

How can participation create meaningful, reciprocal and renewable value?

Personas, Participation and End-to-End Journey Architecture



Simon Owen | Empower Your World | v2.0 FINAL

Start here

Participation is not a funnel through which people are processed. It is a lived relationship involving choices, burdens, contribution, recognition, progression, pause and exit. A Frontier Capability Organisation becomes credible when participation creates value for the person, enables value for others and leaves future Capability stronger.

Hold these ideas first

- Personas are contexts, not permanent identities.
- Human Value describes what people seek; Meaning explains why it matters.
- Participation may be voluntary, role-required, mandatory or caused by transition, and the route must be stated honestly.
- PRACTISE can support reflection on formation evidence, but never becomes a person score.
- Pause, decline, redirection and dignified exit are legitimate outcomes.

A worked route through the architecture

Follow one participant from first notice through entry, practice, contribution, progress, stewardship and possible exit. At every stage test Human Value, Meaning, Future Confidence, Agency, reciprocity, burden and Renewal.

How to read this paper

- ORIENT: understand the public question and the architectural boundary.
- UNDERSTAND: follow the worked route, distinctions and failure conditions.
- EXPLORE: inspect the canonical structures, roles, relationships, lifecycle and controls.
- REFERENCE: use definitions, invariants, provenance and validation material for precision.

Status note. The frozen source architecture remains authoritative. These pages add orientation and explanation without silently replacing controlled definitions, decisions or accepted visuals.

WP06.5

Personas, Participation and End-to-End Journey Architecture

Human Value, Meaning, Future Confidence, reciprocity and lived experience in a Frontier Capability Organisation

CANONICAL POSITION

A Frontier Capability Organisation succeeds when participation creates meaningful value for the participant, enables people to create value for one another, and preserves and expands future Capability.

v2.0 frozen canonical architecture
Simon Owen | 21 September 2026
Internal strategic architecture

Attribute	Value
Document	WP06.5 Personas, Participation and End-to-End Journey Architecture
Version	v2.0
Status	Frozen canonical architecture baseline - full-depth Research Foundation integration
Owner	Simon Owen
Series position	WP06.5 of WP06.0-WP06.12
Purpose	Human Value, Meaning, Future Confidence, reciprocity and lived experience in a Frontier Capability Organisation
Formatting	FS-017 applied; visible labelled headers; 10 pt minimum body and table text
Baseline date	21 September 2026
Supersedes	v1.0 frozen baseline and v1.1 integration candidate
Change control	Future changes require practitioner validation, implementation Evidence, a downstream proof obligation or a material contradiction.
Canonical rebuild	Full-depth integration of the v1.0 frozen baseline, RS05-derived v1.1 material and cross-suite semantic ownership. New concepts are integrated within the relevant architecture sections rather than retained as addenda.
Freeze decision	WP06 v2.0 Canonical Architecture Validation Review passed Phases A-F; frozen on 21 September 2026.

Executive summary

WP06.5 is the Human Participation Architecture of the FCO. Human Value describes what people seek through participation. Meaning explains why those forms of value matter. Future Confidence explains why a different future feels plausible. Pull creates movement. Head-Heart-Hands turns movement into practical participation. Human Contributions create value for others. Value Reciprocity helps participation remain legitimate. Renewal preserves and expands future Capability.

CENTRAL QUESTION

How do people, organisations, Communities and Human-Agent teams create meaningful, reciprocal and renewable value through participation in a Frontier Capability Organisation?

1. Scope and architectural posture

SCOPE GUARDRAIL

WP06.5 includes human concepts only where they materially influence participation, Contribution, trust, judgement, Capability development, culture or Renewal. Wider questions of wellbeing, fulfilment, happiness, leisure and flourishing remain outside this paper and may be addressed through future Domain work, including a possible Being Human Domain.

- Personas are contexts, not permanent identities or demographic labels.
- Human Truths are design hypotheses to validate, not universal psychological laws.
- Human qualities and Contributions must not become person, motivation, helpfulness, culture-fit or worth scores.
- Agents are governed actors and participating Capabilities, not human personas.
- Voluntary, role-required, mandatory and transition routes are described honestly.
- WP06.5 owns lived experience and human value; WP06.6 owns propagation mechanics; WP06.8 owns enduring formal roles.

