



MINDSET28

THE CONSTRUCTIVE DEVELOPMENT FRAMEWORK

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“IT’S COACHING, JIM. BUT NOT AS WE KNOW IT.”

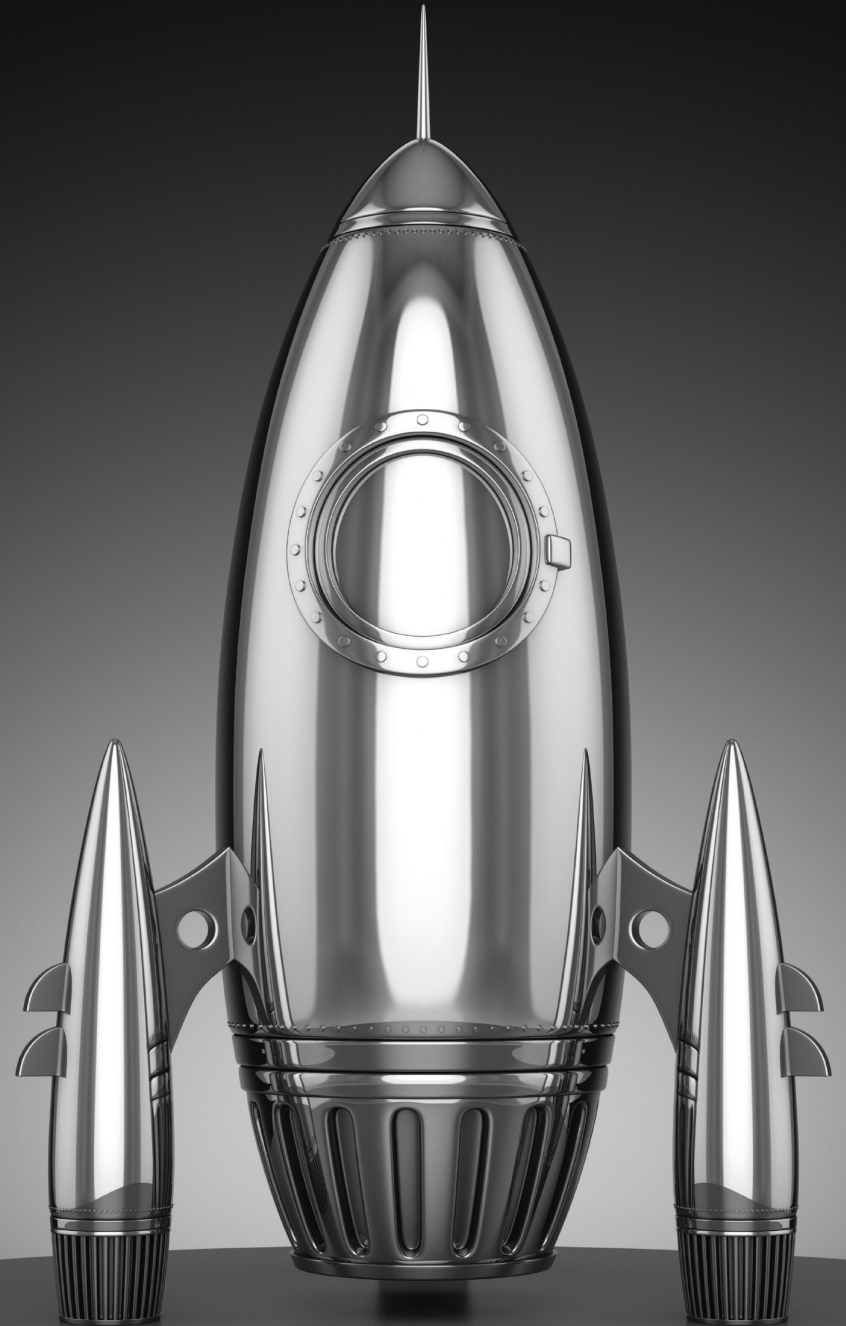
Coaching is well known as a behavioural tool, but at ilume we are no longer satisfied with the notion that this will provide all the answers in today’s complex world.

By ilume’s standards, it is too one-dimensional.

ilume have been studying with Professor Otto Laske of the Interdevelopment Institute in Boston, USA since 2010. Dr Laske has spent over thirty years exploring and researching the *Hidden Dimensions* building on the work of Kegan, Basseches, Piaget, Wilber and Jacques.

This document is a brief overview of our work in the Constructive Development Framework, which allows us to examine a person’s hidden dimensions, and build a robust, evidence-based coaching program that brings with it lasting change and a recognition of a person’s capacity.

WE KNEW
THERE WAS
SOMETHING
MORE



TYPES OF PEOPLE DEVELOPMENT IN ORGANISATIONS

Development in organisations has been advancing in its application, particularly in the last fifteen years with the discovery that business and people performance is a result of more than just quantitatively measured skills and COMPETENCIES. Organizations are naturally good at measuring the 'size of role' by matching the requirements of the job with the skills and competencies an individual brings using one dimensional testing.

