

Real Education Accelerated Learning
R.E.A.L WORKSHOPS AND R.E.A.L SEMINARS

WORKSHOP/SEMINAR/PROGRAM R.E.A.L. CREW
Criteria for selection and continued participation



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1. About Real Education

Vision

Real Education is an organisation that provides excellence in education.

Our vision is to provide innovative, inspirational and sustainable Workshop, Seminars and Programs that facilitate quantum transformation in the lives of individuals, families, communities and countries. To create these transformations and enhance the quality of people's lives at a global level

Purpose

The purpose of Real Education is to provide dynamic products and services that facilitate the realisation of autonomy and sovereignty in individuals, so that humanity can continue to qualify to flourish in the universe.

Mission

Our mission at Real Education is to create and provide unique, inspirational and sustainable Workshop, Seminars and Programs delivered in an environment of aligned people that support individuals in personal and professional development. This community of aligned people raises an individual's expectancy of their own standards, to live with:

Purpose, passion, enthusiasm and power

- Authenticity and integrity
- Harmoniously with each other and with nature

Values

- Integrity
- Ethics
- Excellence
- Responsibility
- Transformation
- Commitment
- Service
- Contribution
- Community
- Compassion
- Harmony
- Connection

The R.E.A.L. Crew are ambassadors for the Vision, Purpose, Mission and Values of Real Education – on the Workshops/Seminars and within the Community

“Nobility is your chosen obligation.”

2. Terms and Conditions of Participating on the R.E.A.L. Crew

The Purpose of the R.E.A.L. Crew

The purpose of the R.E.A.L. Crew is to ‘do whatever it takes’ with humility and integrity to support the participants in experiencing transformation, and to inspire each other to elevate to a new level of excellence and leadership.

Ongoing Growth

All Crew are to actively work towards completion of any unresolved personal issues. The R.E.A.L Crew are to have a general commitment to continued growth in their emotional well-being. As a Team player, it is expected that you continue raising your self-awareness with books, videos, podcasts etc, Workshops, Seminars, coaching, counselling and all other additional self-education and support.

Whilst on the team, the Workshop/Seminar/Program may present extremely intense moments and real life situations that may be similar to your own. These occurrences may trigger your unresolved emotional issues and take you out of being in service in present time in the Workshop/Seminar/Program. In order to continue contributing at a high level within the R.E.A.L. Crews it is essential that you continue with your own personal growth during the event, and between Workshops/Seminars/Programs.

Ask yourself: ‘What quality of Wo/Man do I become when my wounds are triggered?’

Honest reflection on this can provide invaluable insights into your way of being and support, how you can grow from each situation and give you an even greater level of understanding of others.

Workshop/Seminar/Program Time Commitments

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Once you express an interest to be considered to Crew on any Workshop/Seminar/Program you are agreeing to be fully committed for:

Entire Workshop/Seminar/Program plus Training Days – compulsory

Graduation Evening *when held* – not compulsory

Workshop / Seminar / Program	Compulsory	Non-compulsory
RW/RM 1 + 2	Workshop + Training Days Leadership Team Wednesday from approx 10.00am to Sunday 10.00pm All other Crew (including Opposite Gender) Wednesday from approx 10.30am to Sunday 10.00pm Startup Team Wednesday from approx 9am to 11am; Sunday from approx 5pm to 11pm; Monday from approx 10am to 12pm Or any other days/times as varied only by Real Education and as notified in writing.	Graduation Evening
RW/RM 3	Workshop + Training Days Leadership Team Wednesday from approx 10.00am to Sunday 8.00pm All other Crew Wednesday from approx 10.30am to Sunday 8.00pm Startup Team Wednesday from approx 9am to 11am; Sunday from approx 5pm to 11pm; Monday from approx 10am to 12pm Or any other days/times as varied only by Real Education and as notified in writing.	Graduation Evening
Real Life Design	Seminar + Training Days Thursday 8.00am – 11.00pm Friday 8.00am – 11.00pm Saturday 8.00am – 11.00pm Sunday 8.00am – 8.30pm Startup Team Wednesday from approx 11am to 4pm; Sunday from approx 5pm to 9pm; Or any other days/times as varied only by Real Education and as notified in writing.	Integration Evening
Real Relationships	Seminar + Training Days Thursday 8.00am – 11.00pm Friday 8.00am – 11.00pm Saturday 8.00am – 11.00pm Sunday 8.00am – 8.00pm Startup Team Wednesday from approx 11am to 4pm; Sunday from approx 5pm to 9pm; Or any other days/times as varied only by Real Education and as notified in writing.	
Real Coach Program	All Modules Crew and Master Coaches Thursday 7.30am – 8.00pm Friday 8.00am – 8.00pm Startup Team Wednesday from approx 11am to 4pm; Friday from approx 5pm to 9pm; Or any other days/times as varied only by Real Education and as notified in writing.	Graduation Evening
Real Secrets to Success	Seminar + Training Days Tuesday 6.30pm – 9.00pm Friday 7.00am – 7.30pm Saturday 7.00am – 7.30pm Or any other days/times as varied only by Real Education and as notified in writing.	

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3. Workshop Crew Levels

There are 6 phases of personal growth that are facilitated within the Crew Teams.

- Trainee
- Understudy
- Member
- Member Plus
- Core
- Elder

Trainee

Every person is in the Trainee phase for 3 Workshops where you crew for the entire weekend. Part attendance is not considered. The Trainee phase of 3 workshops is the apprenticeship period. This gives the Trainee the opportunity to see if they are in alignment with the “culture” of the team and give Real Education the opportunity to see if the Trainee is aligned with the golden ball of Real Education and Crew.

Understudy

Automatic promotion from Trainee to Understudy Crew Levels will take effect on (and including) 4th to (and including) 6th workshops where you crew for the entire weekend. Part attendance is not considered. .

Member

Automatic promotion from Understudy to Member Crew Levels will take effect on (and including) 7th to (and including) 9th workshops where you crew for the entire weekend. Part attendance is not considered. .

Member Plus, Core and Elder phase is based on subjective criteria by Real Education throughout your growth on Crew.

Member Plus

This is not an automatic promotion, as a promotion from Member to Member Plus will be decided by the Real Education office, based on a person by person basis; taking into consideration each person’s individual growth if perceived potential competencies in special Core Areas (refer below “Core Competencies & Key Areas of Development”) have not yet been achieved.

