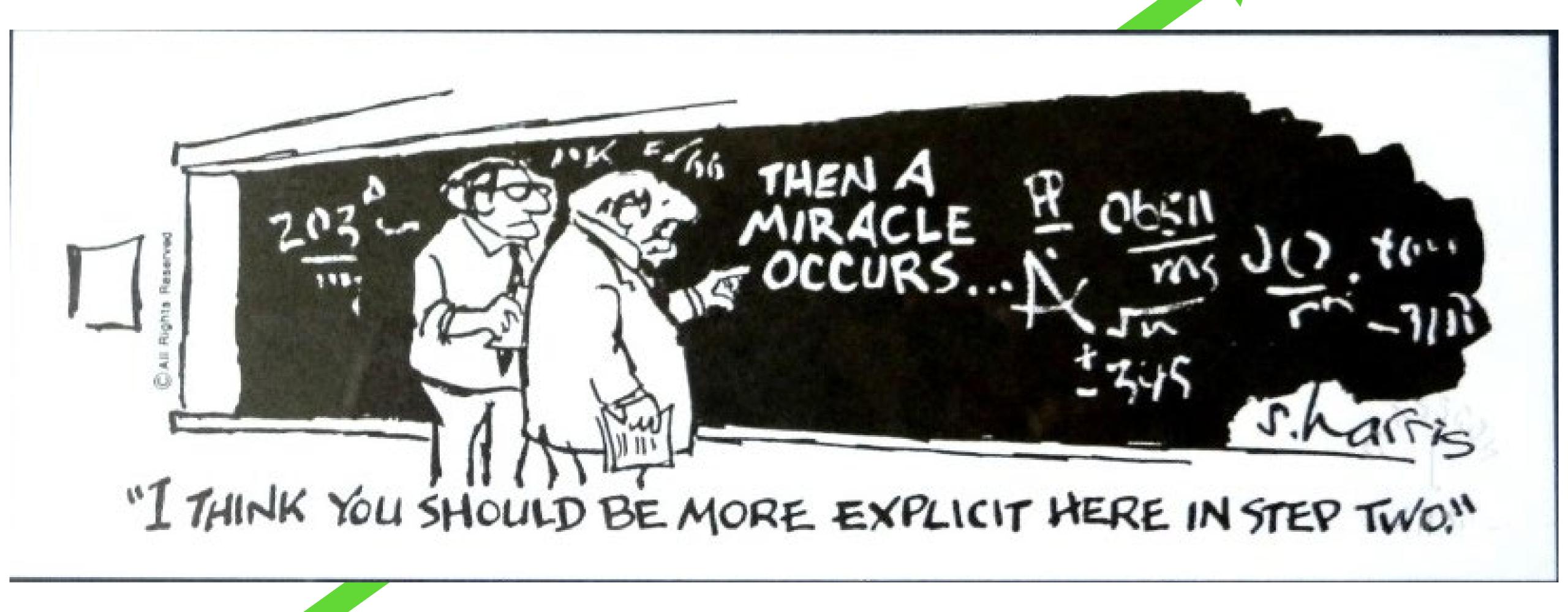
STAGE TRANSITION FROM **A NEW PERSPECTIVE**

