on life because what really is this thing we are living! As levidians however I do not want to hear no weak mentality talking about I cannot, and I give up. I taught you better than that save that for the Lord. And as an employee why are you talking about your feelings at work is not that highly inappropriate and way too personal this is for your therapist (I joke in...seriousness)

If I ask to use your car or give you mine to use it is not as an employer, as a levidian you can say no but accept what will come with that. As your friend you can say no, but I will feel how I will feel like any friend would.

Key Points



Employees work in the companies, levidians own them.

You can be fired from the company and still be a levidian though it is unusual it is not impossible and vice versa.

It is about making sure we are respecting autonomy. You are free to do as you please. As an employee you are free to do as you, please as you would anywhere else you have worked but whatever would happen to you there has to be what happens to you here. the better you are at your job and the more you go beyond at another place is the more you are rewarded and that is the same here. As a friend you can do as you, please act as you want anywhere else that is the same way here but be aware that you will be rewarded or held accountable based on this behaviour. As a Levidian we will give you a certain amount of time to grow change and adapt to meet the standard we all work to meet. One of respect, dignity, gratitude co-operation and composure. Once that time expires the rest of us must decide if you have developed enough to facilitate the dream or the changes needed to achieve it.

Levidians is about fulfilling your duty to keep the other members of the collective and yourself standing to achieve the mission of the future in the best and easiest possible way, employee is about being paid for what you do day to day in order to survive and have the resources to build as Levidians. And friendships are what makes those other bonds strong and worth it as we go through this life together.

You are an employee for set hours per day. A Friendships exists primarily outside of work and at the times you are not being asked or called upon to be a Levidian. Levidian is a mentality and a state of existence that is called upon at different points when it is needed usually to fulfil missions that drives our goals forward or for members who we share our goals and mission with. Levidians are serious but united in strength and collective progression, employee is about fulfilling missions at the pinnacle of capability in exchange for pay in that moment. If you are doing this recruitment, it is because you are seeking to be a Levidian.

Internal Recruitment Map

Completion time – 3 weeks to indefinitely

Our recruitment process has been refined and streamlined. This was done to facilitate members and partners looking to join us worldwide. Ensuring that all have a fair and equal chance of being considered and included when being considered for Levidian status. In addition, in comparison to before the requirements to becoming a Levidian has dramatically changed and so our recruitment process has been adapted to reflect that.

THE FOCUS OF THIS RECRUIT PROCESS IS:

01

For us to learn more about everyone that wishes to be considered for Levidian status. Giving many opportunities to describe and display themselves in the best conceivable way. Showing us through different mediums who they are, what they are all about, and what they are capable of. Through methods such as C/Vs, recommendations, cover letters and media. As well as challenge them to discover things even deeper about themselves they may not have thought about while applying for Levidian status.

02

To teach an individual everything they would need to know about us before getting to the final stage of acceptance so they may make a well-informed decision before membership is offered or accepted.

03

To test a person's endurance and determination providing opportunity to display their ability to follow through to the end for reward as all Levidians before them has had to do to be accepted and to achieve.

04

To Upskill and upscale an individual in advance of membership to make their transition to operating and becoming a member of our team smoother as there is not so many gaps in knowledge and interest.

05

To create a filtering system that separates those who are not able or prepared to give what it takes from those who are further refining our membership to only the elite. The most passionate and dedicated of individuals which only increase quality and capability. "A small dedicated few, is much more progressive than an undedicated many."

How We Recruit

1. A person is discovered or recommended.
2. Due diligence is done on that person.
3. That person's information is formally put forward in a family meeting.
4. If enough is heard about a person which garners enough faith in an icon a member of the table can volunteer to endorse them.
5. If not enough is heard, known, or presented it falls to the primes which can accept and assign automatically or take it in and conduct their own information gathering.
6. Once a decision has been reached an individual will receive a formal invite to present themselves to the primes and possibly the greater collective. (this invite is the first velvet based one)
7. After this, the first of the ceremony of the 5th event (The riddle) is completed and if successful that person can personally operate within the Ent Empire.
8. At varying times the other 2 next in line to be testes is issued (test of faith) (Test of sacrifice)
9. At this stage if successful an individual will be invited to round 2, where you will receive a Levidier recruitment letter and gift. As well as receive the first 3 books if Ent.
10. A person has 7 days to confirm if they accept otherwise, they will simply be removal form consideration.

11. Once confirmed they will be asked to complete the 4th stage of the ceremony of the fifth.
12. Upon completion they will be issued with the Ent Empire contract, and an award stating their acceptance and recognition within the Ent Empire with their name, their sigil, their icon number among other things.
13. After a variable probationary period a member will receive their ceremony of the 5th invite which is very prestigious scroll detailing information about the individual and the ceremony. An accompanying letter is also sent.
14. At the ceremony an individual is given their sword, shield, cape, ring, formal sigil icon.
15. Given a contract in the Gold Folder.
16. Depending on Levidier level an individual is expected to come up with their own house data and information.
17. Book 4,5,6 is issued to an icon and "sessions" and specific meetings and events are added to their calendar in some cases.
18. Icon completes what is laid out in book 4,5,6 in order to better put themselves in positions of strength in general society and better align with Ent member lifestyle and standards of living, all whilst fulfilling their duties.
19. If a dossier or profile for an individual is not created, then one will be created at this point.



**We are focused
on expansion
and growth
and so we are
providing the
opportunity
worldwide
for people
to be active
participating
members of
our society
and family.
But you must
be tested and
trained first.**

Levidian Society

Ranking

01

RECRUIT

This is the rank each person starts at once they have filled out the recruitment form at stage 1 task 3.