2. Human Truths and working assumptions

- People are more likely to support change they can understand and help shape.
- Most people want effort, experience or Contribution to matter.
- Belonging can accelerate Learning, while exclusion can suppress participation and challenge.
- Capability grows through use, feedback, relationships and reflection.
- Uncertainty is easier to tolerate when boundaries, choices, support and routes remain visible.
- Participation becomes unsustainable when benefit concentrates and burden remains hidden.
- One person becoming more capable can enlarge Opportunity and Capability for others.
- Previous experience can remain valuable even when a role or technology changes.

3. Human Value Architecture

3.2 Capability Renewal journey review

Every end-to-end Journey may be reviewed through Agency, Relationship, Practice, Representation, Governance and Regeneration. This is not a requirement for every stage to maximise every process. It is a way to expose where a Journey depends on another service, Community, role or lifecycle mechanism.

The review asks whether the person can choose and influence; build trusted relationships; engage in consequential practice; make learning and contribution visible with context; act within legitimate boundaries; and leave capability, memory, stewardship or successors stronger than before.

3.1 The three-distribution and value-covenant test

Human Value is credible only when value exchange is visible from more than the sponsor or organisation perspective. Every significant Journey and Participation Route therefore asks three separate questions: who becomes more capable, who gains meaningful agency and who receives or carries value.

The Value Covenant makes Pull explicit before participation is requested. It states the value a participant may receive, the contribution invited, the burden or risk carried, the other beneficiaries and the reinvestment required so future participants can enter and progress. The covenant is a proposition to validate, not a guarantee or motivational claim.

Lens	Participant question	Journey evidence
Capability distribution	Who becomes more able, credible and confident?	Authentic practice, demonstrated progression and reduced dependency.
Agency distribution	Who gains voice, permission, challenge and future options?	Initiation, choice, decision, appeal, pause and exit routes.
Benefit distribution	Who gains opportunity, recognition, economic or developmental value?	Benefit, burden, progression and reinvestment evidence.
Value dimension	Participant question	Potential value
Direction	What is changing and where could I go next?	Reduced uncertainty, choices and connection between Ambition and Opportunity.
Capability	How can I become more able, credible and confident?	Practice, Evidence, judgement and progression.
Opportunity	Where can I apply, test or share what I can do?	Real work, movement, experimentation and Contribution.
Agency	How can Capability become legitimate action?	Authority, access, safety, boundaries and influence.
Connection	Who can I learn and contribute with?	Belonging, relationships, mentoring and reduced isolation.

Lens	Participant question	Journey evidence
Contribution	How can what I bring matter to others?	Recognition, usefulness, influence and deeper Learning.
Renewal	How can future Capability remain viable and grow?	Transfer, succession, adaptation and expanded possibility.

4. Meaning Architecture

Meaning answers “Why is this worth doing?” It is contextual and dynamic rather than a permanent trait.

Meaning component	Question	Participation effect
Purpose	What larger outcome does this serve?	Connects effort to valued change.
Identity	What kind of person or practitioner am I becoming?	Supports coherent growth without fixing identity.
Belonging	Who am I becoming part of?	Creates connection, safety and mutual obligation.
Service	Who or what benefits from what I bring?	Makes usefulness and reciprocity visible.
Mastery and curiosity	What can I understand or become better at?	Sustains Learning and exploration.
Hope	What future is worth moving towards?	Creates emotional reason to move.
Legacy and generativity	What can I leave stronger or easier for others?	Connects mentoring and stewardship to Renewal.

4.1 Loss of Meaning and alienation

Condition	Possible experience	Architectural response
Invisibility	My Contribution is not seen.	Attribution without popularity ranking.
Irrelevance	What I know no longer seems useful.	Transferable Capability framing and Opportunity.
Disconnection	I cannot relate work to purpose or people.	Visible beneficiaries, relationships and feedback.

Condition	Possible experience	Architectural response
Powerlessness	My actions do not influence outcomes.	Agency, participation, challenge and remedy.
Cynicism	Stated values and lived behaviour conflict.	Visible trade-offs and correction.
Identity loss	Change appears to erase prior experience.	Renewal carries Capability into dignified new roles.

