

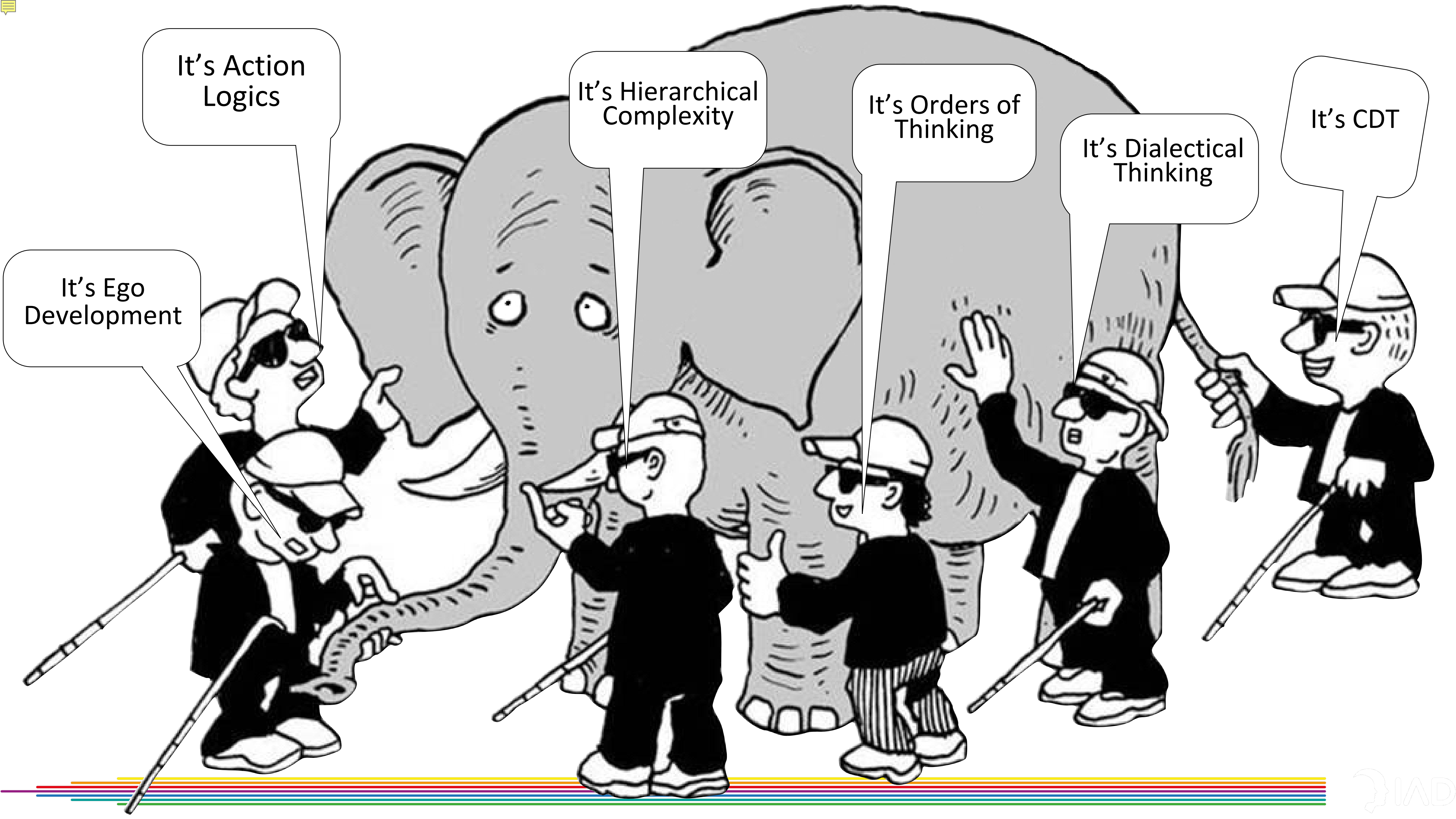
STAGE TRANSITION FROM A NEW PERSPECTIVE

DR DARREN STEVENS





"I THINK YOU SHOULD BE MORE EXPLICIT HERE IN STEP TWO."



It's Action Logics

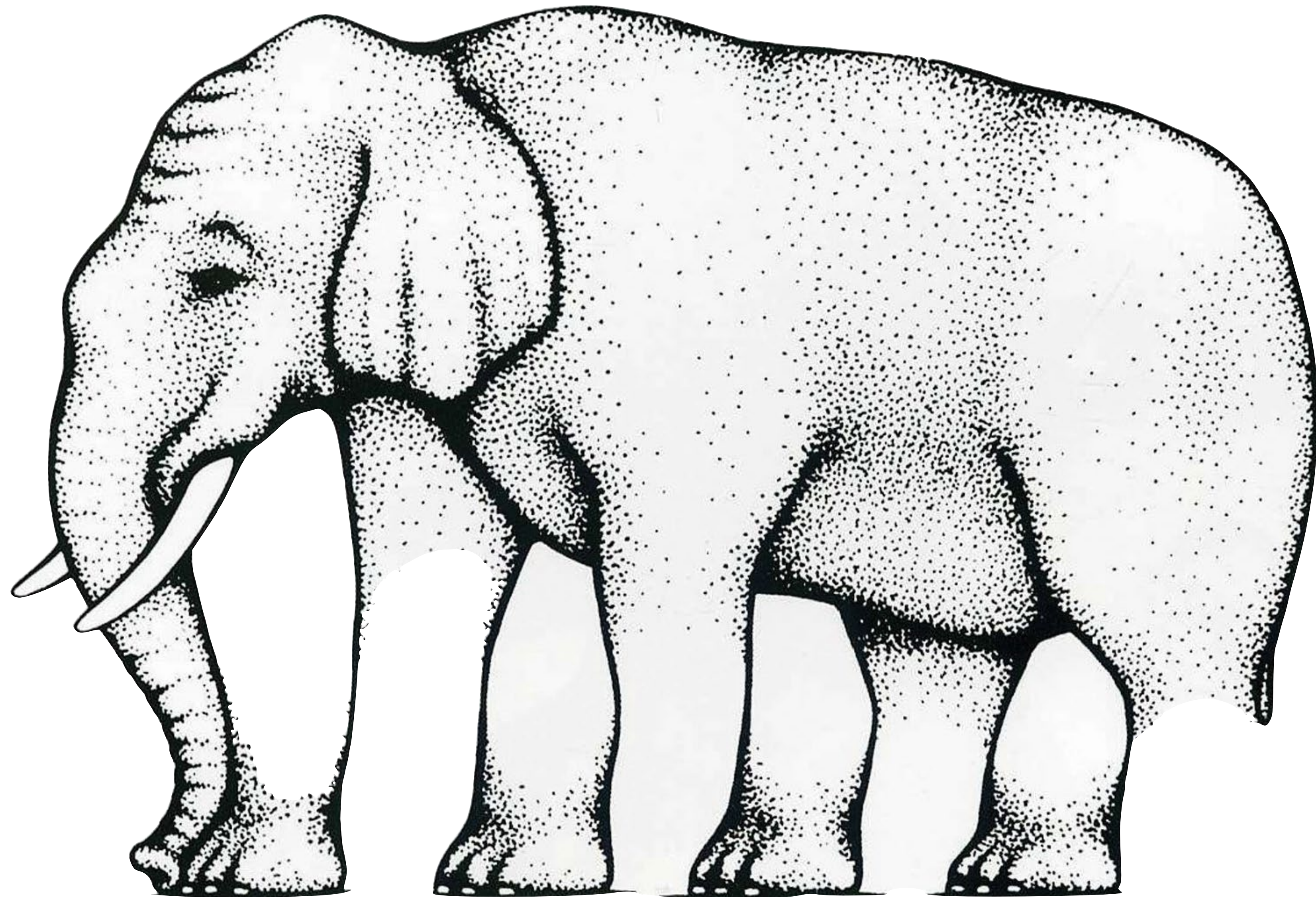
It's Ego Development

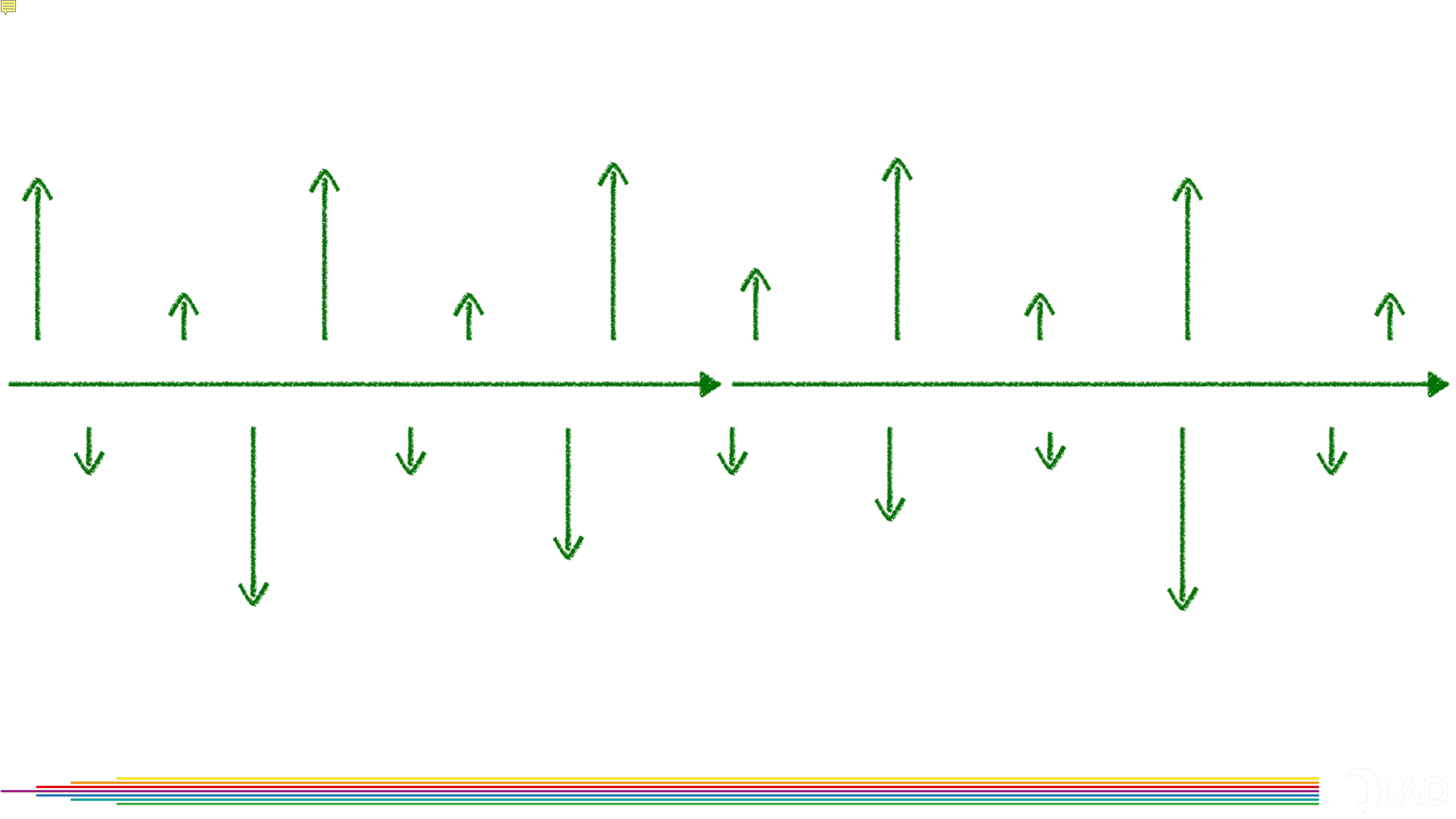
It's Hierarchical Complexity

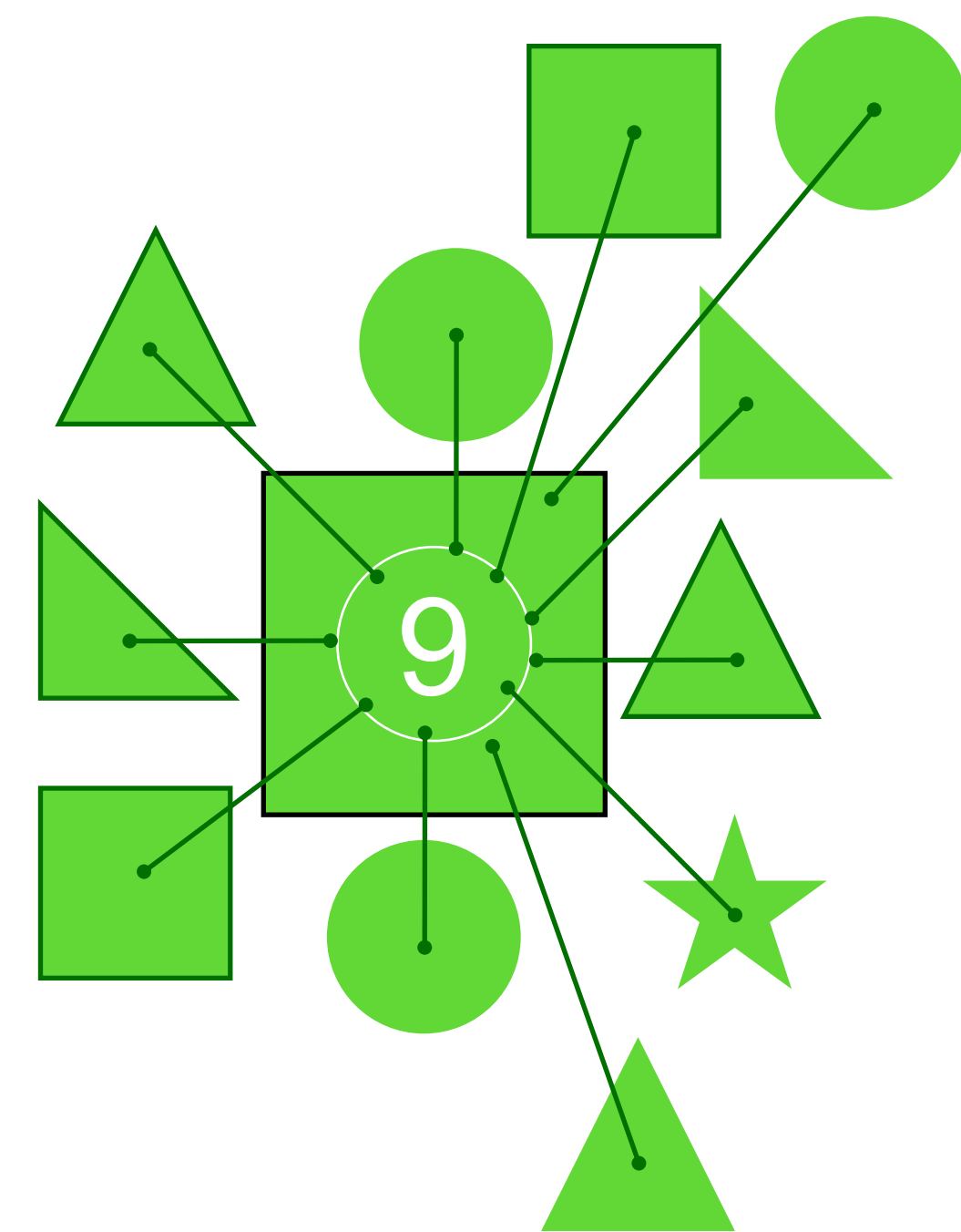
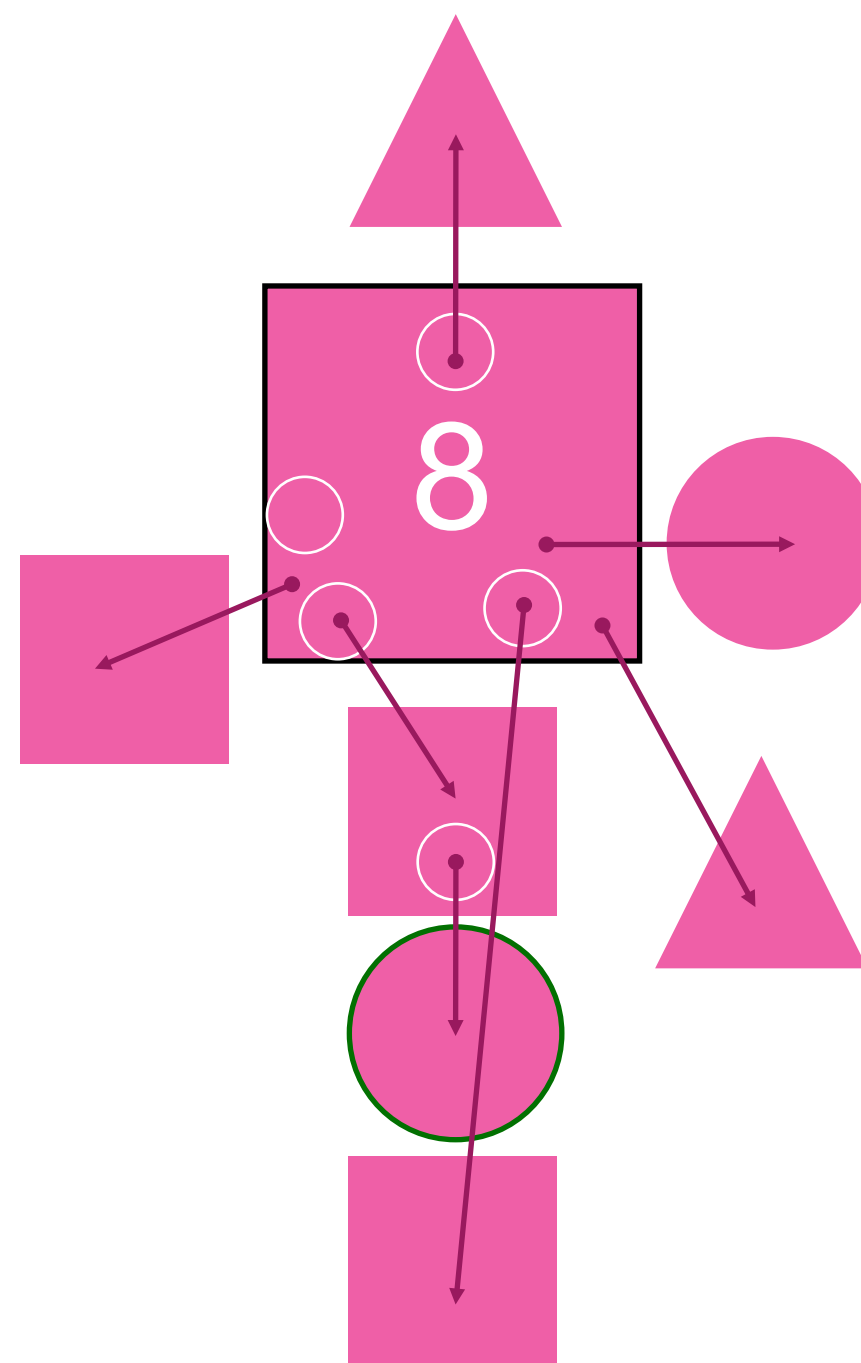
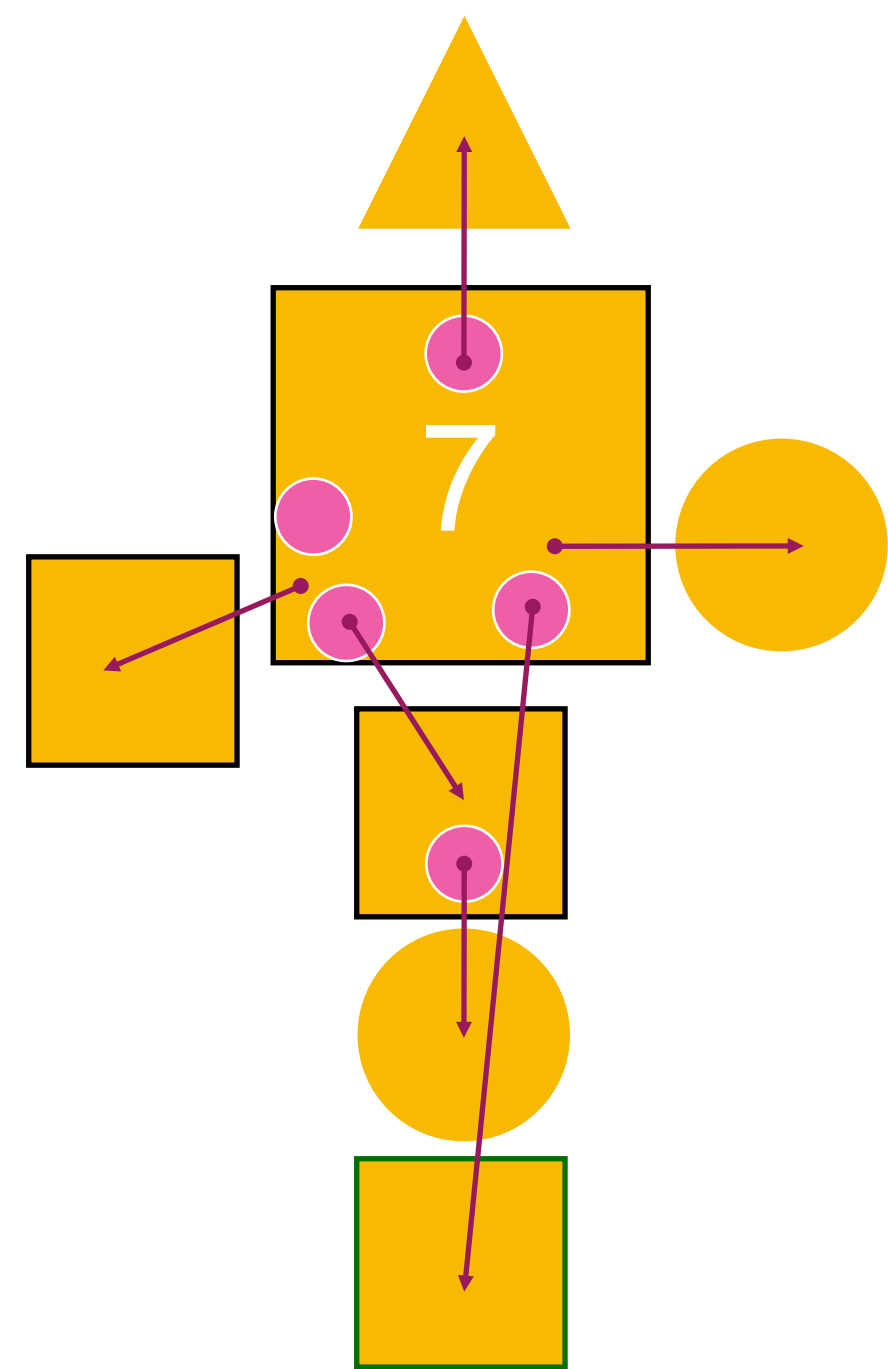
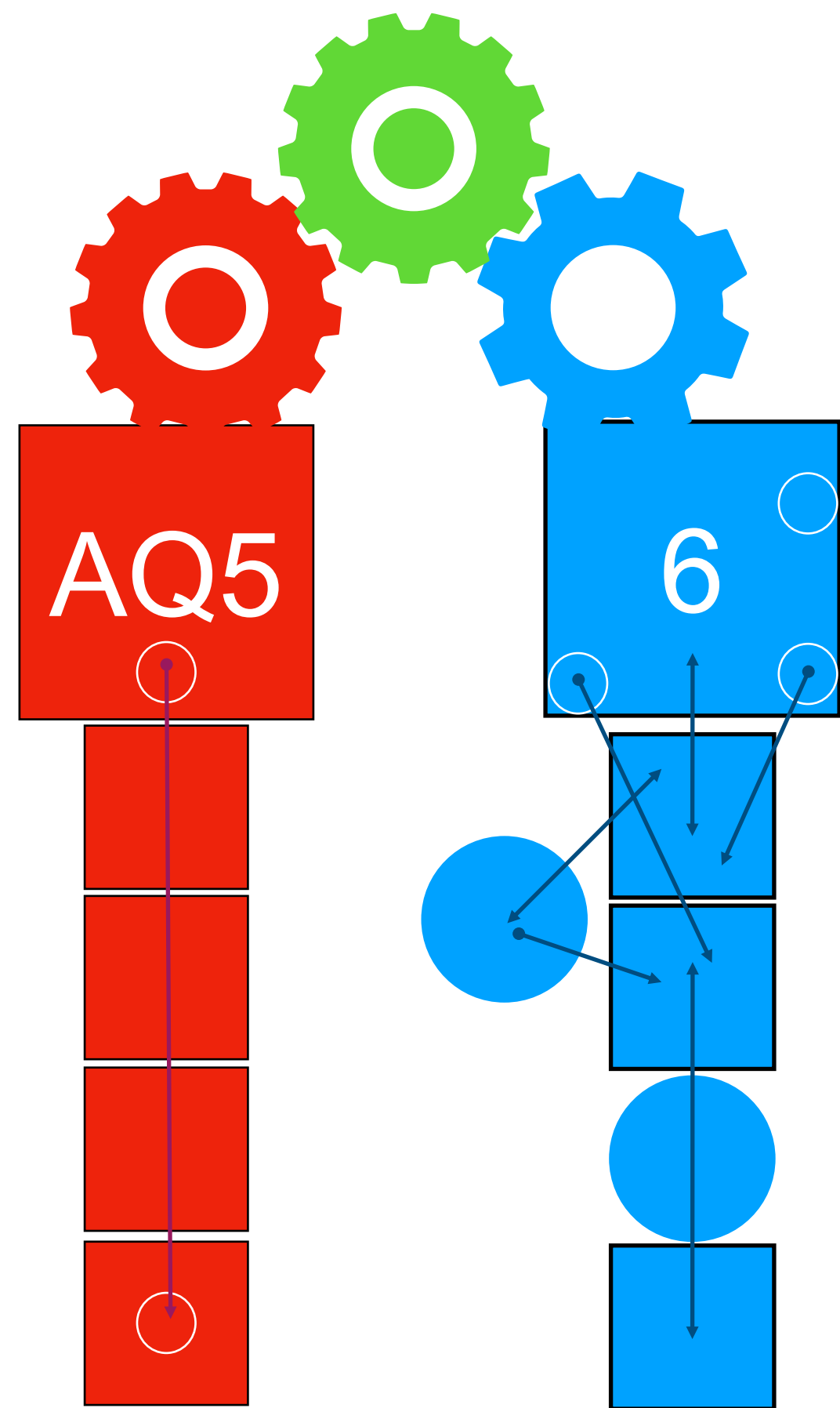
It's Orders of Thinking