Core

Member or Member Plus promotion to Core will be decided by the Real Education office, and will be based on a person by person basis; having reached a level of competency in 3 specific core areas (set out below under Core Competencies). Moving to Core level is not an automatic progression, and it is therefore encouraged and anticipated that on your journey moving towards the level of Core Member you will also be developing your competencies in at least one of the Key Areas of Development.

Promotion to Crew Levels

All Crew, alike regardless of Crew Level (Trainees, Understudies, Members, Member Plus, Core and Elders) must demonstrate a team commitment, and even though selection may not occur every Workshop, all are encouraged to maintain their continued connection with the team.

Promotion to the next level from Trainee to Understudy; from Understudy to Member; and from Member to Member Plus or Core - excluding crewing on all Opposite Gender Workshops and any Workshop where you only attended part of the Workshop.

Core Competencies

Team Leadership (e.g. Kitchen, Utilities, Zen, Fire, Registration, Ritual, First Aid, Music)
Ritual Dialogue Facilitation
Role Play Specialist (e.g. Archetypes) in Dots and Demonstrations

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Key Areas of Development

- Music Team
- Crew Leadership Team (WM, WL, CL; SC; PC)
- Dot Facilitation
- Activities Facilitation
- Primary Facilitation
- Eldership (required to evolve in core areas to reach the level of Eldership)
- Other areas that may evolve

4. Training Model and Fees

Real Education, as an entity provides an environment in which people can join the Crew to grow, develop and contribute by making a huge difference in someone else's life. Real Education is the vehicle that has a shared vision – we as people join Real Education as a vehicle in giving fair exchange in making a difference.

As an organisation that facilitates these powerful workshops we are committed to maintaining the momentum of learning and growing – globally. When you recognize yourself as the sovereign being that you are and make the commitment to continue your growth by joining the R.E.A.L Crew, we respond by providing the space for you to grow, learn and continue stepping up in ways that will astound you! You will be challenged to become more of who you are, and you will learn even more about personal power and sovereignty in this workshop space.

Each workshop is a new selection process and Crew is selected according to a formula and at the discretion of the Primary Facilitator and R.E.A.L Crew Leader. We will ask you to express your interest and availability before each workshop and we will then let you know if you have been selected on that specific team shortly after.

We will guide you through the process and if you have questions at any time please ask – e-mail is the most effective method of communication throughout this process.

As a Trainee you will receive very specific training in:

- Dot processing
- Breathwork
- Team dynamics and mentoring during the workshop
- Workshop Games and Processes

You will be supported by the Leadership Team to:

- Create new depth of learning on your personal development journey
- Be in an environment that enhances coaching / counselling skills
- Clear emotional issues and blocks
- Develop leadership skills by using communication skills
- Enhance facilitating skills in Dot processing
- Enhance facilitating skills in Breathwork
- Learn more about personal power and sovereignty
- Learn to work in a team environment
- Connect with community and understand emotional issues and how they impact others.

You will also be provided with:

- All meals during the workshop, except where advised by R.E.A.L. Education office
- Full accommodation during the workshop, except where advised by R.E.A.L. Education office

Real Education is committed to investing in and providing opportunities for anyone who chooses to step up with purpose, passion, enthusiasm and power and be a part of the team that transforms lives.

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You will be supported by the Leadership Team and Primary Facilitator to evolve at the pace that is right for you – your own Path of Discovery is very specific and individual – your path to the full R.E.A.L Crew Core Membership will be reviewed and supported by other Members each workshop.

Real Education reserve the right to withdraw your Crew Acceptance in the event that Crew Fees are not paid on before the Crew Fees due date.

There are minimum of 5 steps that support your development to a full R.E.A.L Crew and on your specific journey in the workshop space. They are R.E.A.L Crew Trainee, Understudy, Member, Member Plus and Core.

Your monetary investment is for all this training, support, mentoring, meals and accommodation on the workshop will be as follows:-

Fee Structures for Real Education Crew

- R.E.A.L Crew **Trainee** \$460 per workshop
- R.E.A.L Crew **Understudy** \$330 per workshop
- R.E.A.L Crew **Member** \$210 per workshop
- R.E.A.L Crew **Member Plus** \$Nil
- R.E.A.L Crew **Core** \$Nil
- R.E.A.L Crew **Opposite Gender** \$Nil

If as a **Core Member** you are unable to attend workshops for a period of 12 Months then on your return to the workshop space you will be returned to the **paying Crew Member** level. Your return to the **Core** level will be reviewed after one workshop.

If as a **Member Plus** you unable to attend workshops for a period of 12 Months then on your return to the workshop space you will be returned to the **paying Crew Member** level. Your return to the **Member Plus** level will be reviewed after one workshop.

If as a **Trainee, Understudy or Member** you unable to attend workshops for a period of 12 Months, then on your return to the workshop space you will be returned to the **paying Crew** level below the level of your last workshop. Your return to re-instated level will be automatically promoted after this workshop.

If you are invited on an **Opposite Gender** workshop there will be no Crew Fee, however, your Crew level will also remain unchanged, that is all crewing on any Opposite Gender workshops will not be taken into consideration when being promoted to the next Crew Level.

As a result of the Real Education vision we can all gain an enormous reality check on life and experience regular and consistent immersion, alignment and an opportunity to personally grow exponentially. For those who want to maintain and be on the cutting edge of psychology and transformation the entity of Real Education provides a very powerful environment to help in keeping your mind, heart and soul pure and clean and in the best position to deal with day to day happenings.

Approval to Crew is also subject to all Crew Fees and Enrolment Fees being up to date by the due dates and before the event commencing.

Active / Inactive Crew Member Status

Where a R.E.A.L. Crew member has not attended a workshop for a period of two (2) years your Crew Status will be changed to "Inactive". In recognition of your time, energy, and participation as an Active Crew person you will receive Crew invitation emails to upcoming workshops, are entitled to any special discounts offered, and will receive pre-notifications of upcoming specials. Being on Crew offers you a chance to work behind the scenes and learn new skills. It gives you a unique opportunity to connect with an amazing group of **like-minded people** and experience the rewarding feeling of giving back while assisting others with the gift of accelerated change.