5. Future Confidence Architecture

CORE MOTIVATIONAL CHAIN

Meaning creates a future worth pursuing. Future Confidence creates belief that the future may be attainable. Pull creates movement towards, alongside or away from that future.

DEFINITION

Future Confidence is a reasoned belief that effort, Learning or Contribution can open a credible future, supported by enough Evidence, Opportunity, Agency and visible route to make movement plausible. It is not optimism scoring, prediction or a promise of success.

Future Confidence requires	Architectural expression
A future worth moving towards	North Star, Personal Ambition, valued role, Community purpose or shared outcome.
A credible route	Journey, Formation Pathway, milestones, support and alternatives.
Evidence movement is possible	Practice, feedback, examples, outcomes and transparent limitations.
Agency to act	Access, time, tools, Authority, support and Opportunity.
Permission to adapt	Revise Ambition, pause, change route or reinterpret success.
Honest uncertainty	Constraints, dependencies and possible failure remain visible.

5.1 Participation horizons

Horizon	Question	Response
Now	What helps me participate today?	Immediate clarity, support, boundaries and manageable next step.
Next	What can I learn, apply or contribute soon?	Formation, Opportunity, relationships and visible progress.
Future	What future am I helping build?	North Star, Ambition, succession and Renewal.
Past carried forwards	What experience should not be erased?	Transferable Evidence, narrative continuity and recognition.

6. Motivation and Pull

Pull direction	Experience	Examples	Caution
Top-down	Something larger calls me forwards.	North Star, mission or Community purpose.	Direction must be credible and participative.
Bottom-up	Something within me calls me forwards.	Ambition, curiosity, mastery or reinvention.	Personal motivation remains personally controlled.
Sideways	Something beside me draws me forwards.	Peers, role models, belonging and healthy challenge.	Avoid rankings, shame and status capture.
Backward	Remaining here is less acceptable.	Decline, incident, burnout or lost relevance.	Pain must not be exploited.

6.1 Head, Heart and Hands

Dimension	Question	Contains
Head	Do I understand it?	Clarity, Evidence, alternatives, confidence and path.
Heart	Is this meaningful and plausible enough to care about?	Meaning, hope, identity, belonging, recognition and Future Confidence.

Dimension	Question	Contains
Hands	Can and will I participate?	Opportunity, Agency, time, tools, support, practice and manageable burden.

7. Human Contributions Architecture

Human Contributions describe what participants bring. They are distinct from Human Value, which describes what participants seek or receive.

Contribution family	Examples	Value often created
Personal and interpretive	Knowledge, Capability, experience, judgement, creativity.	Capability, Direction, alternatives and Decisions.
Social and relational	Relationships, care, encouragement, energy, optimism, humour.	Belonging, confidence, Opportunity and resilience.
Stewardship and system-building	Challenge, courage, stewardship, sponsorship, teaching, mentoring.	Trust, Agency, Capability diffusion, succession and Renewal.

7.1 Humans create value for humans

Contribution	Value it may create
Knowledge and teaching	Capability and understanding.
Care and support	Belonging, safety and sustained participation.
Encouragement	Confidence and persistence.
Challenge and courage	Better judgement and accountable Decisions.
Relationships	Opportunity, Exchange and social trust.
Creativity	Alternatives and possibility.
Humour and fun	Connection, energy and resilience.
Sponsorship	Agency, access and visible Opportunity.

8. Value Reciprocity Architecture

VALUE RECIPROCITY PRINCIPLE

People should be able to receive before they contribute, contribute in different ways at different times, pause without shame, and create value that may return through other people or later Opportunities. Reciprocity is relational and longitudinal, not transactional.

Reciprocity question	What must remain visible
What value is sought?	Direction, Capability, Opportunity, Agency, Connection, Contribution or Renewal.
What value is received?	Learning, access, belonging, recognition, support, confidence or Opportunity.
What is contributed?	Personal, social and stewardship Contributions.
Who benefits?	Participant, team, organisation, Community, partner or affected party.
Who carries burden?	Time, emotional labour, review effort, risk and Opportunity cost.
Can the relationship change?	Pause, decline, re-entry, role change and dignified exit.
Does exchange renew Capability?	Transfer, succession, wider Opportunity and future Capacity.