It's Dialectical Thinking

It's CDT







Stage Movement







the mechanisms of change for stage development

1. Experience
2. Social interaction
3. Education and training
4. Reflection
5. Therapy or counselling







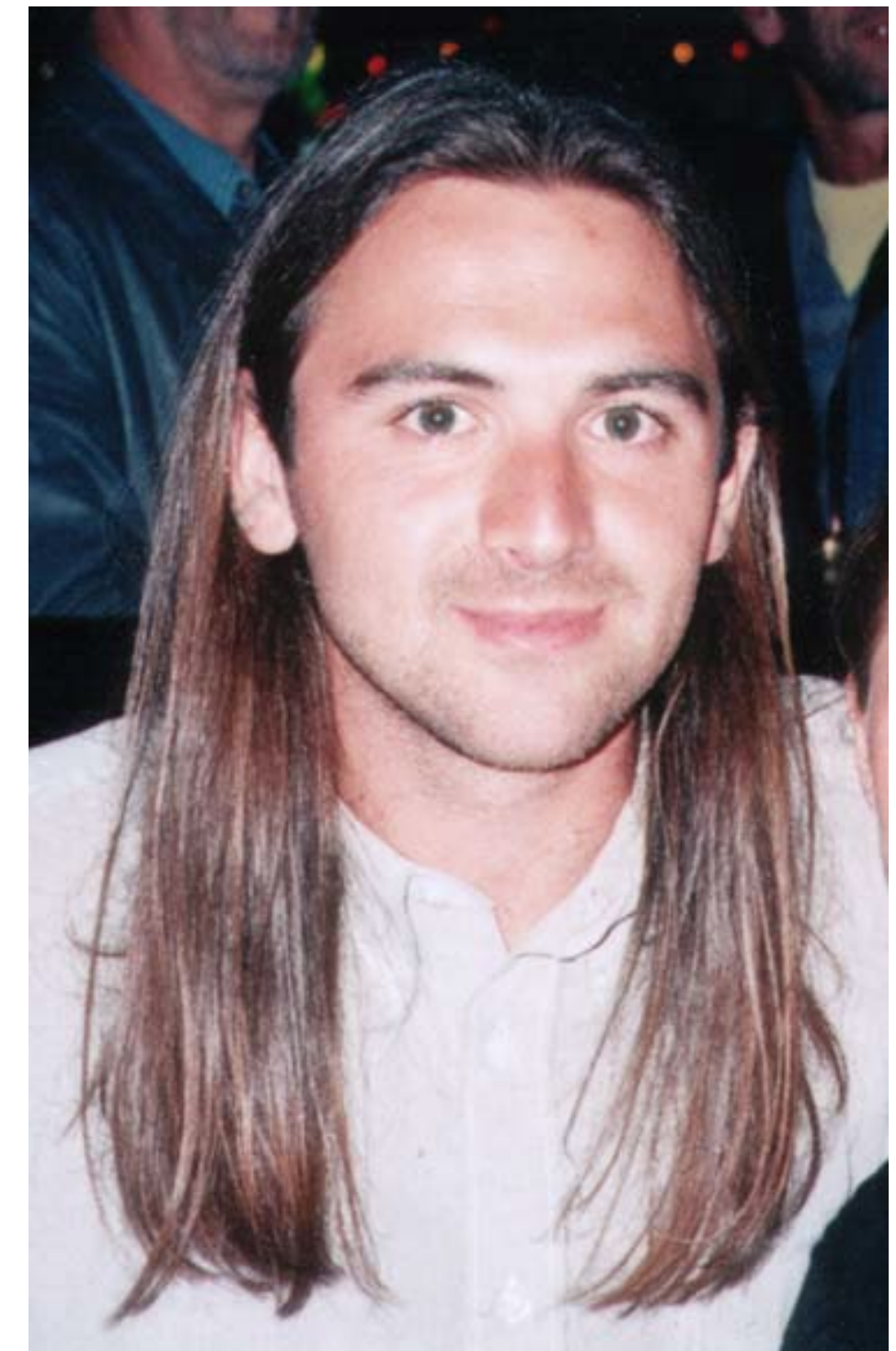
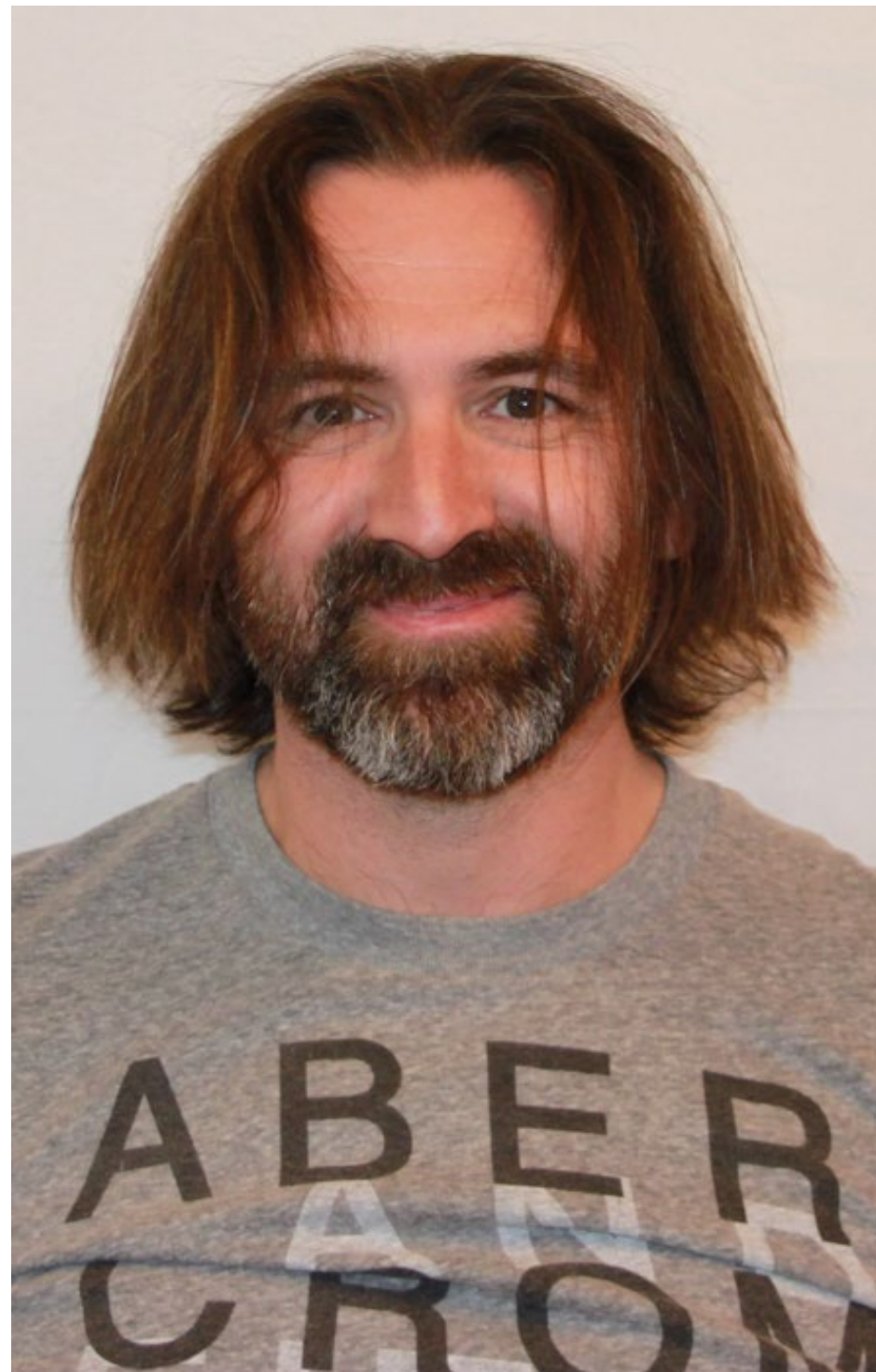
to reach a new goal.

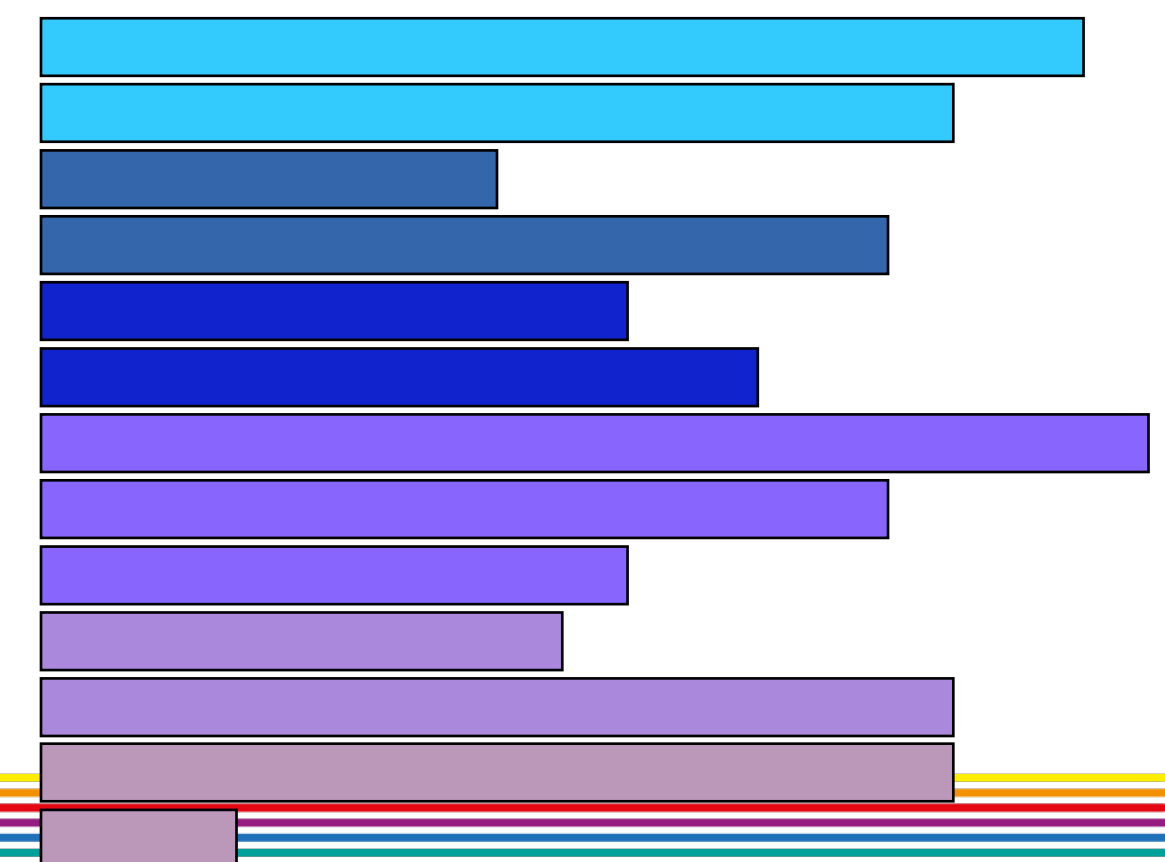
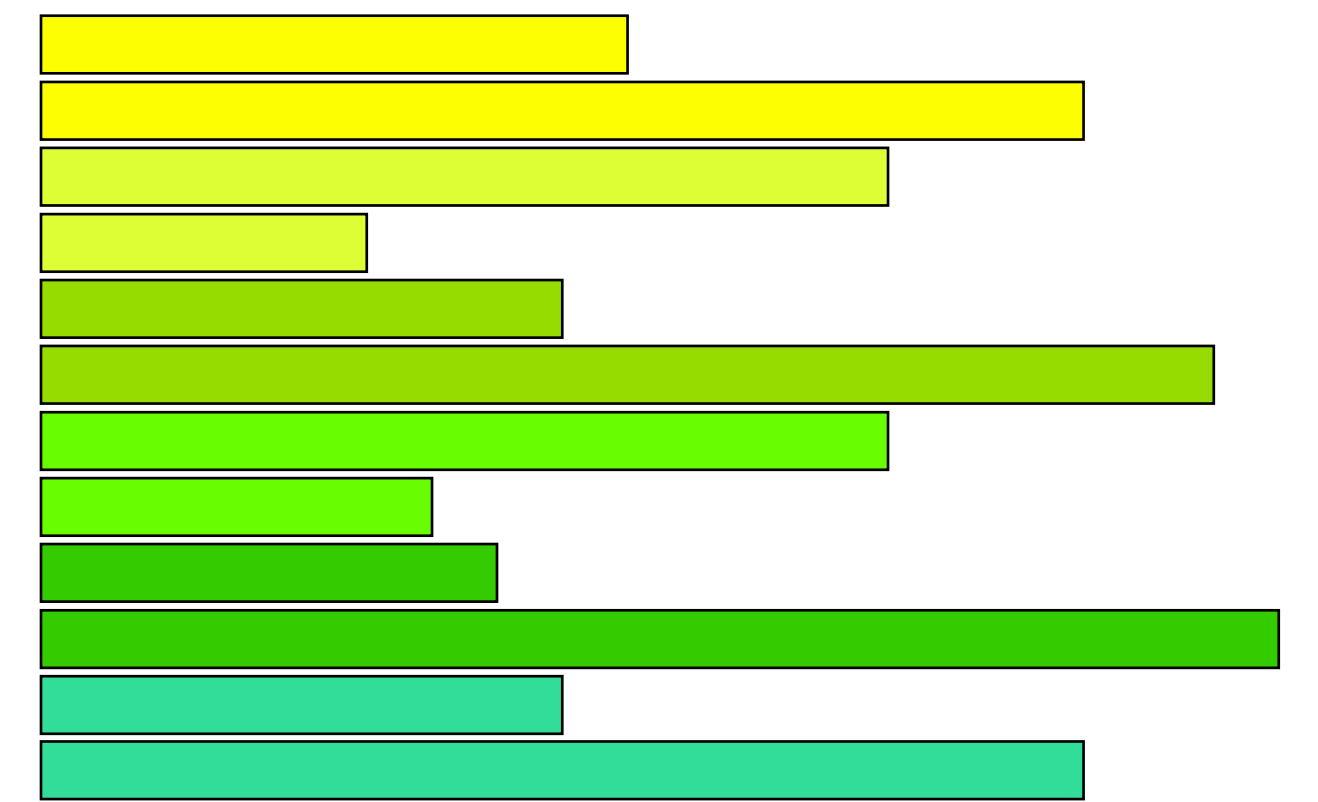
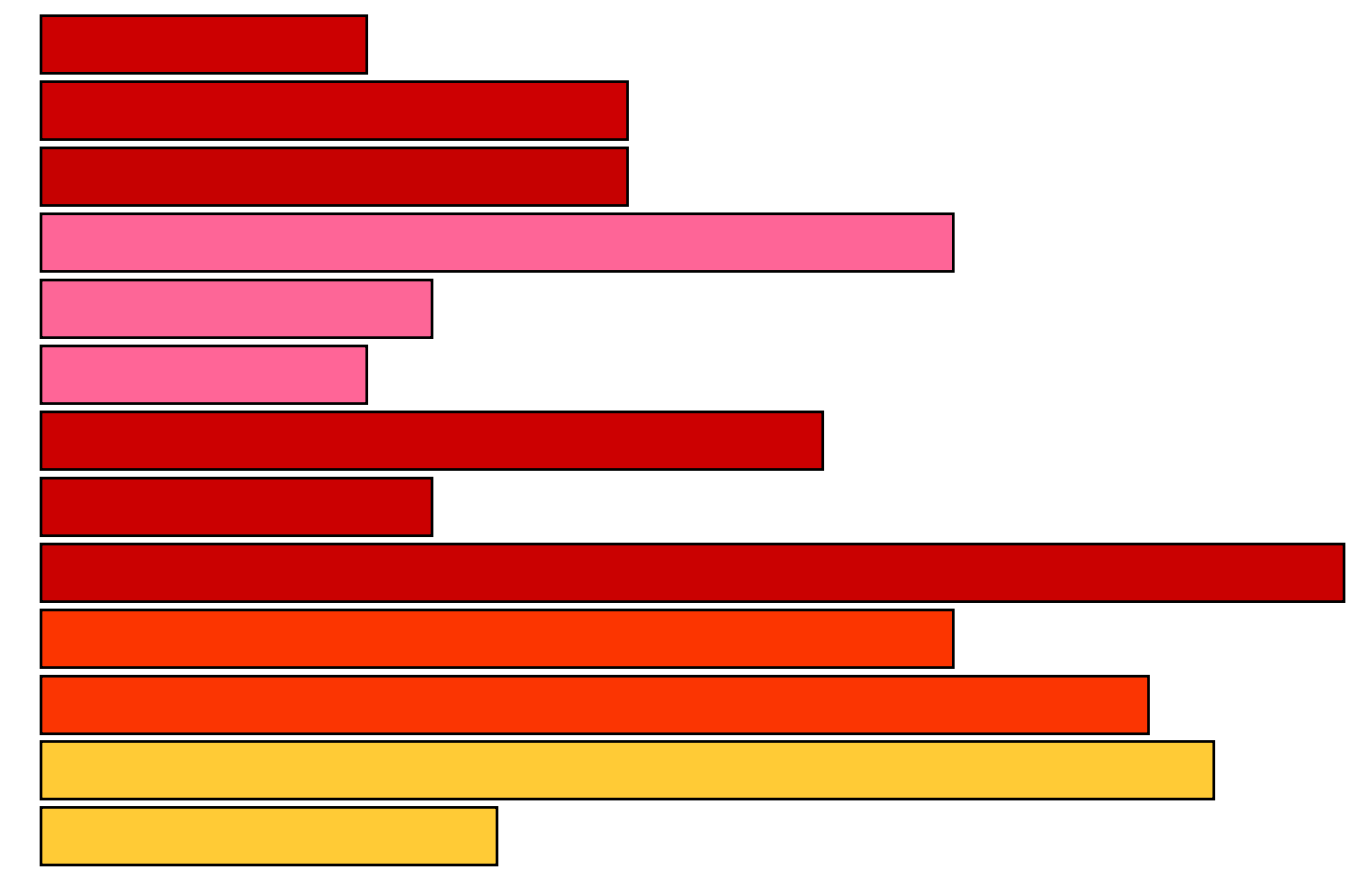
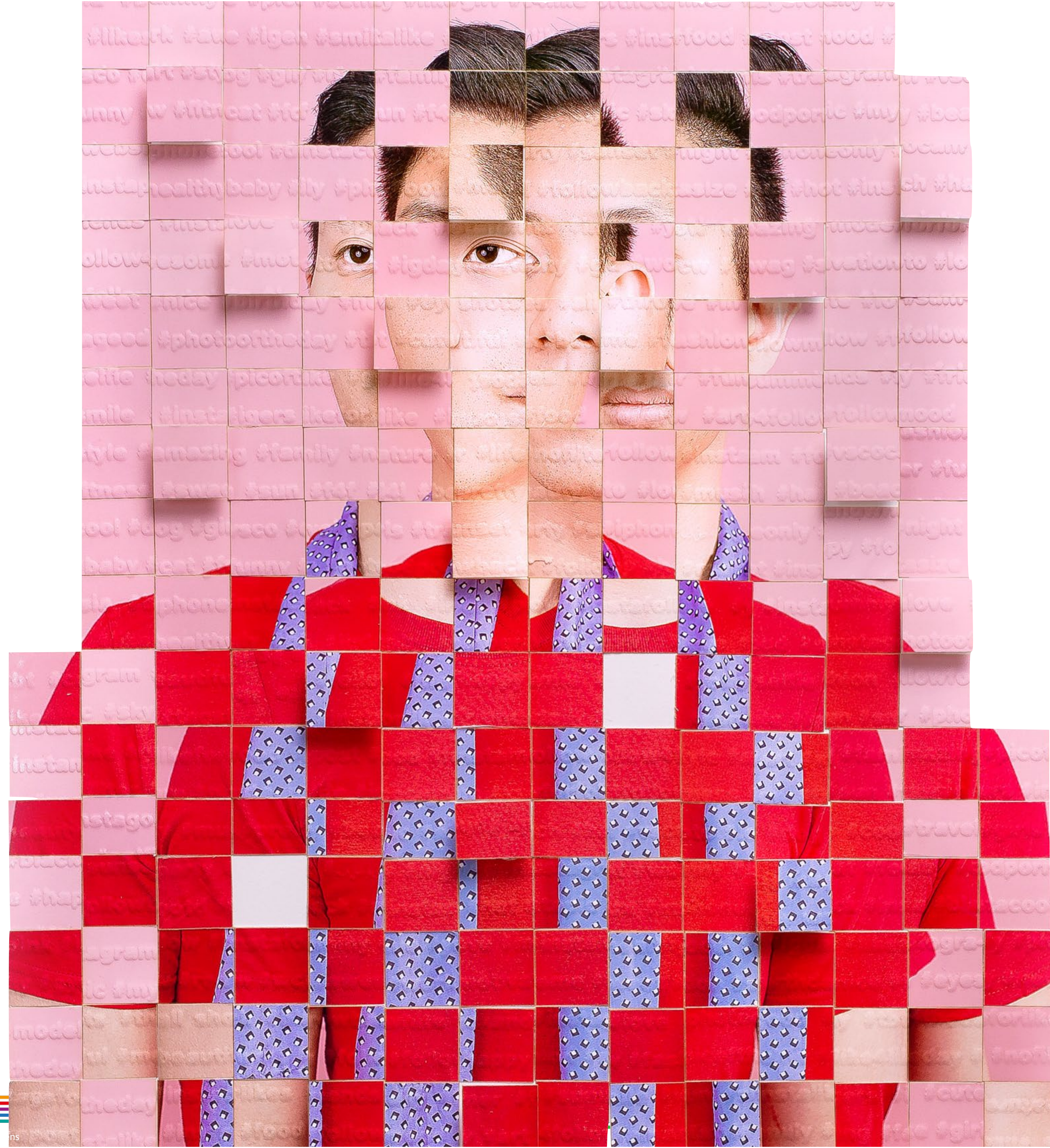