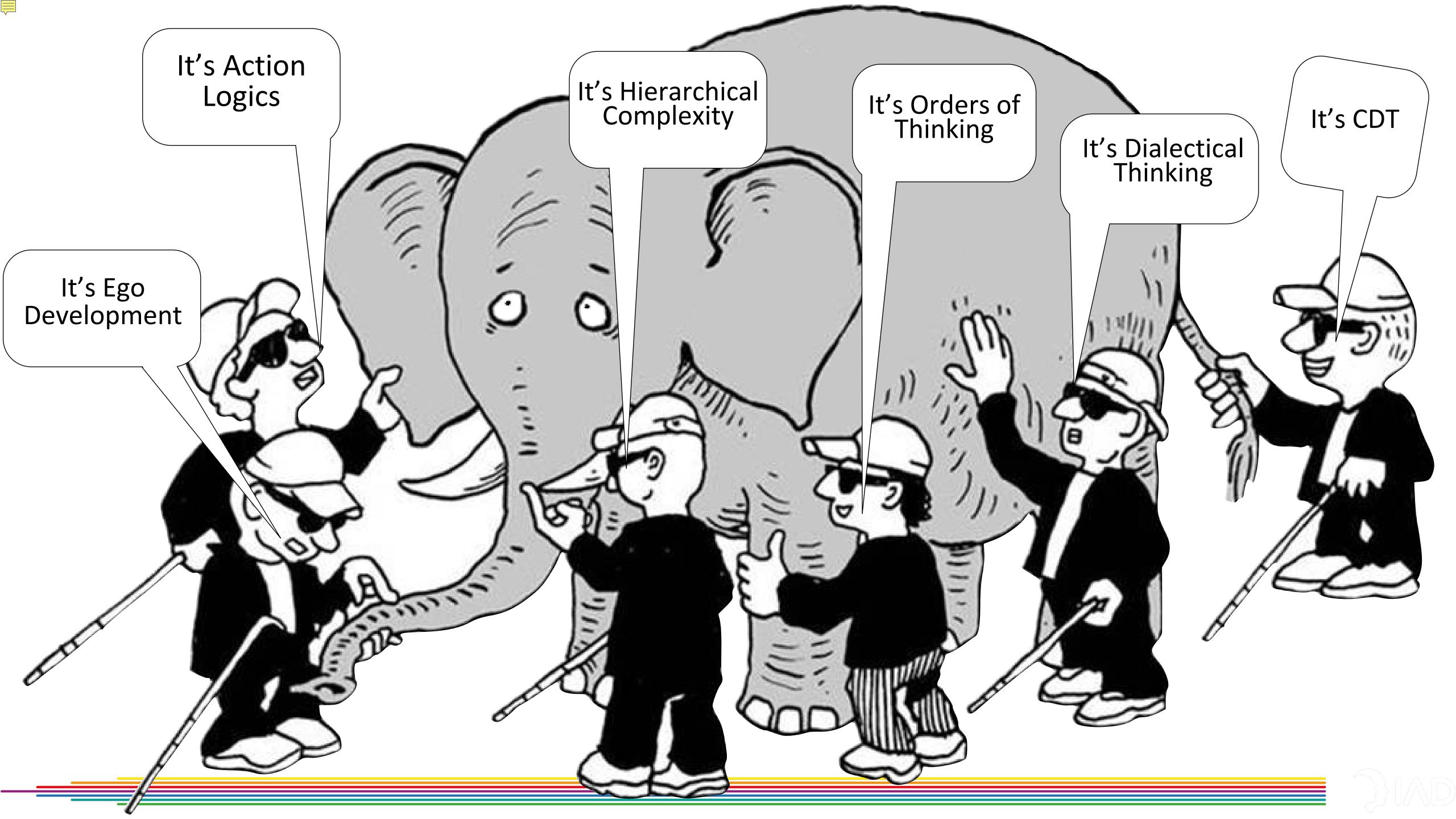
DR DARREN STEVENS

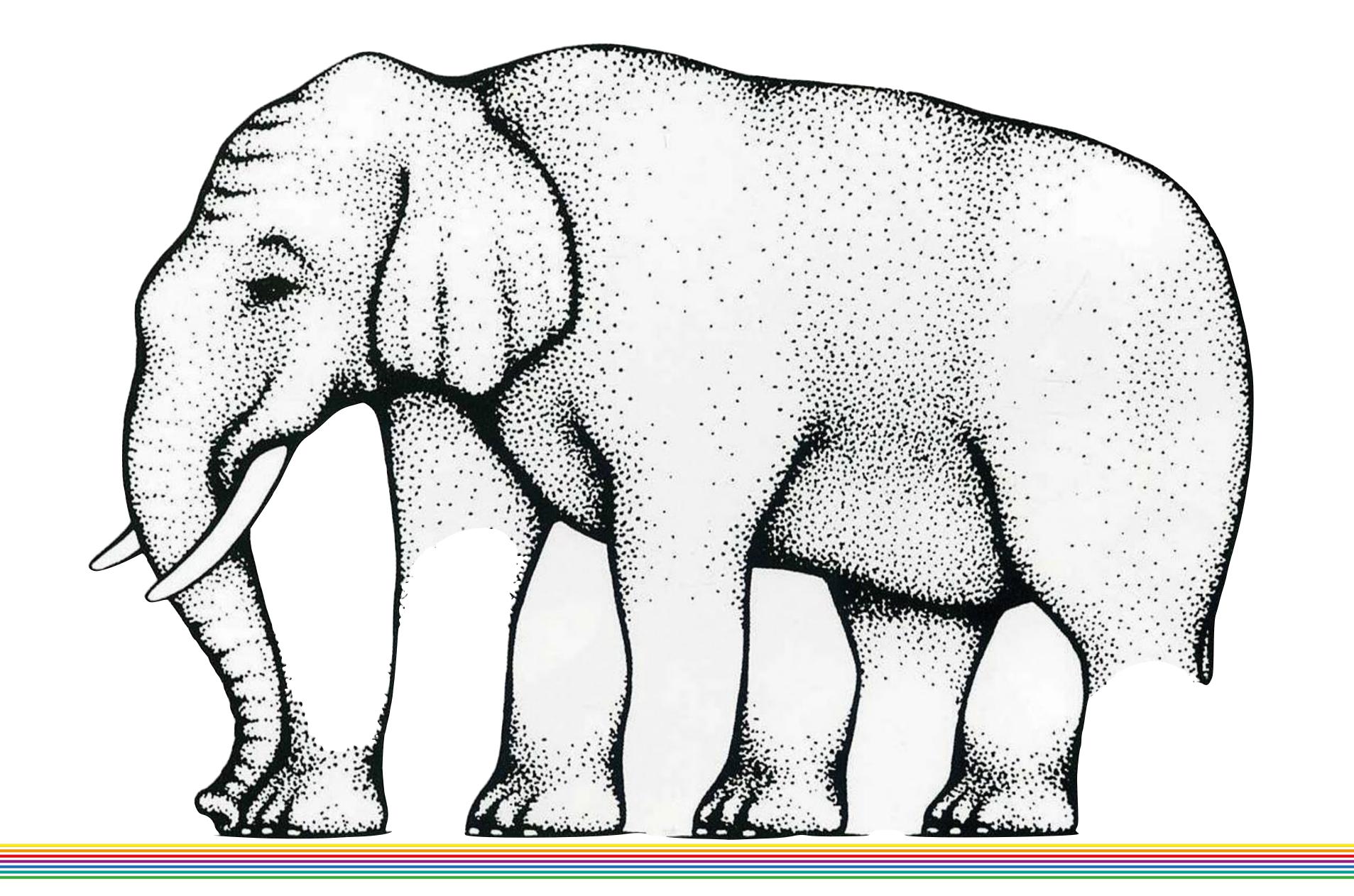




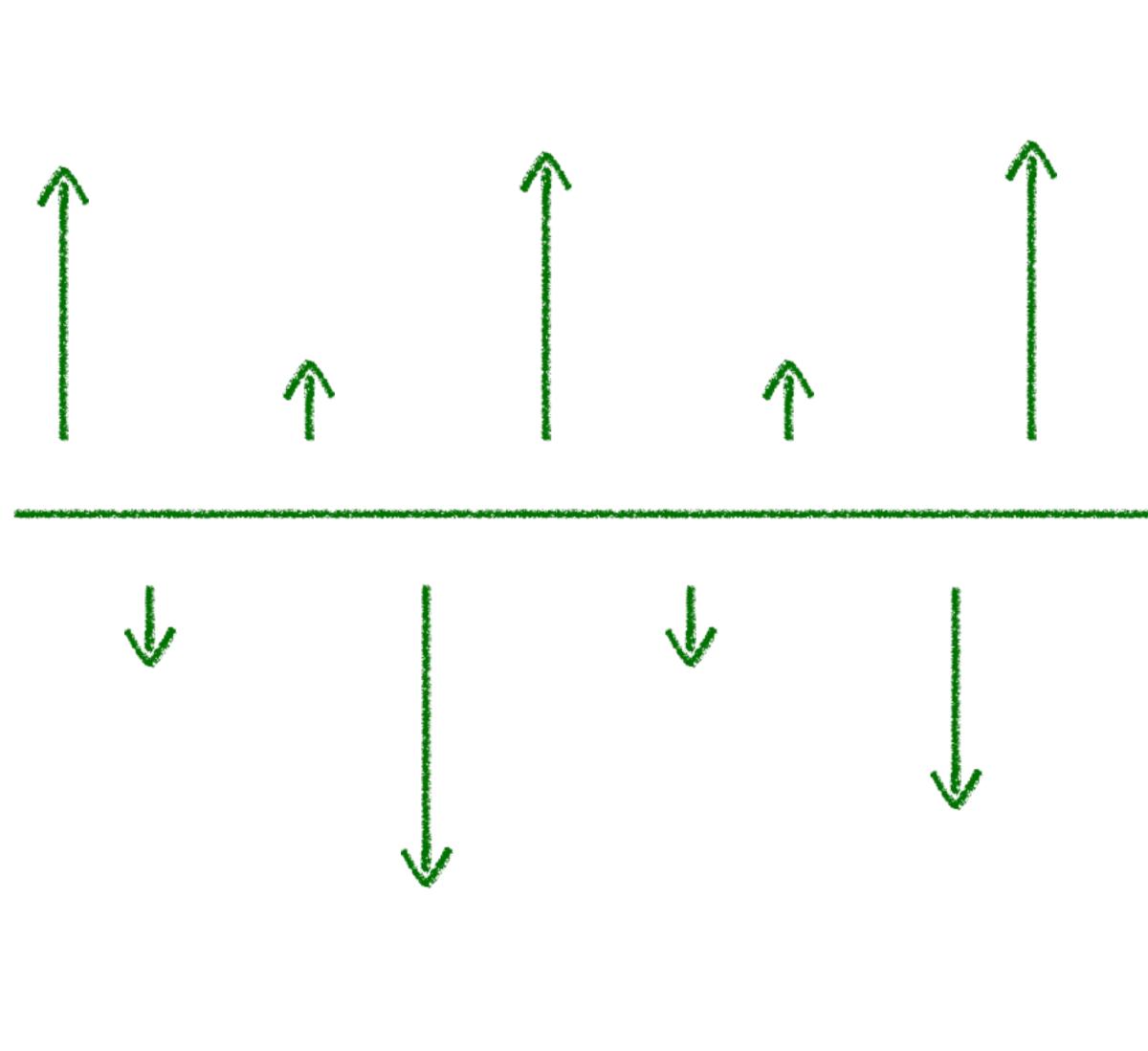


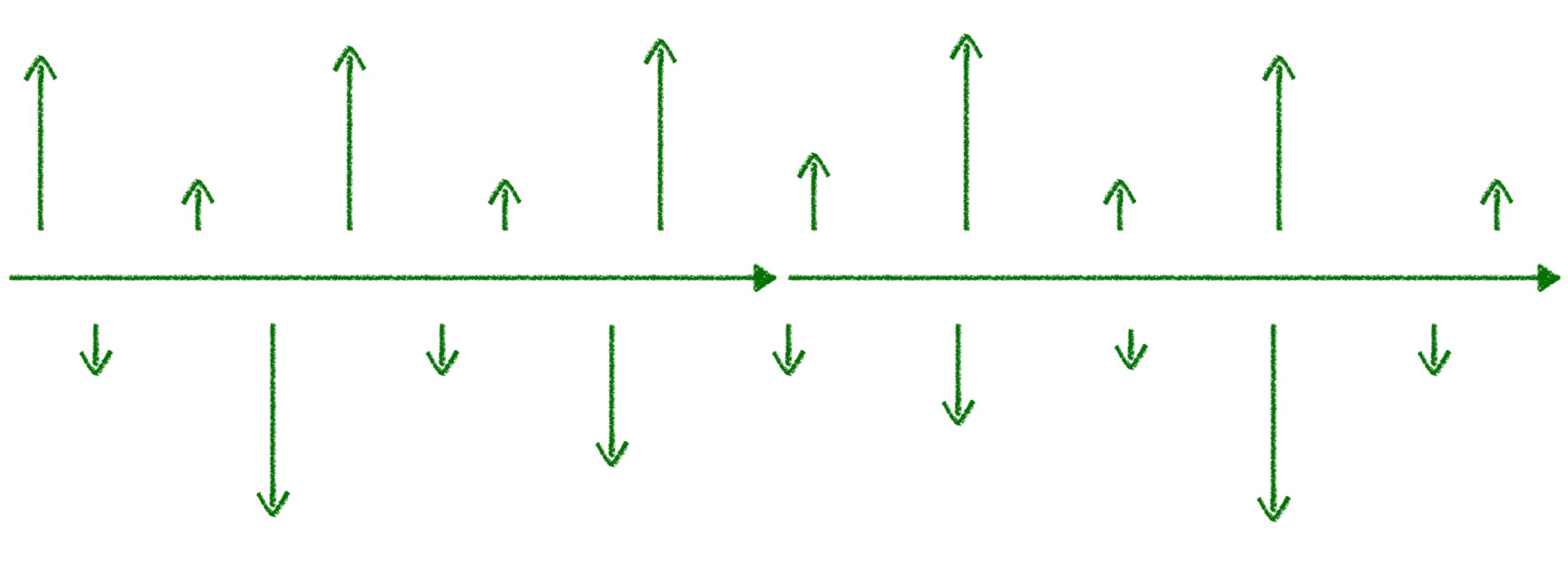








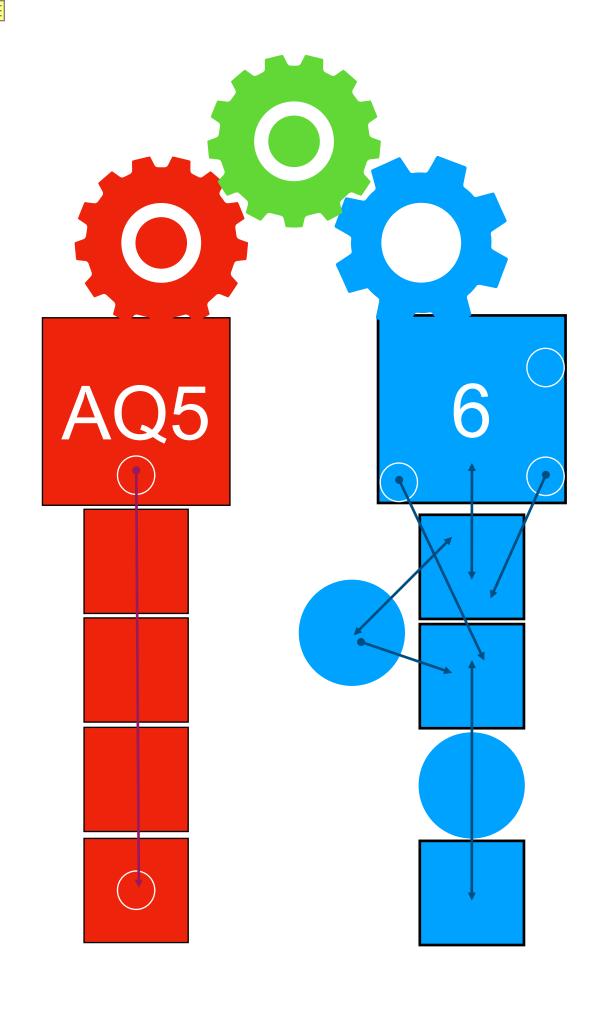


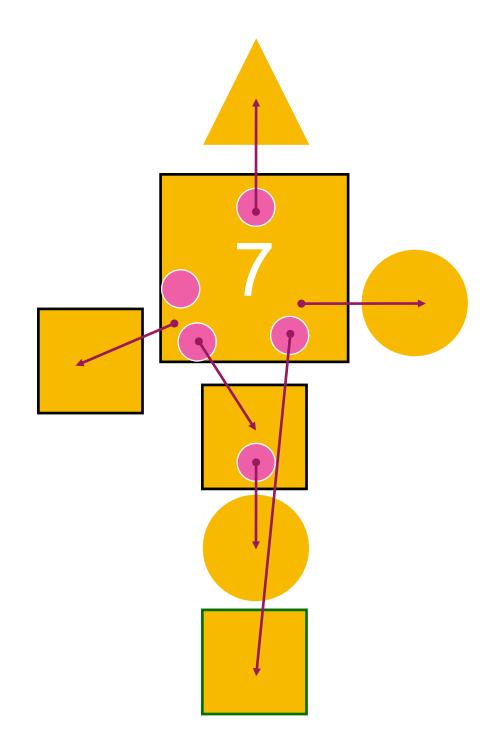


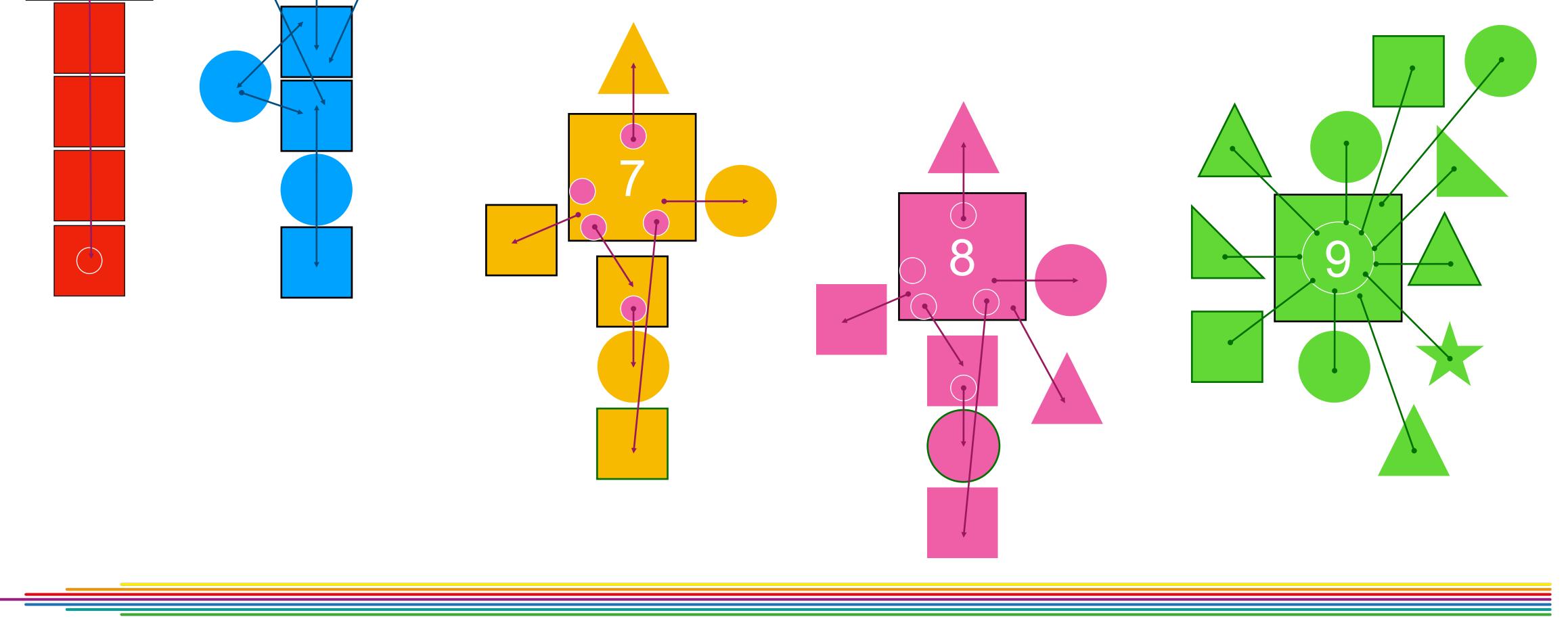


















Stage Movement





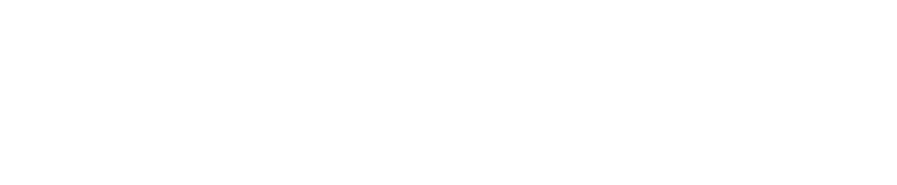






- **1. Experience** 2. Social interaction 3. Education and training 4. Reflection 5. Therapy or counselling











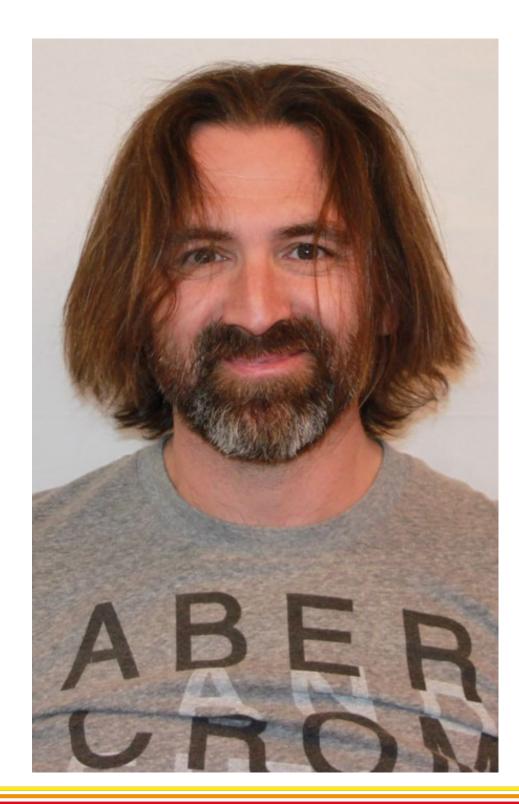
to reach a new goal.



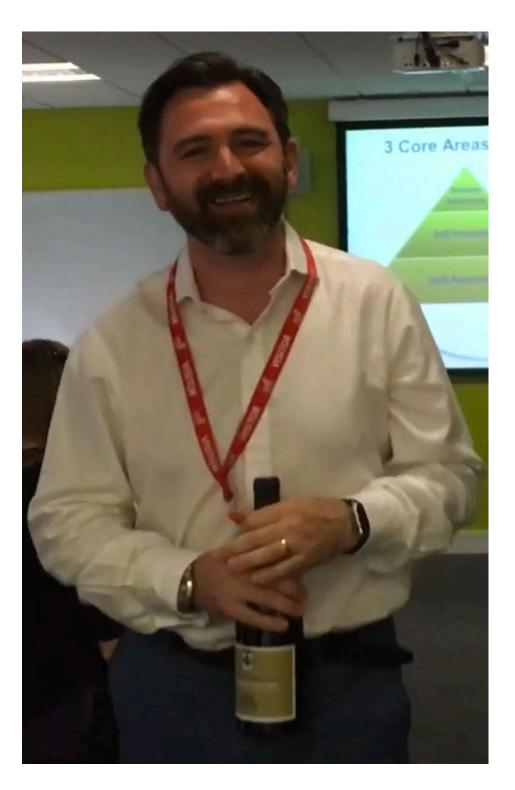


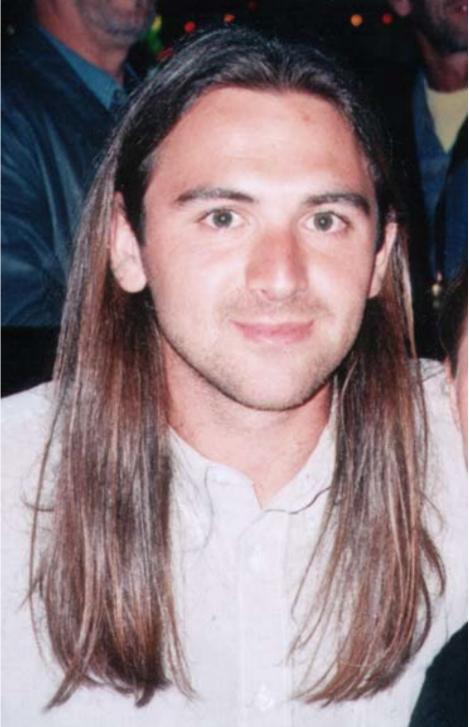


How do we know our growth potential?



