INNER DEVELOPMENT GOALS

Transformational Skills for Sustainable Development

More about the IDGs

www.innerdevelopmentgoals.org

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Inner Compass

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

Inner Compass

Individual:

– What are your three most important values?

– In what ways do you want to serve the good of the world?

Organisation:

– What are the three most important values of the organization you work for?

– In what way does the organization you work for serve the good of the world?

Integrity and Authenticity

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

Integrity and Authenticity

Individual:

– In what situations and why do you stop being yourself?

– In what situations do you feel challenged to be true to your values and who you want to be?

Organisation:

– In what situations and why does your organisation stop to act in line with its values?

– In what situations do you feel challenged to act in line with the values of the organization you work for?
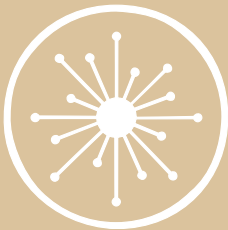
Openness and Learning Mindset

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

Openness and Learning Mindset

Individual:

– How do you stay open when you have a different opinion?

– Are you serious about having an inquirying mindset when you encounter views that are very different from your own?

Organisation:

– How does your organisation deal with difficulties that arise in the implementation of work routines or with regard to the adopted strategy?

– Is your organisation serious about adopting an enquiring stance, even if views emerge that are very different from those that are common in your organisation?
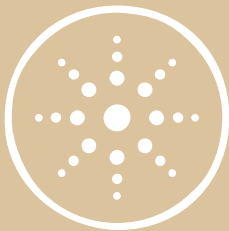
Self-awareness

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

Self-awareness

Individual:

– What are your strengths and weaknesses?

– Are you nurturing your capacity for being aware of the nature of your own thoughts, judgments, reactions and emotions as they happen?

Organisation:

– What do you consider to be the strengths and weaknesses of the organisation you work for?

– Has your organisation developed practices to promote the ability to become aware of judgements, reactions and emotional states as they happen?

Presence

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

Presence

Individual:

– What is most alive in you right now?

– Can you remember moments when you were able to make your self available to someone else in a non-judging way, even when feeling provoked?

Organisation:

– From your point of view, what is currently most alive in the organisation you work for?

– Can you recall moments when the organisational context in which you work has allowed you to express yourself freely without fear of consequences?
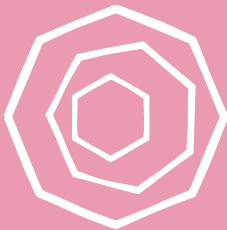
Critical Thinking

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

Critical Thinking

Individual:

– How do you identify the blind spots in your own beliefs?

– Are you nurturing your habit of asking inquiring and critical questions in relation to significant assertions?

Organisation:

– Do you know the blind spots in your organisation?

– Does your organisation maintain a culture where it is possible to ask critical questions in relation to significant assertions?
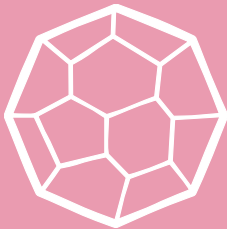
Complexity Awareness

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

Complexity Awareness

Individual:

– What helps you think in terms of „both and"?

– Do you look for how issues you are concerned about may be understood in a deeper way: causes, potential consequences, dependencies on other issues?

Organisation:

– Does your organisation invite you to think in terms of „both and"?

– Has your organisation developed practices on how to understand issues in a deeper sense: causes, possible consequences, inter dependencies with other issues?

Perspective Skills

Skills in seeking, understanding and actively making use of insights from contrasting perspectives.

Perspective Skills

Individual:

– Who has perspectives that challenge you deeply?

– Are you strongly motivated to make use of contrasting perspectives when navigating challenging issues?

Organisation:

– Do you know organisations that take very different perspectives from the ones you work for?

– Has your organisation developed practices to use contrasting perspectives to deal with challenging issues?
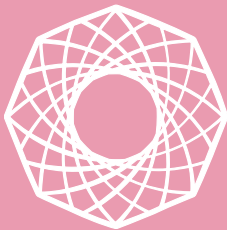
Sense-making

Skills in seeing patterns, structuring the unknown and being able to consciously create stories.

Sense-making

Individual:

– What kind of stories help you feel meaning?

– Do you reflect on how you yourself make up stories about the issues that engage you?

Organisation:

– What kind of stories have meaning in the context of the organisation you work for?

– Has the organisation you work for developed practices for thinking about how stories are made up that engage the organisation?

Long-term Orientation and Visioning

Long-term orientation and ability to formulate and sustain commitment to visions relating to the larger context.

Long-term Orientation and Visioning

Individual:

– What three things are most important in a 5, 10 and 100 years perspective?

– Do you feel motivated to engage in work that addresses issues that will take a long time to resolve?

Organisation:

– What three things are most important from the perspective of the organisation you work for in 5, 10 or 100 years?

– Has your organisation developed practices to deal with issues that will take a long time to resolve?

Appreciation

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

Appreciation

Individual:

– Who has contributed to your success?

– Do you consciously turn your attention to that which is worthy of appreciation, such as people's efforts and the beauty of the world?

Organisation:

– What and who has contributed to the success of your organization?

– Has your organisation developed practices to appreciate the things that are worth appreciating, such as people's achievements and the beauty of the world?

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.

Connectedness

Individual:

– Who and what would you like to be more involved with?

– Do you nurture and sustain a keen and deeply felt sense of belonging to and being a part of a much larger whole such as humanity and the global ecosystem?

Organisation:

– Who and what could the organisation you work for be more committed to?

