Inner Development Goals:
Background, method and the IDG framework

1. Being — Relationship to Self
2. Thinking — Cognitive Skills
3. Relating — Caring for Others and the World
4. Collaborating — Social Skills
5. Acting — Driving change
Being Relationship to Self

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

Integrity, Authenticity
A commitment and ability to act with sincerity, honesty and integrity

Openness, 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
Being

Discuss in groups

1. What kind of strategies do you use to align with your core values in stressful situations?

2. What helps you to be present here and now and stay open for new thoughts and ideas?

3. How do you continue to grow your awareness and not act on learned patterns?
Thinking

Discuss in groups

1. Do you need to be more critical in your thinking or are there situations when you are too critical?

2. In what situations would you like your employees or colleagues to take better account of the complexity of the task?

3. What tools or structures will help you to think more long-term?
Relating to others and to the world with a basic sense of appreciation, gratitude and joy.

Appreciation

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

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

Empathy, Compassion

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

Humility
Relating

Discuss in groups

1. What do you appreciate most about your work right now?
2. Which stakeholders do you wish you and your organization could involve more?
3. Who has inspired you not to focus only on yourself?
Collaborating Social Skills

Communication skills
- Ability to really listen to others, to foster genuine dialogue, to advocate own views skilfully, to manage conflicts constructively and to adapt communication to diverse groups

Mobilization skills
- Skills in inspiring and mobilizing others to engage in shared purposes

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

Trust
- Ability to show trust and to create and maintain trusting relationships

Inclusive mindset and intercultural competence
- Willingness and competence to embrace diversity and include people and collectives with different views and backgrounds
Collaborating

Discuss in groups

1. How do you build trust in groups?
2. How do you co-create in a group?
3. What other cultures and groups would you like learn more about and better include?
Acting
Driving change

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

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

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

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

Discuss in groups

1. When was the last time you were brave and what did you do then?

2. How do you promote creativity inside an organisation / group?

3. In which situations do you need to build more optimism and perseverance?