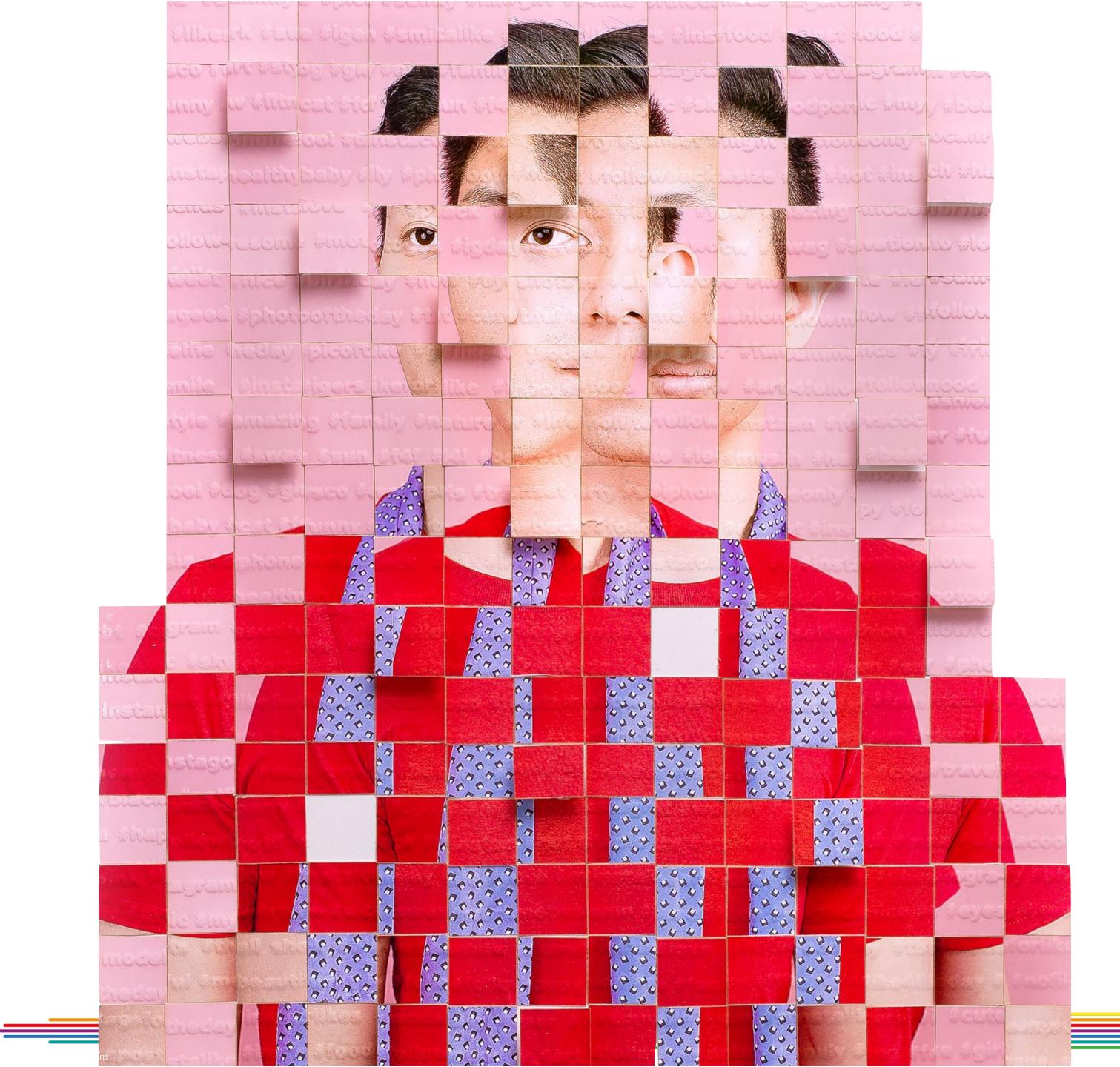


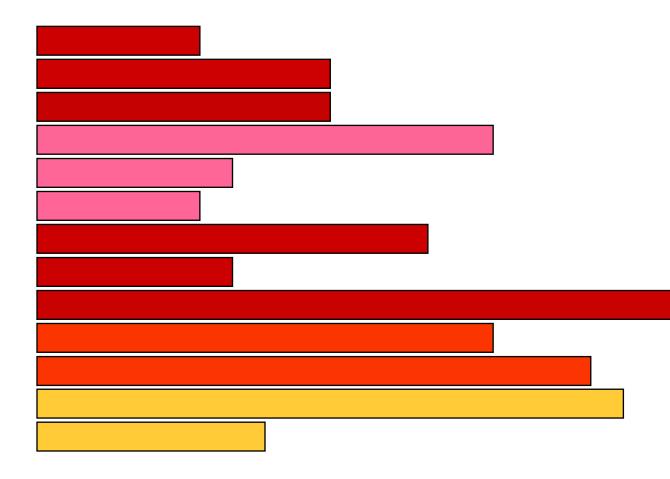


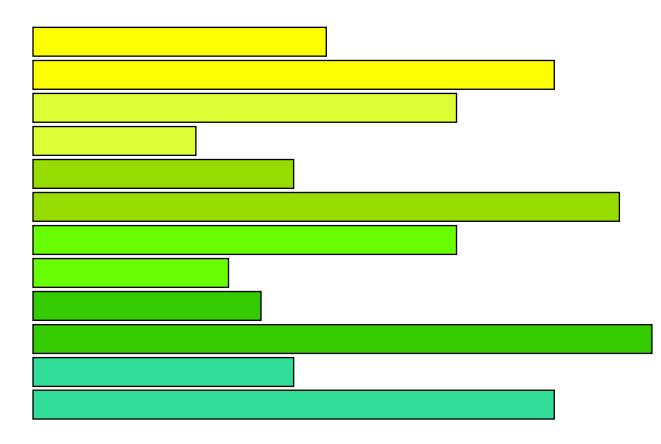


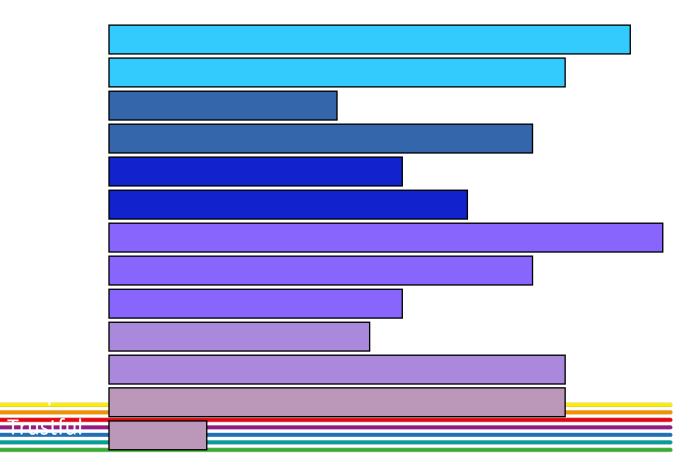






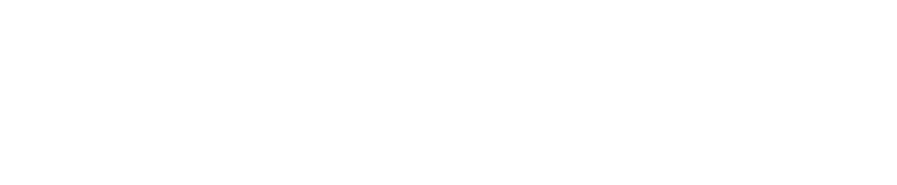












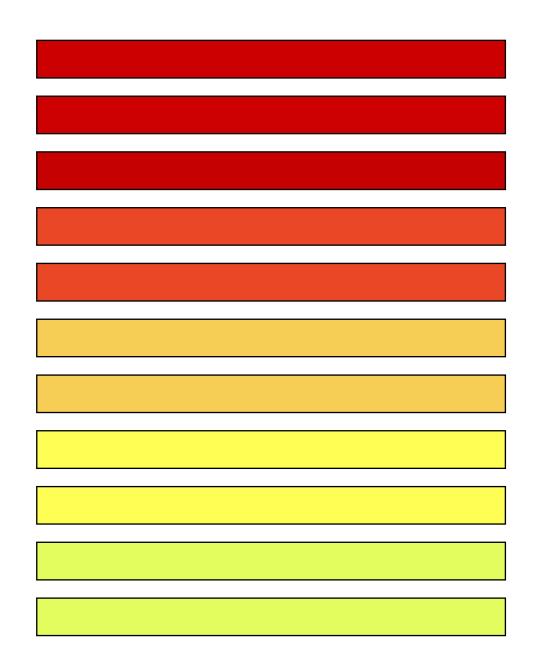


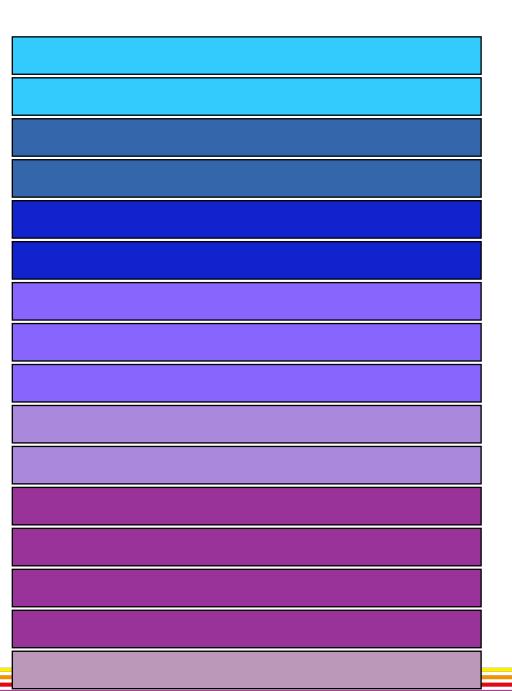




Perception

Motivation Processing





Motivation Factors

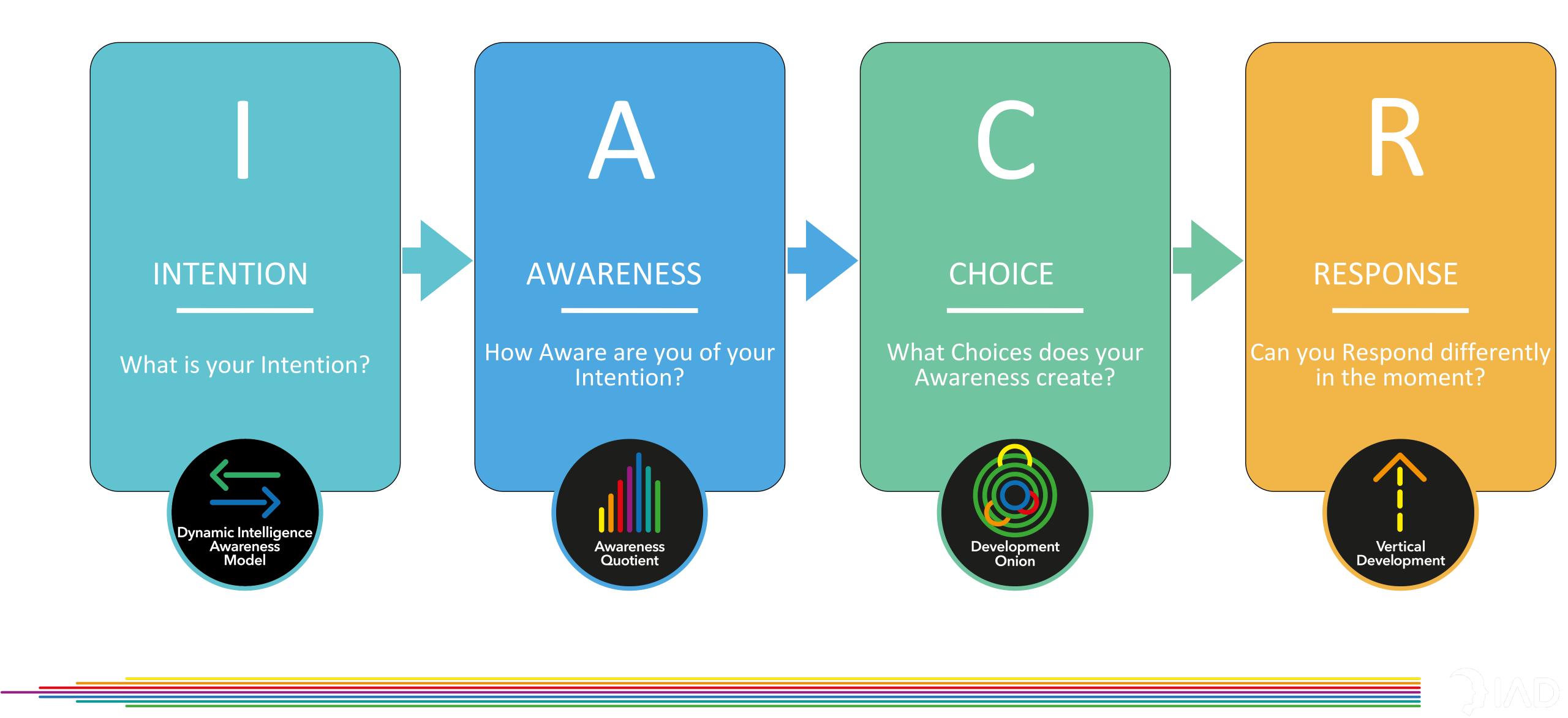
Information Processing

Эсернс

Trustful



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

2

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





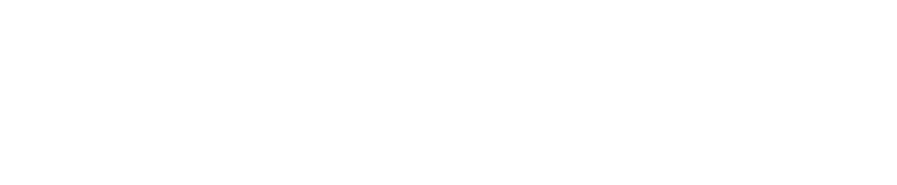
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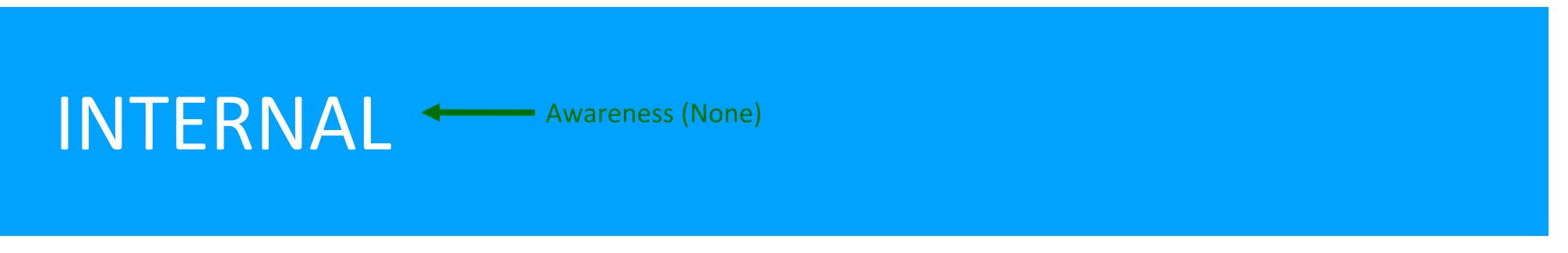
InteRes

- Cognitive Intentions
- ance within 20 groupings
- combinations of Cognitive entions™
- areness Quotient™ measurement of amic Intelligence
- ntion, Awareness, Choice & ponse™











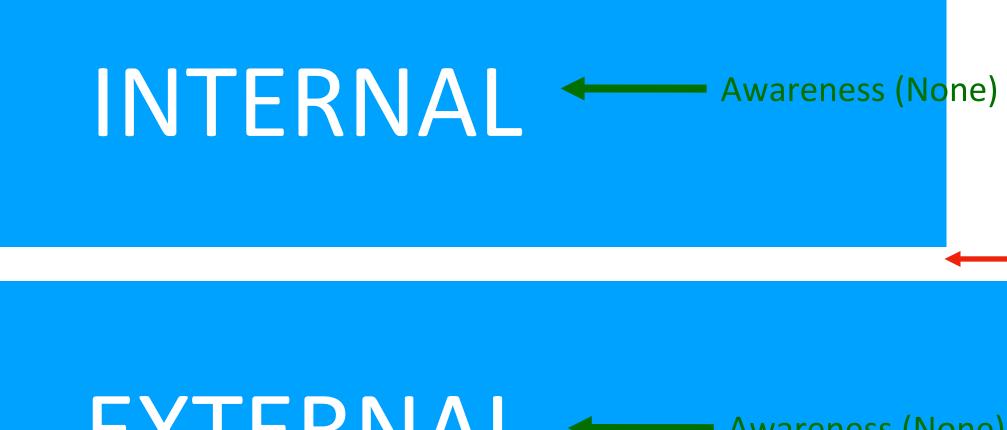
Response (Limited)

Intention (Unconscious)

Choice (None)







EXTERNAL - Awareness (None)



Intention (Unconscious)

Choice (None)





INTERNAL - Awareness

Intention (Conscious)

EXTERNAL - Awareness





NTERNAL

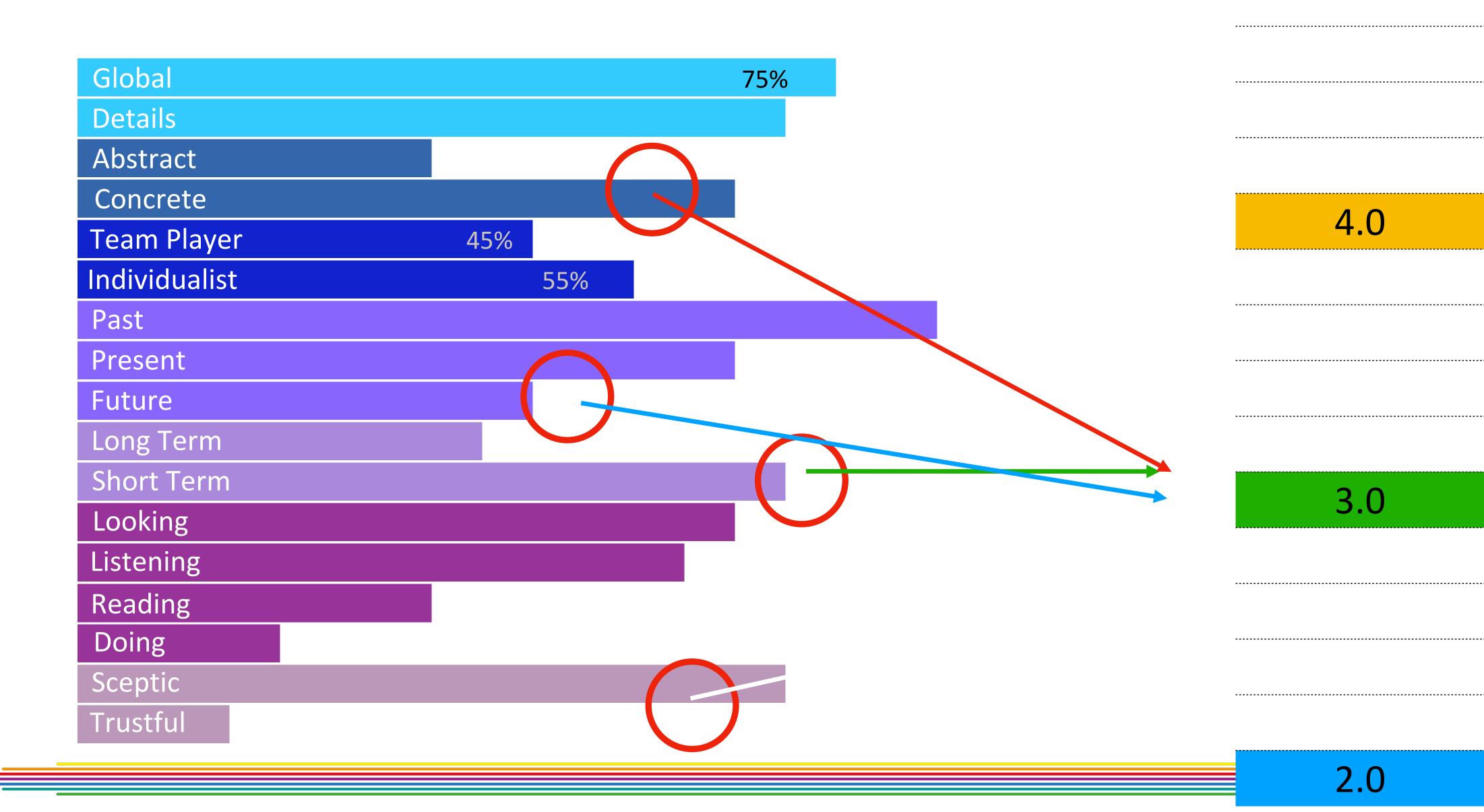
EXTERNAL



NTERNAL

EXTERNAL





Kegan

5.0



3.0

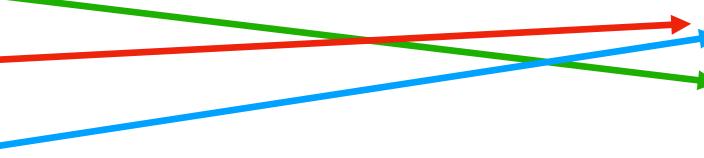
2.0



Global	75%
Details	80%
Abstract	70%
Concrete	70%
Team Player	55%
Individualist	5.5%
Past	80%
Present	80%
Future	80%
Long Term	80%
Short Term	75%
Looking	80%
Listening	70%
Reading	80%
Doing	75%
Sceptic	75%
Trustful	75%