How do we know our growth potential?





Trustful

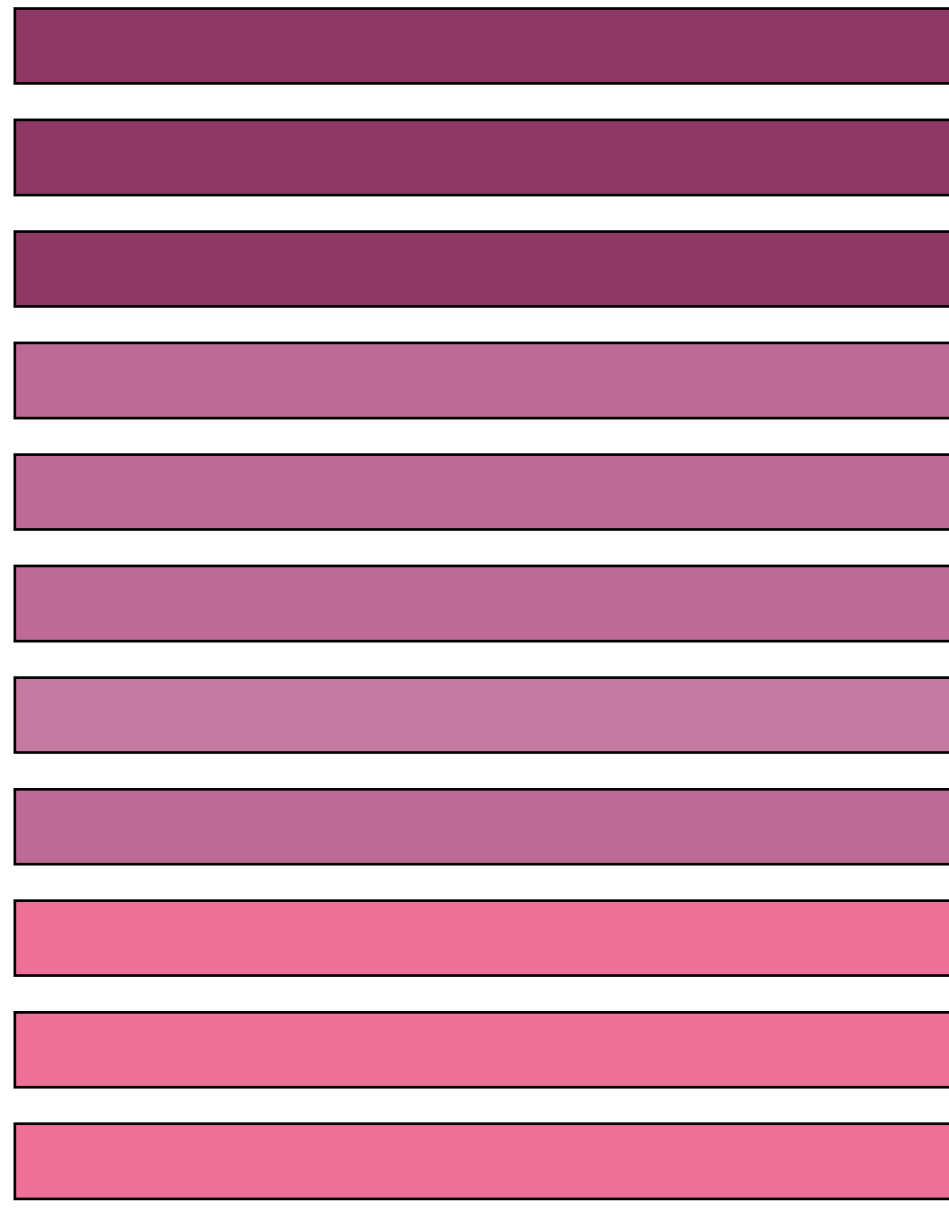








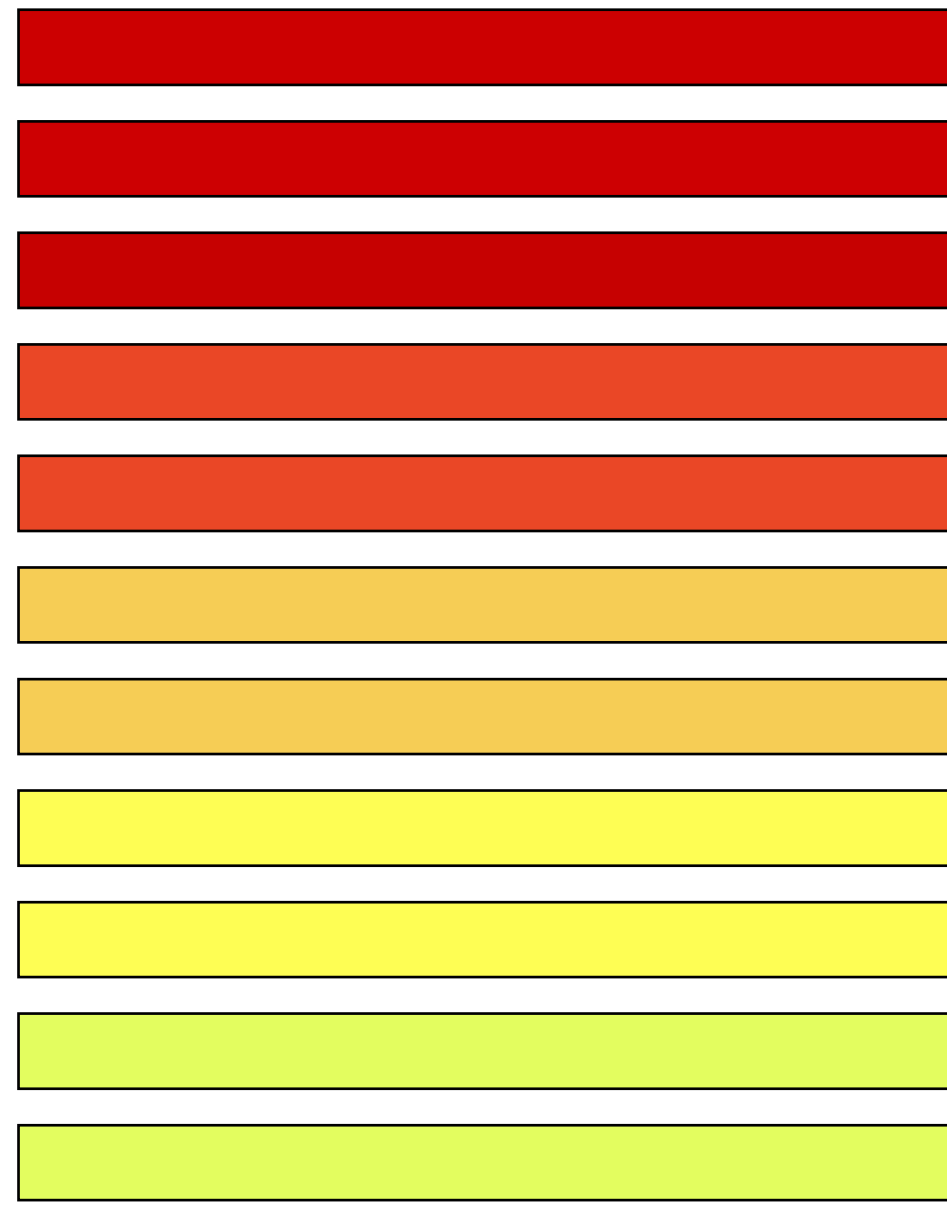
Perception



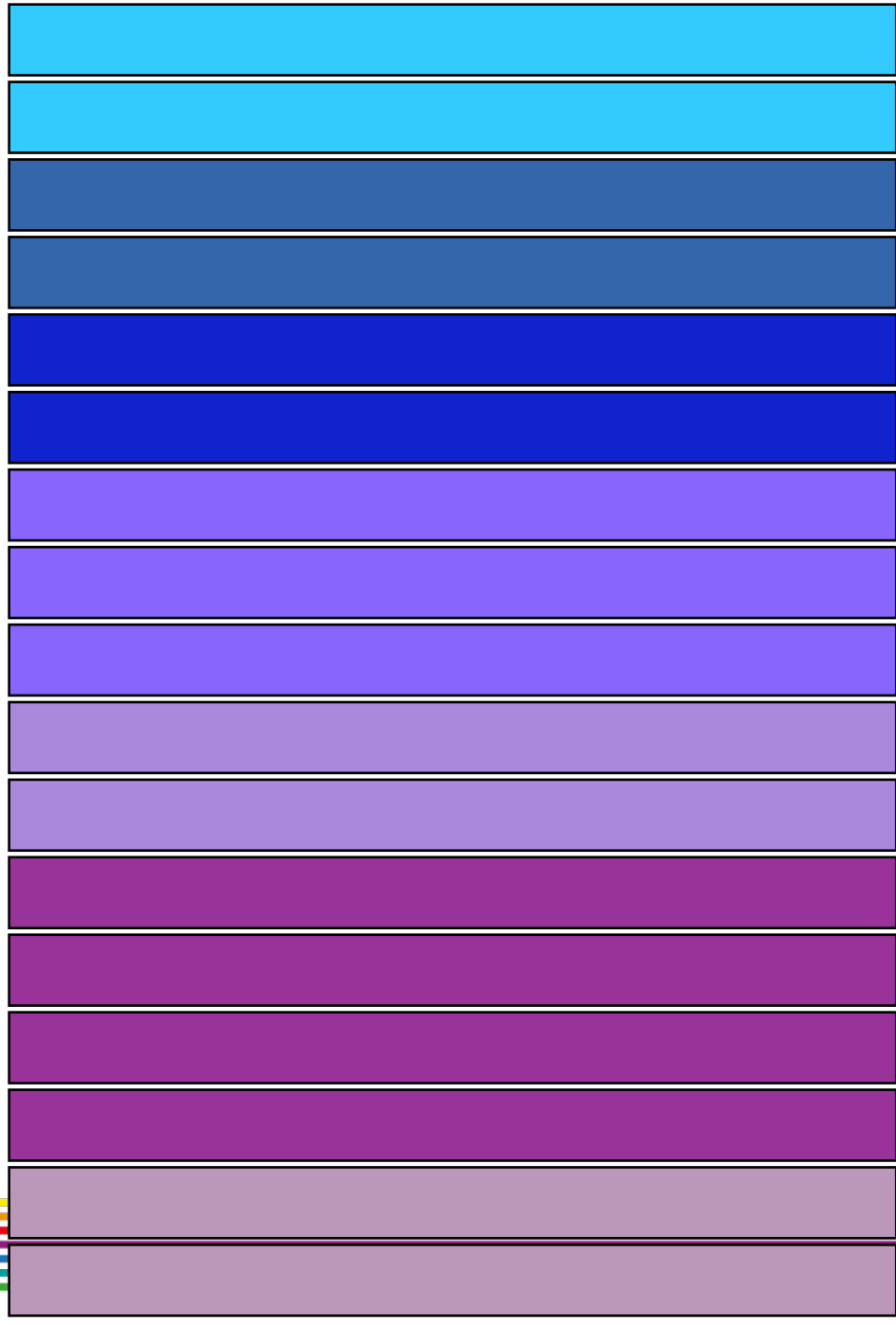
Motivation Processing



Motivation Factors



Information Processing



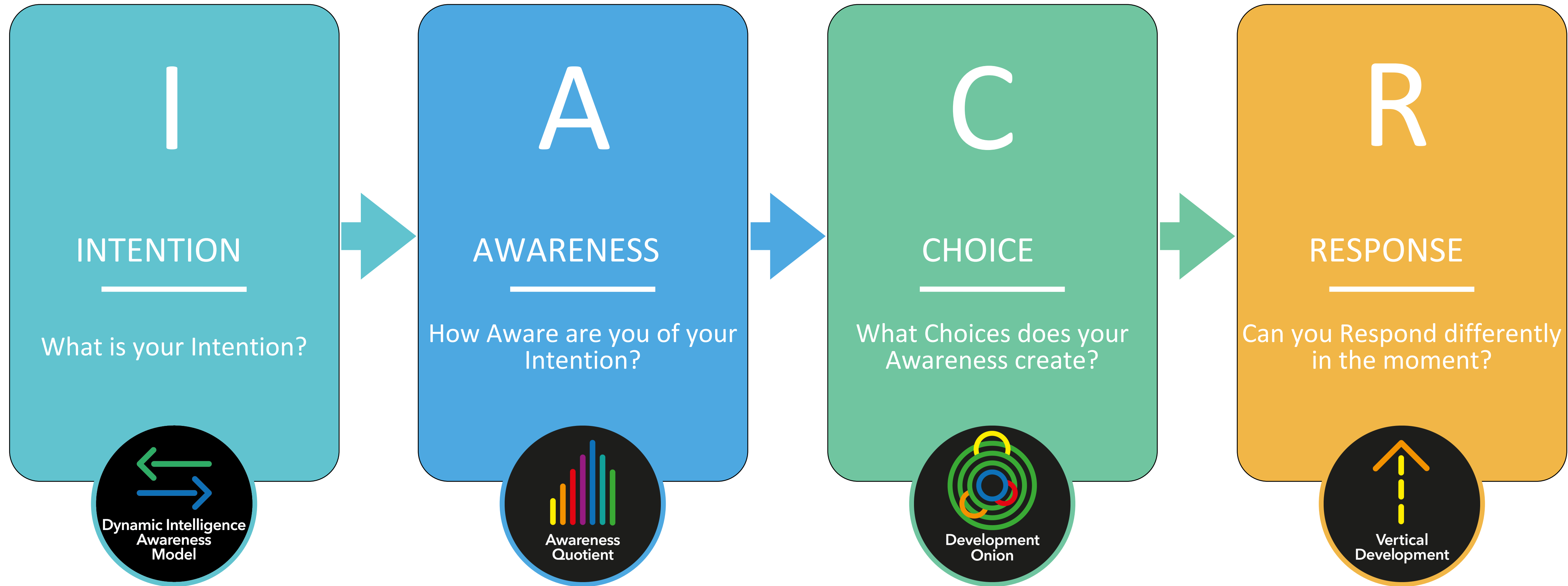
Task

sceptic

trusting

2

The Four Pillars of CDT





- Achievement
- Affiliation
- Away From
- Caring for Self
- Caring for Others
- Consensus
- External
- Doing
- Feeling
- Influence
- Global
- Listening
- Options
- Partner
- Own
- People
- Past
- Present
- Places
- Re-Active
- Relationship
- Sameness
- Short Term
- Team Player
- Trustful

- Abstract
- Activity
- Concrete
- Details
- Difference
- Future
- Hearing
- Individualist
- Information
- Internal
- Long Term
- Looking
- Observer
- Polar
- Pre-Active
- Procedures
- Quality Control
- Reading
- Realisation
- Sceptic
- Seeing
- Task
- Things
- Towards
- Vision



- 50 Cognitive Intentions™
- Balance within 20 groupings
- Key combinations of Cognitive Intentions™
- Awareness Quotient™ measurement of Dynamic Intelligence
- Intention, Awareness, Choice & Response™



INTERNAL

← Awareness (None)

Response
(Limited)



EXTERNAL

← Awareness (None)

→ Intention (Unconscious)

Choice (None)

INTERNAL

← Awareness (None)

Response
(Limited)



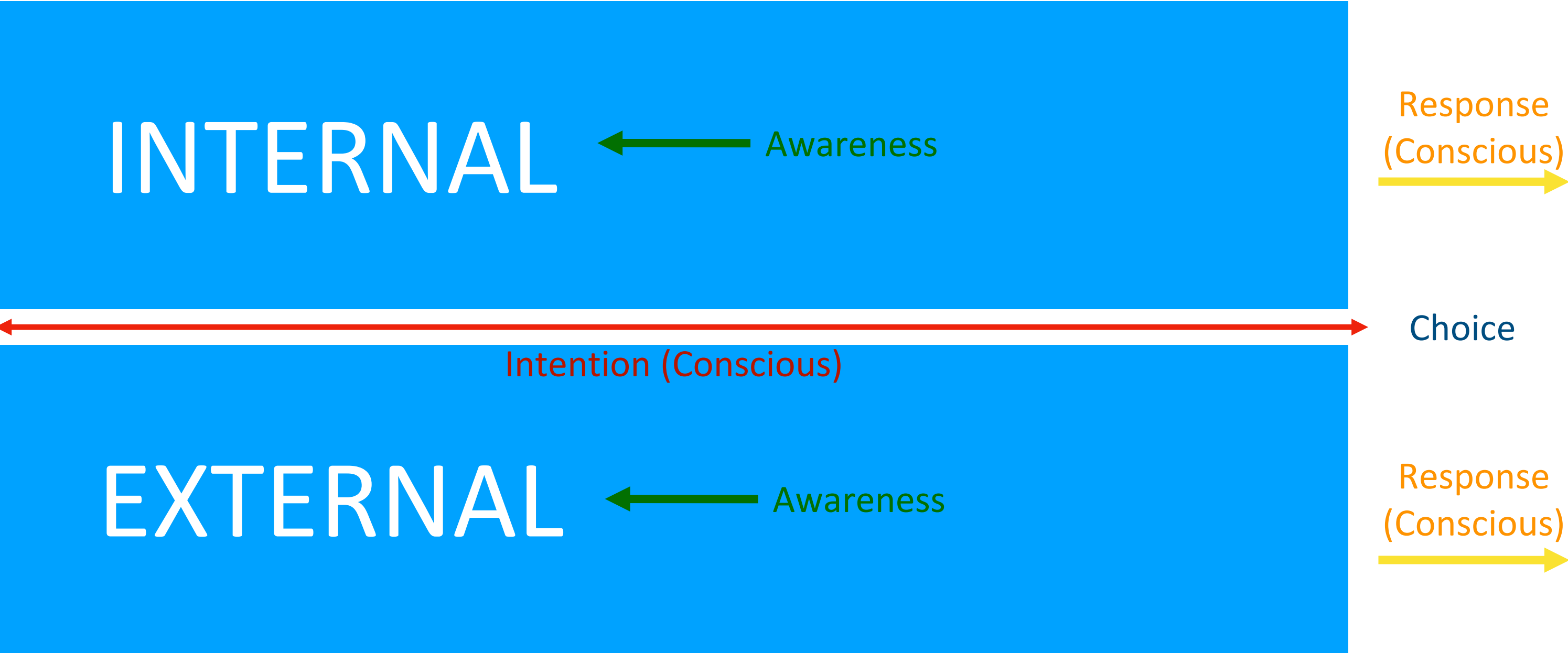
Intention (Unconscious)