02

THE ORDER OF THE HOOD

Upon completion of stage 2 of the recruitment process, you become a member of the society with the rank of 'MEMBER' 'of the order of the hood'

04

CIRCLE VAI ESH NAA

'Circle member' This is the rank a person gets when they have completed stage 4 of the recruitment process. The 36 members of the levidian family who bares names and sigils. In the family there are various levels of influence and resources to different houses, members, and people. Going from weaker to stronger. But all are strong because they have a sigil and a name. In addition, great houses can attain pillars that further adds credibility to their name but also security in the form of necessity and priority for their house.

03

CREED CONSORTIUM

At the completion of stage 3 you gain the title of 'Creed consort' which symbolises we have a personal stake in you, and you have one in us.

05

FULL LEVIDIAN STATUS (ICON, GLADIARTOR, CIVILISED SAVAGE)

Once you continue to progress in stage 5 of your recruitment you can ascend to the below categories of the family but bear in mind underperforming or under delivering could cause a person to lose their position or status.

1. Beta houses
2. Tertiary Houses
3. High houses (Cru'ix)
4. Great houses (Al She'Ahd & Sah'gem)
5. Primes. (highest rank a member can be)

Levidian Society Ranking

RECRUIT

- Qualify for the Ent recognition award.
- Get basic knowledge and information from the Ent
- First in line for opportunities of employment and collaboration

HOOD

- First level Able to access Ent Endorsement and sponsorship
- Can petition the Ent for widespread support - one off.
- Promotion of skills, brands, and products within and using levidian network (providing they are up to a certain standard represented by our brand)

CREED

- Can get letters of recommendation and validation
- Easier access to our funding from the Levidian bank.
- Able to access loans
- The covering of the Ent falls upon you in the form of support with significant matters of concern (not bloodline yet)
- Representing the Ent brand at noteworthy events
- Able to be considered for family
- Can petition the Ent for widespread support

CIRCLE MEMBER

- Access to shares from all endeavours
- Access to our network and connections information and resources.
- Able to submit Greater and higher petitions at the table
- The covering of the Ent falls upon you in the form of health, wealth, and wellbeing (not extended past your death yet)
- Qualifications and C/V enhancement for any endeavour outside of the Ent due to the range of companies and connections (gain qualifications and skills easily plus we will pay for it)
- Levidian progress track, BP/PP, private healthcare, life insurance, tech insurance, wants and needs, credit increase etc.
- Making public appearances with the levidians



ICON

- Able to be first in line for the Ent community support list
- Higher access to the family and team plans in late stages.
- Higher access to considerations when actions are being factored for in terms of who to prioritise if we are closing divisions
- Higher rank and position giving you greater control of endeavours such as businesses and others.
- Higher access to shares from all endeavours
- Higher access to our network and connections information and resources
- Access to sponsors and investors
- Shared lifestyle finance (petrol, travel, entertainment/ activities etc.)
- Access to the gladiators and icon training. The training of a true Levidian.
- The covering of Ent falls upon you, your family and loved ones. (We factor for them in life and in death)
- The promise of when you call the Ent answers.
- Leaders' gifts
- Gain access to the full catalogue of the books of Ent
- Automatically considered for executive or managerial positions.
- Automatic partnership on business endeavours
- Access to pillars

Rewards that come with higher escalation

- *Levidian phoenix*
- *Sect badge*
- *Leader's gift (Based on wants and need of icon)- has ranged from giving people a mac computer to buying them a car*
- *Higher Shares and Income*
- *Funding for projects and endeavours*
- *Laws of Levidier*
- *The great Creed*
- *The great pact*
- *The great trust.*
- *Pillar*

Ceremony of the 5th

- *Sword*
- *Shield*
- *Ring*
- *Sigils*
- *Cape*
- *Their emergency code for emergency protocols*
- *Embossed and framed certificate*
- *Ent Signatory (book containing all signatures)*
- *Declaration (this document signifies the right and entitlements that this individual is entitled to in Levidian society and the rights and entitlements the Levidian family can expect from this person in return... this has distinct colours signifying the level or percentage, as you rise through the ranks you get another and another.*





CEREMONY OF THE 5TH

Pre-Ceremony

The very beginning of Ent recruitment starts off with someone being noticed and put forward to the table of Ent, if being recruited that member must be put forward by a member of the table to the table of Ent and or the primes, after doing the due diligence on amber and being able to put forward reason as to why they believe someone deserves membership as well as where they'd currently fit in terms of nation, role, position rank, a member of the table must then be willing to step forward as an endorser which means they would take responsibility and consequences of that member. If nobody is willing to endorse that person a prime evaluation process begins, which starts with a more thorough engagement to see if a prime would be willing to endorse. This is not a bad thing; it simply means that a member of the table may not have seen or heard enough about you yet to make an informed decision, or what position you'd play. As Endorsements could risk their reputation position and standing at the table, they may require more information or a prime to evaluate and determine where you may best fit as they would be privy to more information and knowledge during their evaluation and the risk is minimised for the member of the table.

1. The Riddle

Is the first of the 5 processes a member would need to go through in order to be recruited. Depending on how this goes it marks the official beginning of the recruitment process. It is strongly held by inner members of the table to have Physical, spiritual, and psychological elements as it requires many circumstances aligning for a member to pass or be accepted. No two peoples experience of the riddle is ever the same nor is the circumstances within it. It evaluates a person's, morality, ability to problem solve, critical evaluation, objectiveness, compassion and a range of others.

2. The Sacrifice

(redacted to protect recruitment process)

3. The Test of Faith

(redacted to protect recruitment process)

1. The Fast

In the early stages of the Ent there was not a lot of money and so the Ent learned to survive on what they had, with the foundational concept of if one doesn't eat then no one eats, and if one eats then all eat. The Ent was able to build into something where everyone can now eat comfortably, for each new recruit to experience a similar thing all members of the Ent choose to fast as a sign of remembrance, appreciation, and a show of discipline, as well as a willingness to sacrifice to accommodate the new member coming in, and show solidarity. On the side of the new recruit, they show a willingness to sacrifice, discipline and a willingness to share the fate of others. This move creates a sense of togetherness which is needed to become truly part of the Ent and embody the all for one and one for all mentality.