Kegan

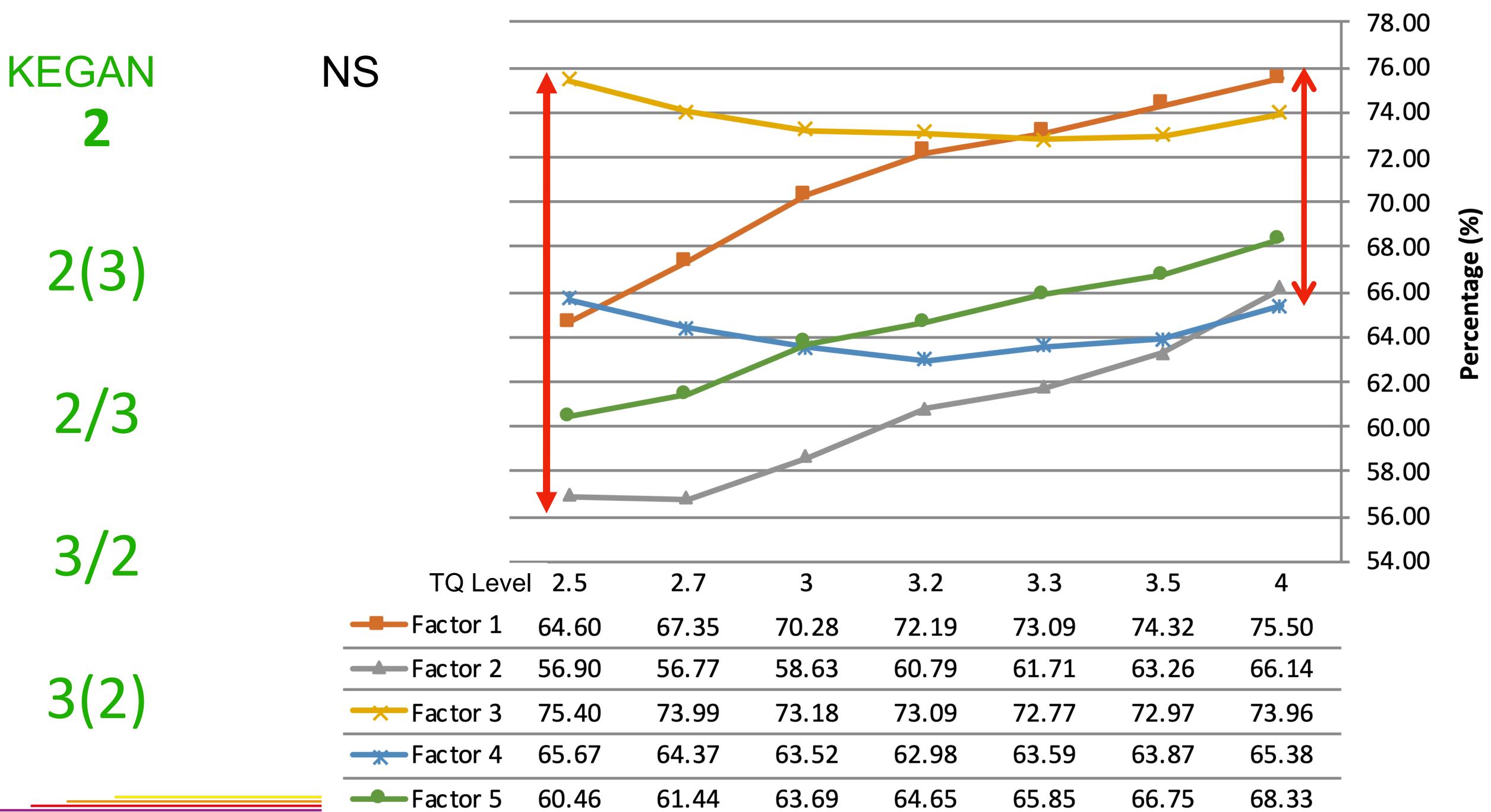
5.0



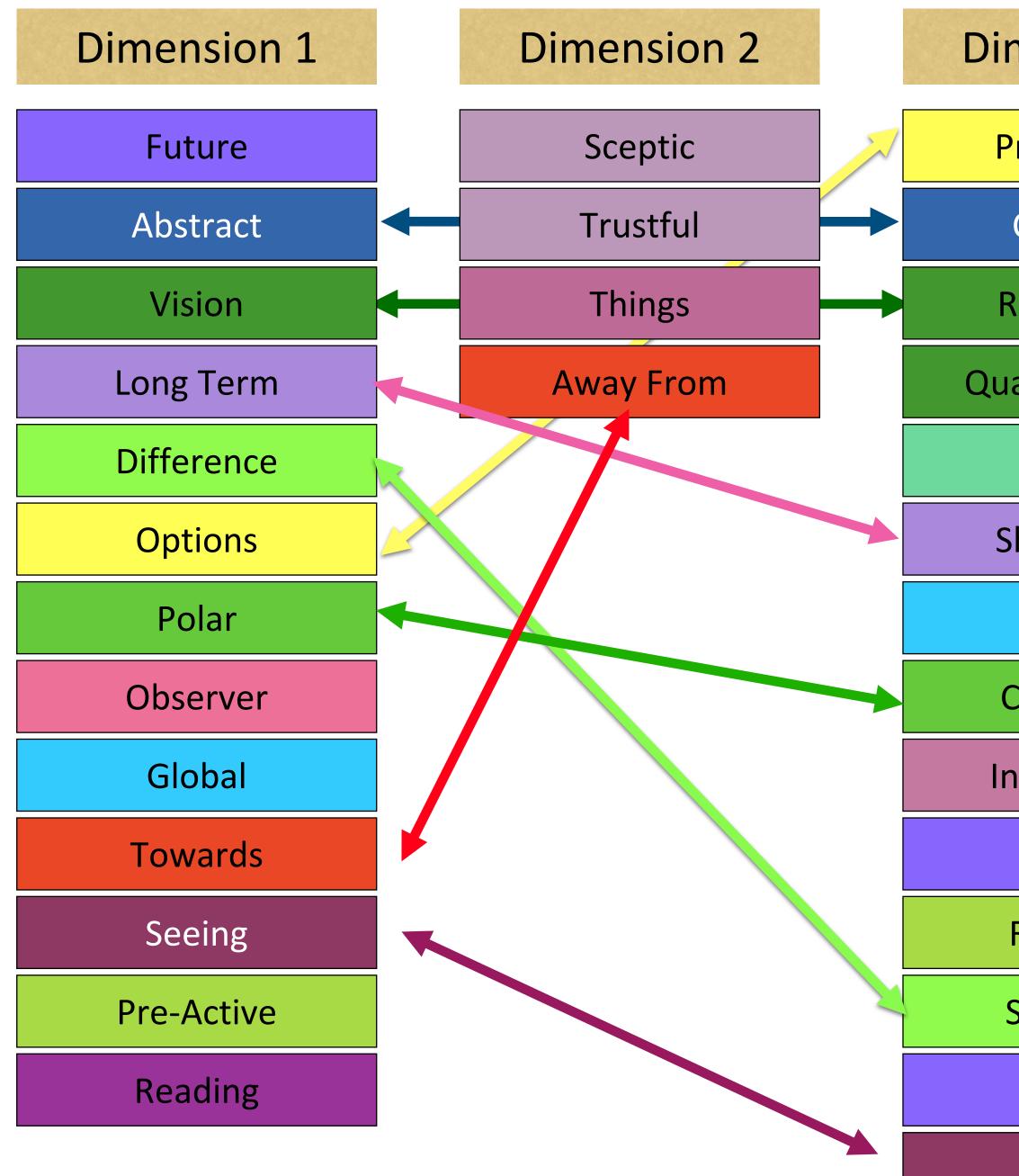








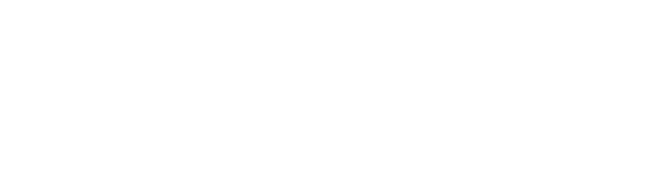
35	70.28	72.19	73.09	74.32	75.50
77	58.63	60.79	61.71	63.26	66.14
99	73.18	73.09	72.77	72.97	73.96
37	63.52	62.98	63.59	63.87	65.38
44	63.69	64.65	65.85	66.75	68.33

