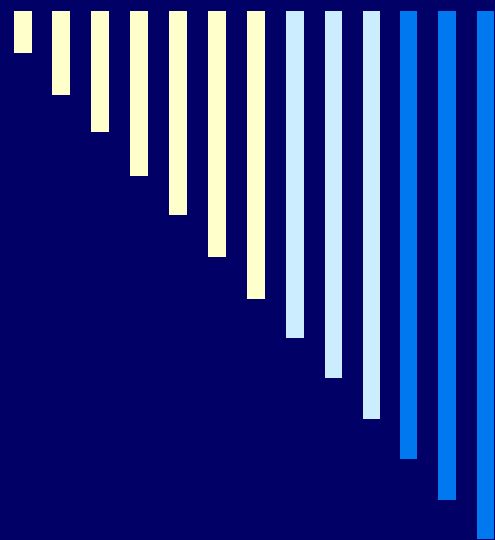


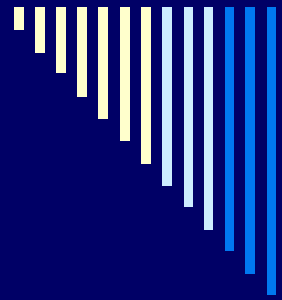
Agenda

- Introduction
- Adult Development Theory
- Developmental Challenges at Each Stage
- How to Determine Stage of Development
- Impact of Coach's Stage of Development
- Questions



Adult Development Theory and Coaching Practice: Meeting Clients Where They Are

**DC Chapter ICF
Annual Conference
June 13, 2008**



Human Development

- Progression of different ways of sense making
- Movement through integration, differentiation, integration, differentiation, etc.
- Horizontal vs. Vertical Development



Stages of Adult Development

- Many theorists, i.e. Kegan, Torbert, Loevinger, Wilber, Back, Cook-Greuter
 - Shifts in Subject-Object relationship help define stages
-



Stages

- Stage 1: No perspective of self
 - Stage 2: Me/mine
 - Stage 3: Other-dependent > Community rules
 - Stage 4: Self-authoring -> self as object
 - Stage 5: Self-aware-> world view
 - Stage 6: Universal -> see the whole
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Bibliography

- ❑ Laske, Otto. *Measuring Hidden Dimensions: The Art and Science of Fully Engaging Adults*
 - ❑ Kegan, Robert. *In Over Our Heads: The Mental Demands of Modern Life*
 - ❑ Kegan, Robert. *The Evolving Self: Problem and Process in Human Development*
 - ❑ Torbert, Bill and Susanne Cook-Greuter et al. *Action Inquiry: The Secret of Timely and Transforming Leadership*
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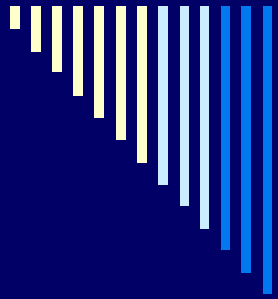
Next Steps

- To learn more about your own stage of development, you can:
 - Take the *Maturity Assessment Profile*, created by Susanne R. Cook-Greuter. Barbara Braham at barbara@bbraham.com administers and interprets that instrument.
 - Take the certification workshop for *The Leadership Circle Profile* instrument, created by Bob Anderson. www.theleadershipcircle.com



Next Steps (Con't)

- Complete the 3-day *Stages of Adult Development* workshop offered by Chris Wahl and Barbara Braham.
starlightcreek@cox.net
 - Complete *Gateway* and *Module A* tele-classes offered by Otto Laske.
otto@interdevelopmentals.org
 - Work with a coach certified to use the Subject-Object Interview as taught by Robert Kegan and Otto Laske
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