



INNER DEVELOPMENT GOALS

Transformational Skills for Sustainable Development

Who We Are

The Inner Development Goals (IDG) is a non-profit and open source initiative. We are a global movement, with 800+ Hubs around the world, that advocates for inner development and enables its integration into society.

This slide deck gathers some information about the IDG Foundation and the latest purpose, vision, mission, guiding principles, strategy and theory of change.

If you want to contribute - join an IDG Hub and our "ALL stakeholders meetings"!



Sustainable Development Goals

A global agenda to address pressing social, economic, and environmental challenges

Inner Development Goals

Cognitive, emotional and relational capacities that enable collective action on challenges

Co-founding partners of the Inner Development Goals

Foundation:



World Business
Council
for Sustainable
Development



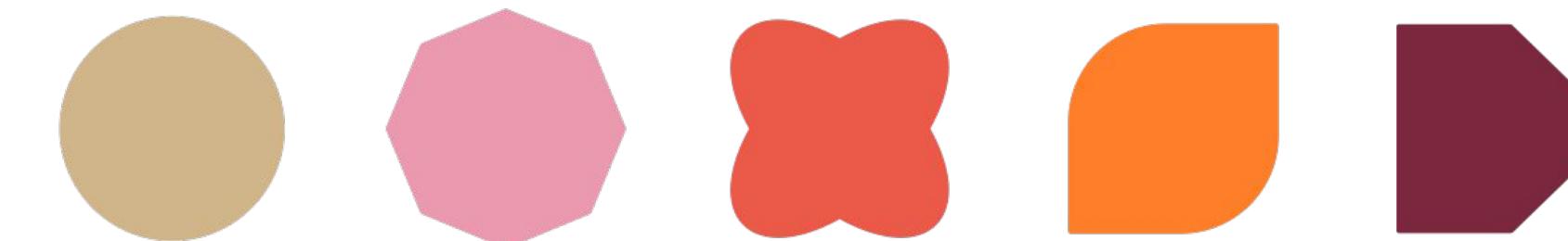
LUCSUS
CENTRE FOR SUSTAINABILITY STUDIES



The Human Flourishing Program
at Harvard University

29k

EKSĀRET



INSTITUTIONAL PARTNERS

BMW Foundation
Herbert Quandt

NOBEL
PEACE
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TEMPLETON WORLD
CHARITY FOUNDATION

PRESENCE
INSTITUTE



Naturskyddsföreningen

föreningen

ALIARSE
para el desarrollo

apolitical foundation

mideplan

Initiatives
of Change

idéer
för livet
skandia:

ASHOKA

SALZBURG
GLOBAL
SEMINAR

INNER
GREEN
DEAL

the Inner
foundation

CONSCIOUS
FOOD SYSTEMS
ALLIANCE

Desmond & Leah Tutu
LEGACY FOUNDATION

LIFE CALLING

Co-funded by the
Erasmus+ Programme
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STOCKHOLM SCHOOL
OF ECONOMICS

COLUMBIA
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RSM
ERASMUS
UNIVERSITY

University of
Roehampton
London

BURREN COLLEGE OF ART

UNIVERSITY of
RWANDA

University of St.Gallen
Institute of Technology Management

LEARNING
PLANET
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Stockholm
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BUSINESS PARTNERS

IKEA

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LINDÉNGRUPPEN

Great
Place
To
Work.

Howspace

Worklife
Group

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DUNI
GROUP

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CONSULTING

AIRBUS

Al-Tijari
Commercial Bank of Kuwait

ICEBUG*

LEDAR.
STUDION

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McKenzie.

T

Anthesis

Mannaz

ctl
Center for Transformative Leadership™

MDI
growloop

NORDIC
EVENT
LAB

Society
Beyond

BERGHS SOC

DIE COACHING
GESELLSCHAFT

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MOTIVATION.SE
Sveriges ledarskapssajt

terra
institute

Purpose, vision, mission:



PURPOSE

We bring the power of inner development to global challenges faced by humanity.



VISION

A world where inner development is unlocking our power to build a flourishing future for people and planet



MISSION

We are a global movement that advocates for inner development and enables its integration into society.

WE ARE UPDATING OUR GUIDING PRINCIPLES - scan code!

01

We Are on a Journey of Co-Creation

02

We Are an Emerging Ecosystem

03

We Simplify

04

We Invite Joy

05

We Live as We Learn





We Are on a Journey of Co-Creation

The Inner Development Goals collects crowd-sourced wisdom of all ages and all cultures. We are building an open-source, nonprofit ecosystem where we listen, learn and connect the dots.

It is a continuous journey of co-creation with many participants.