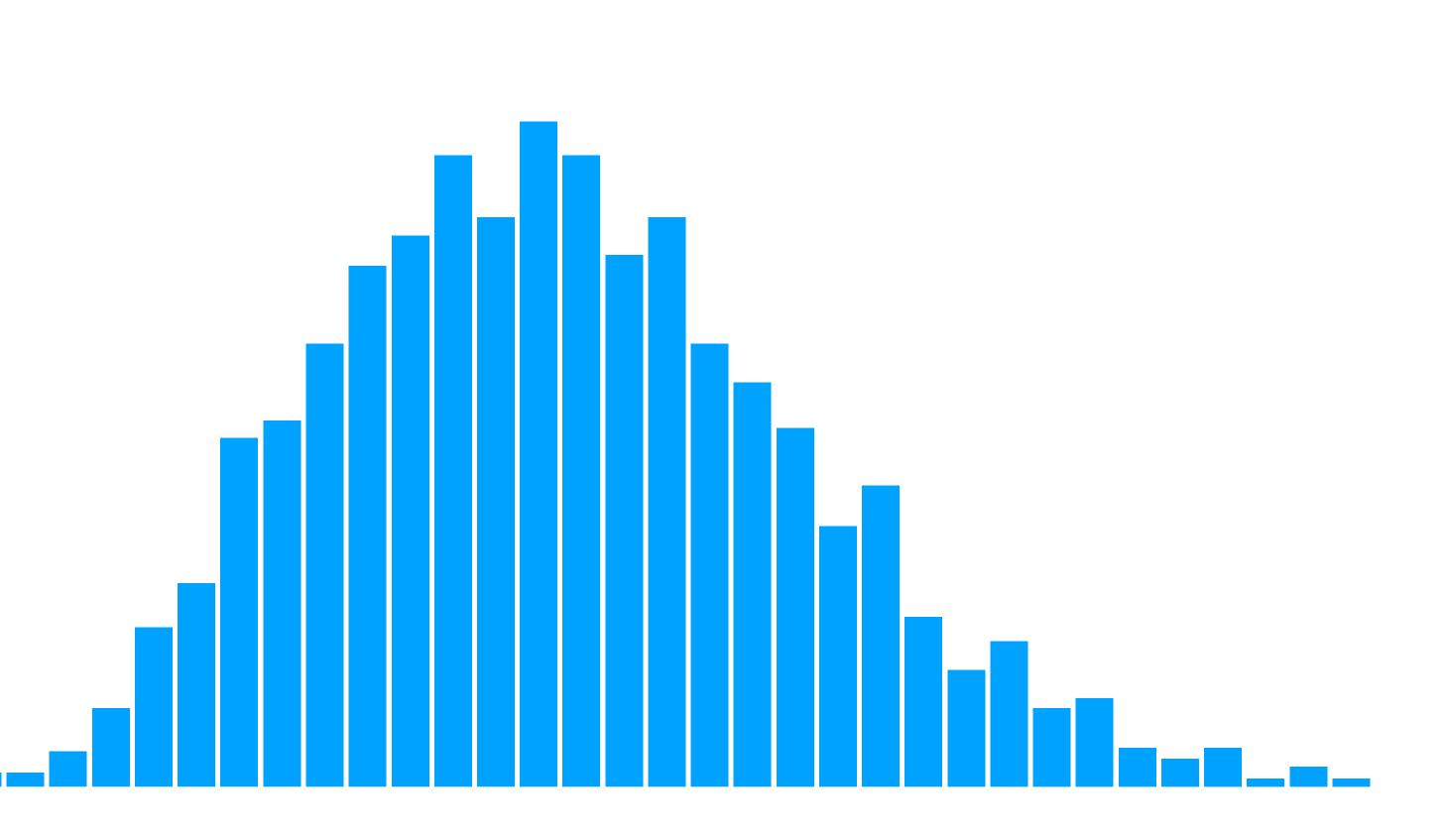


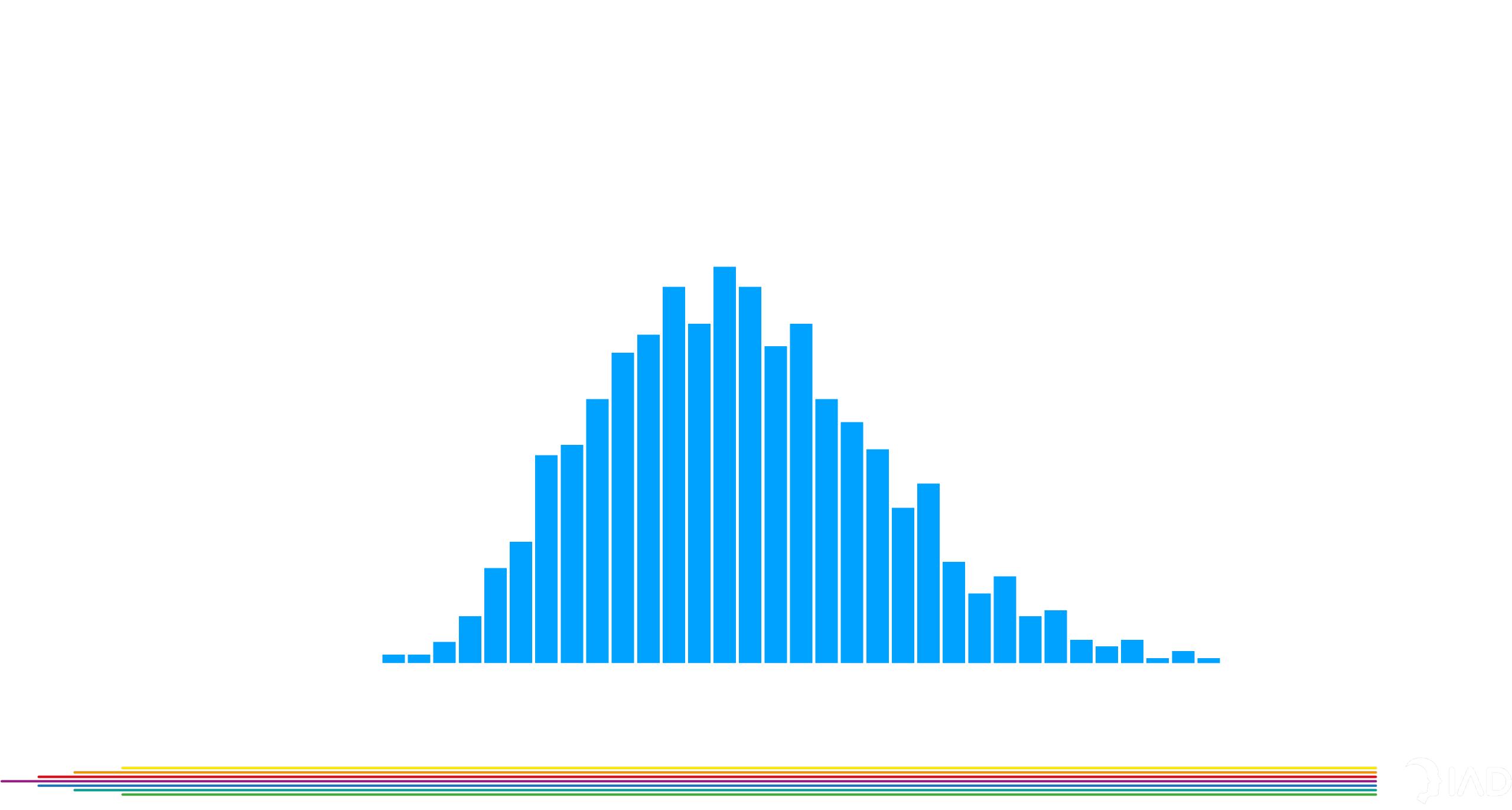
imension 3	
Procedures	
Concrete	
Realisation	
uality Control	
Task	
Short Term	
Details	
Consensus	
Information	
Present	
Re-Active	
Sameness	
Past	
Feeling	

Dimension 4	Dimension 5
Own	Relationship
Individualist	Affiliation
Internal	People
Influence	External
Caring 4 Self	Listening
	Team Player
	Places
	Partner









A second order consciousness adult is going an adult who acts to meet his or her own r without any serious consideration of how her actions will impact other people around There is no consistent mental representati reciprocity or mutuality in the minds of se order adults. They are prone to view other in instrumental ways, either as tools they ca to get things they want, or barriers to get a or go through on their way to what they v There is no empathy because there is no add conscious representation or understanding other people have basically the same import as beings as they do themselves. A therapy like this will generally treat the therapist a object or tool, will manipulate the therapis will generally not benefit from convention therapy. Ask any therapist; it is notoriou difficult to help a narcissist or antisocial cli grow up.

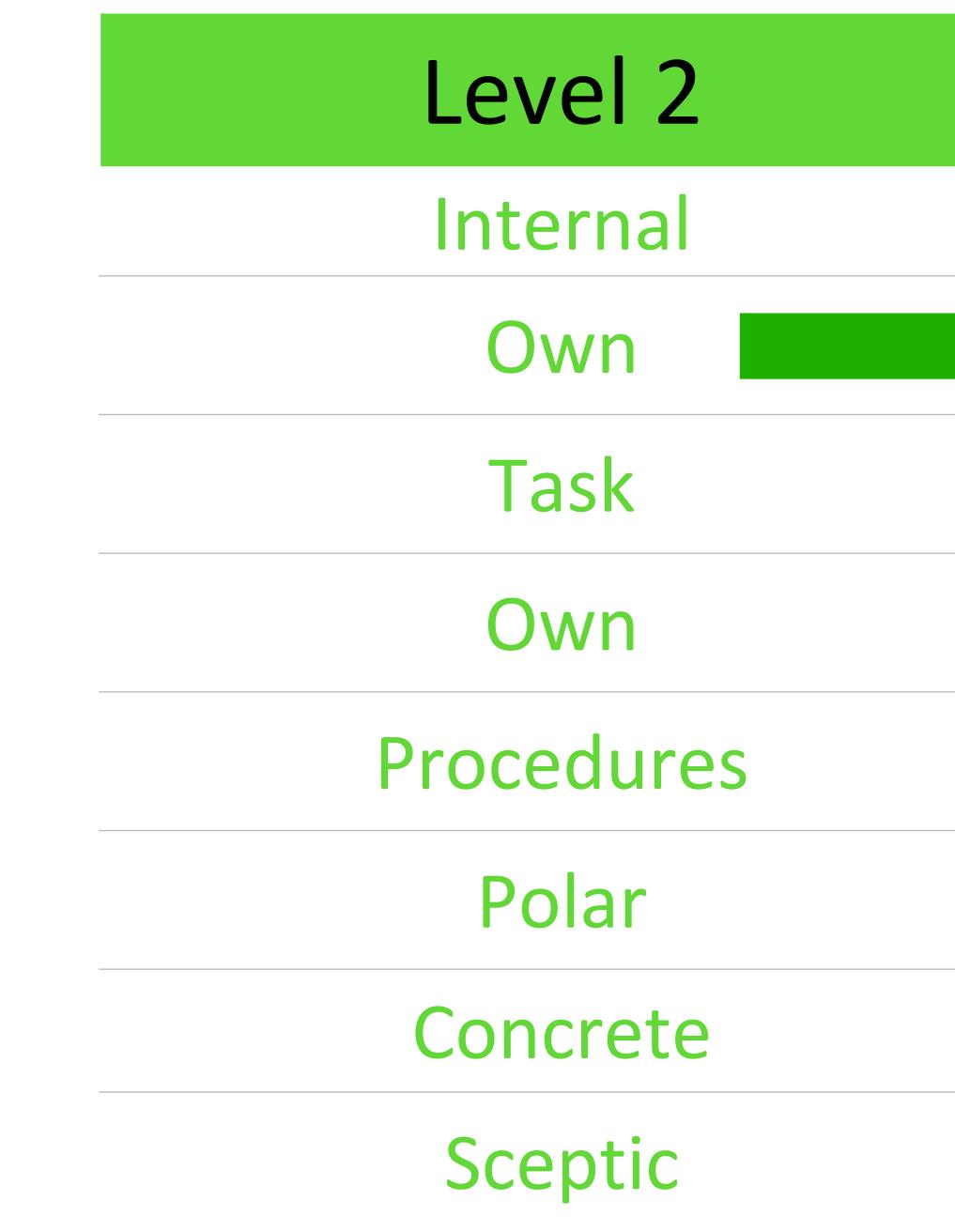
	High	Low
na to be	Internal	External
ng to be needs his or	Own	Partner
d them.	Task	Relationship
econd- people	Own	Observer
an use	Procedures	Options
want. dequate	Polar	Consensus
ig that ortance	Concrete	Abstract
y client as an	Sceptic	Trustful
st, and onal		
usly ient to		



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

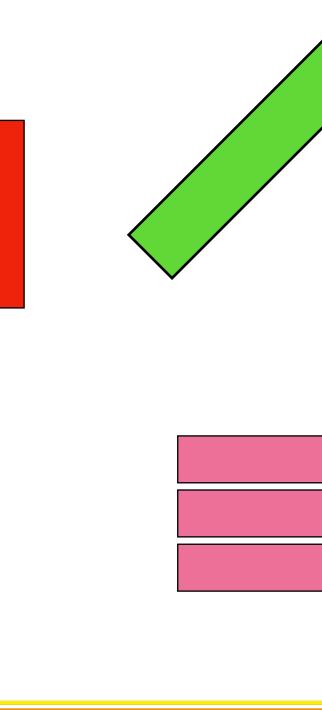
	High	Low
	External	Internal
means to an ng (e.g. their	Partner	Own
ssional or the ability to	Relationship	Task
standards of hich were	Observer	Own
t. They now	Options	Procedures
sent their tutions, or	Consensus	Polar
e to think actions of	Abstract	Concrete
n their own those at the	Trustful	Sceptic
1994) into of important y make their		

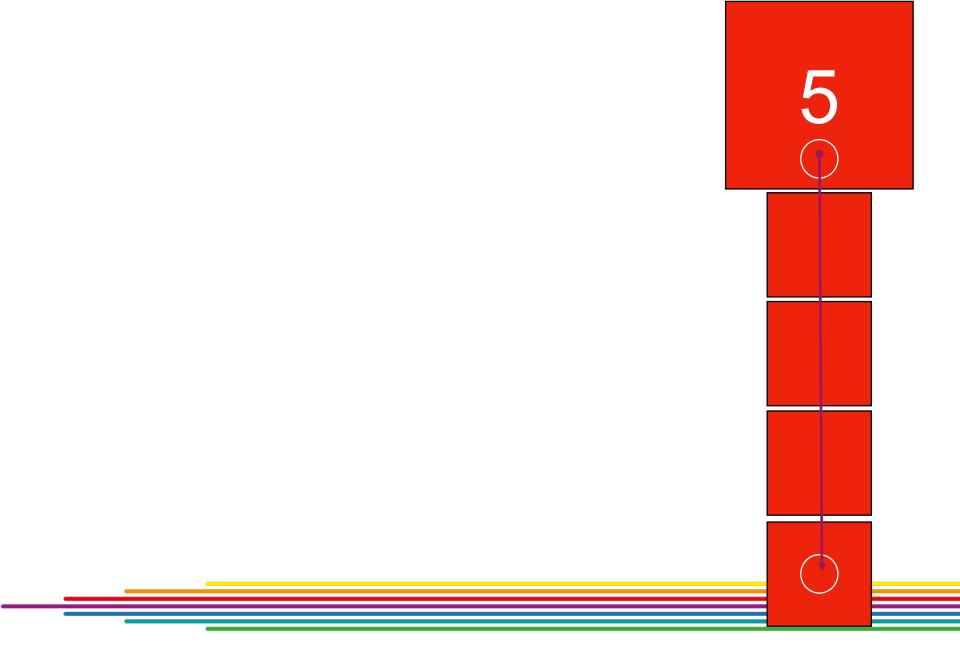


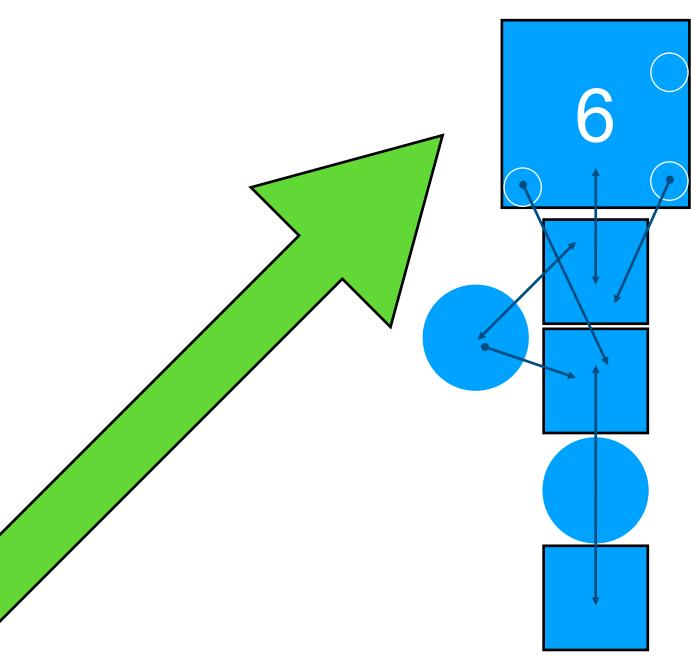


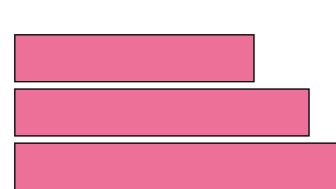
Level 3
External
Partner
Relationship
Observer
Options
Consensus
Abstract
Trustful