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Absences

With Real Educations' commitment to continue providing cutting-edge workshops, upgrades occur at a phenomenal rate. If, as a Trainee, Understudy, Member or Member Plus, you are unable to attend workshops for a period of 2 years; and if, as a Core crew member, you are unable to attend workshops for a period of 1 year - upon your return to the workshop space you will be returned to the paying Crew level below your R.E.A.L. Crew status of your last workshop crewed. Your return to your previous crew status will be reviewed prior to your second workshop to crew in that 12 month period.

We want to encourage everyone to continue on their personal journey - to grow in the Core Areas and readily embrace the learnings and skills sets gained from the other Key Areas.

Crew Uniform

It is a requirement that all Crew must wear the approved Real Education Crew Shirt as directed. Each Crew Person will be required to purchase a Crew Shirt from the Real Education office. The cost of the Crew Shirt will be invoice and payment will be required to be made prior to collecting the Crew Shirt.

5. R.E.A.L. Crew Commitment

Real Woman & Real Man Workshops – Long Term Commitment

The expectation is for a Crew person to commit to the Workshops and the Team for maximum of an 18 month period.

This is due to the intense nature of the Workshops, the training involved, and the high level of Facilitation and Leadership that you are exposed to and encouraged to develop over a period of time. You will notice extraordinary changes within yourself when you choose to make this commitment to your own growth, and to the development of others.

Late Withdrawals from Crew

<i>Deadline for withdrawal of your name from Workshop Crew:</i>	2 Thursdays before a workshop commencement date
<i>Deadline for payment of Workshop Crew Fees:</i>	2 Thursdays before a workshop commencement date

A withdrawal from the team after the deadline stated above has direct impacts on all workshop preparations. If you withdraw from Workshop Crew after the deadline for payment of Workshop Crew Fees has passed your Workshop Crew fee will be non-refundable.

Making a commitment to volunteering your valuable time and precious energy is truly valued by Real Education and the participants when you are certain you can honour this commitment. We do understand and have great empathy for unforeseen circumstances that show up, however, it truly supports us if we have your strong commitment right up and throughout the workshop so that we may give you the best growth and position in the workshop for you at that moment, and to also honour the enormous amount of volunteer time the Leadership Team put into the facilitating the opportunities for Crew and leading an extraordinary experience for the participants.

Some implications of withdrawing at the last minute from Crew include:-

- The Leadership Team and the Real Education office invest many hours to allocate positions, facilitation, roles, tasks, leadership positions and responsibilities to best support the team and to create individual opportunities for growth. A great amount of energy and effort is put in to give the best position of growth for you and other Crew.

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- Last minute withdrawals from the team directly cause further hours to be invested to re-orientate and re-design the group dynamics for the team as well as having direct impact on the production and distribution of workshop documents and dialogue cards for the workshop. This removes Real Education staff from important task of all the workshop preparations that happen behind the scenes in the weeks leading up to every workshop.
- When a person withdraws at the last moment it creates a ripple effect that impacts every single person on the team e.g. those who have been practising for specific roles and whom may have to change at the last moment or may leave a task team short of people creating unnecessary re-allocation of roles, dialogue cards, task teams, demonstrations, pod leaders etc. The specific reason we have a deadline for commitment to a workshop is so that there is enough time to make critical role allocations and so forth.

Real Life Design, Real Relationships and Real Coach Program Seminars

The expectation is for a R.E.A.L Crew person to commit to the specific Seminar and Seminar Time Commitments for the current seminar only i.e. there is no expectation that you will commit to subsequent Seminars although we welcome you choosing to be part of the Team again in the future.

There are 4 levels of personal growth that are facilitated within the Seminar Teams – Seminar Crew, Team Coach, Team Leader and Leadership Team.

All Crew Teams

Your commitment to the Crew and the participants that you will be supporting on the Workshops and Seminars will bring great rewards, amazing transformation in your life, and will flow on to the lives of your family and friends. Your personal growth will be exponential and opportunities to stretch and expand will be presented to you in a manner that is exclusive to those who are part of the R.E.A.L. Crews.

We strongly recommend that you are very clear about your reasons for choosing to be part of the team (see Clarity of Exchange and Reciprocity – point # 6).

R.E.A.L. Crew people are seen as ambassadors and are also seen as a reflection of the transformation and growth the Workshops and Seminars can create for people. With this in mind you are expected to hold yourself accountable and responsible – your level of notoriety raises in the Community once you are selected on a Team. There is the expectation that you will hold this notoriety in high regard and demonstrate a high level of personal integrity at all times. On the R.E.A.L. Crew your ‘Nobility becomes your Chosen Obligation’.

6. Selection Criteria

Real Woman 1 + Real Man 1

Objective Criteria:

Have participated in Real 1 (compulsory), and meet one of the following compulsory criteria:-

- Have already participated in Real 2, or
- Have completed the Real Coach Program
- Be willing to work, play and show up as a Team player
- All Crew Fees are paid in full by the due date
- All other invoices (invoices issued for Product purchases and/or Enrolment) are paid up to date, including any/all Payment Plan Late Payment Default Fees

Real Woman 2 + Real Man 2

Objective Criteria:

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- Have participated in Real 2 (compulsory)
- Have committed to and been a part of the Crew Team for one or more Real 1 workshops in the same calendar year (compulsory)
- Be willing to work, play and show up as a Team player
-
- All Crew Fees are paid in full by the due date
- All other invoices (invoices issued for Product purchases and/or Enrolment) are paid up to date, including any/all Payment Plan Late Payment Default Fees

Subjective Criteria:

Have been highlighted as someone the current Leadership Team would select based on your dotting ability and strengths, your Queen or King energy, your presence, certainty, clarity, way of being, and the unique dynamics of the Team at the time. Your 'clean energy', not limited to humility with and reverence for members of the opposite gender is essential. This is subjective and you must be open to and accepting of quality feedback in this area.