8.1 Value-alignment states

Position	Participant value	Collective value	Interpretation
Shared Renewal	Meaningful	Meaningful	Participant and system strengthen.
Extraction	Low or negative	High short-term	Gain consumes autonomy, trust or Renewal.
Frustration	High personal	Low or unclear	Capability grows but routes to apply it are weak.
Compliance theatre	Low	Apparent	Activity without meaningful Capability, Agency or Value.

Position	Participant value	Collective value	Interpretation
Mutual stagnation	Low	Low	Pause, redesign or exit may be healthier.
Contested value	Uneven	Uneven	Requires affected-party voice and review.

9. Shared-Win Culture

SHARED-WIN PRINCIPLE

Shared-Win does not imply equal outcomes. It means that one person's success should increase, rather than diminish, the Capability, Opportunity or possibility available to others.

Scarcity pattern	Shared-Win alternative
I matter because few people can do this.	I am valued because I help more people become capable.
Recognition concentrates around heroes.	Recognition includes mentoring, care, stewardship and pathway-building.
Knowledge scarcity protects position.	Knowledge sharing broadens Capability while expertise remains respected.
Opportunity moves through hidden networks.	Routes and sponsorship become visible and accessible.
One person's progress threatens another.	Progress creates new Capacity and Opportunity.
Success is measured through rank.	Success is evidenced through Contribution, shared Value and Renewal.

9.1 Failure modes

Failure mode	Risk	Response
Hero culture	Dependency and blocked development.	Distributed practice, succession and team attribution.
Expert monopoly	Knowledge and Authority concentrate.	Documentation, co-delivery and accessible pathways.
Contribution capture	Visible people receive credit for invisible labour.	Provenance and acknowledgement.

Failure mode	Risk	Response
Stewardship burnout	Generous contributors carry escalating burden.	Funded Capacity, rotation, boundaries and pause.
Popularity dynamics	Visibility becomes mistaken for Capability.	Separate attention, Evidence, Authority and recognition.
False harmony	Shared-Win suppresses conflict.	Dissent and trade-offs remain visible.
Forced generosity	Contribution becomes cultural obligation.	Consent, workload, fair economics and decline routes.

10. Renewal: canonical definition

CANONICAL DEFINITION

Renewal is the governed preservation and expansion of future Capability. It occurs when Learning changes pathways, roles, relationships, governance, Capacity, culture or Opportunity so that people and the wider system remain able to adapt and act in changing conditions.

RENEWAL TEST

If participation stopped tomorrow, what future Capability would remain?

Renewal expression	Evidence of future Capability
Individual	Transferable Evidence, a new pathway, strengthened judgement or ability to adapt again.
Team	Reduced concentration, shared practice, supervision and succession.
Community	More stewards, wider entry routes and reusable knowledge.
Organisation	Changed portfolio, operating model, Decision practice or governance.
Ecosystem	Greater interoperability, diversity and routes for Capability to flow.

11. Human Participation Architecture

PARTICIPATION LIFECYCLE

Human Value → Meaning → Future Confidence → Pull → Head-Heart-Hands → Participation → Human Contributions → Value Reciprocity → progress and belonging → Learning → Renewal → renewed, changed or concluded participation.

Phase	Participant question	Design requirement
Notice	Is this relevant to a future that matters?	Recognisable Value, Meaning and Direction.
Choose and enter	What does participation mean and control?	Boundaries, choice, support and decline.
Try and learn	Can I progress without unacceptable risk?	Practice, feedback, Evidence and safety.
Contribute and belong	Does what I bring matter?	Recognition of diverse Contributions and fair burden.
Progress and apply	Is this leading somewhere credible?	Capability, Opportunity, Agency and Future Confidence.
Stay, deepen or steward	Is continued participation worthwhile?	Reciprocity, challenge, stewardship and Renewal.
Pause, leave or redirect	Can I step back without hidden penalty?	Portable Evidence, context separation and re-entry.

11.1 Voluntary and required change

Route	May be required	Must remain protected
Voluntary Opportunity	Person chooses whether and how to engage.	No hidden penalty, clear value and exit.
Role-required Capability	Role requires defined Capability.	Rationale, funded time, Formation and fair Evidence.
Mandatory control	Law, safety or policy requires action.	Proportionality, notice, support and remedy.
Organisational transition	Work changes regardless of preference.	Participation in design, consequences and future routes.