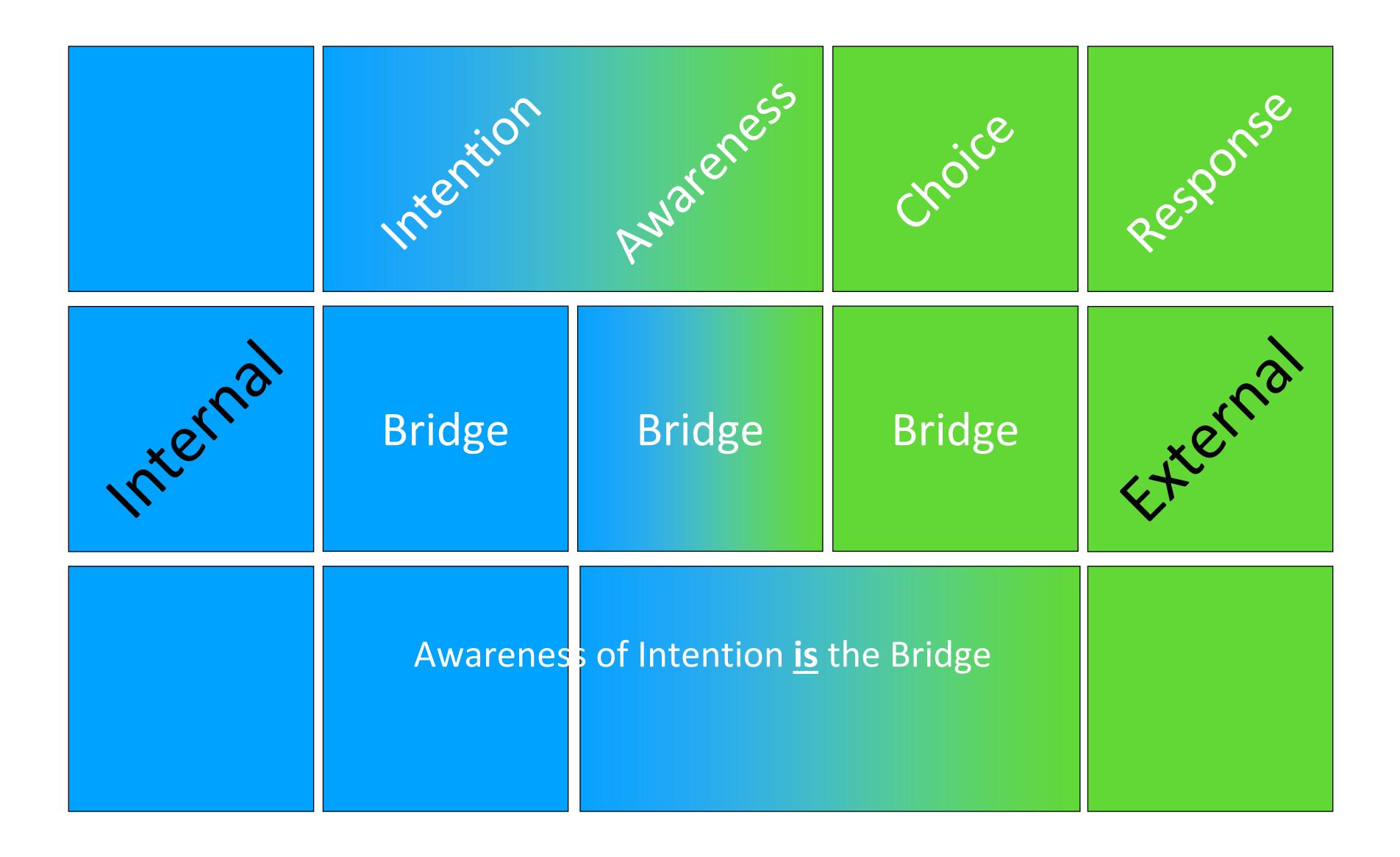




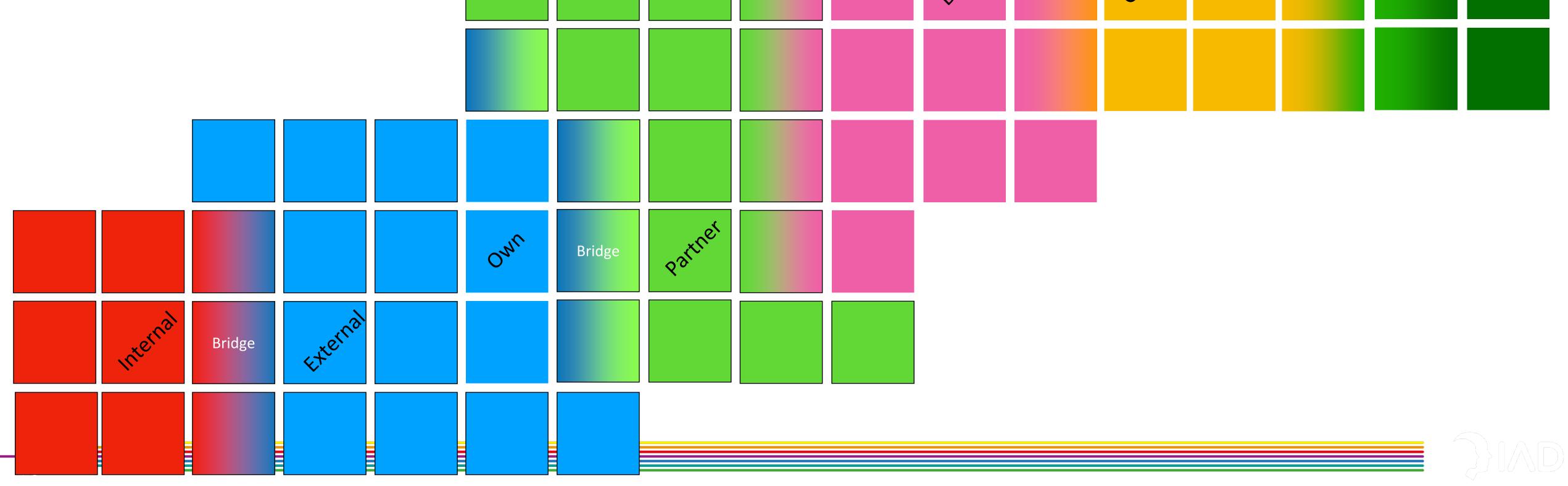








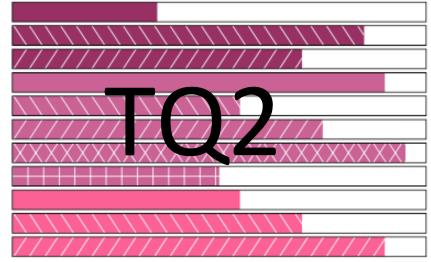




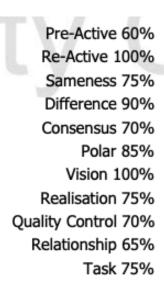
	concrete	Bridge	Alostract		
	Details	Bridge	610631		

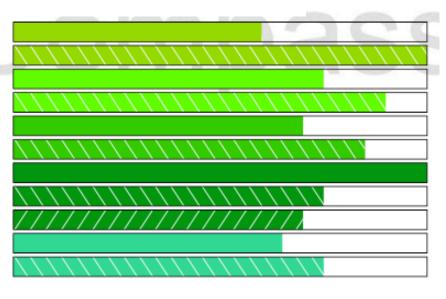


Seeing 35% Hearing 85% Feeling 70% People 90% Places 55% Activity 75% Information 95% Things 50% Own 55% Partner 70% Observer 90%

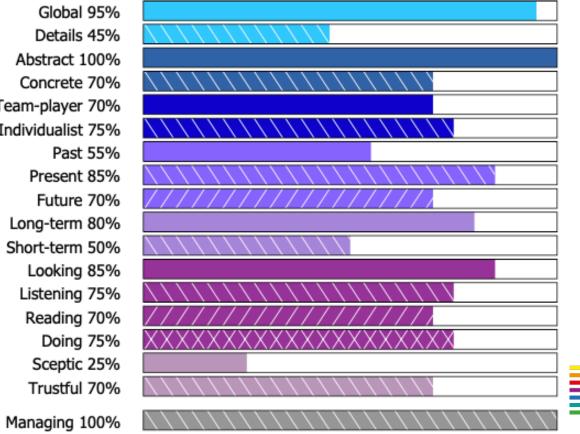


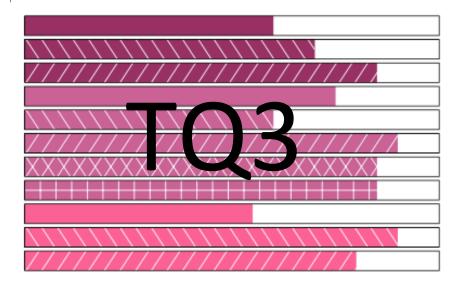
Influence 70% Affiliation 60% Achievement 50% Away From 60% Towards 90% Internal 75% External 45% Options 95% Procedures 35% Caring for Self 85% Caring for Others 35%

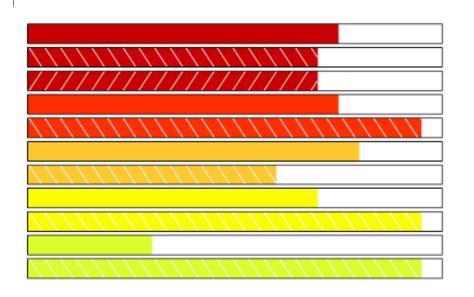


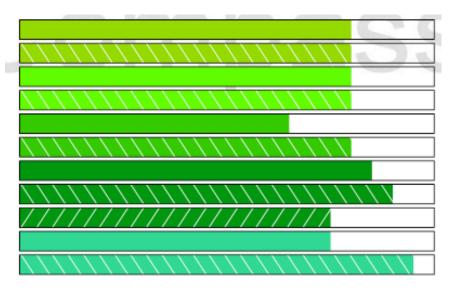


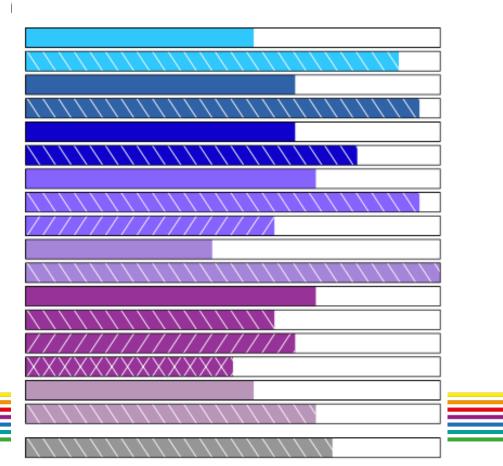
Global 95% Details 45% Abstract 100% Concrete 70% Team-player 70% Individualist 75% Past 55% Present 85% Future 70% Long-term 80% Short-term 50% Looking 85% Listening 75% Reading 70% Doing 75% Sceptic 25% Trustful 70%

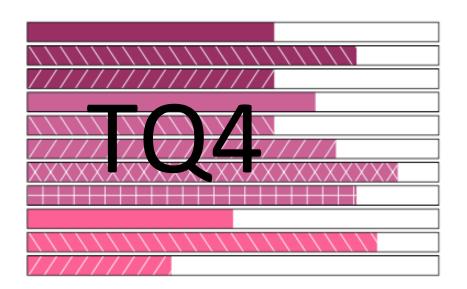






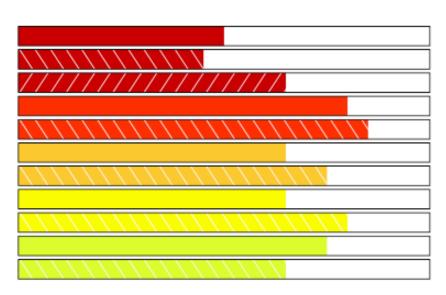




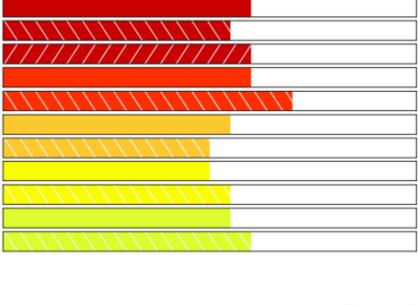


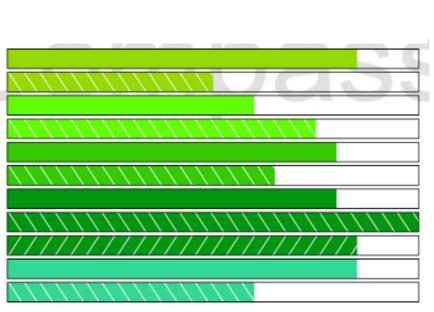
Seeing 60% Hearing 55% Feeling 55% People 60% Places 60% Activity 55% Information 60% Things 45% Own 45% Partner 55% Observer 55%

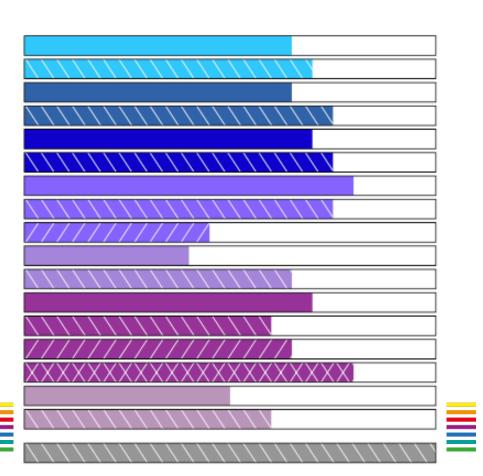




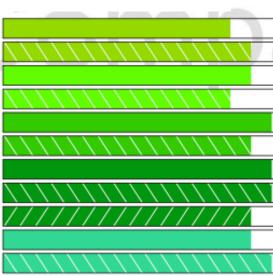
Influence 60% Affiliation 55% Achievement 60% Away From 60% Towards 70% Internal 55% External 50% Options 50% Procedures 55% Caring for Self 55% Caring for Others 60%





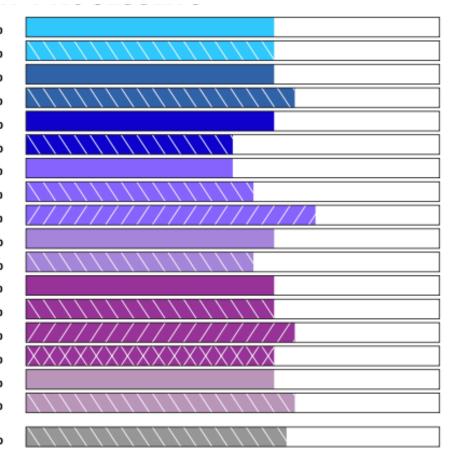


Pre-Active 55% Re-Active 60% Sameness 60% Difference 55% Consensus 65% Polar 60% Vision 65% Realisation 65% Quality Control 60% Relationship 60% Task 65%

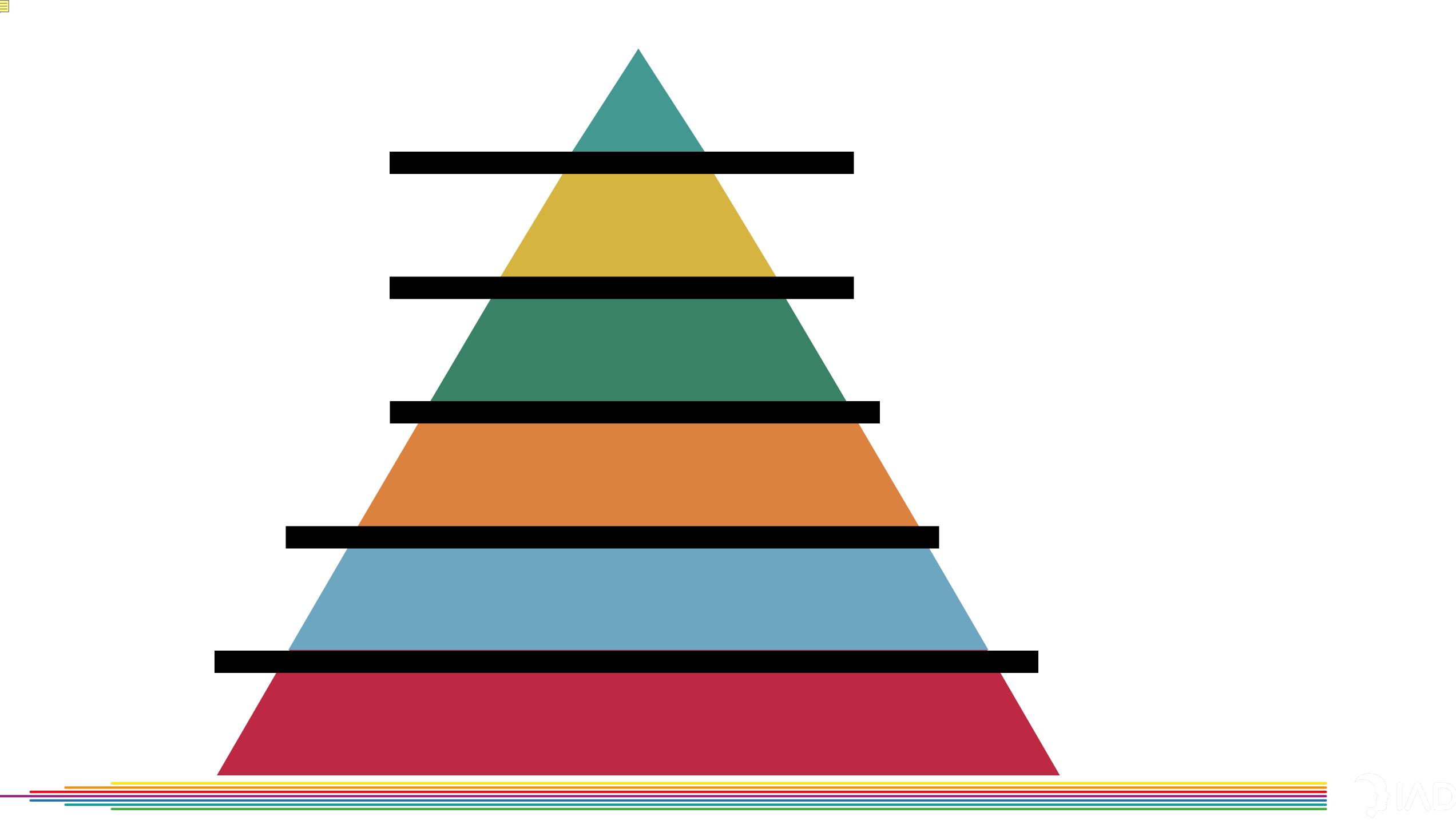


Global 60% Details 60% Abstract 60% Concrete 65% Team-player 60% Individualist 50% Past 50% Present 55% Future 70% Long-term 60% Short-term 55% Looking 60% Listening 60% Reading 65% Doing 60% Sceptic 60% Trustful 65%

