Suggested reflection questions for the 23 inner development goals of the IDG framework

(innerdevelopmentgoals.org)

I. Being - relationship to oneself		
	Personal/individual	**Group/Team/Organisation**
1. Inner compass Having a deeply felt sense of responsibility and commitment to values and purposes relating to the good of the whole.	● In what ways do you want to work for the good in the world?	● How do we work to ensure that our organisation has a meaningful, living internal compass that is about contributing to a better society, a sustainable world?
2. Integrity and authenticity A commitment and ability to act with sincerity, honesty and integrity.	● In what situations do you feel it is a challenge to stand up for your values and for who you want to be? How do you want to act in such situations?	● What strategies do we have to create and maintain a climate of psychological safety, so that we support our employees to be open, honest and to act with integrity?
3. Openness and learning Having a basic mindset of curiosity and willingness to be vulnerable, embrace change and grow.	● Do you want to be a person who has an open and inquiring mind when faced with views that are very different from your own? ● In which situations is it a challenge for you to be open to re-evaluation? What can you do to support an inquiring mindset?	● How do we support our leaders to be role models in terms of openness, curiosity and learning orientation? ● How do we work to become a genuinely learning organisation, open to development and interested in learning from experience?
4. Self-awareness Ability to be in reflective contact with own thoughts, feelings and desires; having a realistic self-image and ability to regulate oneself.	● Are you working on your ability to be in conscious contact with your own patterns of thoughts, perceptions, reactions and emotions, just as they arise in you? Is this something you want to strengthen, and if so, how can you do it?	● How do we support the organisation to be imbued with the view that a conscious and active management of our internal processes is a central component of professionalism?
5. Presence: Ability to be in the here and now, without judgement and in a state of open-ended presence.	● Can you recall moments when you were able to be fully open and available to someone else, without passing judgement, even when you felt provoked?	● Should we incorporate into our working lives activities that invite moments of stillness, reflection and non-judgmental openness?

II. Thinking - cognitive abilities		
6. Critical thinking Skills in critically reviewing the validity of views, evidence and plans.	● Are you developing the habit of asking probing and critical questions in relation to the beliefs you encounter?	● How do we develop individual and collective competence in actively examining whether views, assertions and interpretations are well-substantiated and justified?
7. Complexity awareness Understanding of and skills in working with complex and systemic conditions and causalities.	● Do you habitually seek an in-depth understanding of how issues you are involved in are affected by underlying causal relationships, possible consequences and connections to other circumstances?	● What work practices strengthen our capacity to sufficiently overview, understand and navigate complex conditions, circumstances and causal relationships?
8. Perspective skills Skills in seeking, understanding and actively making use of insights from contrasting perspectives.	● Do you have a strong motivation to actively use contrasting perspectives when working on challenging issues?	● What work practicess and methods should we use in order to benefit creatively from the contrast between different perspectives on themes that are important to us?
9. Sense-making Skills in seeing patterns, structuring the unknown and being able to consciously create stories	● Do you reflect on the process of shaping your own stories around the issues that engage you?	● How do we ensure that there is a high level of awareness of the characteristics of the shared narratives that emerge or are actively created in our organisation?
10. Long-term orientation and visioning Long-term orientation and ability to formulate and sustain commitment to visions relating to the larger context.	● Do you feel motivated to engage in work on problems and visions where it will take a long time to achieve tangible results?	● What practices do we have to support a long-term compass direction, so that we are not preoccupied only by short-term operational issues?