12. Participation Capital: future concept

Participation Capital is a bounded future concept describing accumulated conditions that make legitimate participation easier: trust, relationships, confidence, shared experience, Contribution pathways, stewardship and reciprocal value. It is not a person score, employability rank, engagement metric or culture-fit proxy. Further method and economic treatment belongs to WP06.11 and WP06.12 after validation.

13. Persona and narrative architecture

Layer	Purpose	Guardrail
Universal archetype	Reusable across Domains.	Not a demographic profile.
Domain expression	Recognition in a specific context.	Not permanent identity.
Participation Context	Boundary, permissions and purpose.	Do not collapse contexts.
Narrative composite	White-paper and launch storytelling.	Illustrative, not Evidence.
Empirical insight	Validate assumptions through experience.	Consent, provenance and research limitations.

AGENT BOUNDARY

Agents are governed actors and participating Capabilities. Agents do not possess human Meaning, Ambition, dignity, belonging or a voluntary reason to participate.

14. Student or early-talent participant

IDENTITY STATEMENT

I need a credible route from education into changing work, with real practice and recognition that does not require experience before I can gain experience.

Lens	Position
Pull	Bottom-up curiosity, Sideways role models and Backward uncertainty.
Value	Direction, Capability, Opportunity, Connection and Future Confidence.
Contribution	Fresh perspective, energy, questions, peer support and emerging practice.

Lens	Position
Trust	Safeguarding, fair access, no permanent score, honest employer recognition.
Renewal	Ability to enter work and continue adapting.

15. Career re-joiner or switcher

IDENTITY STATEMENT

I have valuable experience, but I need a credible route into a changing field without being treated as though everything I already know has expired.

Lens	Position
Pull	Bottom-up and Backward may be strongest.
Value	Capability, confidence, recognition and Opportunity.
Contribution	Experience, judgement, creativity and peer encouragement.
Trust	Personal Ambition remains private; no motivation or culture-fit score.
Renewal	A credible future while widening paths for others.

16. Fractional CAIO or independent practitioner

IDENTITY STATEMENT

I help organisations make sense of responsible AI adoption, but I cannot build every method, evidence base and operating pattern alone.

Lens	Position
Pull	Bottom-up, Sideways and market-driven Backward Pull.
Value	Evidence, challenge, Connection, reusable methods and reach.
Contribution	Patterns, relationships, mentoring and ecosystem insight.

Lens	Position
Trust	Client boundaries, conflicts, provenance and publication Authority.
Renewal	Better advice, less reinvention and reusable public value.

17. Organisational Transformation Lead

IDENTITY STATEMENT

I am expected to move the organisation forwards, but technology, risk, skills and operating conditions are changing faster than conventional programmes can absorb.

Lens	Position
Pull	Top-down and Backward may be strongest.
Value	Direction, sponsorship, evidence and adaptive operating Capability.
Contribution	Integration, energy, sponsorship and removal of barriers.
Trust	Affected parties have voice; Value does not override trust.
Renewal	The organisation becomes more able to adapt.

18. CISO or Security Leader

IDENTITY STATEMENT

I need AI-enabled change to move at pace, but I also need evidence that Authority, boundaries, incident response and recovery are real.

Lens	Position
Pull	Backward risk pressure and top-down accountability.
Value	Early access, credible Evidence and meaningful challenge.

Lens	Position
Contribution	Judgement, caution, courage and ecosystem awareness.
Trust	Independence and escalation remain possible; no workforce surveillance.
Renewal	Innovation within recoverable boundaries.

19. Community Steward

IDENTITY STATEMENT

I want Contribution to help people learn and connect, without turning generosity into invisible labour or allowing dependence on a few visible experts.

Lens	Position
Pull	Purpose, belonging and service.
Value	Belonging, Meaning, fair Capacity and succession.
Contribution	Care, encouragement, humour, facilitation and stewardship.
Trust	No popularity ranking; decline and pause remain legitimate.
Renewal	A Community where more people can win and steward.

20. Human-Agent Team Lead

IDENTITY STATEMENT

I need to improve throughput and quality with Agents, but I do not want fragile dependency, unclear accountability or a team that stops learning.