1. The Ceremony

There are 5 stages of the ceremonies of 5th that each member must pass in order to be qualified for the table of Ent. At the end of those stages the acceptance ceremony is held in the Ent which is called the ceremony of the 5th as its the 5th stage of the overall joining journey. This is one of the most sacred events where all members of the table of Ent and extended family come together to do their part to aid that new member on their journey regardless of where we are in the world. It is a formal occasion complete with gifts and formalities as well as the new member and the current members of the table left to make a decision whether to proceed based on how the person has completed the previous levels up until now. this is also complete with a contract signing due to the fact that in accepting a member into our family also places them in a position where they also share our companies investments resources and information

CEREMONIAL GIFTS



1. The Sword

This symbolises your call to arms, that you have taken on the mantle of defender of the Ent, that you fight for Us as we use our swords to fight for you. Our unity in battle.

2. The Shield

Similar to the sword it represents the willingness to defend us and yourself, it is an understanding that there may be battles and you will need to defend yourself and those around you as we do the same for you, as we protect you. The sword comes first, as you must be willing to fight before you can defend.

3. The Ring

The ring is a symbol of our unity, of the promise to one another and is symbolic of the union we have formed in choosing to partake on this joint journey as family. The ring makes you family

1. The Sigil

Represents that you are one of us and that you have a place in our kingdom, this is also accompanied by a password to give you entrance into any Ent facility and your rank.

The sigil is an understanding that you **and your people** will be accepted under your banner. The sigil gives you recognition within the Ent, as a part of the Ent,

The sigil makes you Levidier

1. The Cape

This is you picking up the protection of the Ent. It symbolises that as long as you remain true, your back will be covered. **The cape is the last gift as the protection of the ent (and your cape) covers you and those under your sigil.** The Cape is held on by your sigil.



Integration

Let's be clear. It's very unlikely that anybody here knows you and it's very unlikely that you will know more than one person here yourself. The reality is that you are joining something very new for you, and very established for us, with its own norms and values and codes of conduct. With anything new we have to learn about it. In this case we have to learn about each other, communicate, learn about triggers, vulnerabilities and boundaries. You will have to go through the stages of storming, forming, norming, performing in the forming relationships model. This can be turbulent and rough so prepare for impact and trust the process. Mistakes may be made, boundaries may be crossed, misunderstandings may happen but forgive as you hope to be forgiven and give yourself and others leeway.

You should know without specific actions on mine and other specific individuals part, nobody can truly feel the love of this family or properly integrate. The reason for this is about trust. Without knowing someone you cannot truly trust them wholeheartedly and in the very beginning you won't know individuals. Therefore, opportunities must be created or constructed to enable individuals to learn more about the Ent and interact with it in different capacities like the Ent would do with an individual. Every relationship that is formed has to start with both parties putting in effort this in the beginning can feel forced but sometimes creates the strongest bond.

The reason you have been invited into this family means that you've been given a degree of trust as we have been given a degree of trust by you. Now we need to build on that. Love will grow with time and experience and respect. But we do have a foundation to start to build on. A foundation that we share the same aims and goals and so we can trust that we will each do what it takes to get to that goal. In that we can trust, as we all want the same thing.

Understand before you judge, think before you speak, be kind before you are mean and if you have a grievance or a slight, bring it to the primes. Understand that this is a safe space based on my word that means that people can speak with a level of freedom and respect trusting that their words are respected and confidential and even if not agreed with will be dealt with respectfully.

This brings me onto the subject of our various chats and communication modes on the back end of the Ent. We have group chats, some for business and some for personal use. Most of the reason we have relationships is because people are invited to various ones where they can interact with the group in different ways. E.g. personal chats build relationships as it is where we are kept in the loop about people's lives and daily occurrences. You won't immediately get there though. There are also things individuals may want each other aware of for the purpose of knowledge or support. Not being a part of certain chats or engaging with it if you are will simply restrict your relationships at times. We all have different personalities, but we are simply letting you know the cause and effect of things. It's not compulsory to engage but if you don't, you risk not building relationships, or losing a position in that chat. Those interactions let people know you are not just there as an opportunist or to fill space to access the business benefits. But is also there for them too which is where relationships evolve to have personal foundations to build on.

Secondly the group chat acts as a buffer. We live very busy lives group chats are quick ways to get up to date on relevant information about specific things and people. We don't

always have the time to check in individually but when we all engage in the chat it feels like group checking and conversations which implied care and togetherness.

Most people coming into the Ent feel like everything the people in the Ent does for or with them is because of the instruction of the prime or duty. The truth is that is actually not the case all the time. People here are smart and autonomous and they also are fully cognitively functioning individuals who can express views and take actions free of someone telling them to. And sometimes in the beginning it may be based on a prime request as people here may not know anyone or how to approach fitting in. This is how most places such as work, universities and other institutions work. It's logic if you are joining something you need to be inducted and have support until you understand how to manoeuvre.

This team is beautiful and amazing in infinite ways and so is the individuals we recruit. This is just to help you to better understand the initial reality of being here and learn what to expect. To make it work however we all need to work together, give and take, push and pull and join forces. But that gives us a gift greater than most things you could ever imagine.