High performing organisations now also determine qualitatively measured CAPABILITY alongside competencies to ensure the size of role fits the 'size of person' through the application of two or three dimensional assessment. Advances in this work provide organisations a richer and more holistic approach to growing individual and collective performance.



WHAT'S IT ALL ABOUT?

MINDSET28 assesses what is called the 'hidden dimensions'.

What makes you an adult is largely hidden from view. For one thing, development does not equal change nor is learning. Change and learning may have developmental effects, but they also may not. Therefore, this assessment will help you understand where you are developmentally by distinguishing between the three hidden aspects of how adults progress through time.

There is no shortcut for achieving progression through the stages of development. Mental growth is a multi-dimensional issue as we do not develop in one single dimension alone, but in several intertwined dimensions.

This assessment is based on two interviews and a questionnaire, and outlines the three complementary dimensions of the frame of reference from which you presently experience yourself and the world. The report details both your developmental profile and its tie-in with the behavioural disposition you bring to your work and life. The report is meant to serve as a guide to further reflection on your way of approaching your goals at the present time.

With these three measures we will ask the question: *"tell me how you position yourself social-emotionally and how you think, and I will tell you what kind of work you can do and what is your potential for further mental growth."*

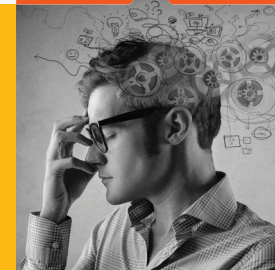
BE YOUR
BEST SELF
AND GAIN A
COMPETITIVE
ADVANTAGE

THE HIDDEN DIMENSIONS

THINKING

EMOTIONAL
STANCE

BEHAVIOUR



THINKING

Cognitive Development is all about the way you think.

In process thinking everything is in motion, and that there is always a past, present and future in every situation. This implies that different situations have impact on each other, and influence and shape each other.

Context thinking can focus on the parts themselves, or the equilibrium of the whole. There is always a multiplicity of entities and thoughts partaking in a common frame of reference.

PROCESS

Seeing and articulating the world in unceasing change

RELATIONSHIP

Seeing the multiplicity of entities and thoughts and how they connect together

CONTEXT

Understanding the big picture, and its encompassing parts

TRANSFORM

Seeing the world as an organism

The relationship thinker articulates what is not physically there but is held by a link in the connection of elements (physical or non physical).

This thinking recognises co-ordination and change in a developmental direction, multiplicity of perspectives, resulting in systems being in constant transformation. Transformational thinking accomplishes the synthesis of the other three thinking styles.

WHAT CAN I DO AND WHAT ARE MY OPTIONS?



What is the level of thinking I need to be successful in my role?

What quadrants of thinking do great leaders use?

What results in bigger thinking?

SOCIAL EMOTIONAL STANCE

Social Emotional Development is the way you construct the world.

There are a number of stages that adults pass through in their lifetime, from focus on Self (ego) to Other (group).

People are usually drifting between stages, showing characteristics of both. Each stage is natural and in order to transition to the next, you have to pass through the previous stage.



As a leader in the business, what social emotional stance does my organisation need to develop?

What is the impact on me and others as I move through the stages?

What Social Emotional Stance will help me be successful?

WHAT SHOULD I DO AND FOR WHOM?

“I am acting from my own values and principles and am willing to stand up for them even if ostracised or abandoned by others”

THE SELF AUTHORER

25% of adults are here

4

2

10% of adults stay here

THE INDIVIDUALIST

“My world is my own, and I have little insight into how you see things; I care to know you only just enough to ensure that you will help me out when I am in trouble”

SELF

SELF

OTHER

OTHER

“I am no longer defined by my upbringing, skills/ expertise, education or profession, and am sufficiently sure of myself to expose myself to the critique of selected others, indeed I welcome their views as a check on myself”

THE SELF AWARE

< 10% of adults reach here

5

3

50% to 60% of adults are here

THE COMMUNITY MEMBER

“I am part of your group and I draw my sense of myself from the acceptance of people in my group, who I need to help me define my identity”

BEHAVIOUR

All people have a list of needs that constitute basic personality traits, such as achievement, affiliation, autonomy, order dominance and so forth.

Everyone has the same psychological needs (Maslow), but not to the same degree. There is a hierarchy of needs unique to each person in which some of the needs are more important than others.