Real Woman + Real Man (Opposite Gender or Workshops)

Objective Criteria:

- Have participated in same gender Real 2 (compulsory)
- Have committed to and been part of the Crew Team for one or more same gender Real 1 or 2 workshops in the same calendar year (compulsory)
- Be willing to work, play and show up as a Team player
- Have high ability to step up into all 3 aspects of the Archetypes, and if not, have mastering on your most natural Archetype and showing excellent signs of growth in other Archetypes;
- Be Coachable and be open to supportive Feedback
- All Crew Fees are paid in full by the due date
- All other invoices (invoices issued for Product purchases and/or Enrolment) are paid up to date, including any/all Payment Plan Late Payment Default Fees
-

Questions that are asked of the Leadership Team, Members and Elders to qualify:

- Who, out of the Women/Men, would you want to be dotted by (in role)?
- Who has mastery in role play? Who becomes the role/aspects in its full entirety with no hesitation – in that extreme place, in a split second
- Who holds a solid position across all Archetypes? ie. King/Queen, Warrior, Magician, Lover in the white and how powerfully do they role play the archetypes in the dark?
- At the brunt of a Man's rage/Women's explosion do they hold their own centre and not lose themselves? ie check out, quiver, uncertainty in their eyes or physiology....as soon as a Man or Woman sees this in role they will alter and retract into the old ways/habits out of guilt, shame etc.
- They need to have a presence that commands the room - 'space holding' that is their own
- They need to have a voice that echoes to the souls of the Men/Women
- They need to take full ownership of their own their sexual and sensual energies - being prudish, apologetic or loose or will not work
- They need to maintain the real sovereign Wo/Man - their Wo/Man-ness
- The Men need to maintain their thunder, sovereignty and Man-liness
- They each need to have a solid understanding and demonstration of their femininity and masculinity - both the Men and the Women
- They need to understand the invisible energetics – spacial recognition of the participant's boundaries, when to match that and the precise timing of breaching that for the benefit of the breakthrough

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Real Life Design, Real Relationships, Real Coach Program Seminars

Objective Criteria:

- Have participated in the specific seminar (compulsory)
- Have participated in or have set a strong intention to participate in Momentum or Alignment Series' relevant to specific Seminars (not compulsory)
- Crew Fees are paid in full by the due date
- All other invoices (invoices issued for Product purchases and/or Enrolment) are paid up to date, including any/all Payment Plan Late Payment Default Fees

Real Leadership Team – Workshops and Seminars

Objective Criteria:

- Have participated in the specific Workshop or Seminar (compulsory)
- Have been on the R.E.A.L. Crew for the specific Workshop or Seminar (compulsory)
- Have a comprehensive understanding of the Workshop content and context
- Be an Understudy or Member
- Be committed to at least 5 workshops over the following 18months
- All Crew Fees are paid in full by the due date
- All other invoices (invoices issued for Product purchases and/or Enrolment) are paid up to date, including any/all Payment Plan Late Payment Default Fees

Subjective Criteria:

- Have demonstrated leadership qualities and/or the ability to acquire the qualities as per the R.E.A.L Leadership Model (compulsory)
- As an Understudy or Member your current level of growth will be taken into consideration

Personal Ethics & Integrity:

Please read and answer the following questions truthfully:

- Are you a convicted or known paedophile?
- Are you a convicted sexual offender?

If you answered YES to one or both of these questions you are ineligible for R.E.A.L. Crews at Real Education.

Subjective Criteria:

To be eligible for selection to any R.E.A.L. Crew you are required to maintain these qualities:

- Be Coachable and open to supportive Feedback
- Be Humble and open to supportive Feedback
- Open-mindedness
- Willingness to learn, willingness to learn, willingness to learn
- Preparedness to do whatever it takes
- Ownership of behaviours
- Gratitude
- Thoughtfulness
- Be emotionally available
- Willingness to connect with heartfelt presence

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- Persistence and determination to continue personal growth
- Willingness to operate within the team Framework
- Looking for the good – that which is going to add value – to the situation or person

Trainees, Understudies, Members, Member Plus, Core, LC Leaders and Elders, alike must demonstrate a team commitment, and even though selection may not occur every Workshop, all are encouraged to maintain their continued connection with the team.

You can start the process of becoming part of the R.E.A.L. Crews at any time by expressing your interest via e-mail to crew@realeducation.com.au or by ticking the R.E.A.L Crew Box on the Expression of Interest form that is handed out at the end of every Workshop/Seminar/Program Event.

The Real Education office will send you Workshop Crew – Path of Discovery Questionnaire email, to be read in its entirety, and if you are still interested in crewing on the workshops, answer the Questions and email back to Real Education office at crew@realeducation.com.au.

7. Process of Selection

Step 1 – “Expression of Interest to Crew” Email Request

Before each Workshop/Seminar/Program R.E.A.L. Education will send an e-mail to all Graduates eligible for selection asking for their Expressions of Interest to Crew on the upcoming Workshop/Seminar/Program. Please note that receiving an email requesting an Expression of Interest to Crew does not automatically guarantee selection. Each Team requires quality deliberation and serious thought about the dynamics required and the combination of specific energies and skills. The Team at R.E.A.L. Education relies on your cooperation and graceful acceptance of the challenging decisions that are made each and every Workshop.

Step 2 – Submission of “Expression of Interest To Crew”

To lodge your Interest to Crew you must complete the Expression of Interest to Crew Form by the RSVP close date. R.E.A.L. Education cannot accept any other form of expression of interest to Crew ie: via informal email, telephone conversation or chatting directly with any Crew person or R.E.A.L. Education employee, or Director.

Step 3 – “Crew Acceptance” Email Notification

Real Education Crew Co-Ordination Team will email those eligible for selection who have been selected to crew

Real Education Crew Co-Ordination Team will determine the Crew persons from those who responded as directed by the RSVP close date. Real Education Crew Co-Ordination Team will use its sole discretion for this selection, and the most experienced Crew members will be considered first. Real Education office may decline any RSVP’s received, including those submitted after the close date.

Step 4 – “Available to Crew Acceptance & Medical History Form” Email Notification

Each person eligible for selection that is selected to crew will be required to confirm their availability by submitting the Crew Confirmation & Medical History Form by the due date as stated in the Crew Confirmation email.

You must confirm your commitment and availability for the entire duration of the event as outlined in the Crew Confirmation email in order to support the administration process that is required to put together such an event. Real Education office may remove any selected Crew if R.E.A.L. Education office has not received the Crew person’s confirmation using the correct method of availability by the due date.

It is each Crew person’s responsibility to enquire about selection and confirmation if they have not been advised

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within 2 weeks of the Workshop commencing. Please contact the Crew Co-ordination Team on crew@realeducation.com.au.

Please do not rely on your personal relationship with anyone in the community to override any Crew policy's and/or processes.