– Has the organisation you work for developed practices to establish and maintain a deeply felt sense of belonging to a much larger whole such as humanity and the global ecosystem?
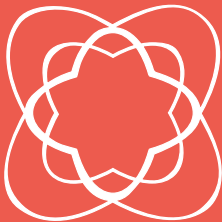
Humility

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

Humility

Individual:

– What helps you put the „we" over the „I" when the situation calls for it?

– Do you sometimes feel more concerned about looking good than you would like to?

Organisation:

– Has your organisation developed practices for putting the common good above the needs of the organisation as such when the situation demands it?

– Is the organisation you work for sometimes more concerned with looking good to the outside world than you would like?

Empathy and Compassion

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

Empathy and Compassion

Individual:

– Who and what helps you move into action when you perceive the suffering of others?

– Are you working on your ability to feel empathy and compassion even towards people who are very different from yourself and who may act in ways you disapprove of?

Organisation:

– Has your organisation developed practices for noticing and responding to the suffering of others?

– Does the organisation you work for give you the opportunity to develop skills of empathy and compassion towards people who are very different from you and who may even act in ways you disapprove of?

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.

Communication Skills

Individual:

– What helps you contribute to a real dialogue?

– What communication skills would you like to develop further?

Organisation:

– Has your organisation developed practices to contribute to genuine dialogue between employees and other stakeholders?

– What communication skills do you think should be promoted in your organisation?

Co-creation Skills

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

Co-creation Skills

Individual:

– How can you hold the tension between shaping and being shaped?

– How can you become even more creative and constructive in collaborative efforts?

Organisation:

– Is your organisation flexible and robust enough to perceive and respond adequately to change?

– What could your organisation improve to make cooperation even more creative and constructive?

Inclusive Mindset and Intercultural Competence

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

Inclusive Mindset and Intercultural Competence

Individual:

– What helps you include those who think differently?

– Do you feel that you are willing to make an effort to understand and include people and mentalities that are very different from what you are used to?

Organisation:

– Has your organisation developed practices to include dissenters?

– Do you have the impression that your organisation makes a serious effort to be inclusive of those who think differently?

Trust

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

Trust

Individual:

– How do you consciously build trust?

– Are you working on your skills in building and maintaining trust in relation to different people?

Organisation:

– Do you feel that your organisation has practices in place to build trust consciously?

– Do you work consciously within your organisation to build and maintain trust in relation to different people?

Mobilisation Skills

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

Mobilisation Skills

Individual:

– What is the best motivation for achieving common goals?

– Do you attend sufficiently to the task of inviting and energizing other people to work for shared visions?

Organisation:

– From your organisation's point of view, what is the best motivation to achieve common goals?

– Does your organisation have and use practices to invite and motivate other people to work for common goals?
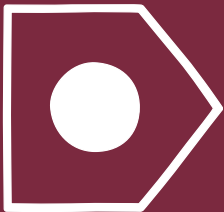
Courage

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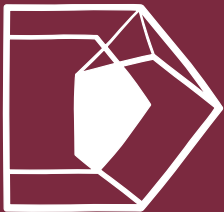
Courage

Individual:

– When did you last do something daring?

– What are some situations where you would like to be able to act in a more courageous way?

Organisation:

– When was the last time your organisation did something daring?

– What are situations in which you wish your organisation would act more boldly?

Creativity

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

Creativity

Individual:

– How can you foster more creativity?

– What can be your specific contribution, considering your own personality, to more creativity in your field of work?

Organisation:

– How could your organisation promote more creativity?

– How could your organisation promote more creativity in the context of your stakeholders in relation to common objectives?
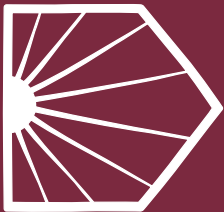
Optimism

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

Optimism

Individual:

– What good do you think will happen this century?

– Do you have the ability to draw your own and others' attention to hopeful signs and initiatives, something you want to continue to promote?

Organisation:

– Are there ideas within your organisations about what good will happen in this century?

– Does your organisation have practices to draw the attention of others to hopeful signs and initiatives?
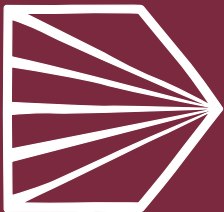
Perseverance

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

Perseverance

Individual:

– What real challenge has helped you to grow?

– What ideas do you have about how we can strengthen our individual and collective ability to sustain engagement and effort over time?

Organisation:

– What challenge has helped your organisation to grow?

– Are there ideas in your organisation on how we can strengthen our individual and collective capacity to sustain our commitment and efforts over a longer period of time?
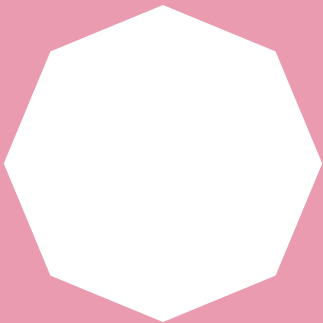
BEING

Relationship to Self

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.
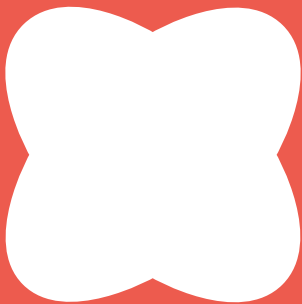
THINKING

Cognitive Skills

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.

RELATING

Caring for Others and the World

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Caring for Others and the World

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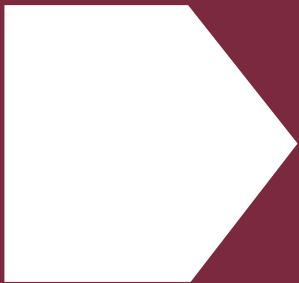
COLLABORATING

Social Skills

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.

ACTING
Enabling Change

ACTING
Enabling 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.