RELATIONSHIPS

My Motivation For This

I had a friend who was like a brother to me. Everything I had he could claim as his own, he could be in my home till 4 am if he desired, open the fridge and eat what he pleases our level of relationship meant there were no secrets, nothing held back. I also had a lady who was a sister to me. I loved her deeply, and after a series of events and different circumstances they eventually got together. While they were together, I didn't realise that my dear brother had a desire to shuttle her out of my protection so he could easily take advantage of her. He would convince her to lie to me and then go behind her back and reveal to me the truth to show me she had lied. All the while planning a coup with her. She and I concocted a plan. We did catch him and I ensured that though that was not his first act of betrayal it was his last betrayal of me. That day and time, and many others has taught me people are dangerous. And most dangerous are the one closest to you who desire you or desire something from you.

I would like to be very Frank with you. You were recruited for the purpose of progress and to get to a specific goal. You weren't recruited to for back biting and betrayal, and you weren't recruited to find a boyfriend/ girlfriend. Therefore, relationships and the things that come with them such as the boyfriend/ girlfriend drama and the discomfort that follows the ups and downs of them can be facilitated but the how's and when's needs to be clear front the get go. They have no place here in the capacity of business. I have witnessed first-hand the destruction that relationships can have around my table and the calamity and embarrassment it can cause. I also witnessed the beauty of what a relationship can be but after evaluating both elements I found the benefits of entertaining them here to be lacking.

When it comes to business and hours dedicated to achieving this dream I don't want relationships discussed, displayed, engaged in and I don't want them to take any focus or energy away from driving things forward. They do not exist. Some say romance, some say stupid, I say plan for any eventually or you'll never move forward

An Old Way vs Our Way

I do understand that as human beings psychologically and sociologically we are socialised to desire others, their affections and other things they may bring such as validation. I also understand that through primary and secondary socialisation we are also taught that unless we are in relationships then there is something missing in life and is wrong with us. In a lot of ways the Ent flips things on its head relationships are great but when those rules were made that were passed down through every generation up until now things were different. The job of a woman was to produce children and heirs to carry on a bloodline, she relied on a man to provide for her, she didn't necessarily have the need for education or independence and often marriage meant a woman belonged to a man rather than exist as an Independent entity. The job of a man was to father sons work and provide and oftentimes he would make decisions on behalf of the whole family. Without going too far in, that's not the way of the Ent. Ent women are badass. They run businesses and stay at the forefront of industry, they are educated, qualified, and have put the work in to have true identity. You can't sell them a pigeon and tell them it's an Eagle. If ever they engage with reliance it is mutual, those are the type of women that the Ent recruits and creates. Their primary motivations aren't to find a man that will look after them or validate them as they are able to look after themselves comfortably if not, they have families who can both biological and Ent based, so a man can never force them into a position; if they are in a position it's based on their choice. A man can if he chooses to add to what Ent women have not provided it and have them leveraged so he does whatever he pleases, and they have to accept it as they have no option. This goes the same for Ent men, Ent men are not expected to be lazy people who do whatever they please and treat women as mothers or property. They are expected to contribute to the relationship and be kind always. Women are not their property or possession, and anything seen in such a manner cannot be tolerated. (That's not to say that women or men who exhibit these behaviours are undesirable or wrong in any way as each of us as humans behave in specific ways and have specific views and we all have our stimulus and reasons which the Ent respects. Those characteristics are just not conducive for the Members of the table)

*Side note (On Ent law Ent women do not give up their security. They will not be victims of this world.)

The Challenge

Back to subject though being honest Relationships as a whole Is a challenge for any icon. The way we work can be tough for someone who isn't a part of us or understands the inner working of our team. And the non-disclosures and non competes we sign can sometimes cause a conflict as they would have to understand that there are just certain things you can't share and not everybody will understand that. Like anyone the people of the Ent may be seen by various people as attractive and seen to be confident, put together, smart, capable or advanced, and a person may start to feel like they don't match up to those you as an icon is surrounded by. This is exacerbated by two things one we often pair up to work in teams which a person may struggle with as they may feel insecure about boy and girl teams and the decide major reason is the concept that if the Ent calls you answer. The lifestyle of members of the Ent is sometimes you work for only an hour or two in a day but other times you may need to be out till 1 am or 2 am at an event, or filling out a last minute funding opportunity. "If you call the Ent we will answer, if the Ent calls you answer" if you had an issue and you called regardless of time those who are required would answer and be there to help, and therefore if someone else had an issue and you are required you would also be expected to be there offering the same security you are being offered. The issue is for partners this can be a challenge as "why do you have to leave the house at 2 am to help some guy/girl." People tend to oversimplify when they want something to sound ridiculous but forget that someone else has those feelings when other people are summoned when they are the ones in need. It's not to help some guy or girl, it's to help one of our own, that's what family does. A partner may not understand that and so may start to argue. Be aware that these are some of the issues we've faced with icons in relationships external to here and get ahead of them if you choose to join here for your own happiness.

Icons who are seeking to date icons come with just as many challenges. But these ones are more prominent to me as they threaten the harmony of the Ent therefore these things are treated with much more diligence.

What can start off as innocent conversation that could build a bond and understanding in a group can just as easily be something that leads to destroy one so therefore be vigilant and careful when approaching or engaging in these.



Often starting with "Are so and so together or dating because I think there's something going on there". "Or who has so and so dated here" or "does anyone here have boyfriends/ girlfriends" or any variations to this. Once this conversation is had it can at times then escalates to formed perception or misconceptions on individuals which evolves to problems such as "I think this girl/ boy doesn't like me because she thinks I'm trying to be with her man/ woman" look I can understand but please know yourself before going to certain places. This has no place in the Ent so keep it well out of it. The Ent is not the playground of secondary school do not disrespect the space.

Saying that I recognise that this is also part of relationship building and is necessary for the storming, forming, norming, performing levels of any individuals or group building relationships. I simply ask that you do it in the times allocated and not when it comes to getting the goal complete.