Lens	Position
Pull	Top-down outcomes, Bottom-up growth and Backward workload pressure.
Value	Capacity, focus, quality and maintained team Capability.

Lens	Position
Contribution	Operational judgement, challenge, care and mentoring.
Trust	Agent Contribution visible; Authority bounded; people can intervene.
Renewal	Sustainable work preserving judgement and future Capability.

21. Anchor journeys

Journey	Core progression	Human-value question
Find a new direction and become credible	Recognise Meaning → build Future Confidence → practise and contribute → apply and decide → learn and renew.	Can someone build a credible future without surrendering autonomy or being reduced to a score?
Mobilise responsible AI adoption	Create Direction → frame questions → mobilise Contributions → judge and act → review Reciprocity and Renewal.	Can transformation create reciprocal value rather than treating people as implementation Capacity?
Introduce an Agent into real work	Frame work and human value → validate Agent Capability → establish Authority → operate and challenge → learn and renew.	Can Agent Capacity increase Capability while preserving Meaning, judgement, development and accountability?
Enter the world of work	Understand changing work → practise with support → create Evidence → access Opportunity → build professional depth.	Can early talent gain experience and judgement as traditional entry tasks change?

22. Failure, refusal and recovery

Moment	Required behaviour
Meaning is lost	Re-open purpose, role, burden and whether exit is healthier.
Future Confidence collapses	Make constraints visible and offer honest alternatives.
Reciprocity becomes extraction	Expose beneficiaries, burdens and invisible Contributions.

Moment	Required behaviour
Recognition becomes status capture	Separate popularity from Evidence, Authority and Opportunity.
Participant declines or leaves	No hidden penalty or motivational inference.
Agent crosses a boundary	Hold, human takeover, revocation and incident response.
Required change is resisted	State reality, rationale, support, consequences and remedy honestly.

23. Domain-aware journeys

- A person may participate in several Domains without acquiring a fixed Domain identity or Domain count.
- Journey sequencing may traverse Domains without creating a canonical relationship.
- Entry explains Domains involved, data use, visibility and hand-offs.
- Evidence reuse requires an explicit permitted route.
- A Journey Steward coordinates while Domain Stewards retain contextual accountability.
- Pause, exit and re-entry preserve contextual separation.

24. Founding-intent and sequence stress test

Stress-test concern	Frozen baseline resolution
The Simon Test	The architecture should still recognise the full Human Contributions that shaped it if the founder is no longer present, while avoiding founder intention becoming unquestionable Authority.
Sequence rationale	Human Value, Meaning, Future Confidence, Pull, Head-Heart-Hands, Participation, Human Contributions, Value Reciprocity and Renewal are a design sequence, not a compulsory psychological journey or a scoring funnel.
Quiet-participation test	A person who contributes privately, asynchronously, intermittently or through care and support must remain able to receive fair Opportunity without being penalised for low visibility.
Coercion test	Where participation is role-required, mandatory or caused by organisational transition, the architecture must state that reality and preserve rationale, funded support, consequences, voice and remedy.
Founder-independence test	The Human Participation Architecture must

Stress-test concern	Frozen baseline resolution
	remain useful across other founders, cultures, Domains and institutional contexts without requiring imitation of one person's motives or style.

25. Validation agenda

- Validate the distinction between Human Value and Meaning.
- Test Future Confidence as plausibility rather than optimism or prediction.
- Test Value Reciprocity across entry, sustained participation, pause and exit.
- Validate Shared-Win recognition without rank or forced generosity.
- Test student-to-work Journeys with students, educators, employers and professional bodies.
- Test whether quiet, asynchronous and low-exposure Contribution receives fair Opportunity.
- Keep wider Being Human questions outside current scope.

26. Architectural conclusion

Human Value is what people seek; Meaning is why it matters; Future Confidence is why movement feels plausible; Pull initiates movement; Contributions create value; Reciprocity sustains legitimate relationship; Community makes much of that relationship visible; and Renewal changes future Capability. People create value through what they know, what they can do, what they have lived, what they notice, who they connect, who they encourage and what they help others become.