III. Relate - caring about others and the world		
11. Appreciation Relating to others and to the world with a basic sense of appreciation, gratitude and joy.	● Do you consciously focus your attention on what is worth appreciating, such as the efforts of people and the beauty of the world?	● Do we need rituals to acknowledge and reinforce positive events, qualities and values? If so, what might they look like? ● How can we develop our ways of working to focus attention on the valuable and rewarding aspects of life?
12. Connectedness Having a keen sense of being connected with and/ or being a part of a larger whole, such as a community, the humanity or the natural environment.	● Do you maintain a strong and deeply rooted sense of connection to a larger context, such as humanity as a whole and the global ecosystem?	● What can we do to remind us all that we exist to contribute to a better society and a better world? ● How do we strengthen the feeling of being part of something much bigger than our own organisation, worth protecting and developing?
13. Humility Being able to act in accordance with the needs of the situation without concern for one›s own importance.	● Do you sometimes find yourself more concerned with looking good in the eyes of others than you really want to be?	● How do we empower our leaders to see humility and lack of prestige as important values of good leadership?
14. Empathy and compassion Ability to relate to others, oneself and nature with kindness, empathy and compassion and the intention to address related suffering.	● Are you working on your ability to feel empathy and benevolence even towards people who are very different from yourself, and who may act in ways that you find problematic tic?	● How do we build an organisational culture of benevolence, empathy and empathy? ● How do we work to mobilise goodwill even against actors with whom we strongly disagree?

IV. Collaboration - social skills		
15. 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.	● What communication skills would you like to develop further in yourself? ● Do you strive to really listen to how others see things before committing to your own views?	● Do we need to strengthen a culture of constructive and balanced communication? ● What meeting formats can help us to genuinely listen and advocate our own views in a non-polarizing way?
16. Co-creation skills Skills and motivation to build, develop and facilitate collaborative relationships with diverse stakeholders, characterized by psychological safety and genuine co-creation.	● Do you need to develop your skills to be more creative and constructive in collaboration with others? ● Do you have a need for skills development in leading co-creative processes?	● How can we develop our practices and abilities to collaborate, integrate knowledge and develop integrative strategies? ● What strategies to we have to enable collective intelligence?
17. Inclusive approach and intercultural competence Willingness and competence to embrace diversity and include people and collectives with different views and backgrounds.	● Do you feel that you are willing to make an effort to understand and include people and points of view that are very different from what you are used to?	● How can we better appreciate, welcome and integrate a diversity of experiences, perspectives and human qualities? ● How do we develop our ability to constructively address the conflict potential that can arise from cultural differences in values, norms and patterns of behaviour?
18. Trust Ability to trust and create and maintain trusting relationships.	● Are you actively working on your ability to build and maintain trust in your relationships with different people?	● How can we inspire, encourage and support the development of greater openness and trust, especially in demanding tasks requiring greater depth of relationships and stronger collaborative skills? ● Do we need to develop our forms for assessing and developing psychological safety at all levels of the organisation?
19. Mobilisation skills Ability to inspire and organise others to engage in shared interests.	● Do you think you pay enough attention to the task of inviting and engaging others?	● How do we enhance our practices for mobilizing collective engagement relating to worthwhile goals? ● How do we inspire participation, learning and development? ● Do we need competence development in mobilisation skills? If so, what could it look like?

V. Acting - driving change		
20. Courage Ability to stand up for fundamental values, make decisions, take decisive action and, if need be, challenge and disrupt existing structures and views.	● Do you sometimes face situations where you wish you could act more courageously?	● How can we develop a culture and work practices that welcome diverse opinions, perspectives, initiatives, decision-making capacity and willingness to challenge existing patterns and innovate? ● Are we rewarding the courage of our employees and leaders to raise issues and proposals that risk provoking opposition?
21. Creativity Ability to generate and develop original ideas, innovate and being willing to disrupt conventional patterns.	● Given your personality, what could be your particular contribution to more creativity in your own field of work?	● How can we create space for, stimulate, capture and realise new ideas, including managing the associated uncertainties and risks in a conscious way?
22. Optimism Ability to sustain and communicate a sense of hope, positive attitude and confidence in the possibility of meaningful change.	● Is the ability to direct your own and others' attention to hopeful signs and initiatives something you would like to develop more of?	● How can we lead ourselves and each other, with a focus on strengths, potentials and development opportunities? ● Are realistic hope and optimism qualities that are important to our work? If so, how should we work to strengthen them?
23. Perseverance Ability to sustain engagement and remain determined and patient even when efforts take a long time to bear fruit.	● What ideas do you have about how to help strengthen individual and collective capacity to sustain commitment and effort over time?	● How can we promote a long-term orientation and perseverance in the way we think, decide, act and organise ourselves?