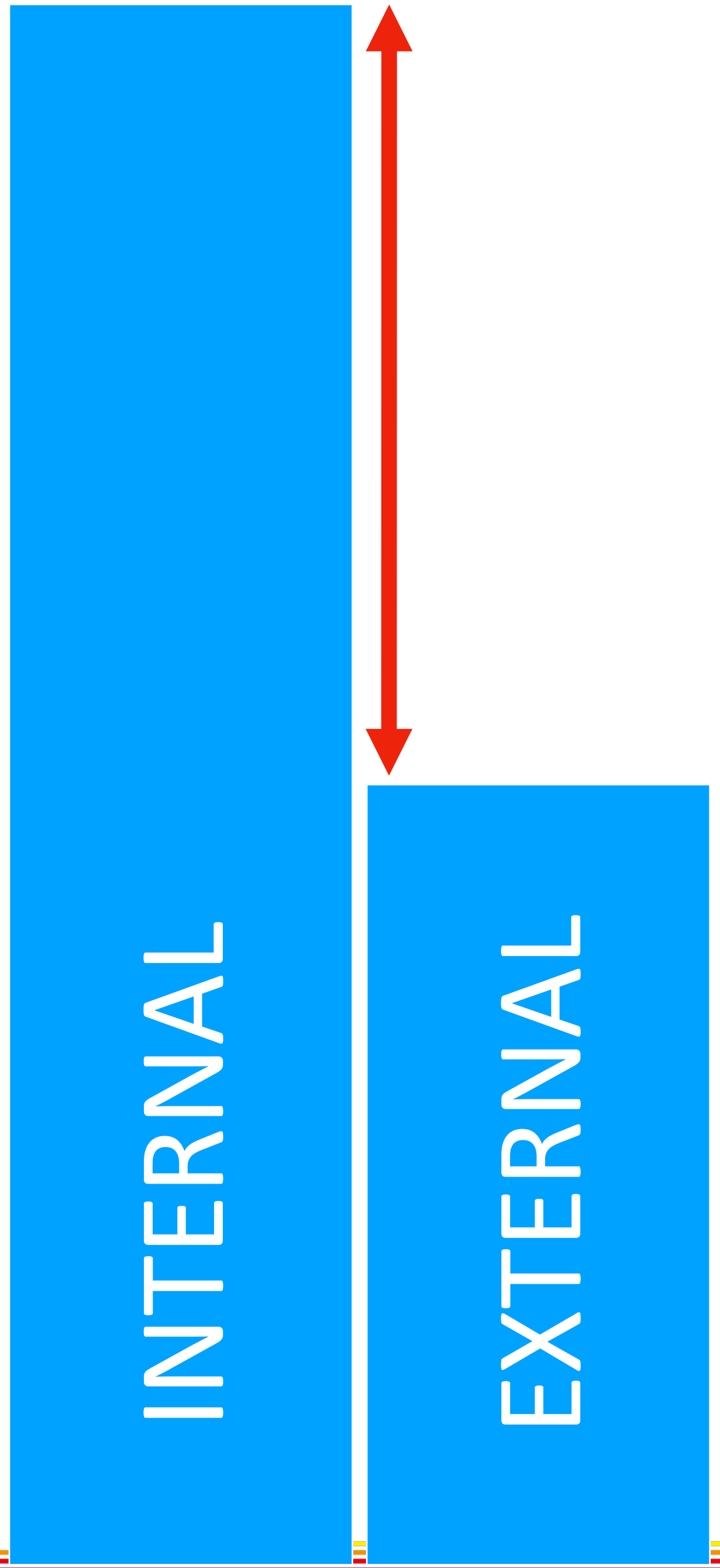
EXTERNAL

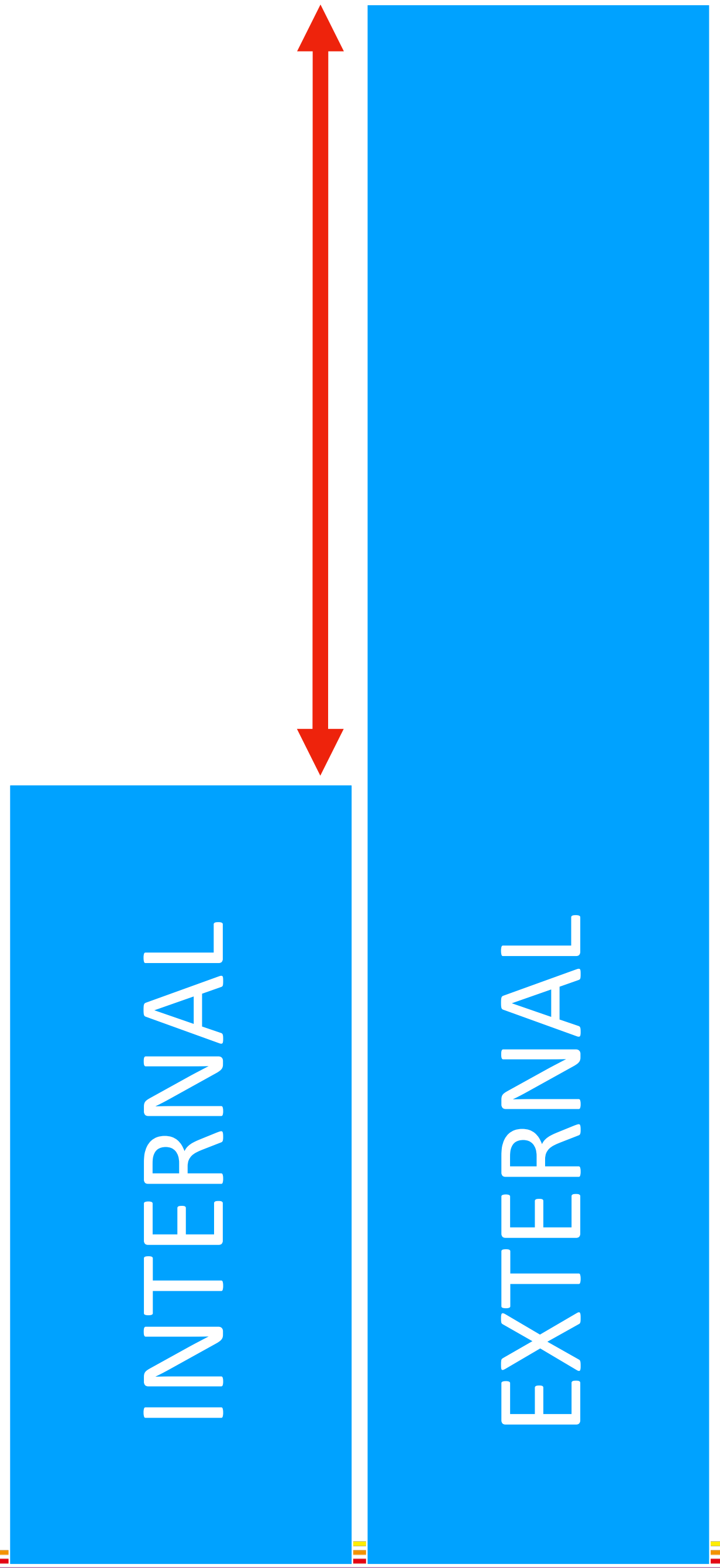
← Awareness (None)

Choice (None)









Kegan

5.0

Global 75%

Details

Abstract

Concrete

Team Player 45%

Individualist 55%

Past

Present

Future

Long Term

Short Term

Looking

Listening

Reading

Doing

Sceptic

Trustful

4.0

3.0

2.0



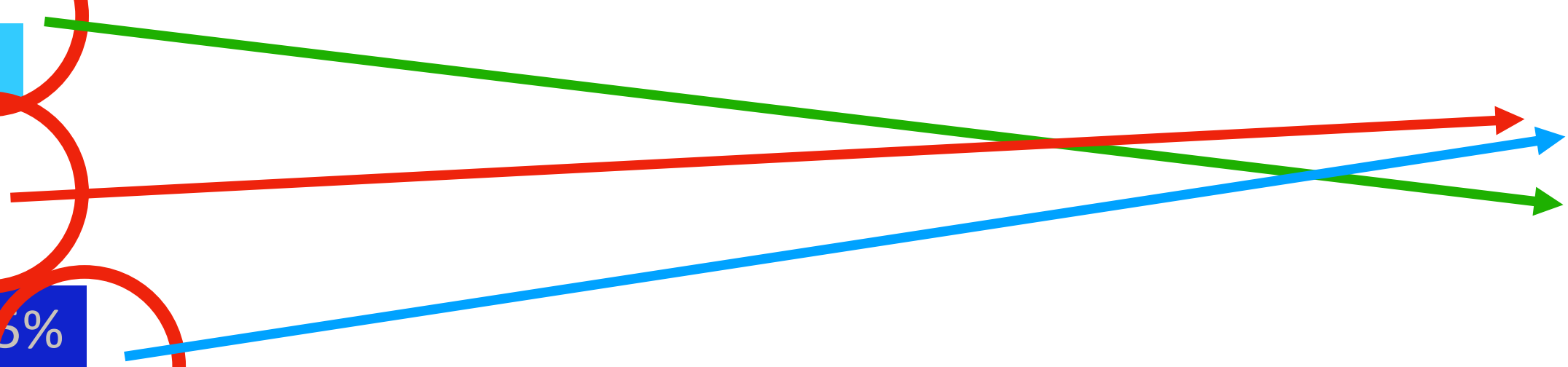
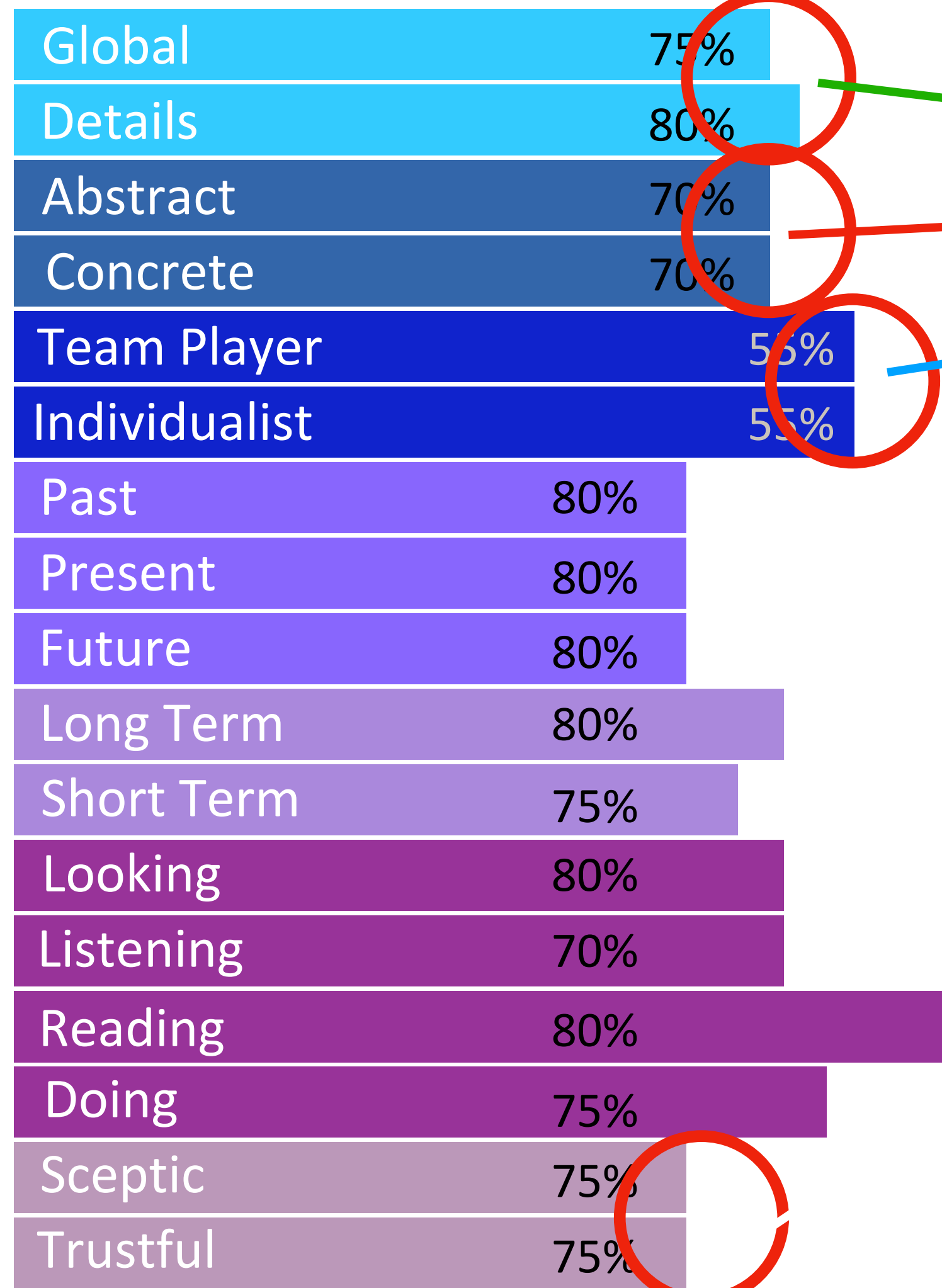
Kegan

5.0

4.0

3.0

2.0



KEGAN
2

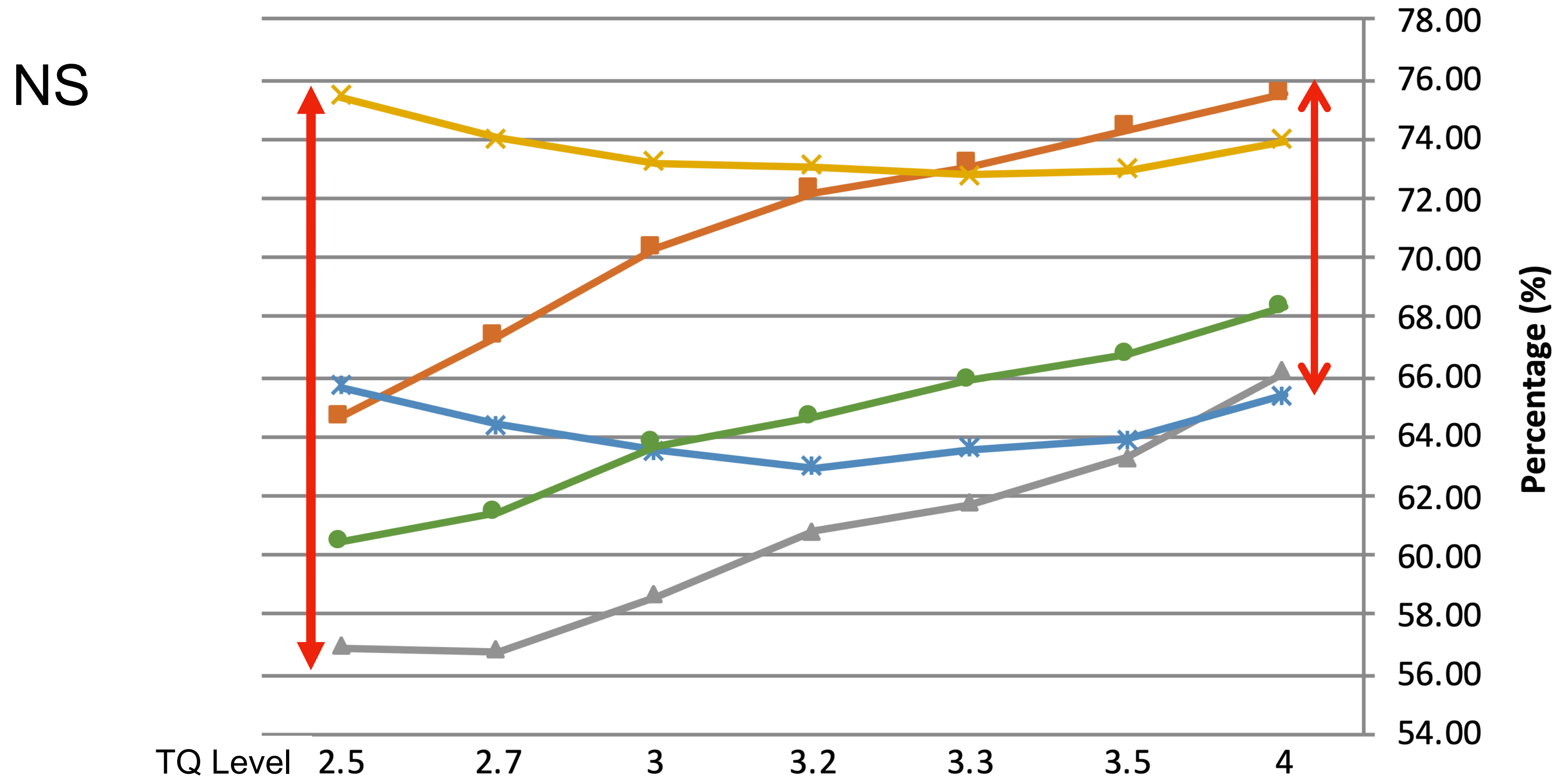
NS

2(3)

2/3

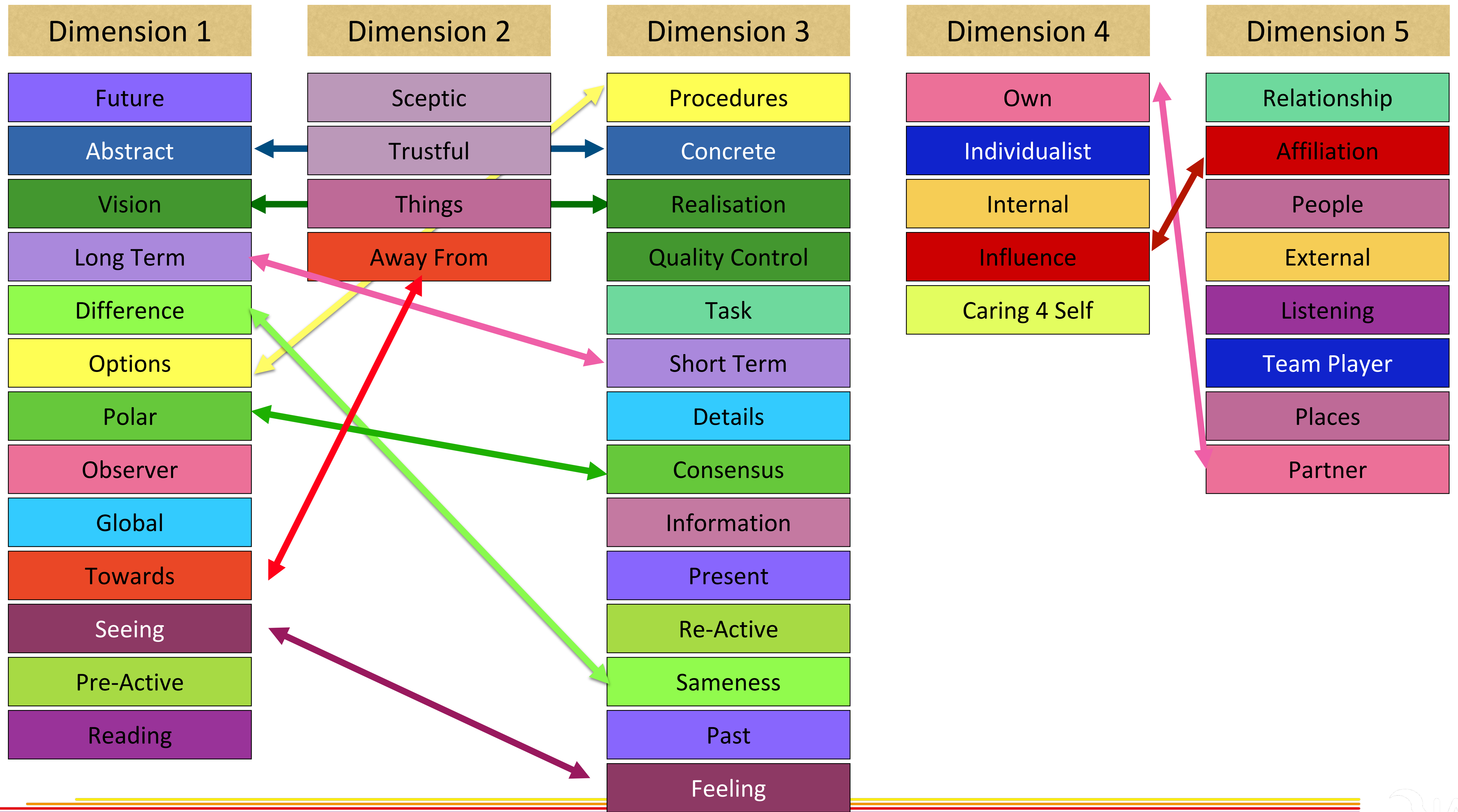
3/2

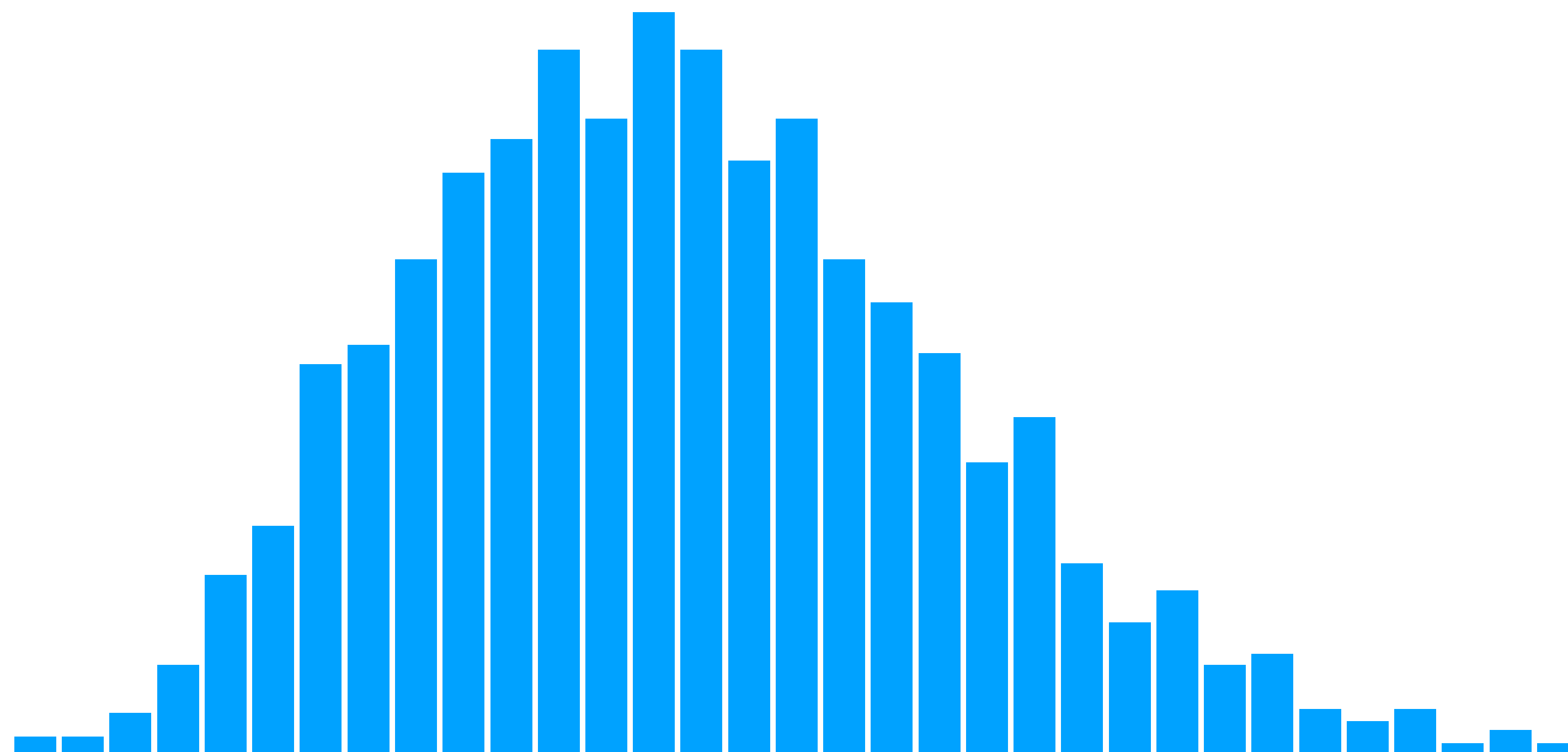
3(2)