FINAL ARCHITECTURAL POSITION

A Frontier Capability Organisation becomes human when people can find Meaning, believe in a credible future, bring their full range of Contributions, receive legitimate value, help others win, challenge what is wrong and leave the wider system more capable than they found it.

27. Persona completeness matrix

The source paper used a richer repeated lens for each persona. The rebuilt version retains readable persona sections and now makes the complete design lens explicit as a reusable matrix.

Lens	Required question
Identity statement	Can the intended participant recognise the situation without becoming a permanent label?
Pull directions	Which top-down, bottom-up, sideways or backward forces are likely?
Meaning and identity	Why might participation matter and what identity risk may exist?

Lens	Required question
Head-Heart-Hands	What must the participant understand, care about and be able to do?
Value Reciprocity	What may be received, contributed and carried as burden?
Sustained participation	What makes continued involvement worthwhile and voluntary?
Human Contributions	Which technical, interpretive, relational or stewardship value may be brought?
Trust conditions	Which privacy, dignity, consent, fairness and remedy conditions apply?
Desired outcome and Renewal	What future Capability remains and how can the route widen for others?

28. Education-to-work safeguards

The student and early-talent Journey requires additional safeguards because practice, assessment, employment access and developmental Opportunity can become entangled.

- Distinguish learning Evidence from employment selection Evidence.
- Make employer recognition criteria visible without promising work.
- Preserve safeguarding, accessibility and informed participation.
- Ensure supervised practice includes explanation, edge cases, review and progressively accountable work.
- Do not allow automation to remove all judgement-forming tasks from entry routes.
- Include educators, employers, practitioners, professional bodies and students in validation.

29. Downstream use and boundaries

Paper	WP06.5 contribution
WP06.6	Human Value, Meaning, Future Confidence, Pull, Reciprocity and Shared-Win foundations for propagation.
WP06.7	Contextual persona expression and cross-Domain Journey rules.
WP06.9	Journey controls, failure paths and acceptance criteria.
WP06.11	Methods for participation health and Reciprocity without person scoring.

Paper	WP06.5 contribution
WP06.12	Participation Capital, burden, sponsorship and value-exchange questions.

Cross-paper invariants

- Participation Context is the primary security, ownership and policy boundary.
- Capability, Agency, Authority, Mobilisation, Decision and Action remain distinct.
- Demand → Investment → Capability → Agency → Mobilisation → Decision → Action → Outcome → Impact → Value → Learning → Renewal is the canonical value chain.
- Observation, Signal, Pattern, Interpretation, Hypothesis, Claim and Decision remain distinct.
- Confidence is explainable and context-specific; it is not consensus, certainty or a universal score.
- Human or Agent Capability never creates Authority by itself.
- Personal Ambition and Development Intent do not become organisational workforce intelligence.
- Participation, activity, attendance, popularity and Contribution are not proof of Capability, motivation, alignment or Value.
- No high-consequence metric or Claim is activated without an approved Method Pack.
- Outcome is not Impact; Impact is not Value; positive outcomes do not override trust or Renewal.
- Challenge, appeal, override, remedy and recovery exist before scale.
- Capability and Opportunity must propagate together.
- Open belonging does not imply unrestricted access, Authority or assured competence.
- Renewal preserves and expands future Capability.

Confirmed WP06 architecture series

Paper	Title	Relationship
WP06.0	Introducing the Frontier Capability Organisation	Related paper
WP06.1	Capability Intelligence Platform Definition	Related paper
WP06.2	Trust, Security, Jurisdiction and Data Governance	Related paper
WP06.3	Universal Information and Relationship Architecture	Related paper
WP06.4	Observatory, Intelligence and Judgement Architecture	Related paper
WP06.5	Personas, Participation and End-to-End Journey Architecture	This paper

Paper	Title	Relationship
WP06.6	Adoption, Transition and Capability Propagation Architecture	Related paper
WP06.7	Domain Activation, Domain Mesh and Lifecycle Architecture	Related paper
WP06.8	Frontier Capability Operating Model	Related paper
WP06.9	Functional Requirements, Controls and Acceptance Architecture	Related paper
WP06.10	Platform, Integration and Technical Architecture	Related paper
WP06.11	Methods, Measurement and Assurance Architecture	Related paper
WP06.12	Ecosystem Participation, Value Exchange and Economics Architecture	Related paper