Any and all discussions regarding any upcoming Workshop/Seminar/Program is to be directed to the R.E.A.L. Education office on crew@realeducation.com.au, and is not to be discussed between Crew, including discussing any matters with the Leadership Team. If a person who is eligible for selection requests a Crew person to be on Crew, or any other questions relating to Crewing, the Crew person is to direct them to contact R.E.A.L. Education directly via email.

The most powerful way that Real Education commits to consistency and integrity is to inspire us all to work within the policy framework. This policy is regularly updated and decisions are made in the best interest of the whole Workshop environment.

Real Education Crew Co-Ordination Team may contact those who were not selected at this time. If you are not selected for a specific Workshop/Seminar/Program a quality question to support you is this: 'What would I have to do or be in order to better myself so it is an easy decision for Real Education?'

8. Your Responsibilities

- Have read this document and understand the terms and conditions, and your obligations for crewing
- Confirm your availability via e-mail to crew@realeducation.com.au
- Complete all documents, and other requirements by the due date
- Follow up your selection if you have not received confirmation within 2 weeks of the Workshop/Seminar/Program
- Be clear on your availability for each Workshop/Seminar/Program
- Do not use the system to 'hold' your position on the Team – you must be as certain as possible that you are able to attend
- Notify the Real Education office as soon as you can if/when you are unexpectedly able to attend
- Be cooperative and understanding of the decision making process
- Honour your commitment to the very best of your ability
- Take ownership of your behaviour as a Role Model in the community
- Keep your languaging lean and clean on Workshop/Seminar/Program especially when there is familiarity.

Workshop/Seminar/Programs are heightened and ultra-sensitive environment. Topics that may be bantering in everyday life can be insulting and hurtful in this environment.

9. Clarity of Exchange and Reciprocity

Participation on the R.E.A.L. Crews is strictly on a volunteer basis.

Real Woman and Real Man Workshops only

As a part of the R.E.A.L. Crew there is a small nominal fee payable to Real Education Accelerated Learning.

Real Life Design, Real Relationships, Real Coach Program Seminars

There is no fee payable for participation in Seminar Event Teams.

All R.E.A.L. Crews

Crew are seen as ambassadors and are also seen as a reflection of the transformation and growth the Workshops and Seminars can create for people. With this in mind you are expected to hold yourself accountable and responsible – your level of notoriety raises in the Community once you are selected on Crew. There is the expectation that you will hold this notoriety in high regard and demonstrate a high level of personal integrity at all times. On Crew your 'Nobility becomes your Chosen Obligation'.

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Real Education, as an entity, provides an environment in which people can join the Crew to grow, develop and contribute by making a huge difference in someone else's life. Real Education is the vehicle that has a shared vision – we as people join Real Education as a vehicle in giving fair exchange in making a difference.

As a result of the Real Education vision we can all gain an enormous reality check on life and experience regular and consistent immersion, alignment and an opportunity to personally grow exponentially. For those who want to maintain and be on the cutting edge of psychology and transformation the entity of Real Education provides a very powerful environment to help in keeping your mind, heart and soul pure and clean and in the best position to deal with day to day happenings.

The exchange for participating on the Teams is the personal growth, the profound experiences encountered, the honing of support skills, life skills, communication skills, facilitation skills, training in specific processes and opportunities for leadership.

If you are on a growth path, Real Education is engine, the vehicle. You place yourself on Crew to fulfil your Contribution and to fulfil your Purpose. You can never give too much to Real Education; however, you can over-commit yourself to Real Education.

If at any point you feel 'out of exchange' with your chosen obligation associated with being on the R.E.A.L. Crews then you must discuss this with the Crew Leader who will support you to reach resolution. There is no judgement associated with feeling 'out of exchange' – there is, however, an expectation that a noble Crew person will discuss this internally with the Crew Leader as opposed to engaging in gossip, backbiting or collusion.

Preparation for the Workshops and Seminars

The R.E.A.L Workshops has a major impact on peoples' lives; not only in the space for the participant and for you, the Crew, but directly on to those people close to you. We urge you to "set right" the space and time in your own life, to allow you to be fully present for the Workshop or Seminar. Take the time to prepare yourself physically too, as having a fit and healthy body makes it easier to maintain focus and energy for the weekend, allowing you to gain much more benefit from your participation by being fully present at the workshop or seminar with honour, humility, grace and to be ever-present and in service for the stretching, expansion and transformation of the participants.

Real Education understands that while on Crew sometimes stuff comes up both in our preparations for and on the Workshop or Seminar. In these instances we encourage you to seek support for yourself prior to arriving at the Workshop or Seminar and taking the time to make an agreement with yourself that for the moment you are in service and you will "deal" with rising issues on your return to the real world after the Workshop or Seminar. If you do require support during Workshop or Seminar times please contact you team leader.

10. Code of Ethics on the Teams

This Code of Ethics is based on the core Values of the Real Education and the Crew Teams, and is a foundation for interaction on the Teams and within the Community:

Ethics:

Ask yourself 'is this Life-giving or Life-taking?'

This about your action, words, energy.

Are you adding value or taking value?

Integrity:

Noticing what is IN or OUT of integrity for yourself – a personal check-in and level of accountability.

A person can only make an integrity call on themselves – not others.

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Respect:

To have consideration with honour. Validating and honouring another point of view, does not imply agreeing with that point of view.

Love + Connection:

To feel connection and compassion. When challenged, do you resort to love or hatred?

Understanding:

Seek to understand the other before making your judgement call. See things through their eyes. 'Judge them not unless you have walked a mile in their psychology'.

Accountability:

Do you follow through 100% on your spoken words, your chosen actions?

Responsibility:

Do you have the ability to respond to a situation that is requiring action?

Acceptance:

Power of acceptance is the realisation that people have different ways of doing things and individuals can be very different – it is accepting the differences in their psychology and the different ways they get things done.

Ownership:

Take ownership of your dark shadow sabotaging behaviour, declare it, and make a commitment to resolve, heal and clean it up within yourself and with others.

Trustworthiness:

To become a trustworthy R.E.A.L Crew person your commitment must be to the sacred confidentiality of the Workshop/Seminar/Program content, other team sharings, and participant's soulful outpourings.

Ask yourself "Do you create safety around yourself so others can share from the heart and know that it will be kept sacred?"