This impact of the relationship does escalate though. Things I've witnessed are things such as; If an individual and their partner aren't good that day that means that the rest of us have to at times exist in a tense or hostile environment (we didn't sign up for that and shouldn't be made to suffer as you aren't able to control your internal urges and keep your relationship contained.)

I've witnessed in meetings people throwing shade at the other person, resulting in full blown arguments between each other in the middle of the meeting (this is family but we ain't that type). I've witnessed faces looking unpleasant, experienced tensions you could cut with a knife and an environment so charged that one comment could detonate the whole room. That is uncomfortable and irritating. And when things happen then there often needs to be a discussion as we would then need to address the elephant and the Ent and its members don't go to sleep on negativity as that festers into resentment sort it before leaving the room. But that is all time taken away from things that should be progressing the business of the Ent.

On top of which as you are people here your relationship would need to be acknowledged. It means that you would go from being a

general member of the team to almost belonging to a specific person. This means that other members may put restrictions on how they interact with you as they don't want to offend your partner and vice versa but this affects relationship building which if the relationship ends would leave an individual at a disadvantage.

When it comes to feelings, especially relationship feelings; individuals can be unpredictable. Navigating the minefield of a person's emotion just because they choose to engage in a relationship they may not be ready or able to facilitate is honestly long and not something we desire to really do at this point.

In certain circumstances where a person may ask for understanding they may feel like the objectiveness or neutrality of the Ent may be perceived as the Ent taking their partners' side and not understanding their own. That feeling may evolve into a person resenting or feeling as if they have no allies in the Ent and that the Ent has made a choice and start moving differently and start to distance themselves. The alternative to not making an individual feel this way is to completely take their side and say everything they are saying is right. Which is not factual or correct. We would be enabling an individual to hold warped and immature views to feel like the collective is on their side likely at the expense of someone else but for what gain, how does any of this benefit the final goal.

the biggest aspects of things if someone is being abused physically, psychologically, sexually or any other way while being in the Ent would have to step in and protect that person. This is usually fine if a member's boyfriend/girlfriend is outside the Ent. We are simply protecting our members but if that was a person within the Ent that was allegedly perpetrating then that could have potential serious consequences for that member including losing his or her position and what they have worked for all for a relationship.

Then if there is a break up then one member is suggesting the other member must leave or they will leave themselves as they can't work together after the Ent has invested time and resource into them and that member plays roles.



An Understanding

You do not want to Constantly display the idea that your allegiance is to one individual person before the rest. If you do that other people will respond in kind and even if they don't the likelihood is that I will and act accordingly until you prove different.

You are here to achieve something for yourself and the greater collective as a whole.

You do not want your position, your role, your standing in the Ent to be seen

People at times enter relationships before they have worked on themselves. And in those relationships mistakes are made. But you only make a first impression once. In relationships people tend to display some of the best parts of a human being. Respect, love, adoration, trust, a lot of which Ent relationships are built on but at the same time also present the room to display some of the most toxic aspects of a human being, jealousy, disrespect, possessiveness, which you must recognise that all other individuals around you outside the relationship would witness and also formulate opinions on, opinions which reflect you.

You may be viewed through the scope of your relationship and not your achievements which is bad. I'm speaking from experience and I'm asking you before actually engaging in them think about the potential consequences and where it may lead and evaluate the good and the bad the potential benefits and consequences and risks and rewards and figure out if it's worth going forward with. If it is I'm happy to support you with it, if it's not leave it be, but only we as individuals can make those choices for ourselves based on different circumstances. But if you do have one disclose it so the expectations and rules and regulations can be established.

Look, though to you this may be strange, I want to be Frank. This is me being lenient in the past relationships within the Ent was outrightly banned and for good reason. I've relaxed to the point where they aren't banned anymore and I'm now relaxing to the point where I'm willing to entertain people here being in them but these rules are in place for all of our protection & progression. Just because you choose to follow your emotion does not mean the collective should suffer.

We do however understand that things happen and if or when they do we actually will support you and actually celebrate it. But also we have to be upfront and give you fair knowledge and warning. So you can make fully informed decisions.

Thoughts happen instantaneously so you may have a great idea, we would like you to share those great ideas of course but please do not forget that if there is a clear or simple idea the likelihood of it is that many of us have had it too. So, make suggestions please but please do with the understanding that there may be a reason that it may not be happening or implemented yet or may not be possible to immediately implement. What you will find in life is that things are never as simple or easy as they may appear or arrive in our head, but often, with a little communication and understanding you will find that most issues are solved.

Understanding that we are actually here for you, and you are genuinely here for us despite what it may seem feel or look like at times is so important for the foundation of this family and our personal and working relationships. The fact of the matter is we are genuinely in this together and this family succeeding is for the best for each of us especially with the growth potential represented here for all of us. We do not see you as just work horses and I make it a point to ensure that people in management or share holding positions do not believe you see us as just cash cows. You ask for what you need to thrive in your role and your life, and we ask for what we need to thrive as a family and in life. Working together we make good things happen for all of us and the people, Empires and Kingdoms we support.

At times, however, we recognize that sometimes feeling may develop or things may feel opposite to what is described above. In that position we suggest speaking to us and gaining clarification before you make negative feelings develop into frustration and resentment. And all groups, all sides and all people need to do this with each other in Levidia. Rectify issues before they become problems. So, we may all be relatively peaceful and happy here.

Here the team is like a machine or a car, its many moving parts working together to get to a common goal or destination for the benefit of each of us. We each play a different role in the machine, but all roles

are equally important. To put it in to context, one of us is the brake, another of us is the wheel, the other of us is the clutch, another of us is the accelerator/gas. Another is the steering wheel, another is the windscreen, the more you add to the car the better it is and the more effective and comfortable it becomes. And once we are all comfortable in our positions playing our role, once in a while we may need to top ourselves up to function at our best or to be able to get to our destination with petrol.