Factor 1	64.60	67.35	70.28	72.19	73.09	74.32	75.50
Factor 2	56.90	56.77	58.63	60.79	61.71	63.26	66.14
Factor 3	75.40	73.99	73.18	73.09	72.77	72.97	73.96
Factor 4	65.67	64.37	63.52	62.98	63.59	63.87	65.38
Factor 5	60.46	61.44	63.69	64.65	65.85	66.75	68.33







Kegan Stage 2 - Self-sovereign mind

High

Low

Internal

External

Own

Partner

Task

Relationship

Own

Observer

Procedures

Options

Polar

Consensus

Concrete

Abstract

Sceptic

Trustful

A second order consciousness adult is going to be an adult who acts to meet his or her own needs without any serious consideration of how his or her actions will impact other people around them. There is no consistent mental representation of reciprocity or mutuality in the minds of second-order adults. They are prone to view other people in instrumental ways, either as tools they can use to get things they want, or barriers to get around or go through on their way to what they want. There is no empathy because there is no adequate conscious representation or understanding that other people have basically the same importance as beings as they do themselves. A therapy client like this will generally treat the therapist as an object or tool, will manipulate the therapist, and will generally not benefit from conventional therapy. Ask any therapist; it is notoriously difficult to help a narcissist or antisocial client to grow up.

Kegan Stage 3 - Socialised Mind

At the Third order, people no longer see others as simply a means to an end; they have internalized one or more systems of meaning (e.g. their family's values, a political or national ideology, a professional or organizational culture). As a result, they have developed the ability to subordinate their desires and be guided by the norms and standards of their meaning system(s). Their impulses and desires, which were Subject to them in the Second order, have become Object. They now internalize the ideas or emotions of others who represent their meaning system and are guided by the ideologies, institutions, or people that are most important to them. They are able to think abstractly, be self-reflective about their actions and the actions of others, and be devoted to something that's greater than their own needs. It is as if, in their growth from the Second order, those at the Third order have welcomed a Board of Directors (Kegan, 1994) into their decision making and now have the ideas or voices of important other ideologies, institutions, or people with them as they make their decisions.

High

Low

External

Internal

Partner

Own

Relationship

Task

Observer

Own

Options

Procedures

Consensus

Polar

Abstract

Concrete

Trustful

Sceptic

Level 2

Level 3

Internal

External

Own

Partner

Task

Relationship

Own

Observer

Procedures

Options

Polar

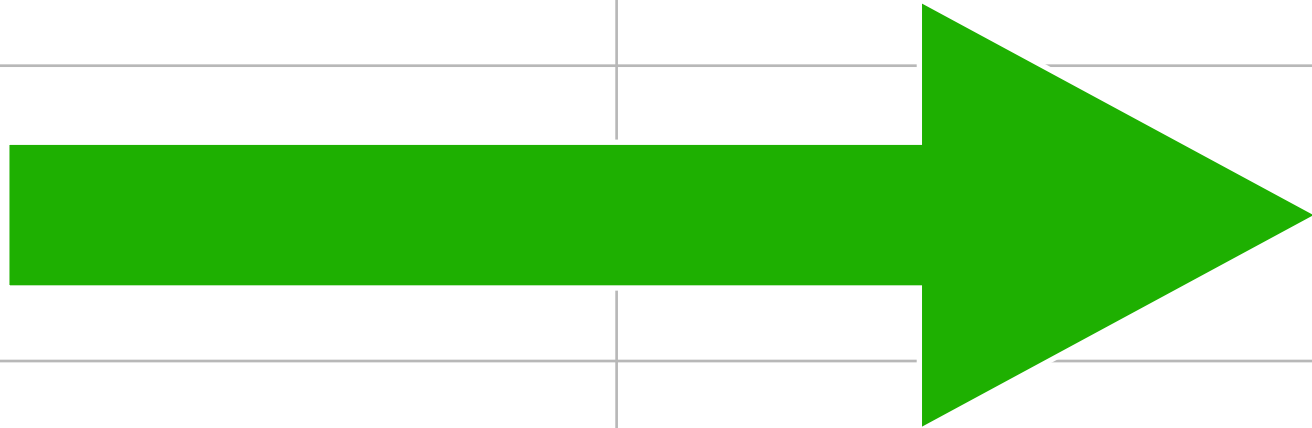
Consensus

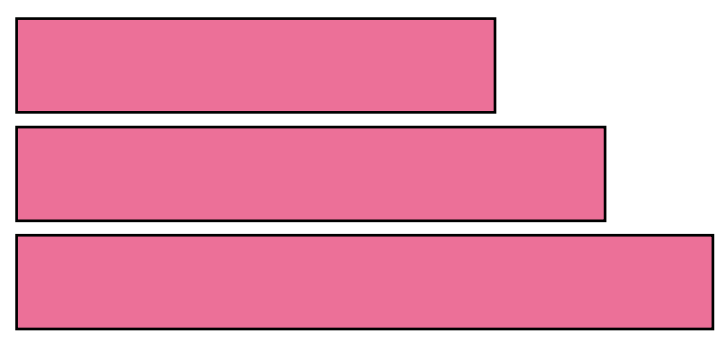
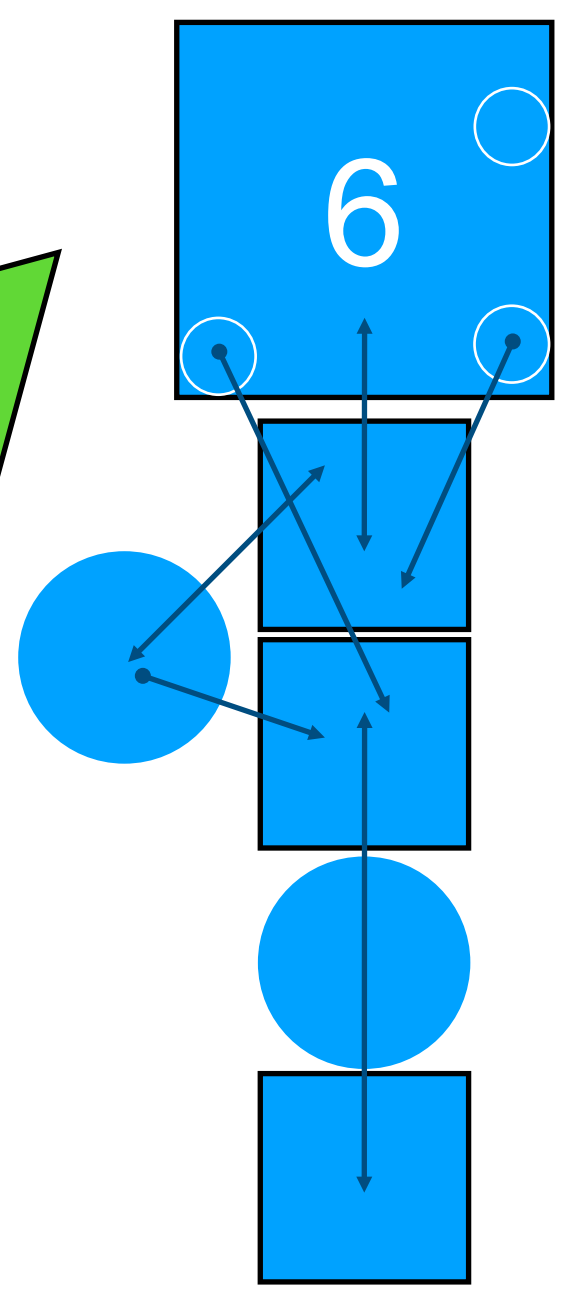
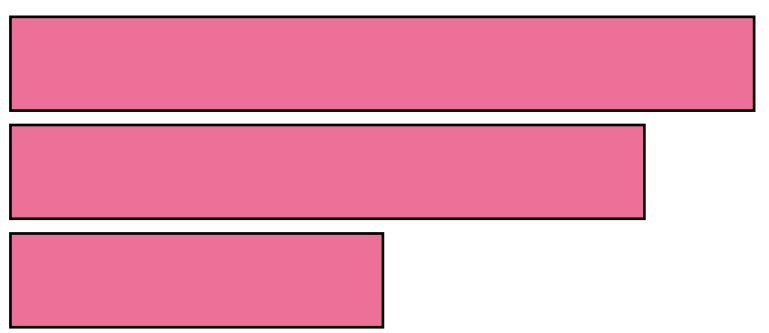
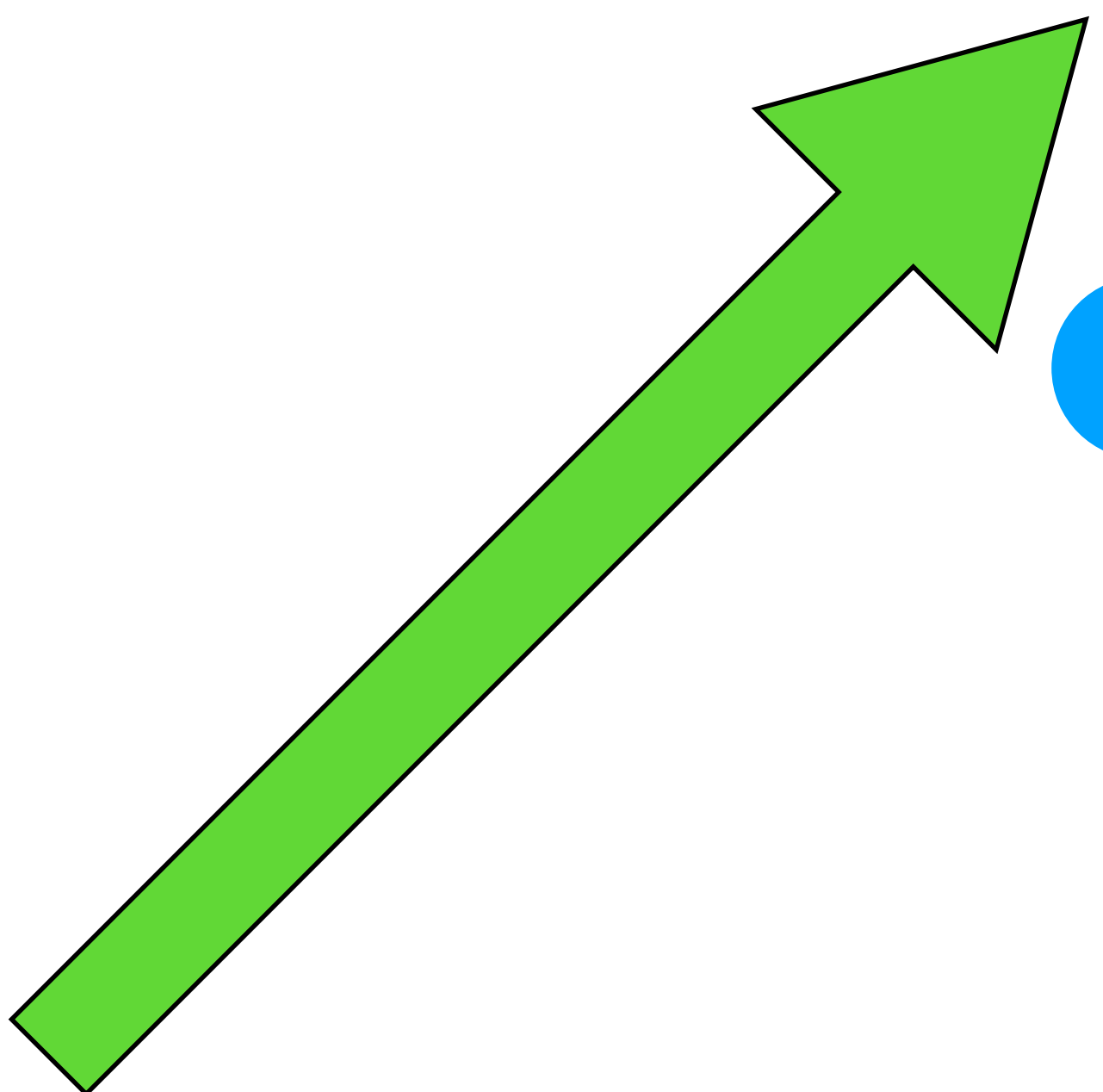
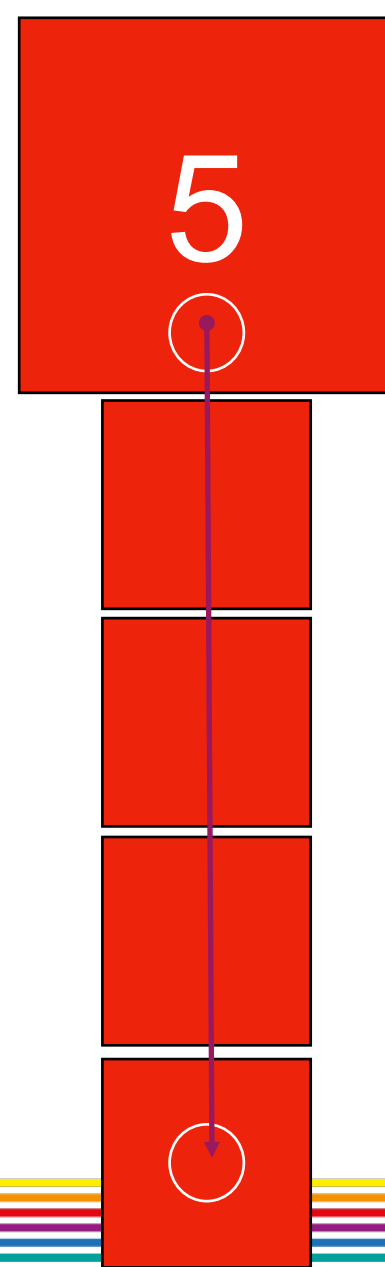
Concrete

