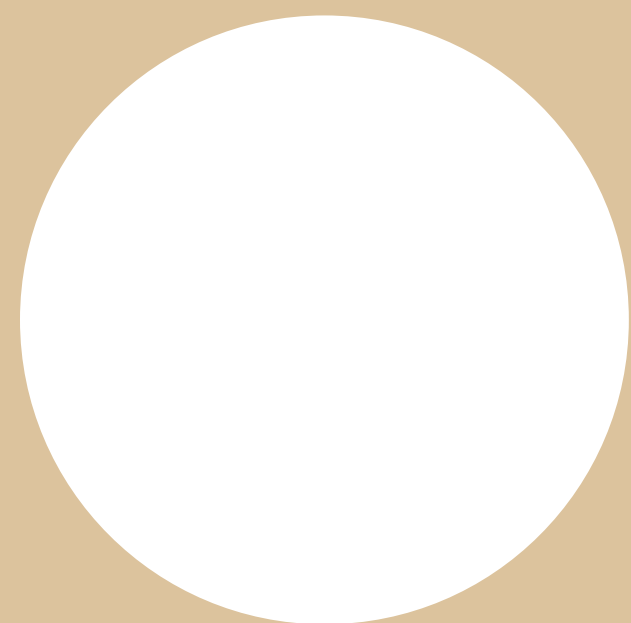


# **INNER DEVELOPMENT GOALS**



## 1 Being

Relationship to Self

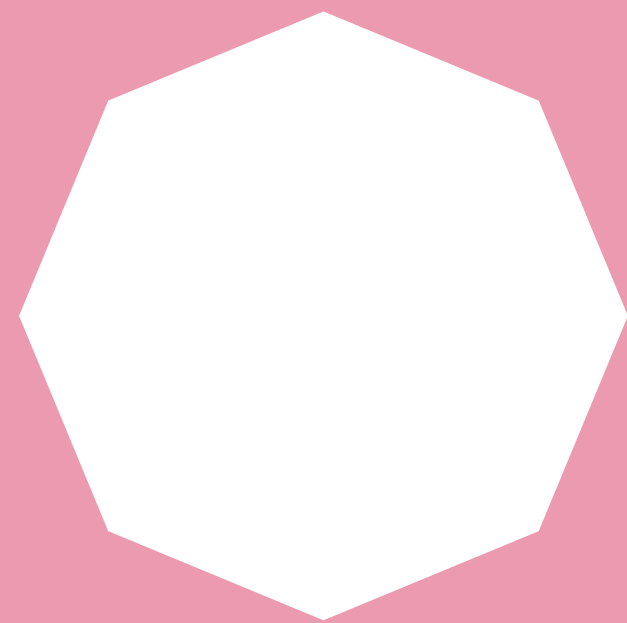
Inner Compass

Integrity and  
Authenticity

Openness and  
Learning Mindset

Self-awareness

Presence



## 2 Thinking

Cognitive Skills

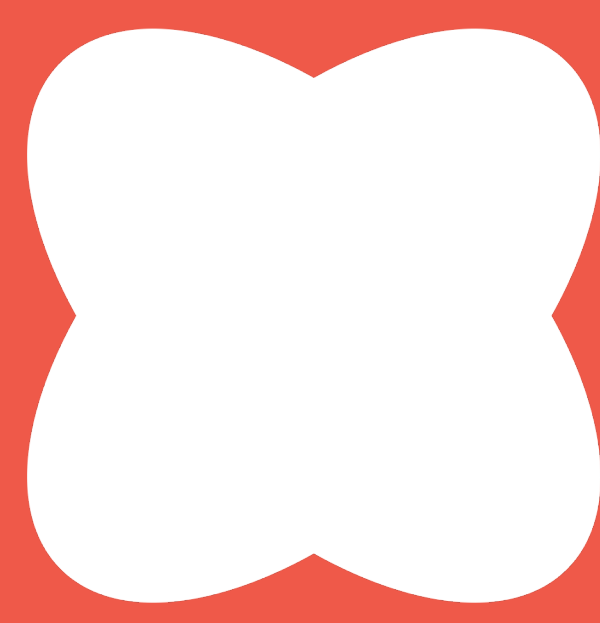
Critical Thinking

Complexity  
Awareness

Perspective Skills

Sense-making

Long-term  
Orientation and  
Visioning



## 3 Relating

Caring for Others  
and the World

Appreciation

Connectedness

Humility

Empathy and  
Compassion



## 4 Collaborating

Social Skills

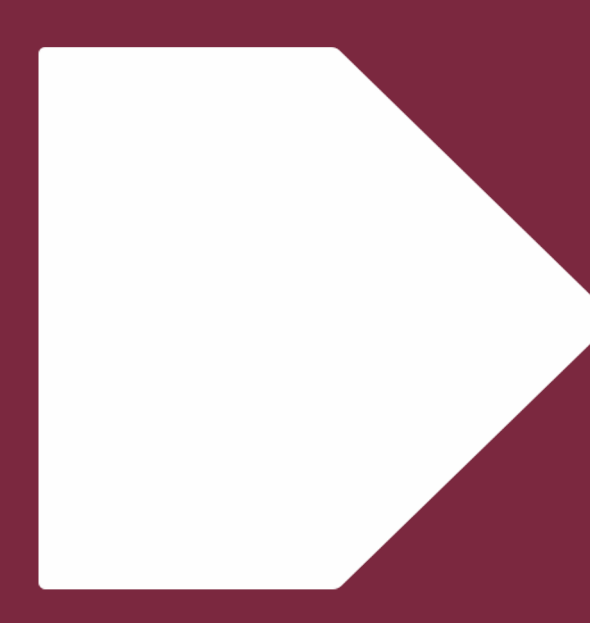
Communication  
Skills

Co-Creation Skills

Inclusive Mindset  
And Intercultural  
Competence

Trust

Mobilisation Skills