Not Managing 63%



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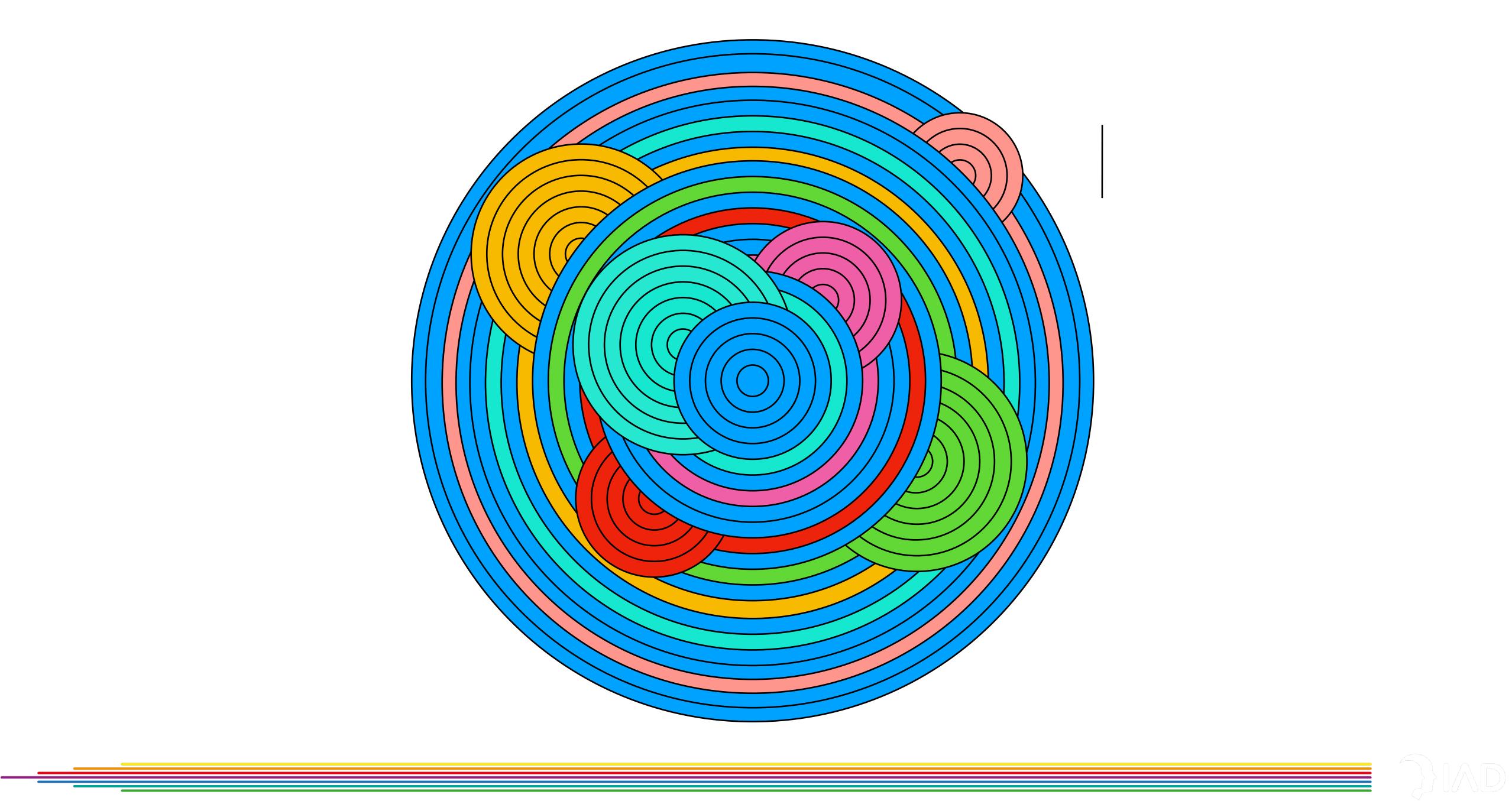




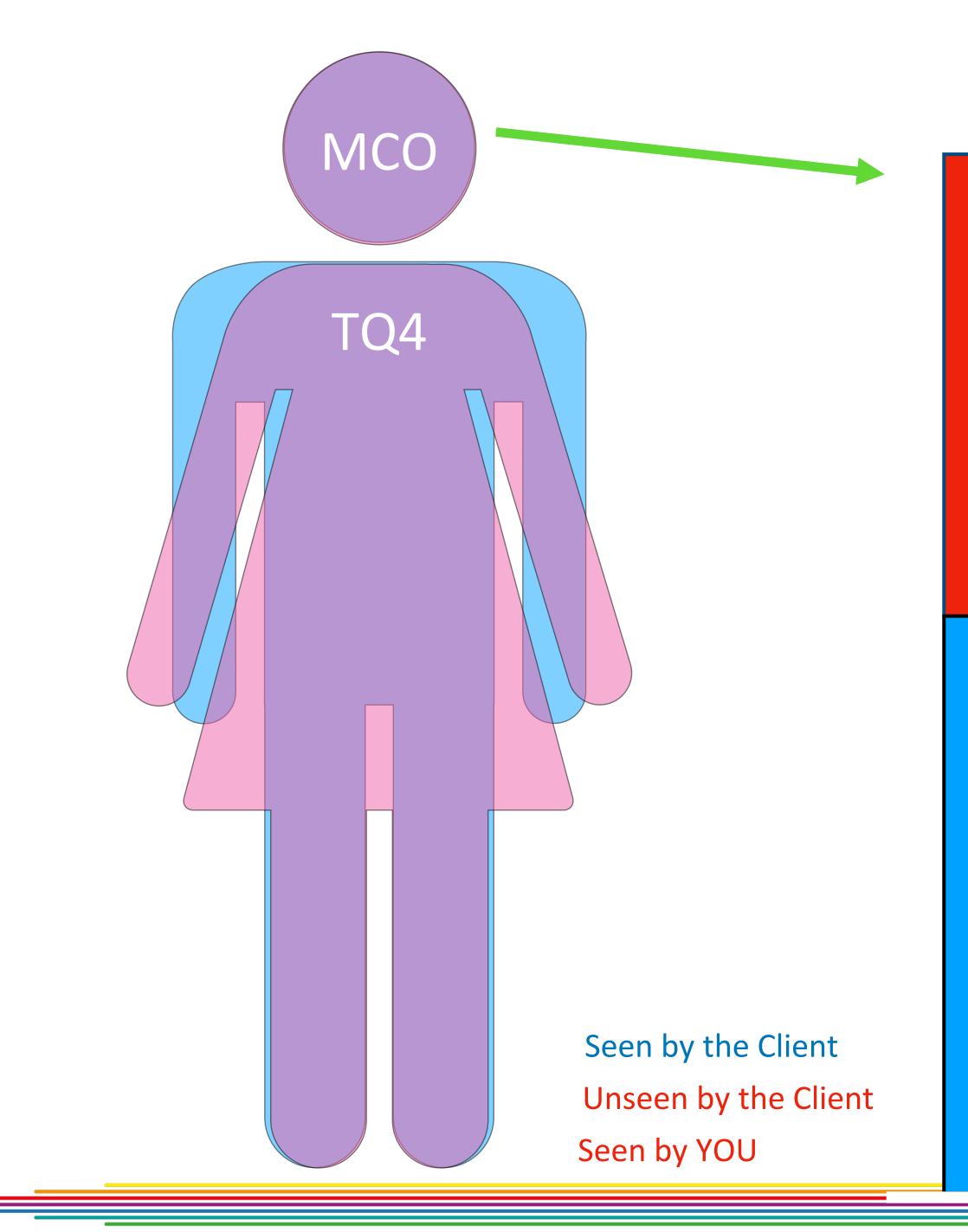
Orange

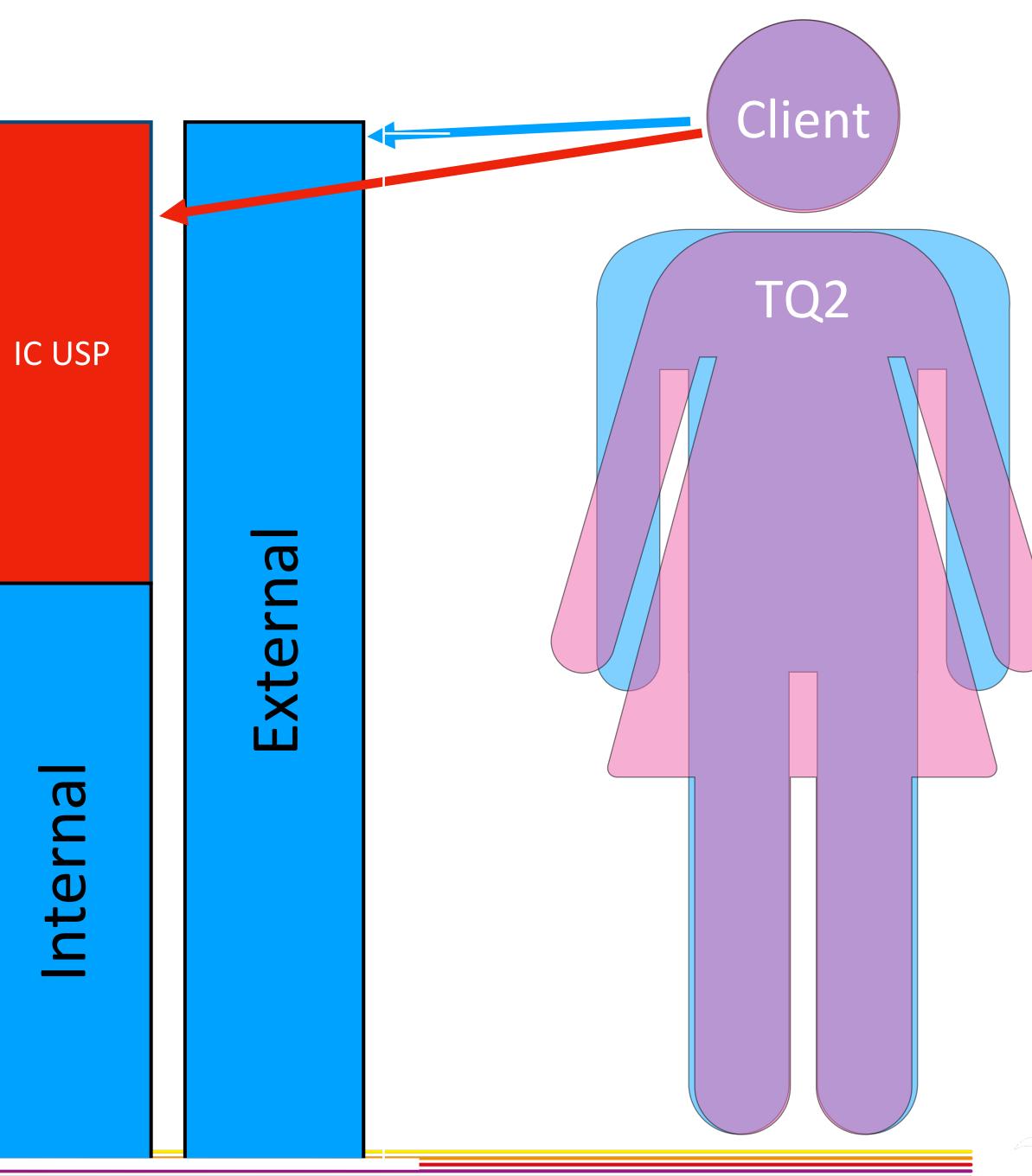
Orange	Green	Yellow
Internal	External	Information
Caring for Self	Caring for Others	Global
Own	Partner	Abstract
Individual	Consensus	Options
Activity	Feeling	Influence (low)
Towards	Places	Affiliation (low)
Procedures	People	Achievement (low)
Task	Global	Observer
Doesn't care about "spiritual" - not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





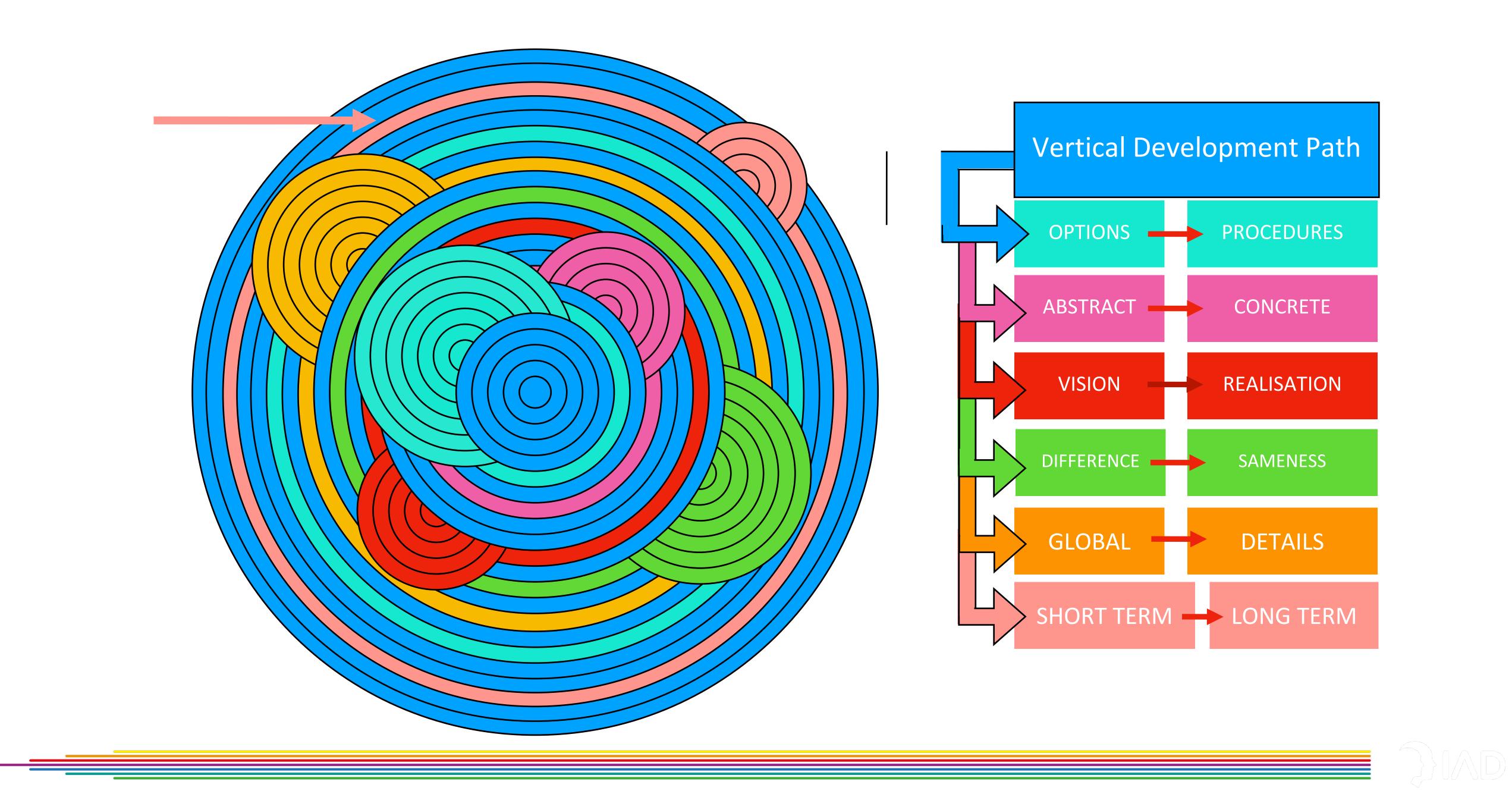












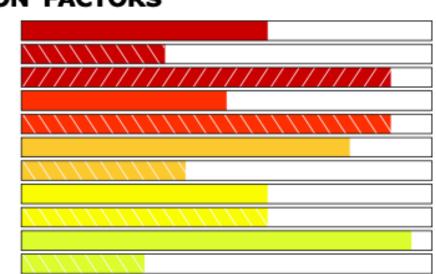


PERCEPTION

Seeing 85%	
Hearing 45%	///////////////////////////////////////
Feeling 80%	///////////////////////////////////////
People 65%	
Places 35%	
Activity 90%	///////////////////////////////////////
Information 75%	****
Things 50%	
Own 90%	
Partner 35%	
Observer 25%	//////

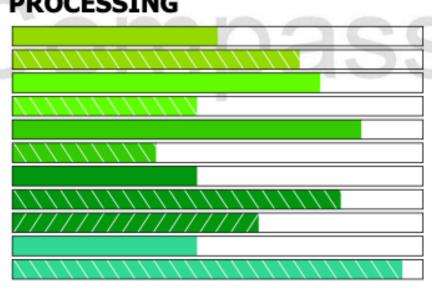
MOTIVATION FACTORS

Influence 60% Affiliation 35% Achievement 90% Away From 50% Towards 90% Internal 80% External 40% Options 60% Procedures 60% Caring for Self 95% Caring for Others 30%