Below are examples of things you may over time get to feel that if not mentioned could lead to feelings of upset and resentment but if clarity was obtained would give you some understanding and understanding of the situation.

Secondly know this. The things we must ask you to do we don't want to ask you to do! But to have a business we must ask, and you must do.\

The reality is we are asked to do the impossible with next to nothing in terms or resources and support from the local authority daily and so we by extension must ask you to do the impossible daily with us. You cannot do it for free as we recognize you have to live so; therefore, we pay you for it as best we can. Unbelievably the local authorities do not want us to get rich off us this or you for doing your work, so we are constantly fighting to validate what we are paid or why we require the level of support we wish to give a young person.

I want to be very straight with you, if you take ownership of the family and the people, there then they will take ownership of you and protect and care for you as they would themselves. It's in our best interest to work together and get along as whatever happens here good or bad will only really impact each of us. If there's issues with the family making money, then that will impact how much money you can make so if you do well at your job then the family is able to make more therefore you make money.

If there is trouble, it's likely that the family as a whole is scrutinized including you so if you see something wrong highlight or fix it.

If someone needs help; help them so that if ever you need help, they will help you in return, if they don't address it as it won't be accepted here. The bottom line is we are in this together. There is a community and a network in the family which you are welcome to join but that community and network operates on a level of knowing each person in it. Each person is dedicated and will support each other and the family. We don't have to worry about people back biting, complaining, or stepping on each other to get ahead. If that is your intentions, we are not interested. As we have a delicate ecosystem that we are determined to protect at any costs that is safe and secure for each of us. And a quality team of dedicated individuals who has understanding is vastly more effective than a big one filled with confusion, uncertainty, insecurity, and chaos. A minimal team of quality is easier to manoeuvre, operate and manage.

We understand however that not everyone will get along or be for each other we also understand that it's human nature to be guarded, self-preservation focused and it's natural to at times be unhappy or malcontent and find issues to complain about. That is understood to be human nature.

But here in this team I say something very honest. This isn't the place you come to be "normal" "average" or "basic" my team is the best because they are warriors and soldiers, and they are loyal on top of it. They have proven that, and I love them for it. I had to be a warrior and soldier to build this family and achieve all that I have and go further in providing the opportunities I have provided for others such as growth, learning and employment and I expect the people around me to be like, smart, driven, capable, resilient. So that I may see them go onto achieving the same things and making their own dreams come true just like I've seen for others. If you want something, you must fight for it and how much you are able to fight determines how successful you are in life. How good you are at facing life's challenges and overcoming them determines how successful you are in life overall. I'm tough but I am also fair and kind. And I do what I say I'm going to do. If you can weather the storm and bare the fire, we

can help you become the best version of you and achieve things you didn't know you could.

If you can't be any of the above or work in that way that's no problem but we do say something to you honestly you may thrive better somewhere else. Here we expect a certain standard and a certain level we understand not everybody can or should meet.

We expect you to treat others how you want to be treated even if you do not like them.

We expect you to understand that though your feelings matter and are relevant that there are times that things may be bigger than just you and your feelings so put them aside for the time and we will come back to them when we have dealt with the matter at hand.

I expect that people who work with me aren't childish in their approach or petty. But act with a level of maturity. Addressing issues instead of taking passive aggressive actions.

We expect that everyone puts you first and in return you put everyone first so each individual at any given moment is in both the first and second position the two top positions of everything.

We expect understanding to be given and if it can't be found then you ask questions to gain clarity and then understanding from that clarity. this is in big things like why things are done a certain way and small things such as reading a message and interpreting it as rude due to cultural norms or mistakes. you should address that and ask if your interpretation is accurate so you can learn about a person but also be sure that when you take action it's not from a place of misunderstanding.

Usually, you'll find that 99% of problems are solved by simply communicating. We expect you to communicate well.

I expect you to think on your feet. Think fast and adapt quickly. Pay attention and learn both through active and passive teaching.

Don't be overly sensitive and emotionally driven. Not everything was done against you or to offend you. And not everything that impacted you was meant to harm you for the worse.

Be willing to do whatever it takes to make something happen. You are the solution to problems; we cannot simply give up or say we can't when met with challenge. Can't means we stop there's no further left to go, it's impossible to move forward, this is not the end for me so therefore I must find a solution. Myself and my team (you) are the solution so let's put our minds together and make it happen. If I and others and you don't do the impossible daily, then there is no family.

Be organised learn to plan and predict situations.

Learn to calculate how your actions determines the actions of others and impact the world around you. If you can't properly express yourself in a way other will understand they will misunderstand and misjudge you. That's not unfair that's cause, and effect so pay attention to learn how to communicate so you are understood and develop a habit of clarifying when you speak.