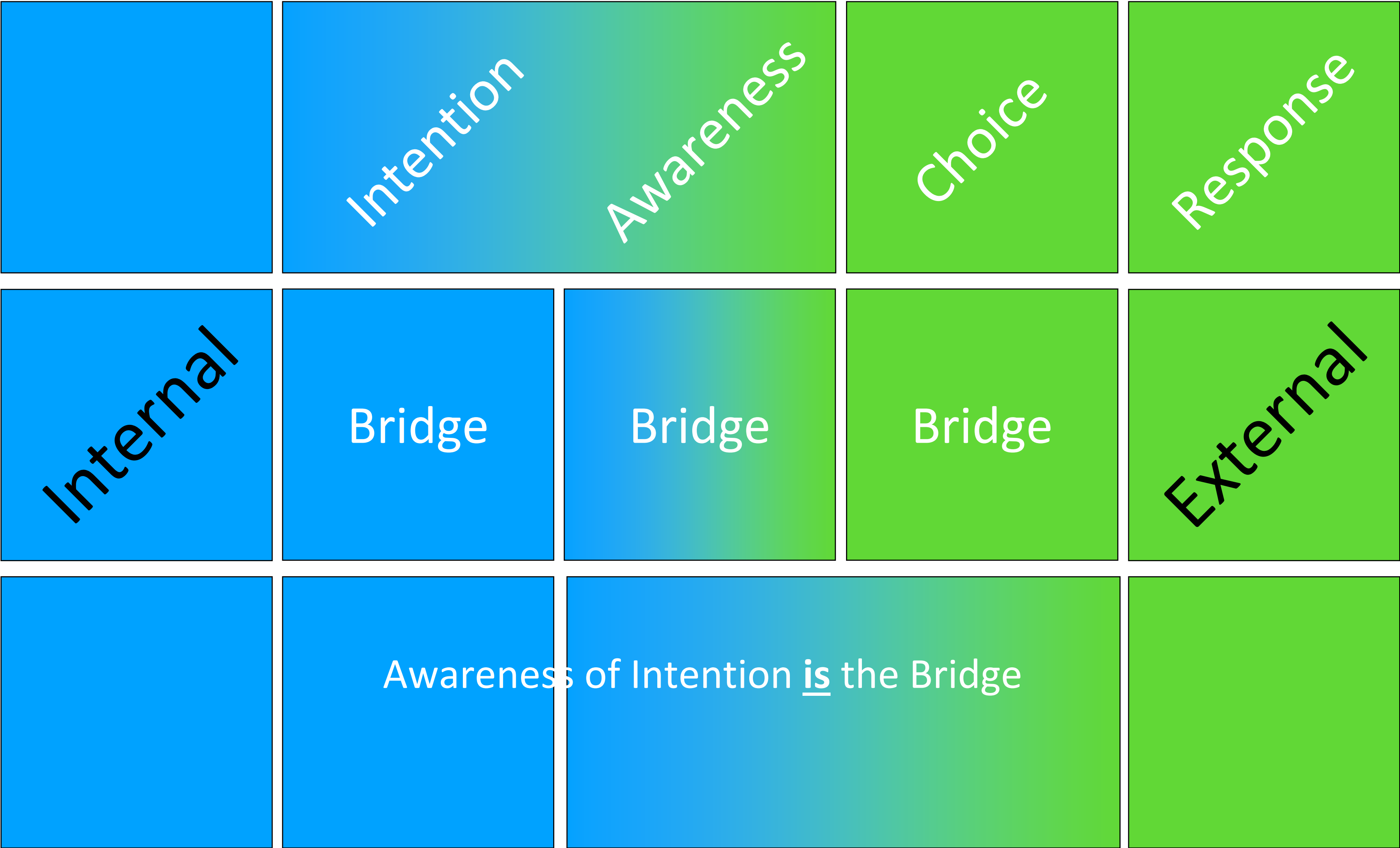
Abstract

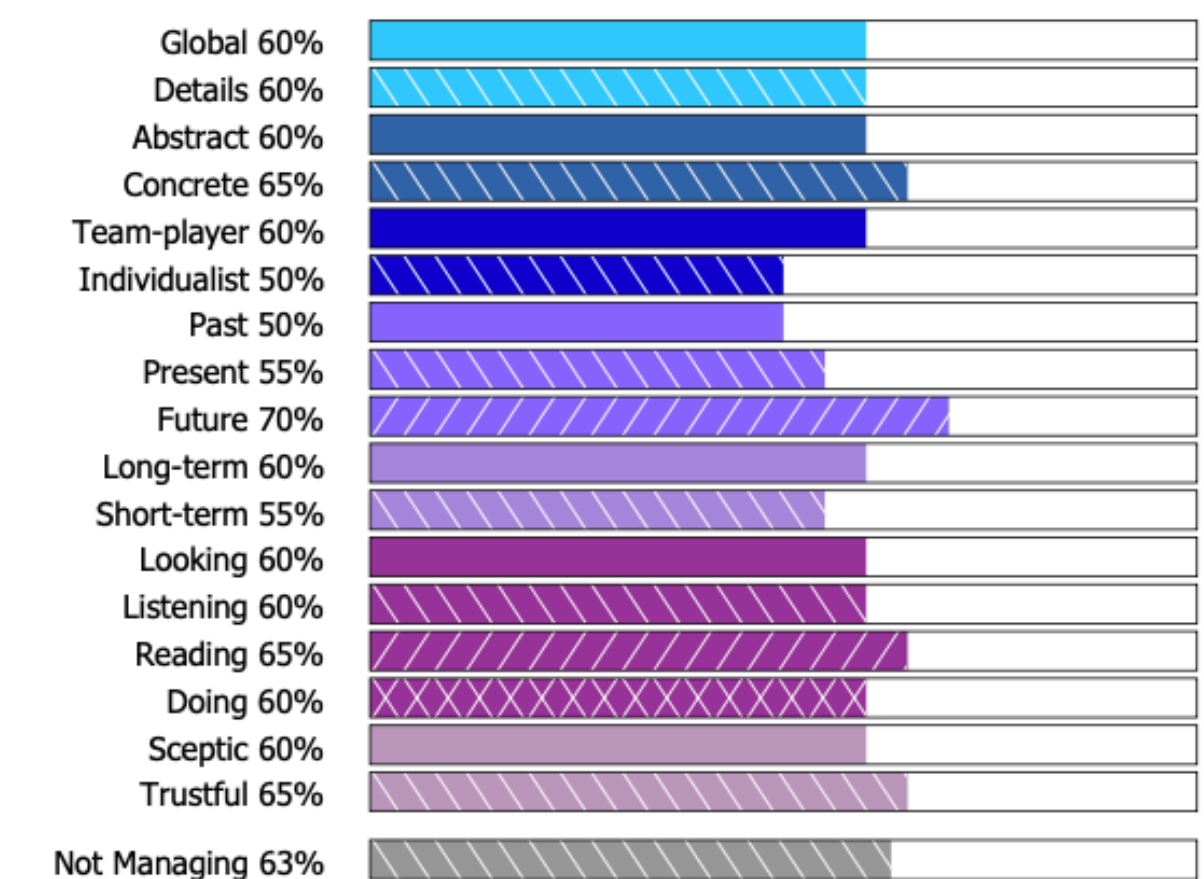
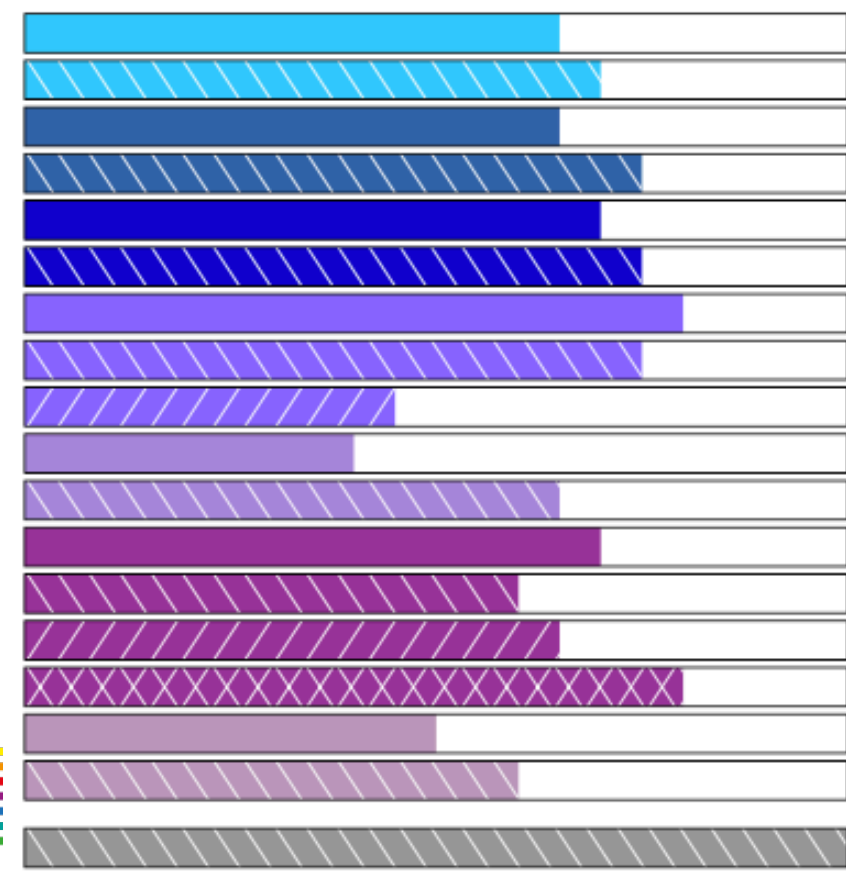
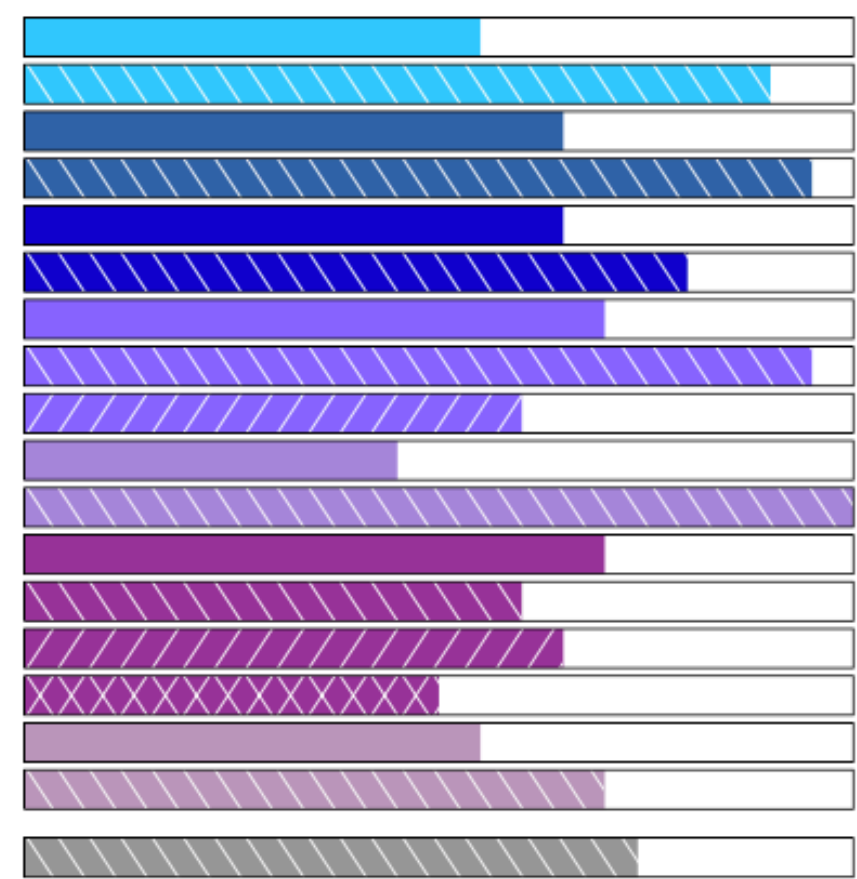
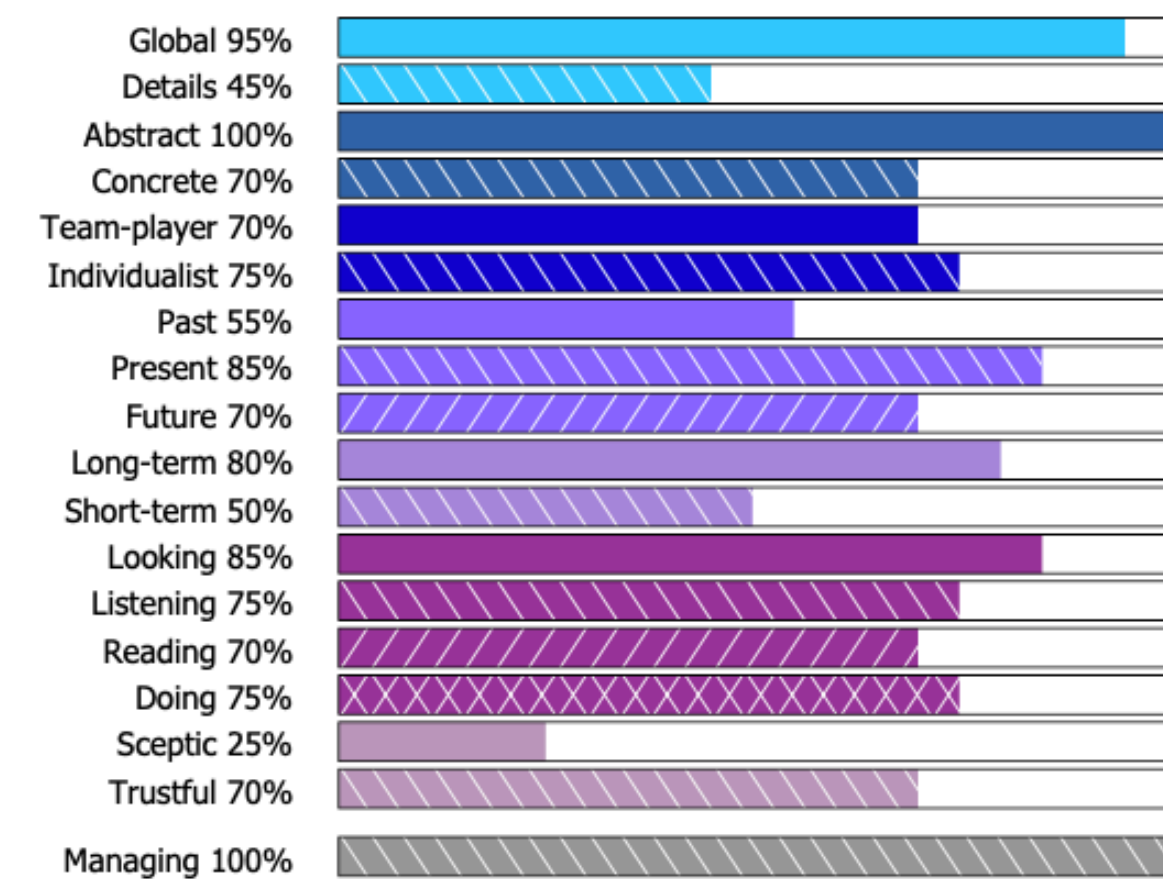
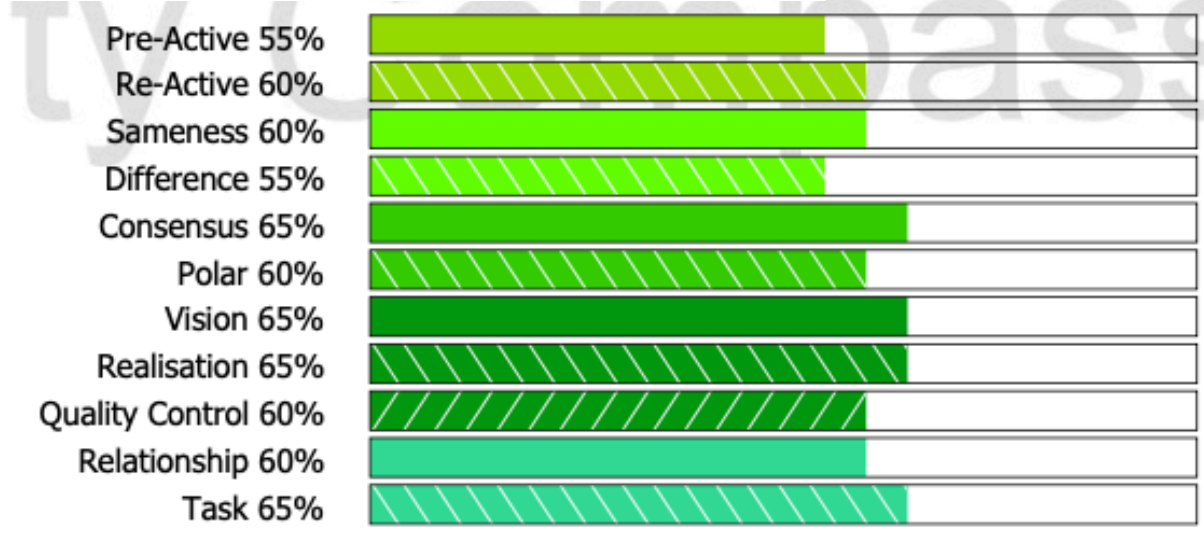
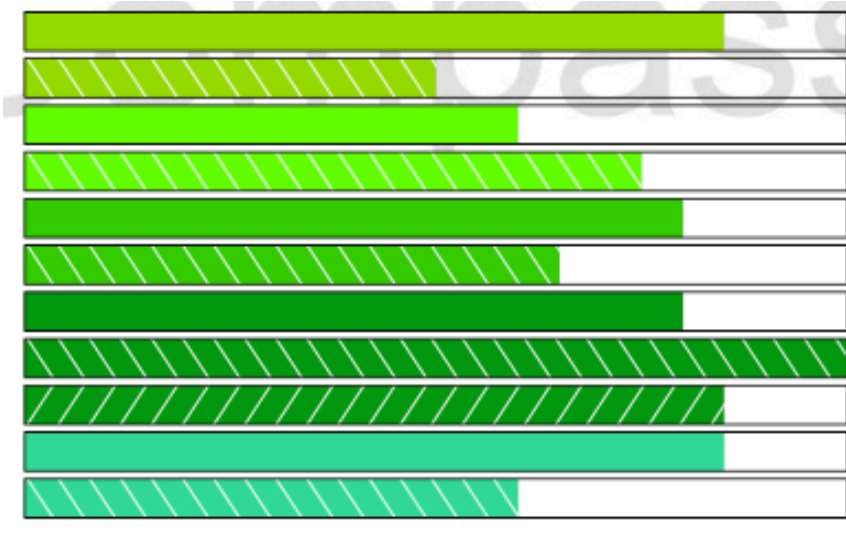
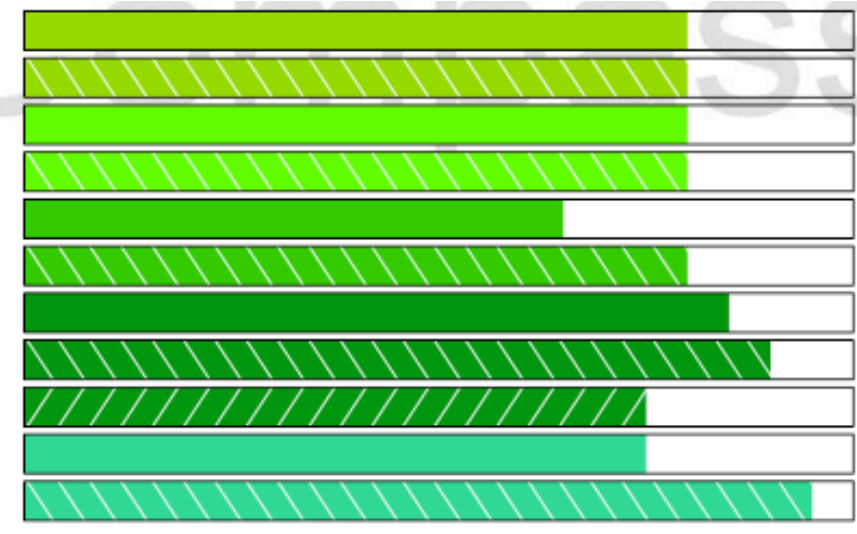
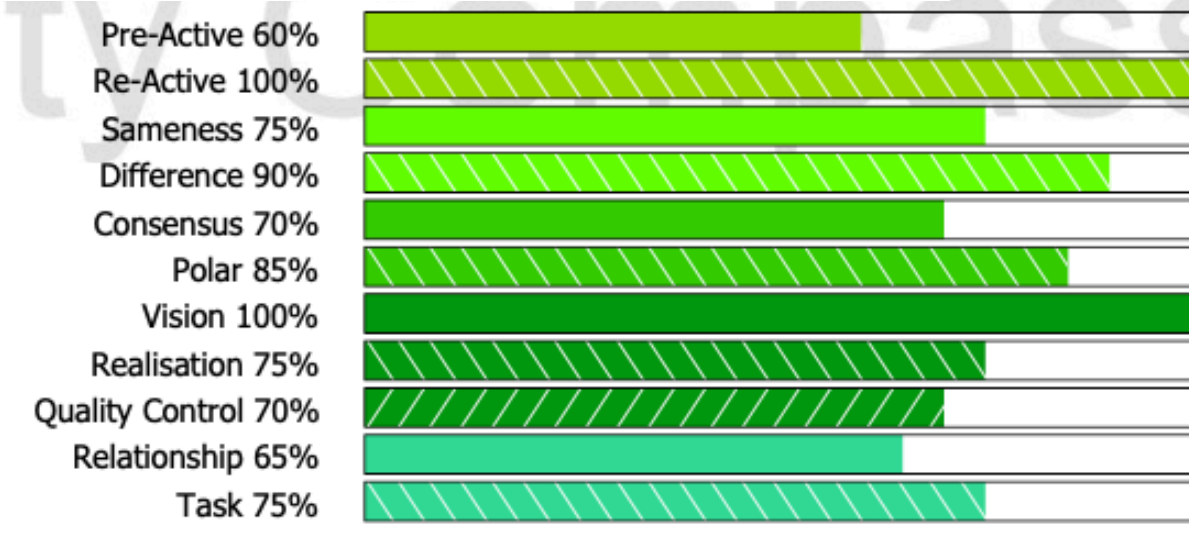
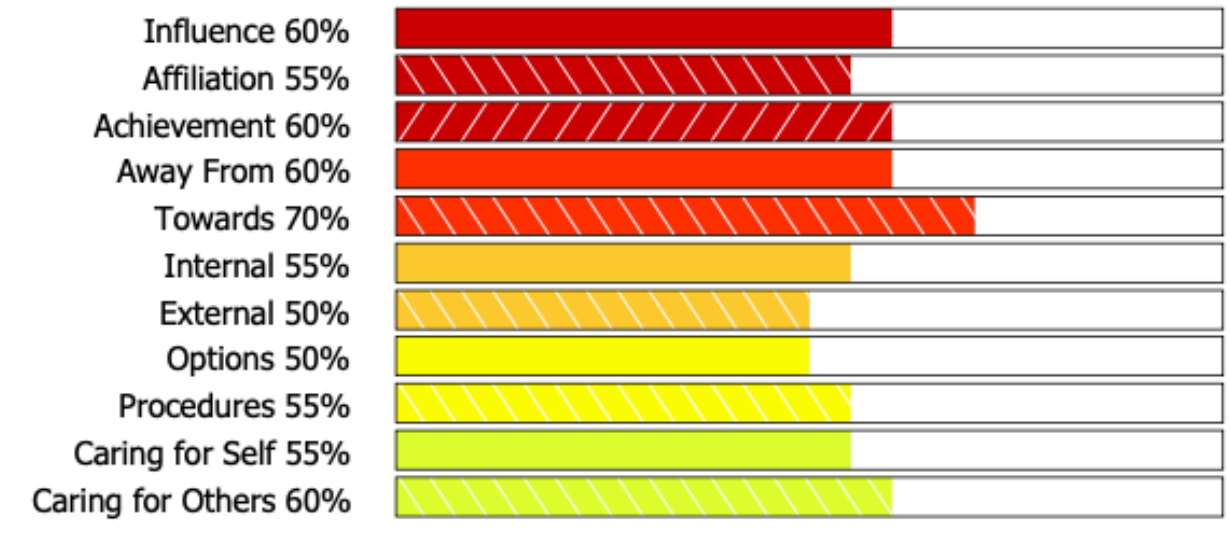
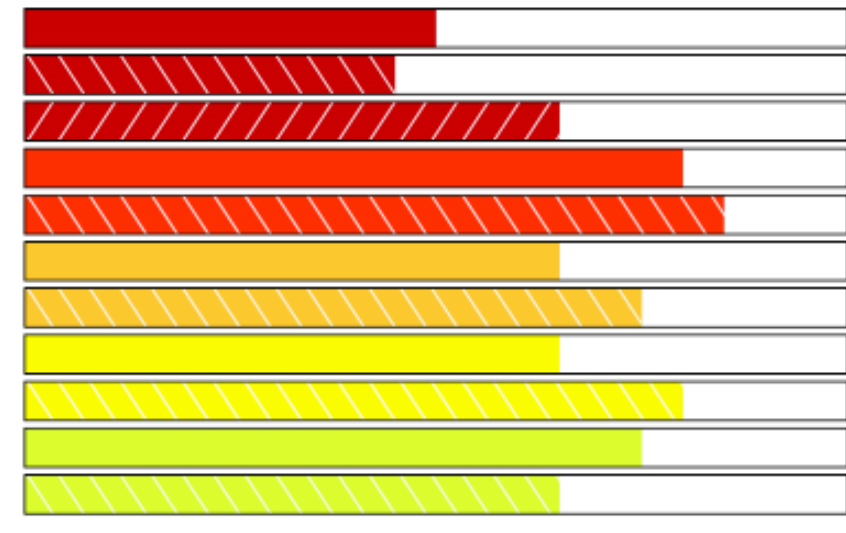
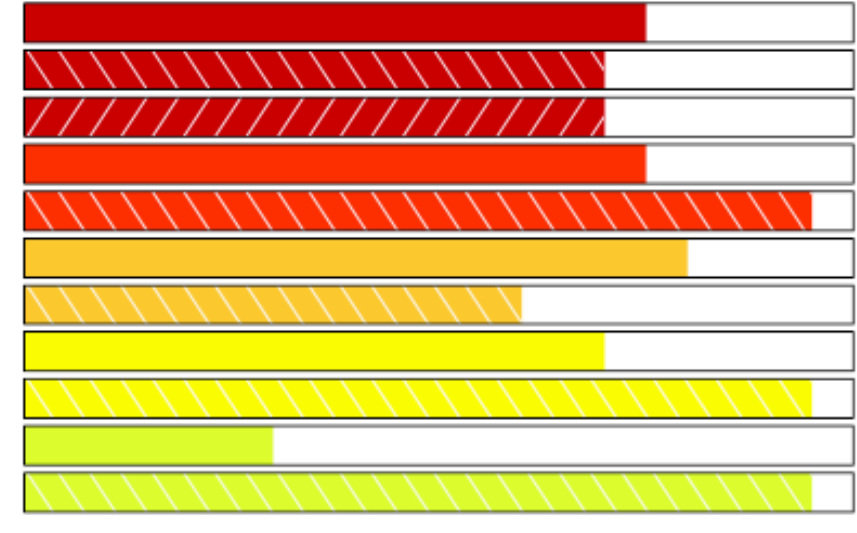
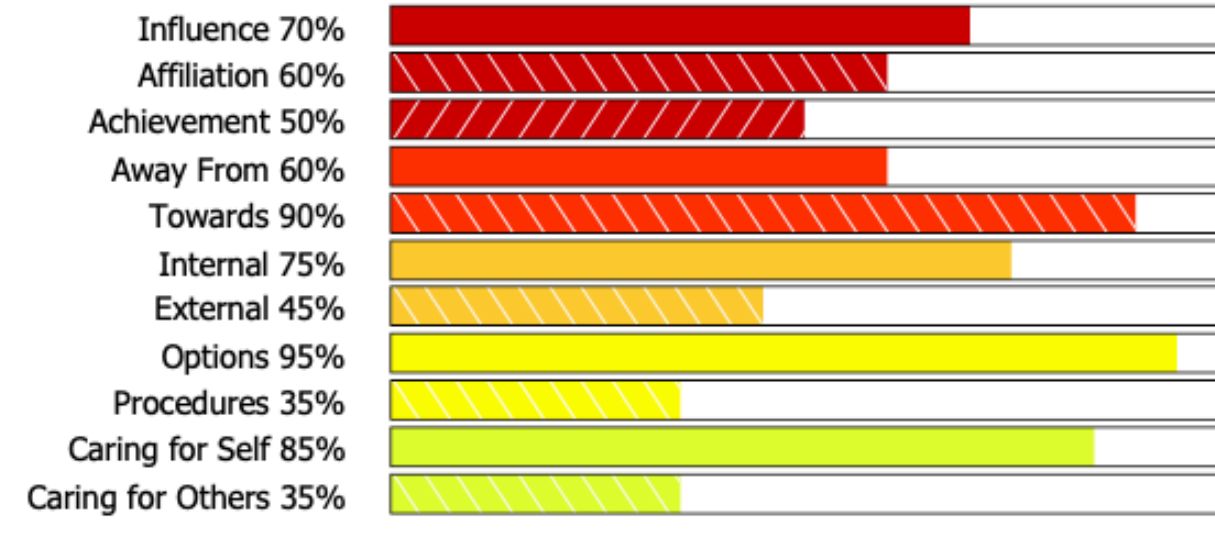
Sceptic