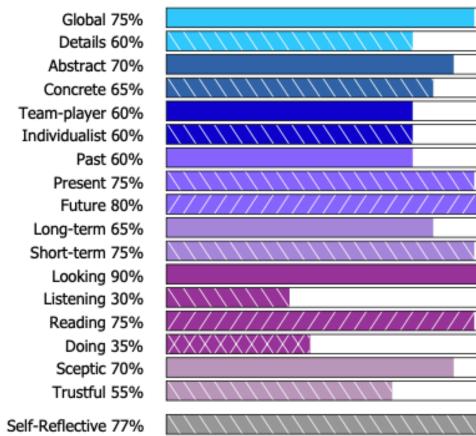


MOTIVATION PROCESSING

Pre-Active 50% Re-Active 70% Sameness 75% Difference 45% Consensus 85% Polar 35% Vision 45% Realisation 80% Quality Control 60% Relationship 45% Task 95%



INFORMATION PROCESSING

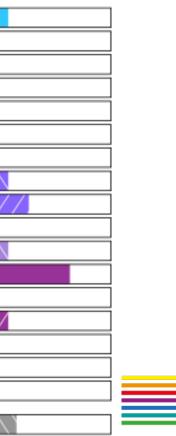


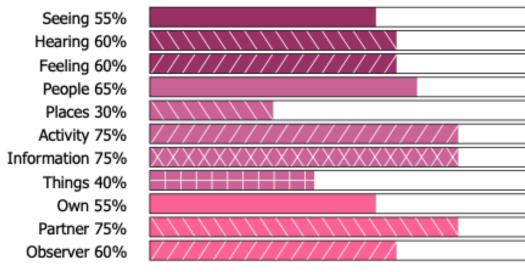
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F

PERCEPTION

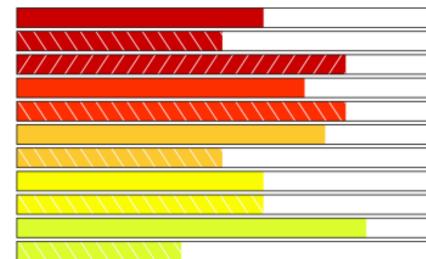






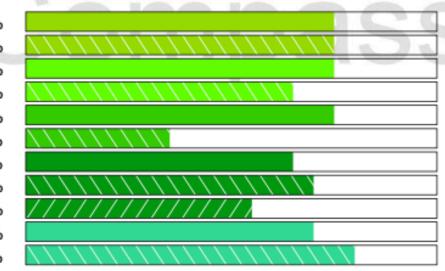
MOTIVATION FACTORS

Influence 60% Affiliation 50% Achievement 80% Away From 70% Towards 80% Internal 75% External 50% Options 60% Procedures 60% Caring for Self 85% Caring for Others 40%



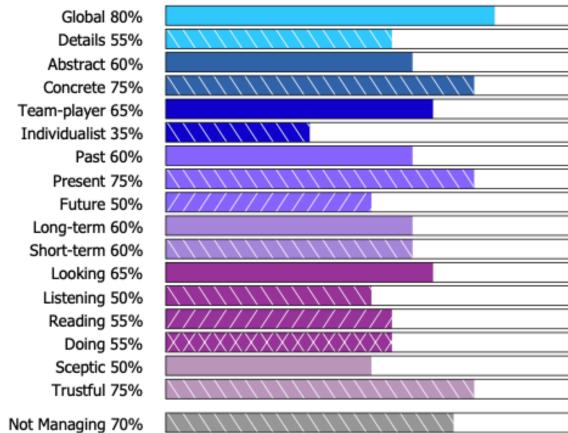
MOTIVATION PROCESSING

Pre-Active 75% Re-Active 75% Sameness 75% Difference 65% Consensus 75% Polar 35% Vision 65% Realisation 70% Quality Control 55% Relationship 70% Task 80%



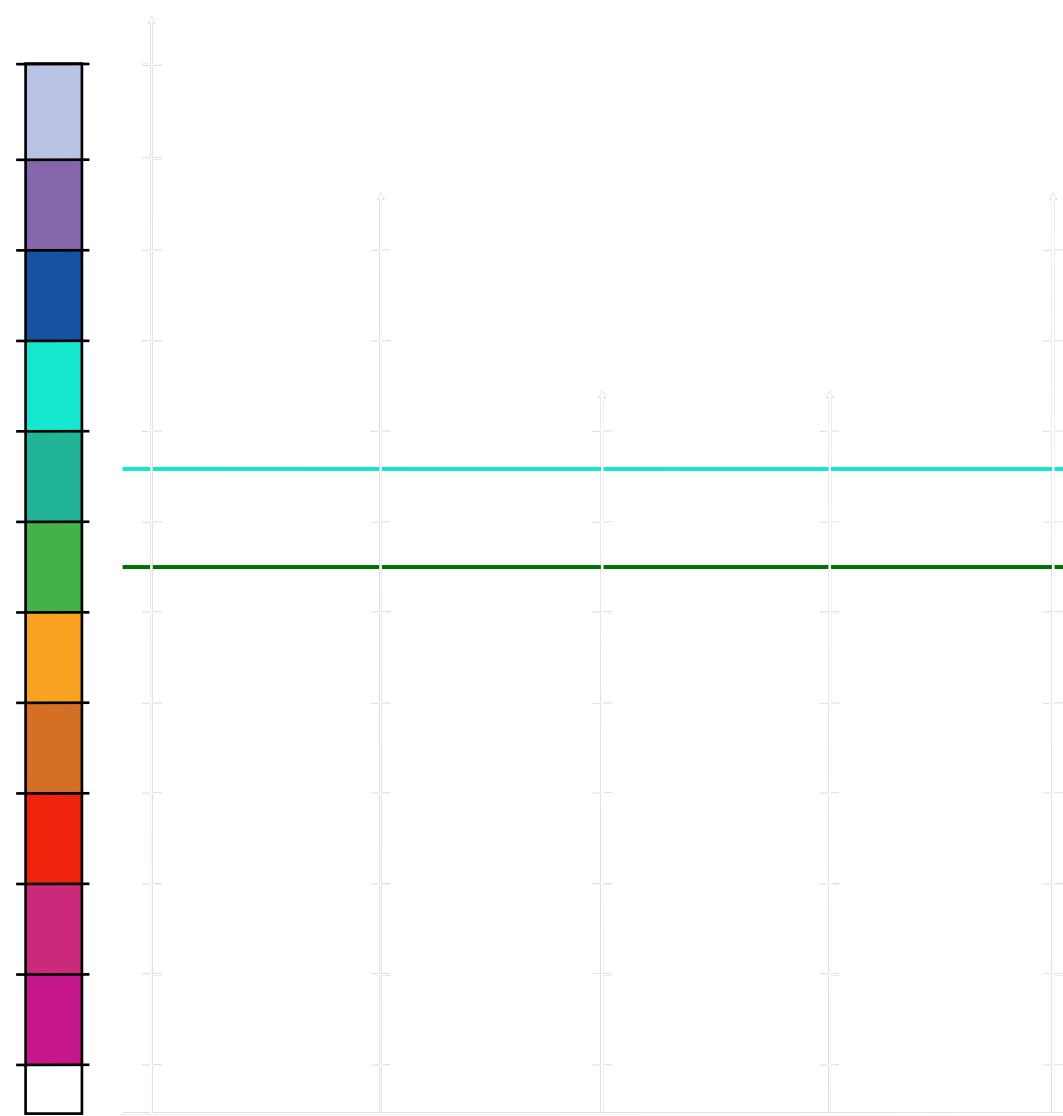
INFORMATION PROCESSING

Global 80% Details 55% Abstract 60% Concrete 75% Team-player 65% Individualist 35% Past 60% Present 75% Future 50% Long-term 60% Short-term 60% Looking 65% Listening 50% Reading 55% Doing 55% Sceptic 50% Trustful 75%



AQ6.06



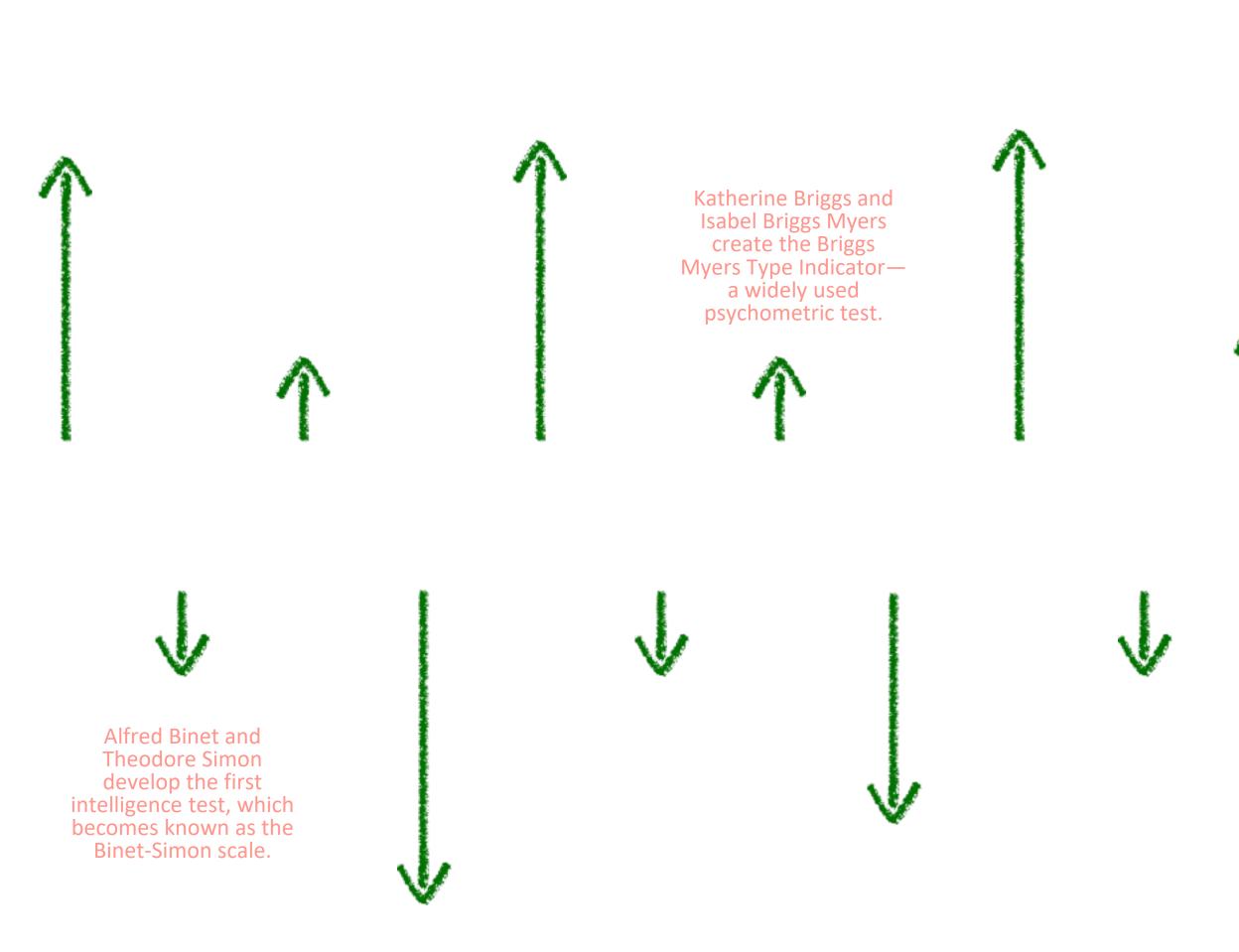


		- Construct Aware	
		 Self-Constructing 	
	À	Self-Aware	
		Culture-Aware	
		Culture-Unaware	
		Self-Unaware	
		Authority Aware	,
		Pre-Aware	-

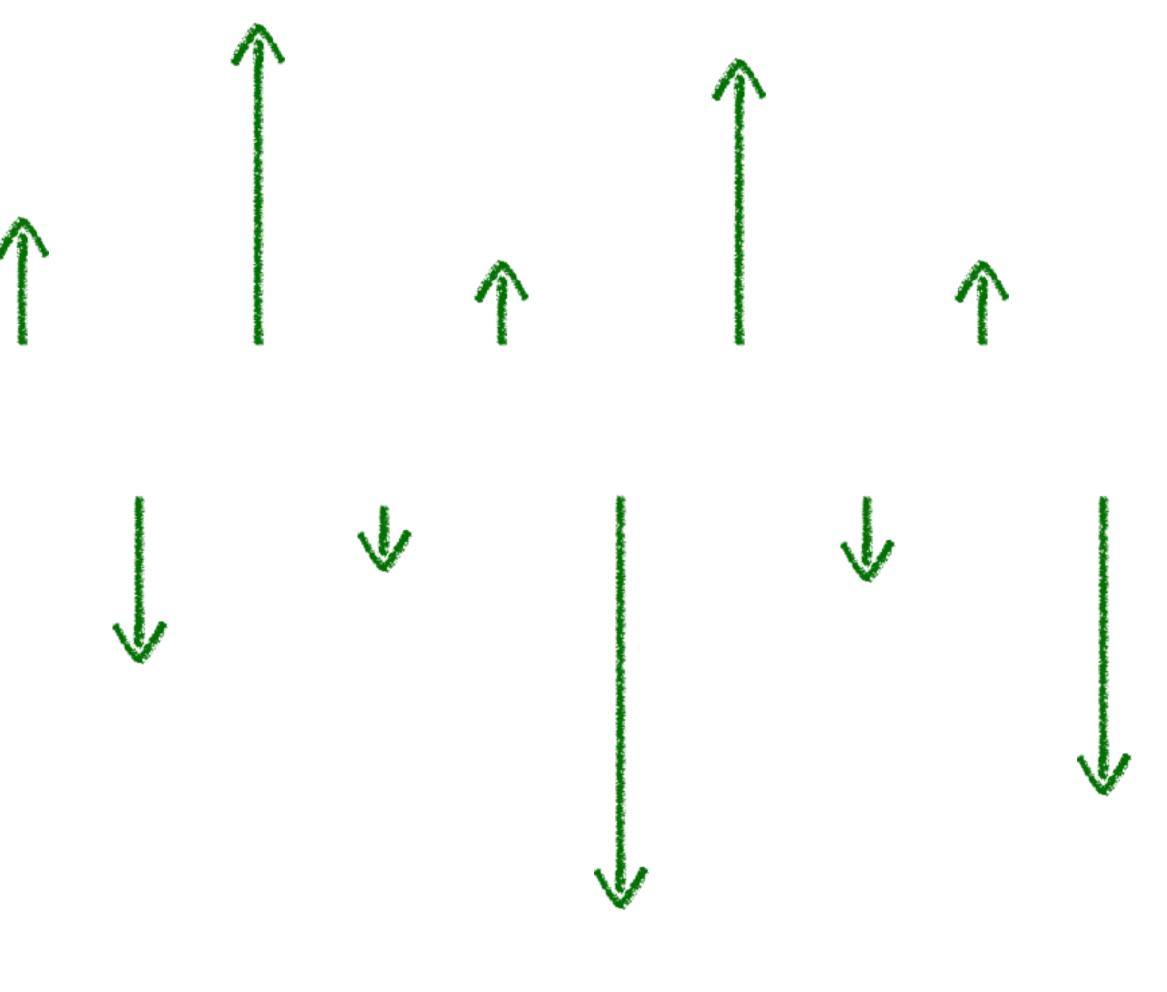
Darren Stevens

Constructed King Development Development Framework Theory





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















- **Dr Darren Stevens**
- Cognitive Architect
 - · +44 7305 121970
 - darren@adultdevelopment.institute
- MCO Workshops Coming Soon