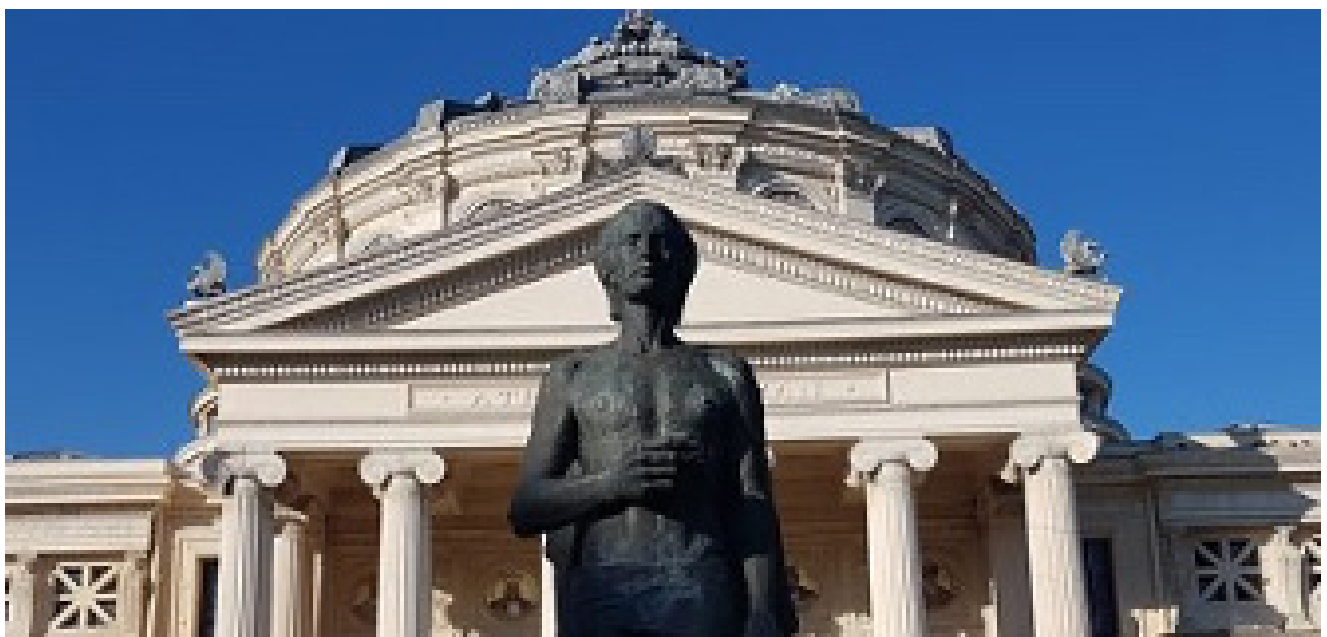
We are not perfect and nor are we will make mistakes. We will learn and we will teach each other so we may reduce how much we make. Both with each other and in our roles.

If you come to this organisation with a mentality that this organisation is just work and can ever

be any more than "work" then you will likely only be seen as a "work" by us too. What is dangerous about this mentality is that it affects the way you act speak and view things and acts as a barrier to taking any real true ownership of the organisation or role in it. This reflects in your actions which then is reflected in how well you are able to integrate and therefore grow in the family as a whole.

We suffered to build this family, so we take it personally when people abuse it.

I'm not sure if you've been taught this. But this family took us years literal blood, sweat and tears to build. It took us through some moments in life we pray to never revisit or for any of you to ever visit feeling and experiencing certain things that we pray nobody else ever will. When we started this, we were essentially children. Children with an idea and a goal that's usually only pursued by people much older, knowledgeable, and experienced but we decided we would gain all of that through doing and overcoming on the way just like they did. We weren't born with silver spoons in our mouths so had to fortify our will and conviction and decide that no matter what we had to simply find a way to make it happen whatever we may face or come our way.



Though not our choice the hard way was likely how we would have to do it and we knew that when we started though perhaps what we didn't know was how hard the hard way was going to be. We had to do it this way as nobody was really ever going to show us or teach us unless we showed and taught ourselves. Yes, we would make mistakes, but we would have to learn from them and develop from there. None of us were born with silver spoons in our mouths but by the time we were done our children would be if we did it right. In the beginning We weren't qualified for many loans, so we had to find creative ways of making money. Bear in mind when we started this together many of us didn't even have adult Oyster cards or bank accounts yet. To save the money to get the initial startup and resources we needed we had to put everything we gained away. We would all go out into different directions to acquire knowledge, information, or resources whether by working at specific places, taking on missions and tasks or doing research and coming back to the collective with whatever we have achieved gained or found. We put it all on the table for all to see, evaluate and then we would plan the next stage.

Every penny we each made or had together for years had to go into a bank account for the collective mission. We lived in the bare minimum. Carefully calculating every expenditure and planning out what we would eat, wear, or buy months in advance so we were able to continue to stick to our predicted timelines of when we would be able to initiate our goal.

We did those moments where we had to wake up at 5.30 am to move the cars so the bailiffs didn't clamp or tow them. We did the Moments of having to sell our TVs, consoles, and resources so we could pay the rent.

And the moments where we lived on those "very basic" Asda burgers for two weeks straight in different variety "loaded fries today" "burger and chips" tomorrow "burger sandwiches" the third day and a little salad on the side if we were feeling fancy.

We carried fridges and sofas on our backs as we couldn't always afford transportation, but we needed them as we may not be able to buy them when we eventually got a house. In building this got hurt, we got sick, we got tired, we literally put blood sweat and tears into this and the units you currently see our very own hands built themselves.

Eventually we won registrations and tenders and expanded our services and areas. And invited more people in.

But what you should know is this. Because of what we sacrificed to build it and make this family make it this great. Because of what we experienced just to get here the time, the energy, sacrifices, blood, sweat and tears and the years it took. We do take it personal if somebody tries to harm or break it. We pay you for a job, to do what we asked and to keep our family secure, to look after it as well as we would look after it and protect it as we would. You don't have to be the one to do it as you could work somewhere else but if you work here, it's what we expect and what we need. Trust that is given to you once proven right will be rewarded but trust that is given once broken may never be given again. Please...be what we hope you would be with the chance we have given. Do the job you are paid for. Don't do the equivalent of spitting in the face of our sacrifice that won't work out well It is us against the world make no mistakes. As the staff team no matter how it may look and feel the only person in your corner when the going gets tough is your team mates, as if something goes wrong it's each of your backs that's in the fire, it's your income that will get disrupted, it's you that may be summoned to court or prison, it's you that will be blamed, unite against the world.

There is no impossible in the family.

You are the solution to the problem if you're not then you have the room to grow to be, if you don't want to be then it's important that you understand that we would then need to find someone who is as we can't simply stop or give up.