11. Primary Relationships

The development of functional and supportive relationships is strongly encouraged. We support the evolution of primary relationships that are clear, clean, honest, truthful, and integral in true intimacy and love.

Couples Crewing together - Being on the Team together is a great honour for your relationship and for you both as individuals. The Crew Couple will be debriefed by the Leadership Team as to what is deemed appropriate behaviour if you are Crewing on the same event with your partner who you met and formed a relationship with outside of Real Education. Both of you are on the Team as individuals, and couple time is not part of your reason for being on the Team. Excessive nurturing, caressing, or energy that clearly shows a sexual energy is not appropriate. Nor is ignoring each other. The Leadership Team will support you both on "how to be" in the space, in service, and not to be bringing your relationship energy inappropriately into the space.

Both Crew persons are selected on the basis that each are invited as individuals. Partners crewing on the same an event together are selected for your individual attributes and unique qualities they bring to the Team. If one partner has an emotional reaction the other partner is expected to stay present, connected with the team, not lose themselves and allow the partner to cycle through their own personal issue whilst maintaining your sovereignty throughout the process – be mindful of your rescuer/saver energy taking over.

Pursuing relationship with another Crew or Participant.

This clause applies where a Crew person is in relationship.

No Crew person is to interfere with, pursue or engage in any romantic or sexual activity whether it's in a predacious way or not, with any other person who is in relationship, regardless if the persons relationships is in

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trouble, or if their Relationship Agreement permits it. It is acknowledged that a person is vulnerable when their relationship is in deliberation and as such no Crew person is permitted to pursue any other person in this situation. Each person must be given the opportunity to resolve their relationship complications without distractions so the couple are able to fully decide the extent and direction of their relationship.

This clause applies to not only long term relationships but also to newly formed relationships where the couple are in the dating phase and yet to reach commitment agreements, and if they are yet to publicly declare they are fully disclose their relationship.

In essence no Crew person is permitted to “cut in” on any relationship. Couples must be given the opportunity to be resolved without distraction, and no relationship (causal or long term) is to be formed while one or both of the couples are in another relationship.

Further it is acknowledged that Real Education has no interest in knowing the relationship agreements reached between couple, and as such they are not be asked to be or placed in the position where they become the Adjudicator. Only each person’s integrity can be the Adjudicator both parties Relationship Agreement DON’T CUT IN. in a vulnerable state.

12. Honouring Participants - after a Workshop or Seminar

Pursuing relationships with Participants

This clause applies where the participant is not previously known to the Crew person. No Crew person is to pursue or engage in any romantic or sexual activity with any participants – *either* during the course of the Workshop/Seminar/Program or within a reasonable time frame (at least **SIX MONTHS**) of the participant completing his/her first Workshop/Seminar/Program where you are both on the same event. This is a compassionately reduced timeframe compared to other similar codes of professional conduct (eg. Counsellors, Life Coaches, Psychotherapists and their clients).

The Crew are held in high regard by participants. You must take ownership of this personal power and take a high level of integral responsibility for what you say, how you say it, how your energy impacts others, and your way of being. You are a role model in the community.

Every Crew person must exercise clear and clean boundaries with participants during the Workshop/Seminar/Program. There are some very powerful and supportive languaging techniques and energetics that will be available to you (once on the Workshop/Seminar/Program) to support you in the event that a participant approaches you for a connection that is in the realm of romance.

It is possible that a participant could assume a Crew person holds a position of authority and may overly react, or misinterpret any social or nurturing advances made by the Crew person. Maintain clear, clean, healthy boundaries.

Participants hold the Crew in high esteem - all the team are skilled or are becoming skilled in high-level, transformational and influential communication skills with participants. Mis-use of these skills is a violation of and predatory act towards the participant and will not be tolerated.

It is the responsibility of the Crew person to disengage in any romantic engagement.

Using, disowning or distorting information that you have gathered over the course of the Workshop/Seminar/Program or in Coaching sessions, for your own personal gain is extremely out of integrity – and highly unethical. The creating of a safe and secure space for participants is of paramount importance to the effectiveness of the Workshop/Seminar/Programs and for the participant’s safety – during and after the Workshop/Seminar/Programs.

It is a requirement that even if an attraction exists with a participant that the Crew person must not pursue the participant. As Crew it is assumed that you are more aware than the participant and you therefore have the most responsibility to enforce this Criteria, and it is expected you will compassionately (not shamefully) refuse the

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participants advances. All Crew must have very clear emotional and physical boundaries, especially when in the extremely vulnerable space of the Workshops and Seminars and after the specific event.

Predatory behaviour, or using your exclusive insight gained as a result of being on Crew, to manipulate an outcome that results in a violation of emotional or personal space is intolerable.

Pursuing relationship with another Crew

This clause applies where the Crew persons are not previously known to each other prior to attending any Real Education Workshop/Seminar/Program/Social event. No Crew person is to pursue or engage in any romantic or sexual activity with any other Crew – *either* during the course of the Workshop/Seminar/Program or within a reasonable time frame (*see below for the required timeframe*) of the last day you both crewed together for the first time. This is a compassionately reduced time frame compared to other similar codes of professional conduct (eg. Counsellors, Life Coaches, Psychotherapists and their clients).

It is a requirement that even if an attraction exists with another Crew person you must not pursue them. As Crew it is assumed that you have a high level of Integrity and capacity to adhere to Crew Criteria.

If a Crew person does breach this requirement and approaches you as a fellow Crew person, regardless if its either for a short or long term romantic or sexual connection, it is expected that the Crew person who has been approached will enforce this Criteria, and it is expected you will compassionately (not shamefully) refuse the Crew persons advances. All Crew must have very clear emotional and physical boundaries, especially when in the extremely vulnerable space of the Workshops and Seminars and after the specific event.

Predatory behaviour, or using your exclusive insight gained as a result of being on Crew, to manipulate an outcome that results in a violation of emotional or personal space is intolerable.

R.E.A.L. Education deems the following to be the reasonable time frame before any Crew person can freely pursue or engage in any romantic or sexual activity with another Crew person – where the most experienced Crew persons is a :-

Trainee – 4 weeks from the last day of the Workshop/Seminar/Program both Crew persons first meet and Crewed together;

Understudy –8 weeks from the last day of the Workshop/Seminar/Program both Crew persons first meet and Crewed together;

Member or higher –12 weeks from the last day of the Workshop/Seminar/Program both Crew persons first meet and Crewed together;

The time frames stipulated above do not apply where the Crew person and participant, or Crew person and Crew person are known to each other prior to attending their first Workshop/Seminar/Program together.