## 5 Acting

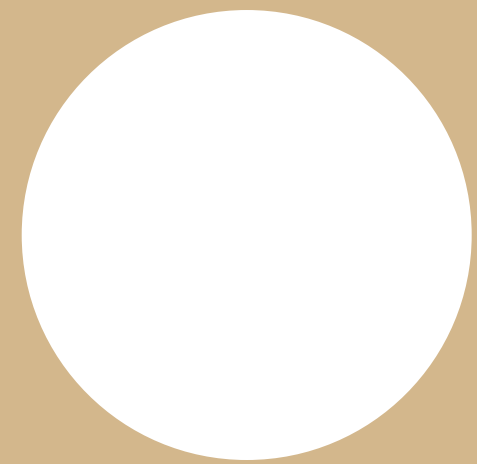
Driving Change

Courage

Creativity

Optimism

Perseverance



# Being

## Relationship to Self

Cultivating our inner life and developing and deepening our relationship to our thoughts, feelings and body help us be present, intentional and non-reactive when we face complexity.



### Inner Compass

Having a deeply felt sense of responsibility and commitment to values and purposes relating to the good of the whole.

### Integrity and Authenticity

A commitment and ability to act with sincerity, honesty and integrity.

### Openness and Learning Mindset

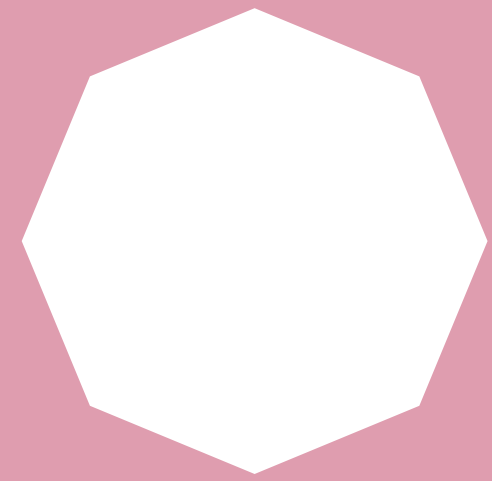
Having a basic mindset of curiosity and a willingness to be vulnerable and embrace change and grow.