People will throw you under the bus if it means getting what they want or shifting blame from them, or winning loyalty. You need to be cautious cover your back and ours! We can't defend you if you don't help us to do so by doing your part.

"It's not our job to question why it is our job to do or die." Everybody is accountable to somebody even I the Leader of the organisation is accountable to the local authority who is accountable to the government and court. If the local authority says they cannot accept something, then they can't. Therefore, I'll need to redo it to a format they can accept for whatever reasons they need it as it's what we were paid to do. Then in the future learn to put it in that format from beginning to decrease the workload for future staff. An example of this is pictures taken of key-working forms that we have submitted. After submission and the local authority request that we go back and scan them instead of just taking pictures. I find it annoying and in some cases I will say that's unacceptable because it is. But in other cases, it's not my job to be telling them why I must do that because I feel it's unnecessary impractical and annoying though it may be my feeling. It's actually my job to do it as it's what they pay me for. They pay me to deliver a service in a way that serves their purpose. Just like us as people If we are not doing that, they have the right to ask for their money back or stop paying us. As the director I have to do this myself to make things work so if I

put pressure on the chain of command who then puts pressure on you moving forward understand we are all under the same pressure and equally frustrated about the things we have to do but also that we have to do the job we are paid for. I didn't just invent something out of boredom and told you to do it.

The people at the top here does not sit back while people at the bottom does all the work. I would never allow that to happen here. It is my firm belief that unless a person lifts and carries weight both physically and figuratively that they grow weak and feeble. We cannot comfort ourselves into oblivion. Therefore, everybody in the organisation pulls equal weight to ensure everybody here stays sharp and strong so they are always prepared for what life may throw at them but is also always ready to justify and prove their worth. Before I ask someone to do it, I must first know how to do it myself comprehensively before passing the job on.

You are only as strong as your weakest link.

I'm not a believer in doing things just because therefore everything I ask you to do serves a noticeably big purpose whether that's making us better and securing our family, making the lives of each other and those we call our own better, or preventing a major problem which could threaten our family. Similarly, you need to speak up until you are heard, the family is a big house with many voices it's imperative that you speak until you are heard instead of silently resenting people.

Do the hard thing, people are people there may be misunderstandings and clarity ask what's going on if you see or interpret something as wrong that you may gain clarity. Often, you'll find it builds respect understand and relationships.

Don't take things personal. Just because you may be told to improve does not mean all the good you do and the things you are good at isn't recognised. Our job is to be the best and provide the best so we will always be looking for ways to get better including each of us as people. But this is our livelihood when it comes to its maintenance that's not about how we feel but that's about facts of how to be great. The better we are the better it is. Nobody actually thinks on a personal level you are terrible but don't mistake business.

I passionately dislike when people say things aren't for them as if they interpret that they don't recognise choice as an illusion therefore they won't engage in things. "Office and paperwork aren't for me" "blood isn't for me" "that is not something I wish to do" "I spend my life doing" this is the real world. Each of us have feelings belief desires and emotions which we are entitled to. But we assume that what everyone else does because it's not a big thing for us it isn't also a sacrifice for them or as if they don't have to overcome "what they don't want to do" to function in life and maintain their own position daily. An example of this is "talking to people" isn't something I may wish to necessarily spend my life doing but it is essential to do if I hope to get somewhere in life and the better, I am at it the more successful I will be therefore what's the relevance of what I do or do not wish to do when it comes to achieving my goals. We work today so that we may grow secure enough to not have to work tomorrow therefore everything I do once its work is not something I may want to spend my life doing but I put a smile on my face, and I do what's necessary anyway. Because life doesn't just operate based on our wants but also on our needs. "I will do what I must, until I can do what I want" "Duty over desire, Objective over emotion"

As humans those we can depend and rely on will always be more significant and valuable than those we cannot.

I'm a fair person and I've won awards for leadership and innovation. I have had to make peace with what I do not know I cannot fix. Therefore, I can't be held accountable for what you do not tell me, and you can't be held accountable for what I do not tell you.

I tend to take correction well when presented respectfully and from what I believe comes from a place or desire to improve matters or to drive things forward for each of us. I am only human so I anticipate I make mistakes but can only improve if I learn from people and situations. Please also endeavour to do the same from others.

When I've been in other places there was a culture where people used to bitch about their 'friends' or talk behind their backs. When I asked about why people felt the need to do this I was informed "it's only human" I do believe it's human to discuss things or maybe complain but it's also our responsibility to try and voice and resolve those things for the good of all. I will not accept or tolerate a culture of bitching here. We are a team we shouldn't be bitching and back biting each other when there's already an entire world out there trying to come for our backs, and we are the only ones supporting each other in the fight. With the rest of the world at times against us, people in our lives like family at times against us, we will not be against each other.



Appendix 1

Links and Additional Task Information

Place to complete you're recruitment test

Personality type

<https://www.16personalities.com>

Psychology tests

<https://psychology-tools.com>

Thinking style

<https://www.testmycreativity.com>

Learning style

<https://vark-learn.com/the-vark-questionnaire/>

EQ tests

https://greatergood.berkeley.edu/quizzes/take_quiz/emotional_intelligence

Trauma and attachment styles

<https://yourpersonality.net/attachment/>

Right brain vs left brain

<https://personality.co/test/start>

Anxiety

<https://www.mind-diagnostics.org/anxiety-test>

PTSD

<https://www.psychologytoday.com/us/tests/mental-health/ptsd-test>

<https://cptsdfoundation.org>

ACE test (Adverse childhood experience)

<https://acestoohigh.com/got-your-ace-score/>

Cognitive reflection test

<https://www.clearerthinking.org>

Optional

Light triad personality tests

<https://scottbarrykaufman.com/lighttriadscale/>

Dark triad personality test

<https://www.idrlabs.com/dark-triad/test.php>



EVENT EMPIRE