If in any doubt regarding any point mentioned, you are required to contact Real Education.

13. Personal Agendas in Workshop or Seminar space

It is expected that the Crew people who have a partner, friend, or relative participating on a Workshop/Seminar/Program stay present with the team and keep their personal relationship with the participant external to the Workshop/Seminar/Program space. If this is proving difficult then the matter must be brought to the attention of the Crew Leader who may be able to support you with a range of strategies. You must check-in with yourself and be clear that your participation on the team is based on your desire to contribute to the entire Workshop/Seminar/Program space, not solely due to a loved one participating in the Workshop/Seminar/Program.

In addition to this, if you do have a loved one participating in the Workshop/Seminar/Program you must disclose that to Real Education office at least one week before the Workshop/Seminar/Program, and to the Leadership

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Team before the Workshop/Seminar/Program commences. You may be asked to reveal your participation on the team to your loved one before the Workshop/Seminar/Program begins.

Further, you are required to humbly “be in service” and Crew in synchronicity with Real Education vision, policies and structure for the Workshop. Again, you must check-in with yourself and be clear that your participation on the team is based on your desire to contribute, acknowledging that you are Crewing on a R.E.A.L. Education Workshop/Seminar/Program, which is to be facilitated and run in accordance with Real Education Run Sheet, Leadership Manuals, and where varied only by the Primary Facilitator, Real Education Directors and/or Employees.

14. Family Support

The Crew must have a clear understanding about their commitment to the Workshop/Seminar/Programs with their partner and family. It is important for you and for your family to be clear on the level of exchange, and to avoid processing them or becoming a ‘walking flip chart’ when returning from the Workshop/Seminar/Programs.

We recommend that you create an environment that is safe and supportive for your primary partner and family by explaining to them why you are committing to process and what you will be achieving.

15. Spiritual Wisdom – Keep it Global

It is important for you to have your own personal beliefs and to have compassion for others’ beliefs. When delivering wisdom in the space at the Workshop/Seminar/Program or in the Community you must be mindful of keeping your wisdom global and non-specific.

16. Business Prospecting

The enrolment of participants by the Crew into businesses and/or investment opportunities is not acceptable in this environment. This is to ensure that no abuse of authority, or ‘perceived authority’ occurs, and to ensure the confidentiality of the participants – the participants are here for their personal growth, not unsolicited networking. It is important for the Workshop/Seminar/Programs not to be perceived as multi-level networking nor as a network for enrolling people into private’ businesses, or your personal counselling/coaching/workshops/retreats. Participants in the Workshop/Seminar/Program are especially vulnerable to prospective marketing.

This includes those on Crew who are Coaching graduates or Counsellors – you are required to advise any participant who wants coaching or counselling to contact the R.E.A.L office after the Workshop/Seminar/Program via email at customerservice@realeducation.com.au or on 07 3348 5888.

17. Real Education and other Businesses

Real Education supports the growth, maintenance and evolution of other businesses in the Personal Growth/Health industry. Real Education does not however, endorse or permit the promotion or marketing of other businesses at R.E.A.L Workshops or R.E.A.L Seminar Events or any other event organised by Real Education.

Further, Real Education does not endorse or permit the promotion or marketing of other businesses to any R.E.A.L Graduates in any form at any time regardless if a conversation is being had after the event in personal or social settings, nor via text, email, social media private messaging or social media “Event Invitation”.

Real Education, Murray Masarik, Denise Masarik and Real Education Program Facebook pages, Instagram, Twitter and other social media platforms are also deemed to be considered as Real Education’s database.

18. Real Education and other Personal Growth/Health modalities

Real Education supports the exploration of other Personal Growth/Health modalities for the purpose of enhancing and enriching the life of the individual, family and community.

19. Acceptance of Acknowledgement -vs - Expectation of Recognition

It is important that every Crew person stays in relationship with their reasons for participating on the teams. Real Education provides opportunities for people to further accelerate their growth by way of the R.E.A.L. Crews. It is important to be clear that you are **choosing** to make a difference in your life, and the lives of others, by attending the Workshop/Seminar/Programs on the Teams.

In the course of your involvement with the Workshop/Seminar/Programs, there will be acknowledgments and appreciation offered by participants – you are entitled to lap these up at any opportunity. However, this can become distorted when the accolades are being actively sought after, and then become a **primary (needy energy) need** via the expectation of recognition. Being 'in service' for people is very personally rewarding.

If at any point you are experiencing the **need** for recognition or are **expecting** acknowledgement from other Team members, participants, Leadership Team or Facilitator, you need to explore where this shows up in your life (perhaps you are feeling 'out of exchange' and need to get to the core of it):

Humble self-praise = self-acknowledgement = self esteem

Real Education encourages self-acknowledgement for each Crew person. Creating self-acknowledgement is important as it creates an awareness of self-confidence rather than focussing on external acknowledgment from others. Supporting yourself to have confidence and self-esteem is critically important to be part of the Team.

Remember, do it for the Cause – not specific individuals.

If you are participating in the Team with an expectation of recognition, you are in the wrong place. If you are doing this work for the Facilitator, you are doing it for the wrong reason. If you are doing this work for Real Education, you are doing it for the wrong reason.

Get clear that you are here for your own reasons, that you are aligned with the Vision, Purpose, Mission of Real Education and that you are 'in service' to the participants, and desire to work with a spirit of contribution.

20. Non-endorsed R.E.A.L Events

There are events which start informally and innocently but can become an 'infringement' and be to the detriment of the Workshop/Seminar/Programs and the participants. Recreating Workshop/Seminar/Program games and processes without approved and experienced Crew support is a potentially dangerous 'good idea' and is not endorsed by Real Education.

Unless a specific R.E.A.L event is advertised by and run by the office it is not an official R.E.A.L event.

Replicating any games or processes from the Workshop/Seminar/Program outside of Workshop/Seminar/Program space at social functions - even with the best of intentions - is an infringement of Confidentiality Agreements, that as Crew person we have all agreed to.