Trustful





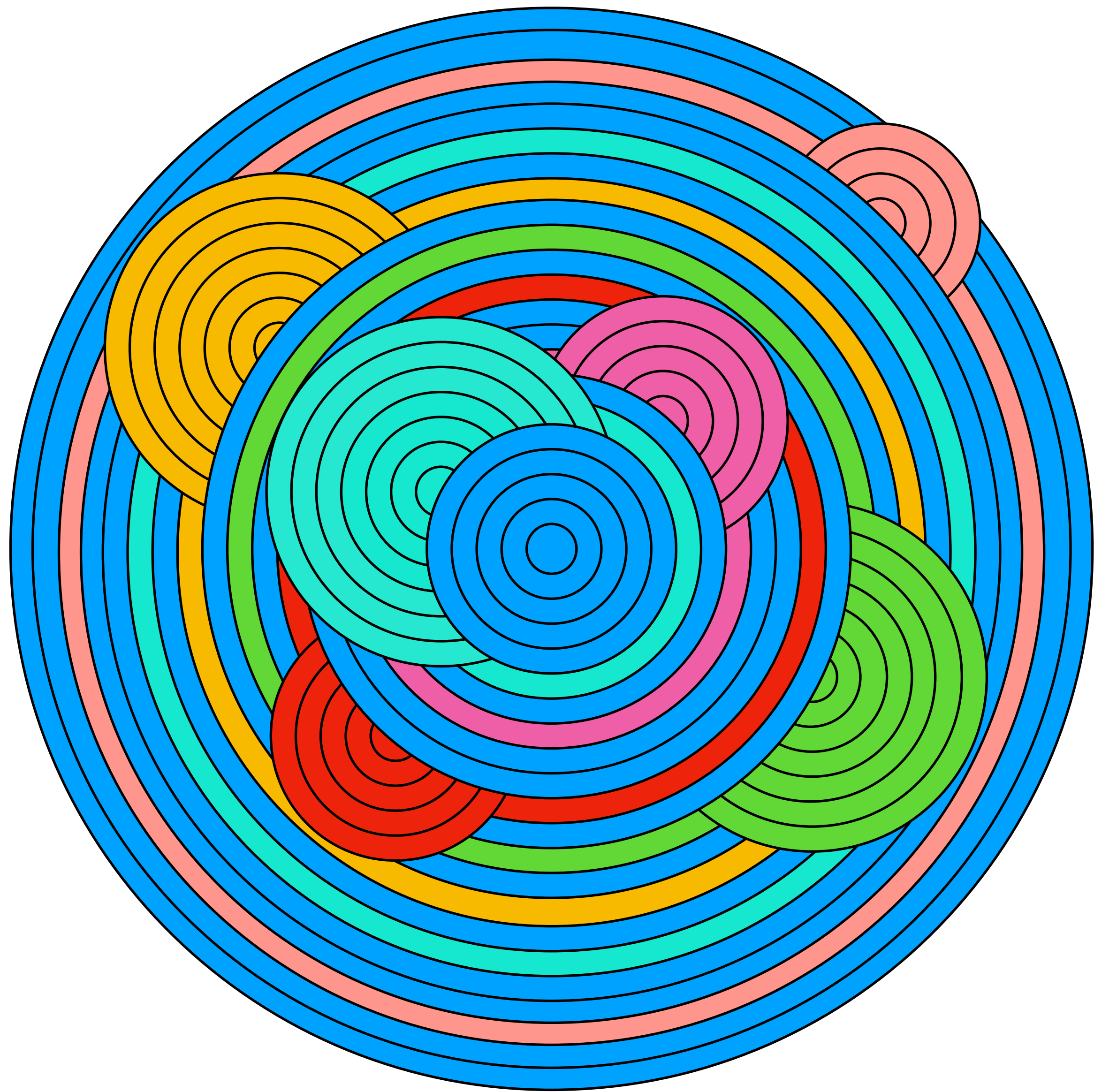


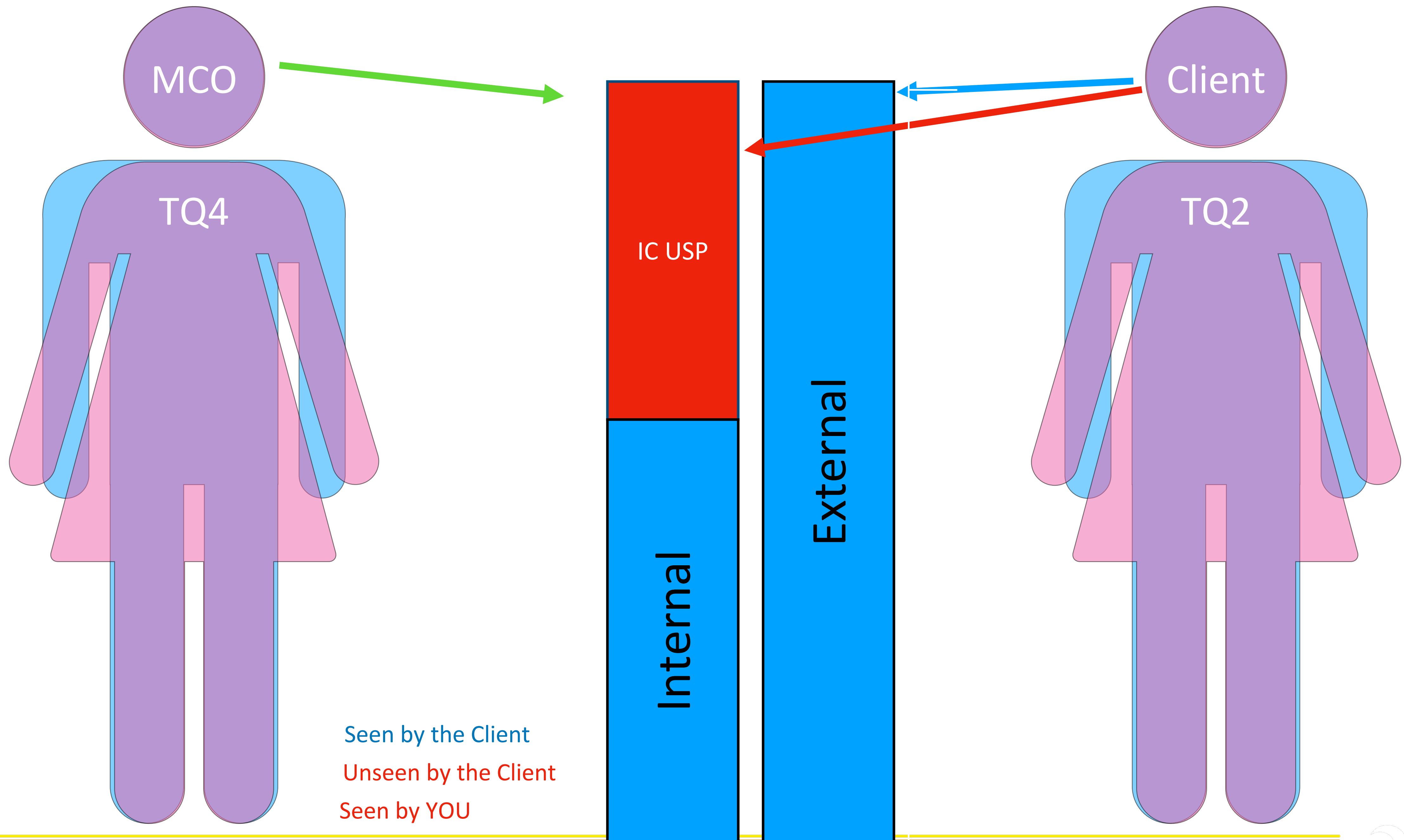


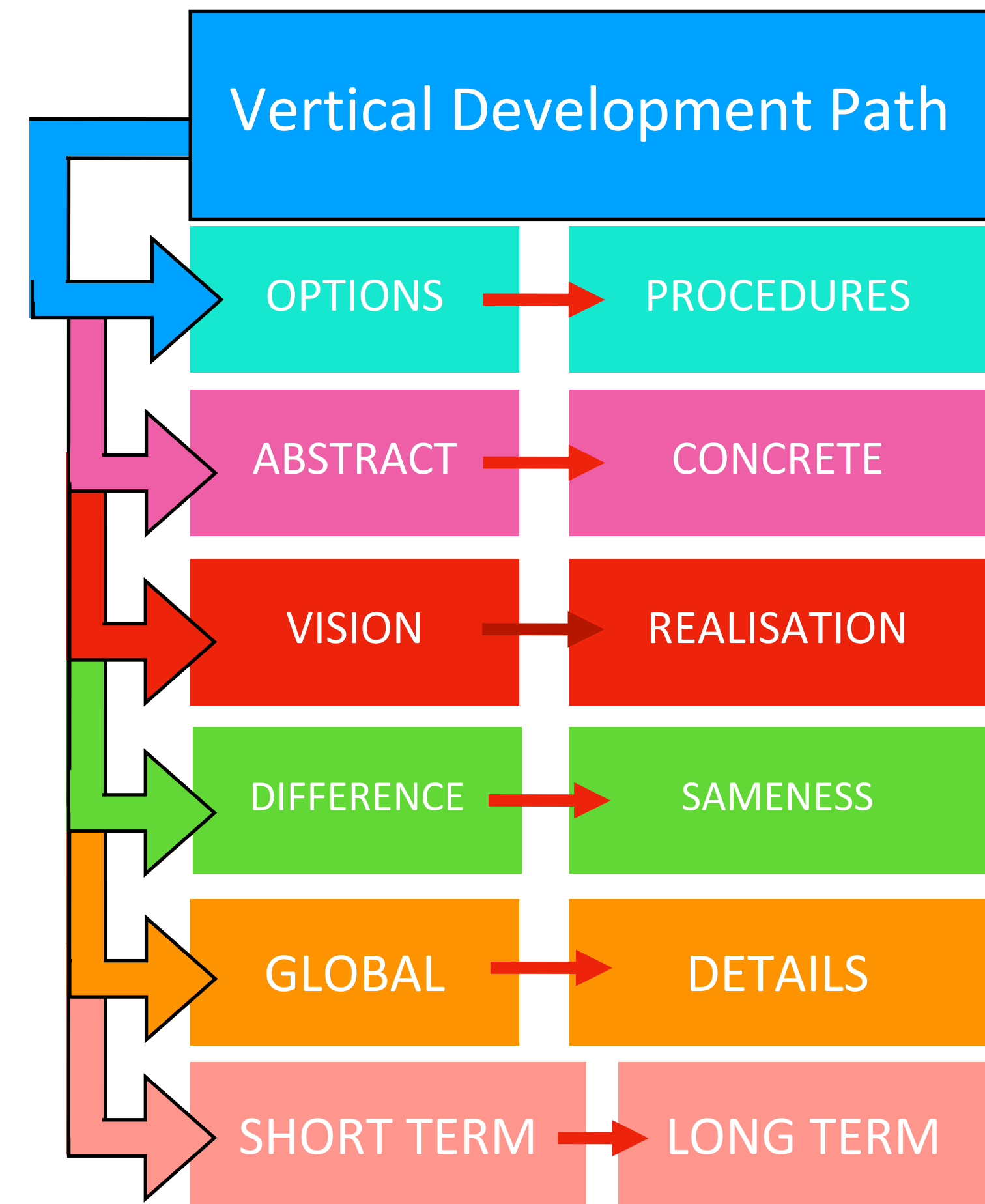
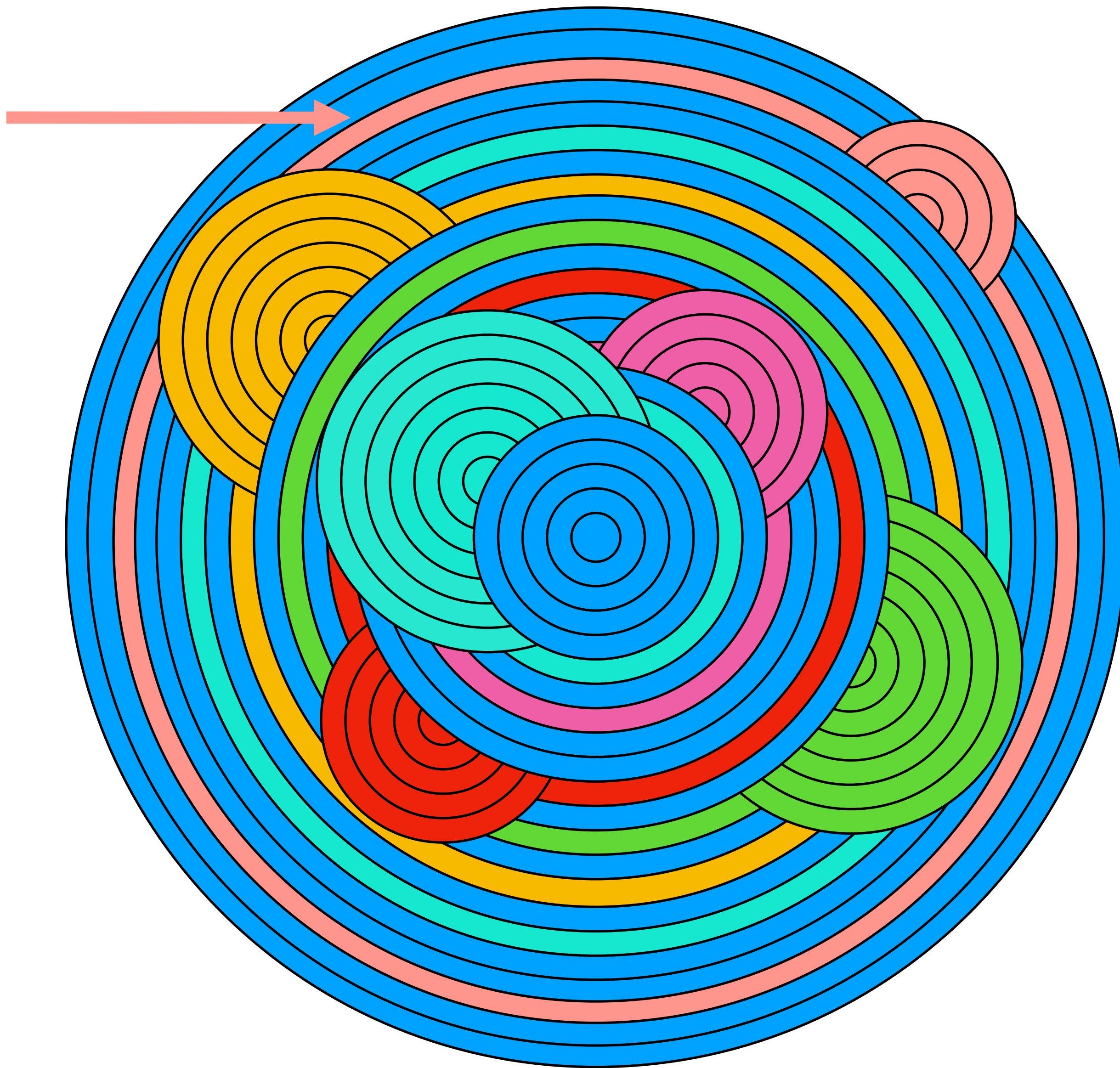


Spiral Dynamics

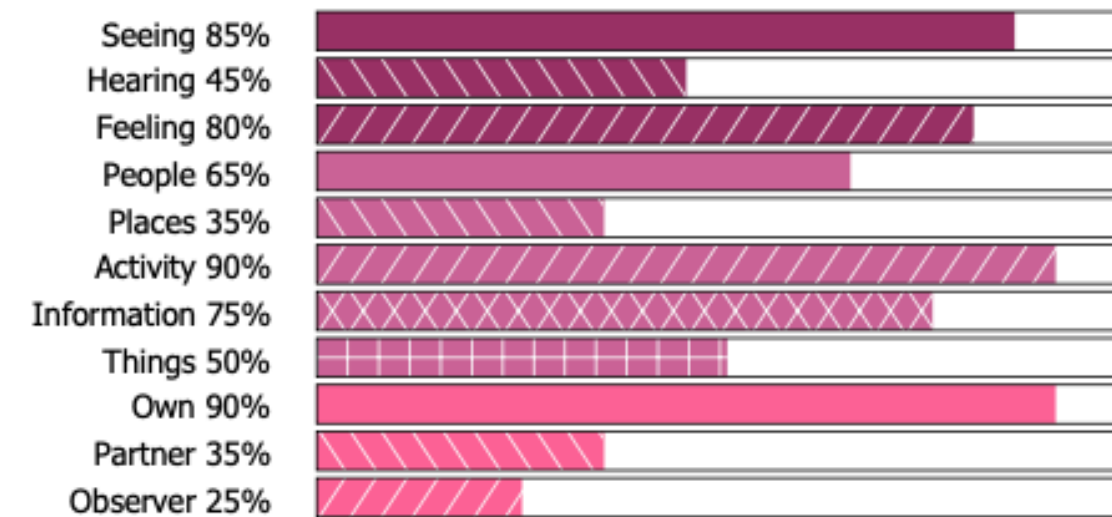
Orange	Green	Yellow
Internal	External	Information
Caring for Self	Caring for Others	Global
Own	Partner	Abstract
Individual	Consensus	Options
Activity	Feeling	Influence (low)
Towards	Places	Affiliation (low)
Procedures	People	Achievement (low)
Task	Global	Observer
Doesn't care about "spiritual" - not ignoring it at all.	Concrete	Process (choice)
Achievement	Consensus	Internal (choice)
Present	Information	Future
	Team Player	
	Relationship	
	Trusting	
	Present	



