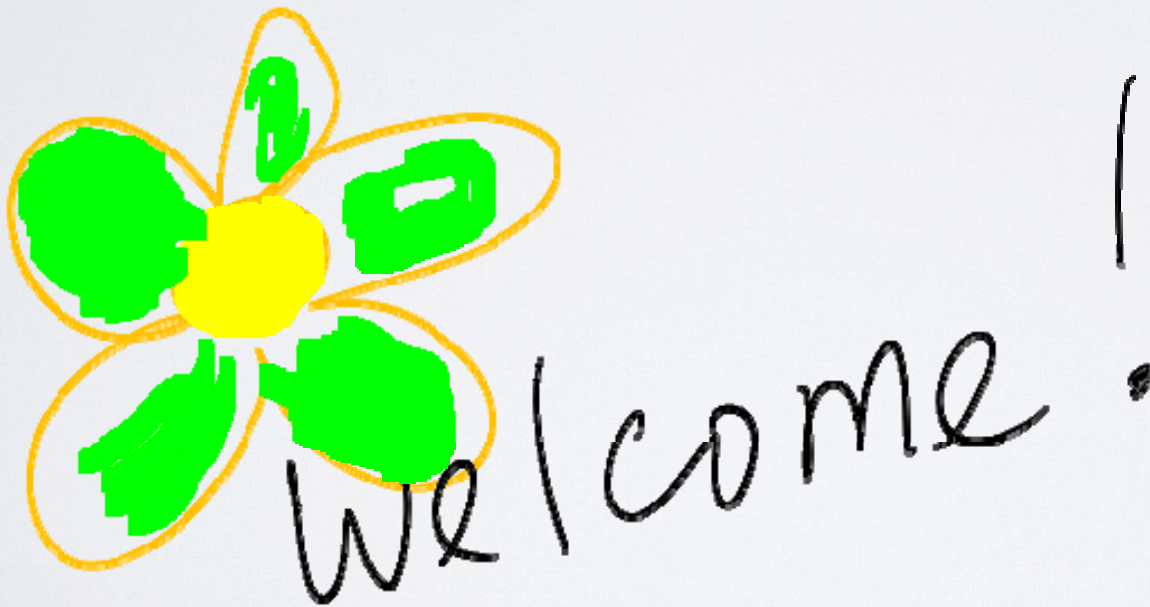
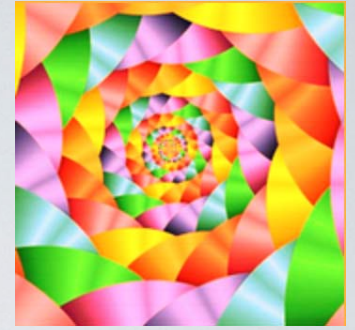


UPPING YOUR GAME IN ADULT- DEVELOPMENT THROUGH VOICE DIALOGUE



WHAT IS EGO DEVELOPMENT?



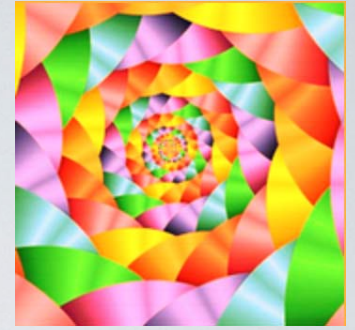
Maturation Process by which:

- 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

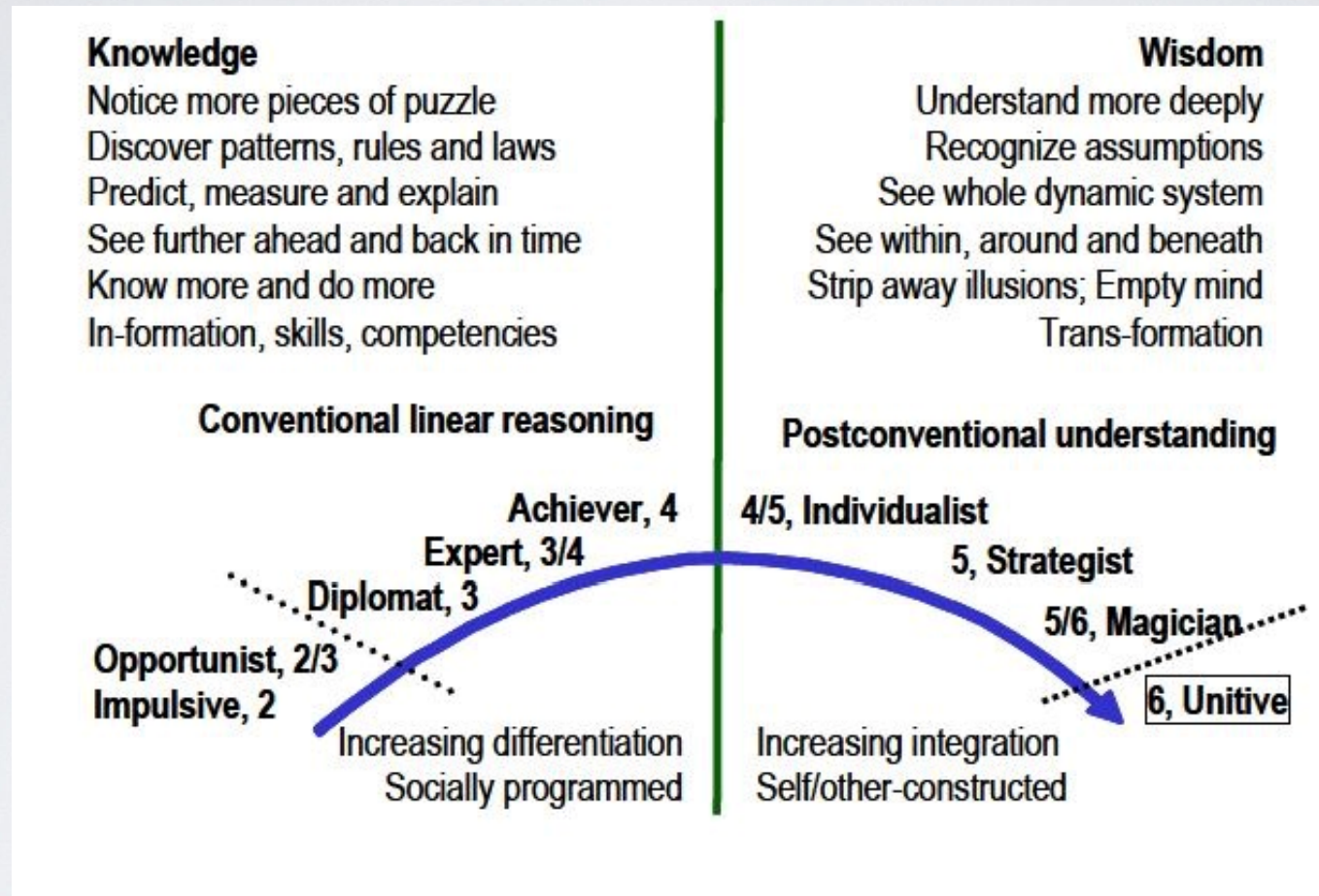
The stages are idealizations

- 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



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



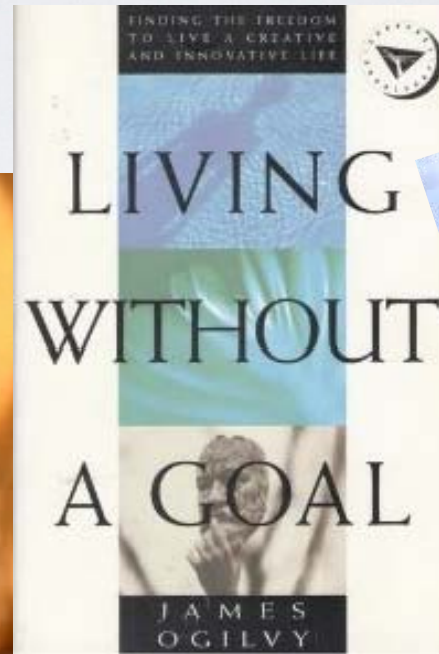
Achiever – Self Management & Performance

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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