Replicating any games, processes or use of any other Real Education Intellectual Property in your own Workshop/Seminar/Program is a breach of this Agreement. There is no limitation to this Agreement and any breach regardless of the person's intent or mental state at the time of promoting or conducting the Non Endorsed R.E.A.L Events is considered strict liability breach.

21. Implied Endorsement

Please do not use R.E.A.L or any reference to R.E.A.L Workshop/Seminar/Programs in any documentation use for your business, outside of our Coach Program resource documents provided to you during the Course of you attending the Real Coach Program. The use of our logo or name can be misconstrued as implied endorsement of products of businesses, even though the situation may be unknown to Real Education.

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Real Education is not liable for any business decision, financial decisions that you make pertaining to your own business.

22. R.E.A.L Crew Advice

In offering support, be mindful to share your own experiences with the intention of empowering the participant or graduate to make their own decisions. Always use supportive languaging and do not give advice or tell the participants what to do. The implications of giving advice outside professional Codes of Conduct can adversely affect you personally, professionally and financially, as you may be held legally liable in the event of a critical turning point in someone else's life.

23. Shared Knowledge

If you choose to participate in other Workshop/Seminar/Programs we would love to learn from your experiences so we can refine and improve the R.E.A.L Workshop/Seminar/Programs.

Please feel welcome to share with the Leadership Team and/or Facilitator your experiences and embrace the diverse range of Workshop/Seminar/Programs and other personal growth modalities that are available to us all.

24. Pregnancy

It is your responsibility to reveal if you are, or think you might be pregnant. Your personal safety and the safety of your baby is very important. Pregnancy will preclude you from participation on the R.E.A.L Crew on the workshops but not necessarily from the Seminars.

25. R.E.A.L Crew Code of Honour

The 4 Codes of Honour that we operate with are:

- Respect for ourselves and each other
- Resort to Love first before you go hatred
- Seek to understand first
- Zero Tolerance for Gossip, Backbiting and Collusion

26. R.E.A.L Crew Code of Conduct

Code of Conduct via personal and professional behaviour. Includes, but is not limited to, personal conversations, group discussions, Leadership in the Real Education environment, contracting to Real Education, and the use of communication mediums.

Social Media eg. Facebook, Twitter, Linked-in, e-mails, texting, other on-line correspondence etc. is included as part of the R.E.A.L Crew Code of Conduct.

Every Crew Core, Member, Understudy or Trainee is an Ambassador of Real Education and the amazing transformational work that is, has been, and will be delivered to thousands of people across the globe. To make use of the R.E.A.L trademark by referencing a Real Woman or a Real Man or Real Education in a life-taking, negative or derogatory manner is an immediate breach of the R.E.A.L Crew Code of Conduct.

Please be mindful that discussions around your own personal learning's at Workshops and Seminars must be devoid of names or any other identifying information about a third party or parties. Remember: 'What happens at the Mountain/Seminar, stays at the Mountain/Seminar'.

Any life-taking behaviour, words or comments that come to the attention of Real Education will be taken very seriously. Any breach of the R.E.A.L Crew Code of Conduct will be assessed by Real Education and the consequences may result in becoming ineligible to participate on all R.E.A.L. Crews for a determined period of time.

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27. R.E.A.L Crew Confidentiality and Integrity Agreement

Maintaining a high level of confidentiality, and personal integrity of confidentiality, is particularly important with this type of service. When on Crew you will be seeing, hearing and feeling things that the participants and other Crew persons share openly, and in one-on-one situations.

As a Crew person you have a serious responsibility to the participants, to your fellow Crew persons, and to yourself to ensure that anything that is said in the Workshop/Seminar/Program space remains in the Workshop/Seminar/Program space. Everything that you learn about another person in Workshop/Seminar/Program space, or in the context of confidential sharing, is to remain confidential, and therefore nothing is to be shared with anyone else about a participant or another Crew person ever. It is acknowledged that consent is given to the sharing of processes and breakthroughs where the participant or fellow Crew person's identity remains confidential.

All Crew persons are required to refrain from gossiping and backbiting, as the individuals are not present to defend themselves.

Crew are also required to maintain a high level of confidentiality and personal integrity of confidentiality to not disclose any details of or replicate any games, processes or Intellectual Property regarding any Real Education events, including correspondence regarding the event, participants or crew members, copying of games, processes or other Real Education Intellectual Property.

Crew are also required to maintain a high level of confidentiality and personal integrity and not solicit any Real Education Participant/Grad or Crew person. This includes corresponding via text, email, through social media or social media application to either support in promoting their business or inviting to attend any Non Endorsed R.E.A.L event.

All communication after the event between any R.E.A.L Grads and/or Crew persons are of a social nature only.

28. Self-Assessment Checklist

All Crew persons are encouraged to discern if their Personal Values are at least 50% in alignment with R.E.A.L. Education's Corporate Values.

29. Checklist and Things to Do (This form not to be returned to Real Education)

Are you at least 50% in alignment with the values of Real Education? YES NO

Are you in alignment with the Vision, Purpose and Mission of Real Education? YES NO

I agree to obtain a Blue Card, if requested (www.bluecard.qld.gov.au) YES NO

I have responded to the 'Path of Discovery' questions

Note – these questions are answered at the time of you express Interest to Crew YES NO

Have you read, understood and feel congruent with the 'Terms and Conditions of Participating on the R.E.A.L. Crews' outlined herein? YES NO

I agree to read, sign and return the following forms:- YES NO

Parts of the following agreements are valid for one calendar year and will be sent in a separate email

Activity Agreement Form and/or

Medical Document (Workshop only)

Any other Health Directive/Declaration as directed by governing bodies

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30. The Next Step

Now that you have a clearer picture of what is involved in the process of Crewing on R.E.A.L Workshop, Seminar and Program Teams – take action!

We love it when new people join us on Crew and we love to support you through the process. Complete the steps outlined in 'Checklist and Things to Do' and stay in contact via e-mail or phone with the Real Education office on crew@realeducation.com.au or 07 3348 5888.

You are encouraged to ask any questions that you may have at any point throughout the process. Being on the R.E.A.L. Crew is sometimes likened to participating in a R.E.A.L Workshop, Seminar or Programs– you will be stretched, challenged, expanded and asked to step out of your comfort zone regularly.

Enjoy the ride, strap in, and discover more of your R.E.A.L authenticity and R.E.A.L potential!

Ho!,

Real Education Crew Co-Ordination Team