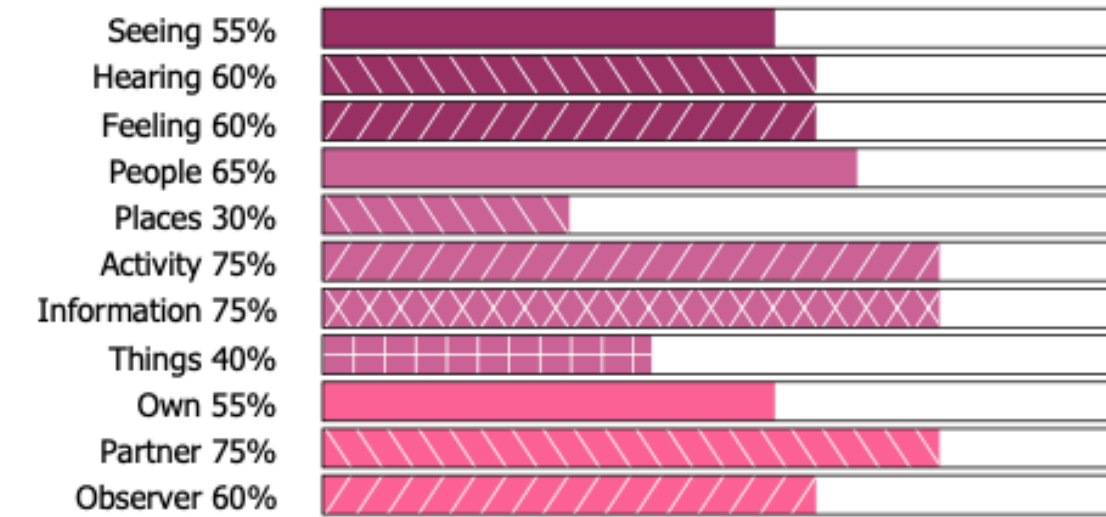




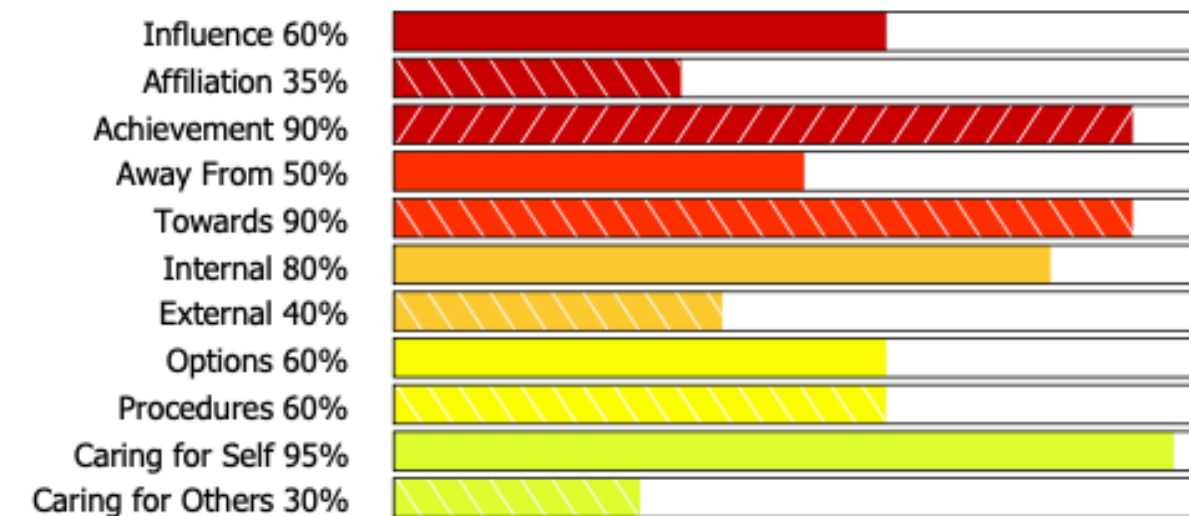
PERCEPTION



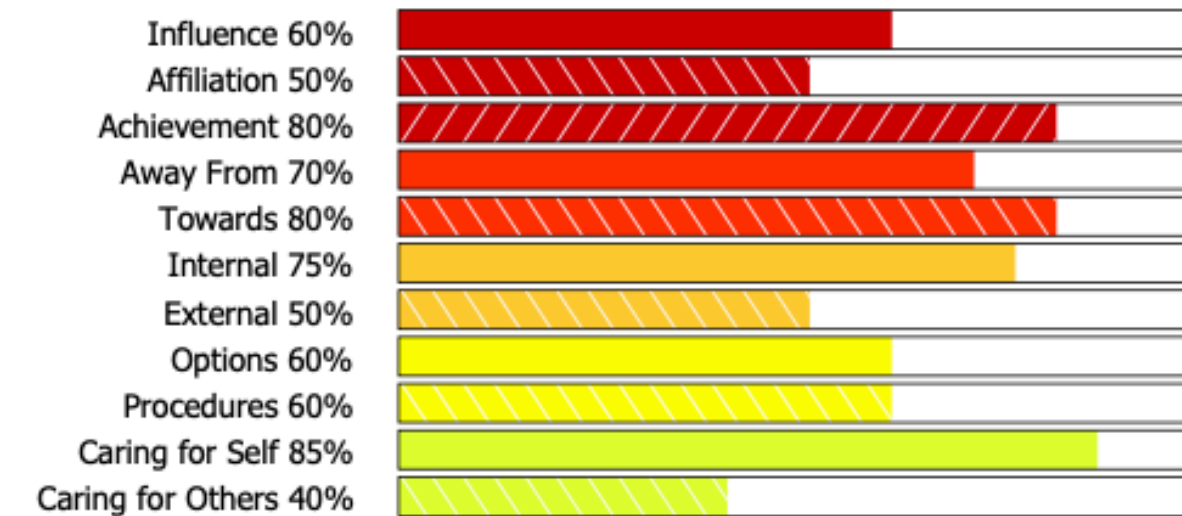
PERCEPTION



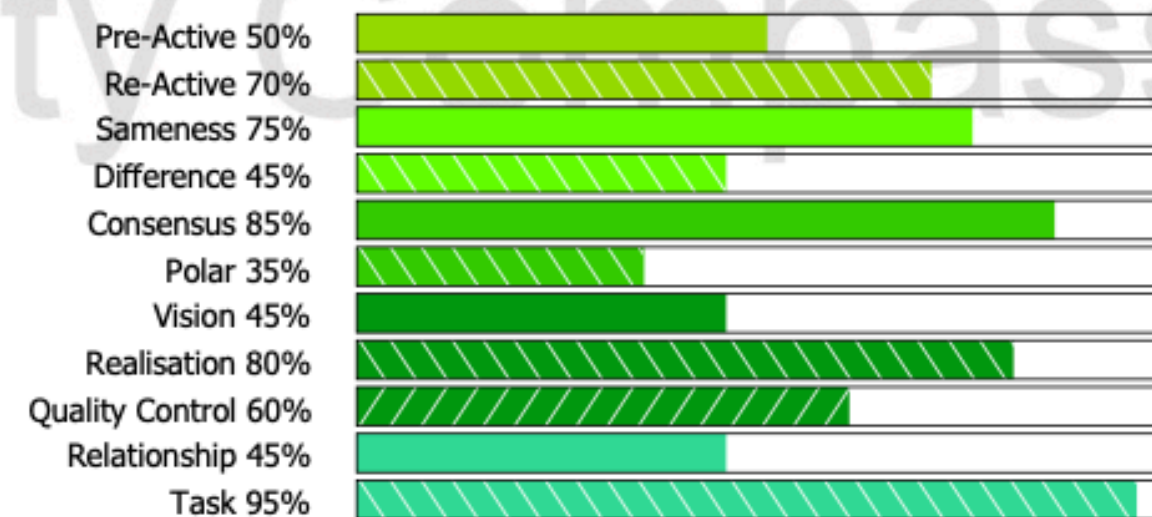
MOTIVATION FACTORS



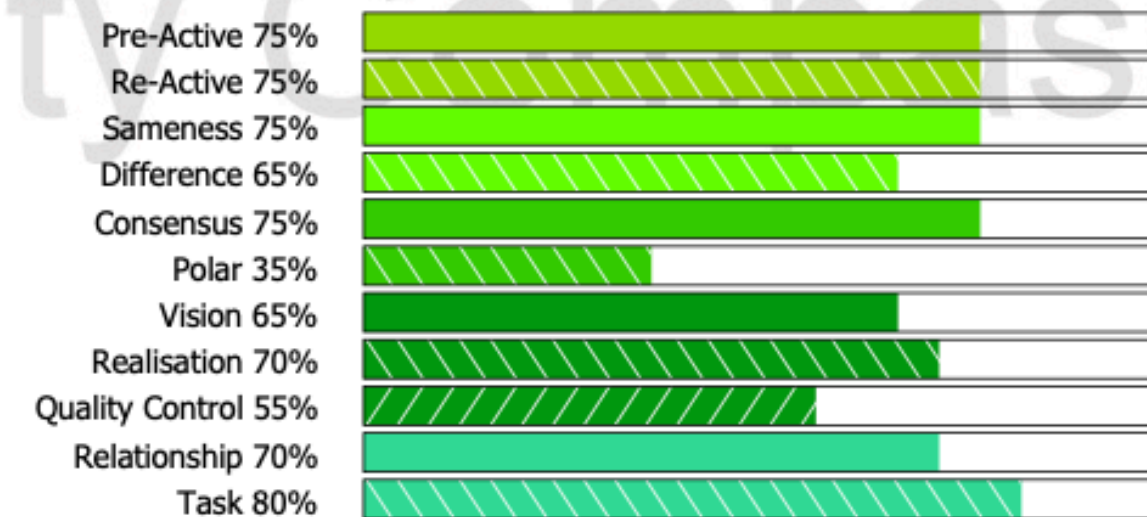
MOTIVATION FACTORS



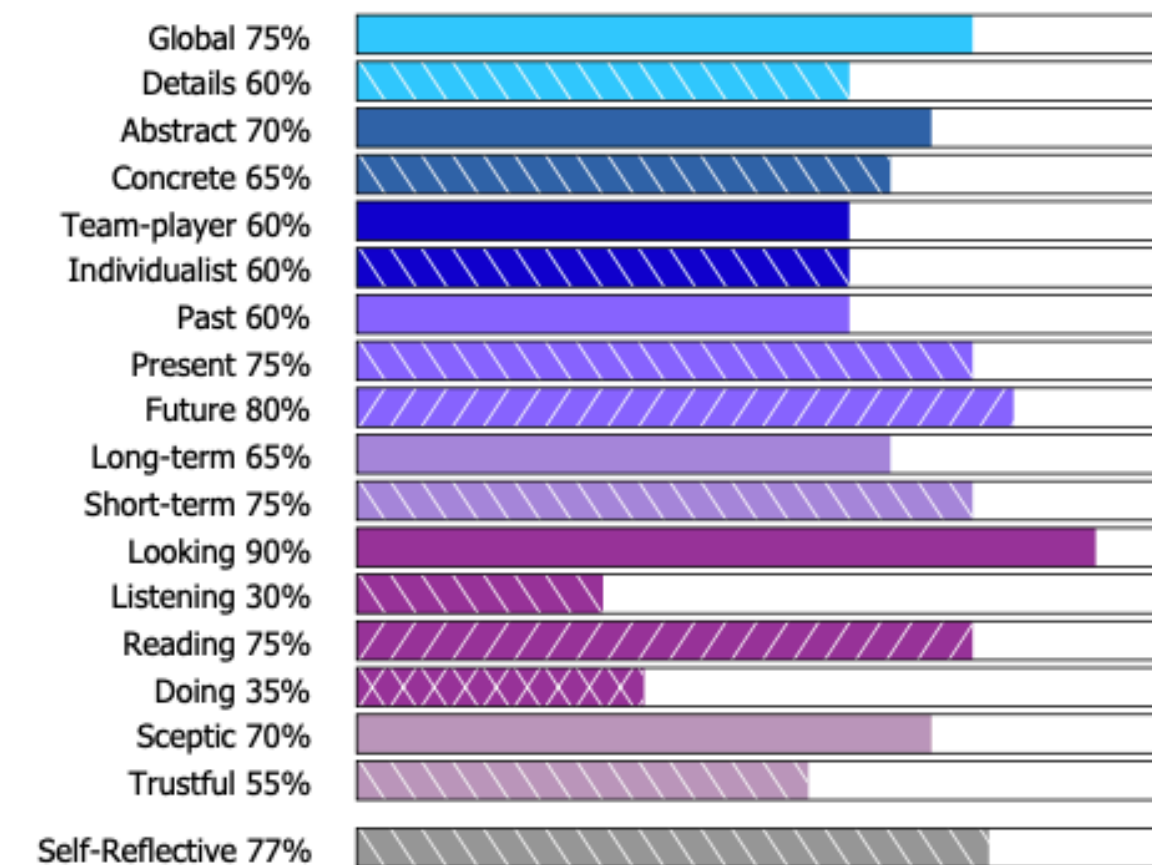
MOTIVATION PROCESSING



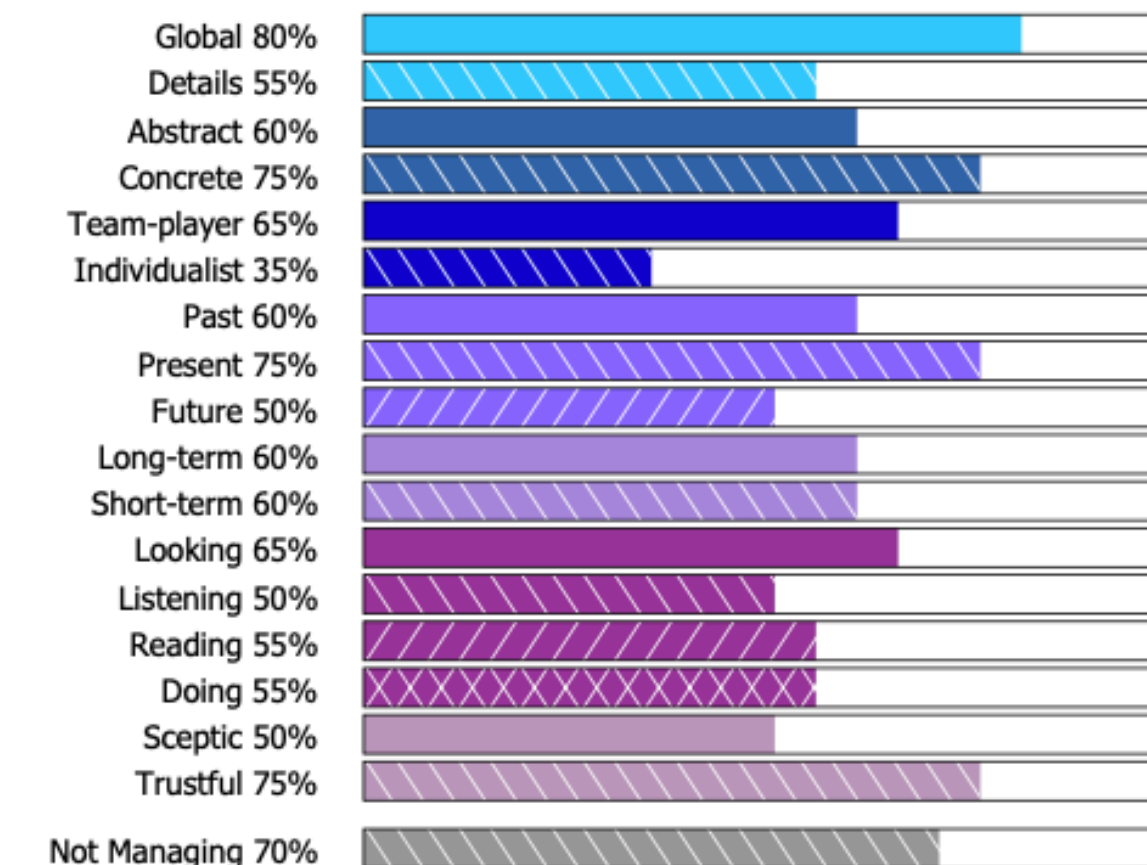
MOTIVATION PROCESSING



INFORMATION PROCESSING



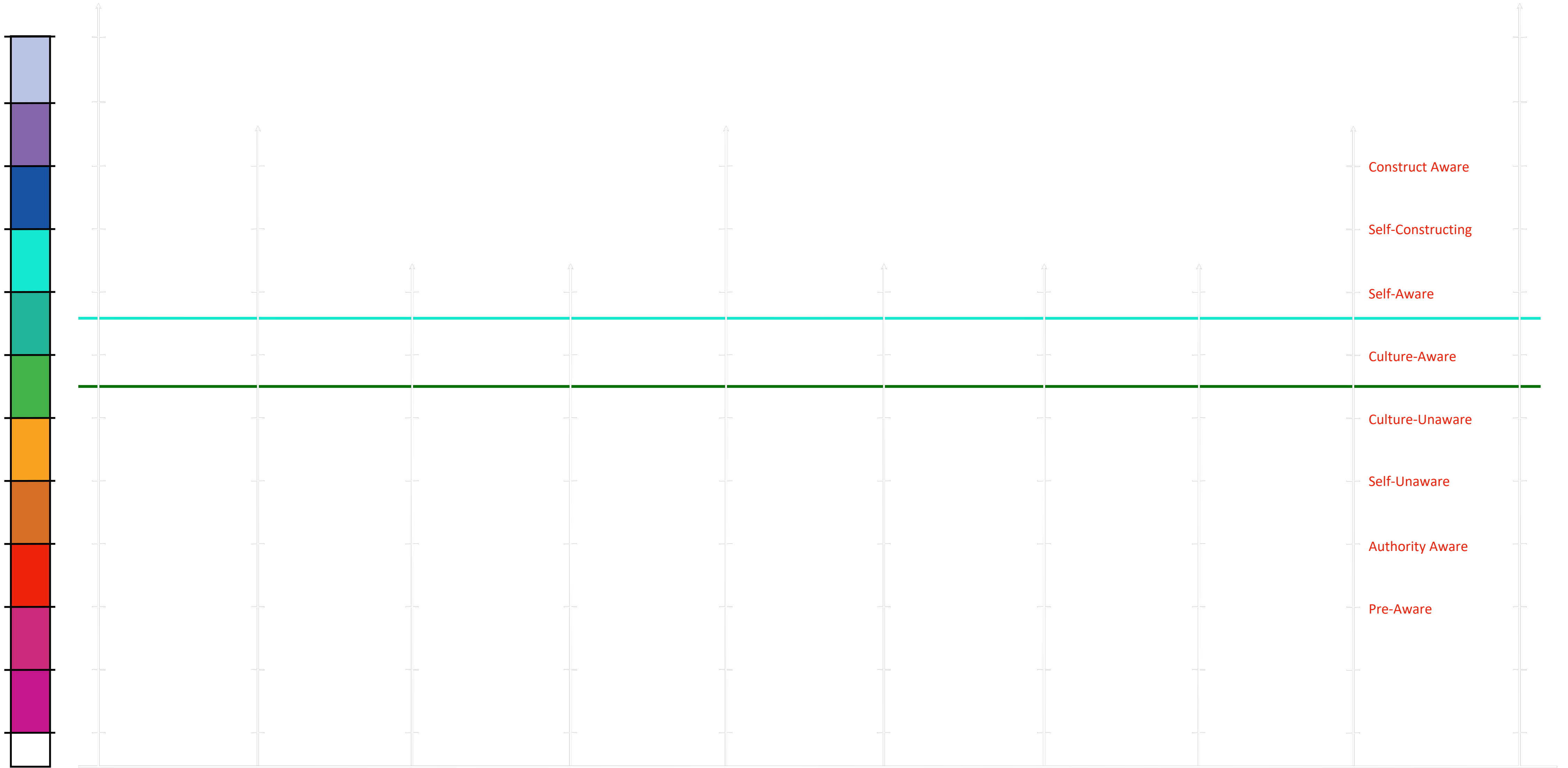
INFORMATION PROCESSING



AQ4.94

AQ6.06





Darren
Stevens

Constructed
Development
Theory

Development

Organisation

Complexity

Consciousness

Thinking

Development
Framework

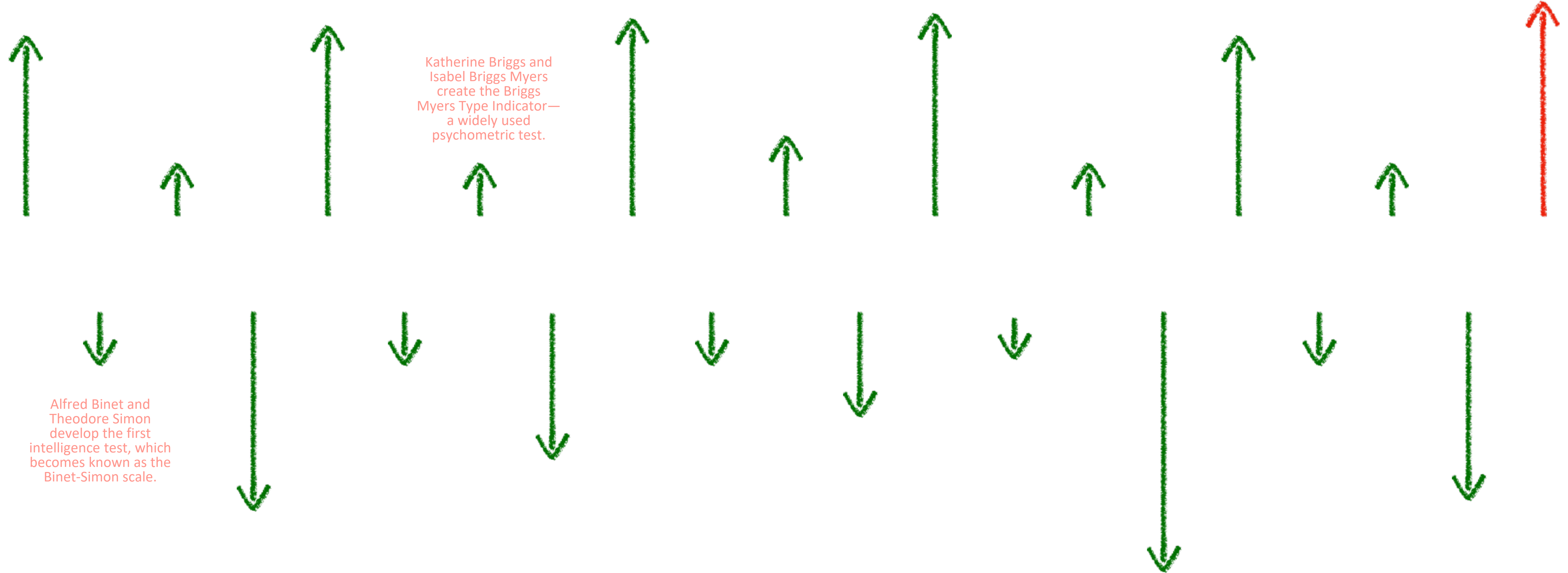




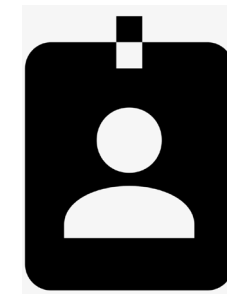
creates
Constructed Development
Theory, showing how our
awareness of our use of 50
cognitive heuristics is key to our
vertical development and
individual complexity.

Katherine Briggs and
Isabel Briggs Myers
create the Briggs
Myers Type Indicator—
a widely used
psychometric test.

Alfred Binet and
Theodore Simon
develop the first
intelligence test, which
becomes known as the
Binet-Simon scale.



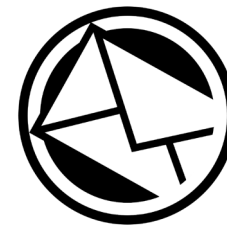




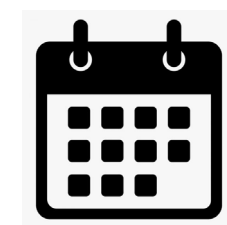
Dr Darren Stevens
Cognitive Architect



+44 7305 121970



darren@adultdevelopment.institute



MCO Workshops Coming Soon