### Self-awareness

Ability to be in reflective contact with own thoughts, feelings and desires; having a realistic self-image and ability to regulate oneself.

### Presence

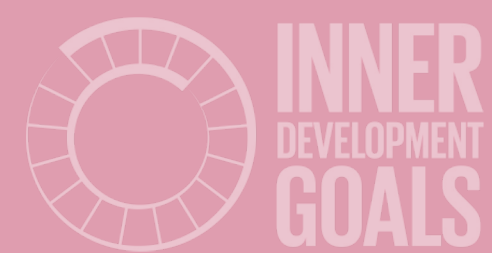
Ability to be in the here and now, without judgement and in a state of open-ended presence.



# Thinking

## Cognitive Skills

Developing our cognitive skills by taking different perspectives, evaluating information and making sense of the world as an interconnected whole is essential for wise decision-making.



### Critical Thinking

Skills in critically reviewing the validity of views, evidence and plans.

### Complexity Awareness

Understanding of and skills in working with complex and systemic conditions and causalities.

### Perspective Skills

Having a basic mindset of curiosity and a willingness to be vulnerable and embrace change and grow.

### Sense-making

Ability to be in reflective contact with own thoughts, feelings and desires; having a realistic self-image and ability to regulate oneself.

### Long-term Orientation and Visioning

Ability to be in the here and now, without judgement and in a state of open-ended presence.



# Relating

## Caring for Others and The World

Appreciating, caring for and feeling connected to others, such as neighbors, future generations or the biosphere, helps us create more just and sustainable systems and societies for everyone.



### Appreciation

Relating to others and to the world with a basic sense of appreciation, gratitude and joy.

### Connectedness

Having a keen sense of being connected with and/or being a part of a larger whole, such as a community, humanity or global ecosystem

### Humility

Being able to act in accordance with the needs of the situation without concern for one's own importance.

### Empathy and Compassion

Ability to relate to others, oneself and nature with kindness, empathy and compassion and address related suffering.



# Collaborating

## Social Skills

To make progress on shared concerns, we need to develop our abilities to include, hold space and communicate with stakeholders with different values, skills and competencies.



### Communication skills

Ability to really listen to others, to foster genuine dialogue, to advocate own views skillfully, to manage conflicts constructively and to adapt communication to diverse groups.

### Co-creation skills

Skills and motivation to build, develop and facilitate collaborative relationships with diverse stakeholders, characterized by psychological safety and genuine co-creation.

### Inclusive mindset and intercultural competence

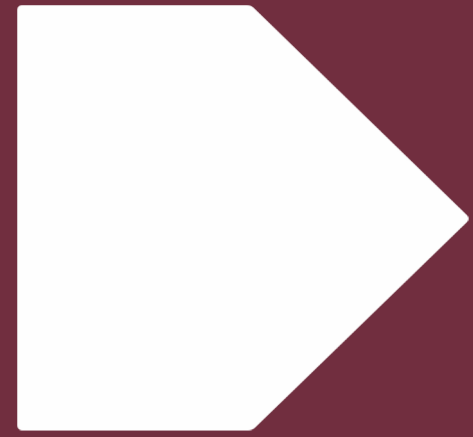
Willingness and competence to embrace diversity and include people and collectives with different views and backgrounds.

### Trust

Ability to show trust and to create and maintain trusting relationships.

### Mobilization skills

Skills in inspiring and mobilizing others to engage in shared purposes.



# Acting Driving Change

Qualities such as courage and optimism help us acquire true agency, break old patterns, generate original ideas and act with persistence in uncertain times.

## Courage

The ability to stand up for values, make decisions, take decisive action and, if need be, challenge and disrupt existing structures and views.

## Creativity

Ability to generate and develop original ideas, innovate and being willing to disrupt conventional patterns.

## Optimism

Ability to sustain and communicate a sense of hope, positive attitude and confidence in the possibility of meaningful change.

## Perseverance

Ability to sustain engagement and remain determined and patient even when efforts take a long time to bear fruit.

