# UPPING YOUR GAME IN ADULT-DEVELOPMENT THROUGH VOICE DIALOGUE



# WHAT IS EGO DEVELOPMENT?



### **Maturation Process by which:**

 Our way of making sense of our world expands and becomes more complex (also referred to as our meaning making or action logic).

### Resulting in:

- Change in how we interpret what we experience around and within ourselves.
- Shift in motivation and our basis for our actions.
- Greater choice.

# THEORY



- We construct our reality
- We develop through an invariant series of "stages," each transcending but including the prior stage as the "self" becomes more complex in terms of mental and emotional capacity.
- These stages are measurable and definable.

# KEY POINTS



### 9 stages that represent different ways of meaning making

#### Stage shapes

- how our clients understand their role and function in different settings
- interactions with others
- dealing with adversity, ambiguity and complexity

#### **Stage predicts**

what clients define as a problem to be solved

#### Studies show

 stage is often more powerful in explaining behavior than personality traits and intelligence combined

#### The stages are idealizations

no one masters all aspects of the stage before moving on to the next stage

#### Stage progression

each stage is more comprehensive, differentiated and effective than earlier stages

# Arc of Development

#### Knowledge

Notice more pieces of puzzle
Discover patterns, rules and laws
Predict, measure and explain
See further ahead and back in time
Know more and do more
In-formation, skills, competencies

#### Conventional linear reasoning

Achiever, 4
Expert, 3/4

Diplomat, 3

Opportunist, 2/3

Impulsive, 2

Increasing differentiation

Socially programmed

#### Wisdom

Understand more deeply
Recognize assumptions
See whole dynamic system
See within, around and beneath
Strip away illusions; Empty mind
Trans-formation

#### Postconventional understanding

4/5, Individualist 5, Strategist

5/6, Magician ····

6, Unitive

Increasing integration Self/other-constructed

Source: Susanne Cook-Greuter

# Opportunist – Surviving & Protecting

4%



# Diplomat - Belonging & Conforming

11%



...Unconventional doesn't mean post-conventional...

# Expert - To Know: Comparing, Specializing & Perfecting

37% by the book following all the rules for doing something in a strict way

# Achiever - Self Management & Performance

30%

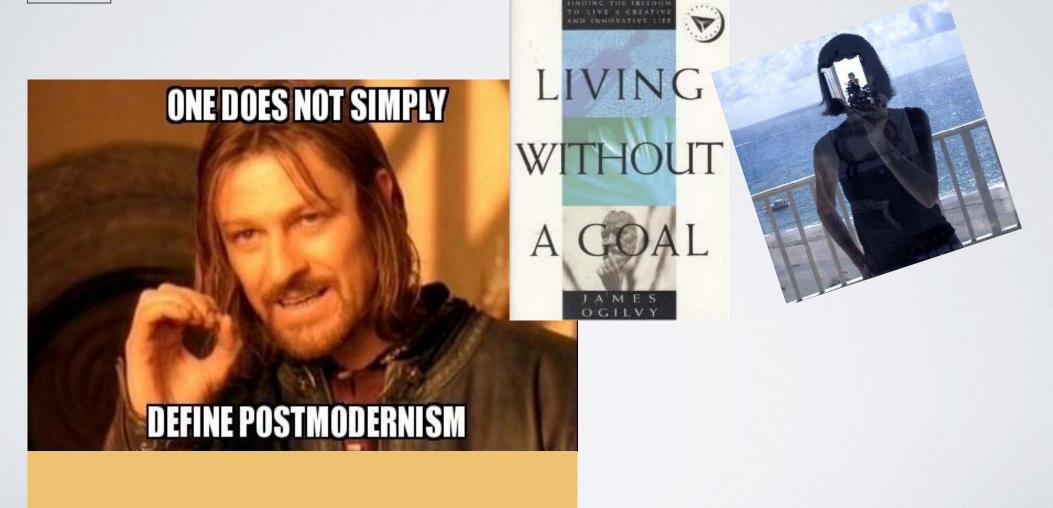






# Pluralist/Individualist - Flexibility, Relativism, Self-Questioning

11%



# Strategist - Self-actualizing and synthesizing

5%

# Placido Sings!



**Zubin Mehta conducts** 

### Magician - Deconstructing and Reconstructing

1%



A Magician

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