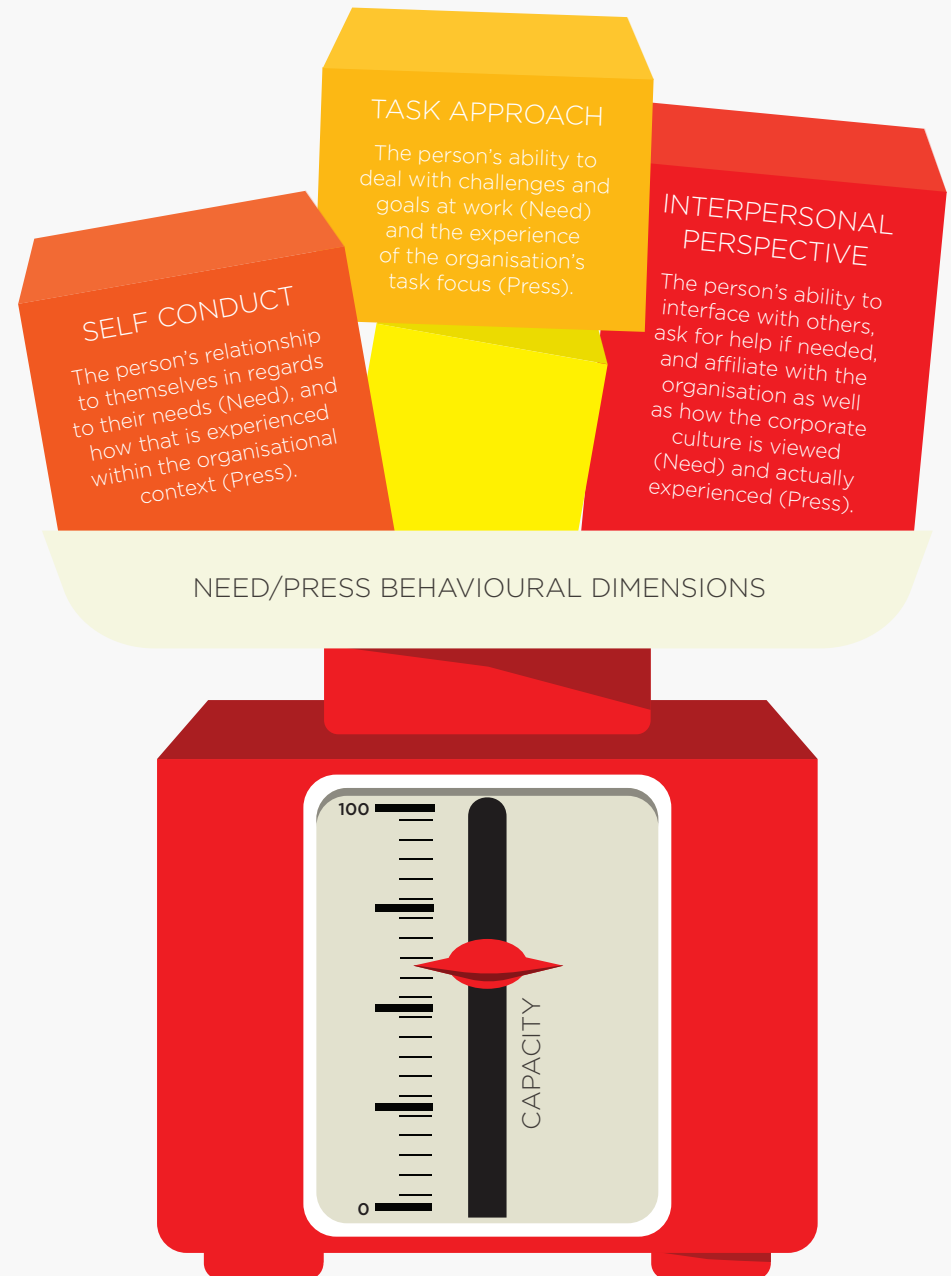
The vertical Needs/Press Assessment is based on the notion that the subjective needs of a professional active in an organisational environment are unconscious, or hidden to the individual.

The task of the individual then becomes establishing a livable equilibrium between subjective needs and rational control on one hand, and between rational control and the real world on the other. The emphasis of the Needs/Press falls on the balance of the subjective needs and the perceived pressures the individual experiences.

WHAT IS MY
CAPACITY?



What makes me frustrated at work?
How resilient am I?
What is my true capacity if I
could take care of pressure?



IN A NUTSHELL

MINDSET28 finally provides a developmental tool that weaves together all the dimensions necessary for excellence in executive leadership.

Currently organisations are excellent at measuring the skills competencies required of a person. This evidence-based program assists the organisation to take what it has, to a powerful and holistic developmental level.

By using this program, organisations will:

- 1** Grow bigger minds to generate different (not previously thought about) solutions to complex problems.
- 2** Develop an ability to cope with the broader issues of complexity in terms of the work undertaken and the responsibility for delivery.
- 3** Gain true organisational competitive advantage.
- 4** Balance qualitative multi-dimensional development using the 3 dimensions - cognitive, social emotional and capacity.

GROW
BIGGER
MINDS





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