02

We are an Emerging Ecosystem

We focus on working with and through organisations, harnessing their potential to drive inner development and collective learning. It is an effective approach to reach a critical mass of people to achieve systemic change.

The Inner Development Goals aims to be a dynamic and interconnected global community of individuals, organizations and institutions working towards sustainable futures.



03

We Simplify

Our work is backed by research, experience and continuous learning. The primary purpose of the IDGs is to communicate the findings in a relatable and accessible way. Our framework and tools must be easy to take to heart or they will not be used.

We are a communication project and simplifying is our core.

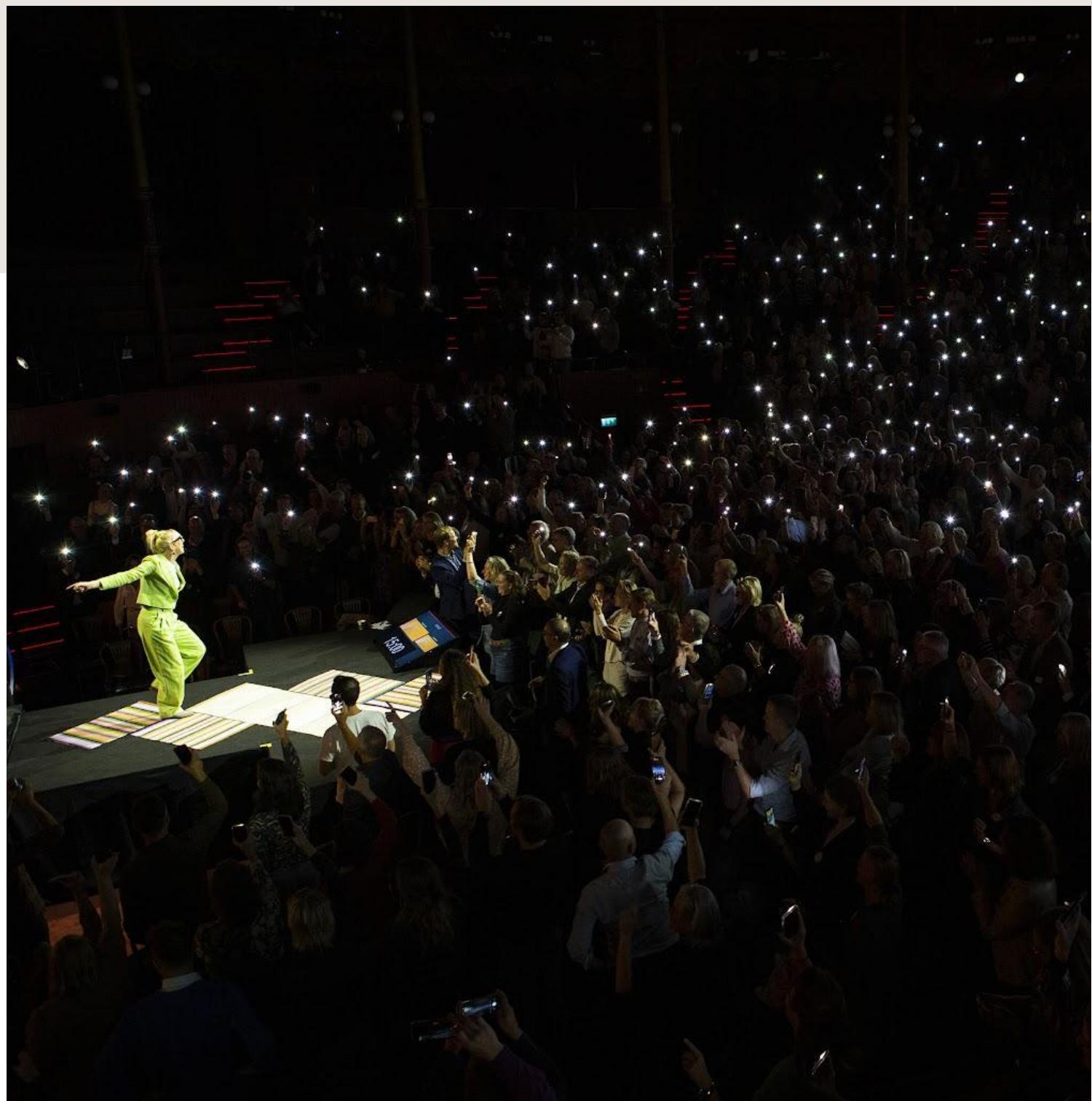


04

We Invite Joy

Art, music, and playfulness are integral parts of the human experience. They should always be part of our expressions. We are creative beings and celebrate our learnings and progress in every way possible.

Just because we are serious doesn't mean we need to be boring.





05

We Live as We Learn

Everyone working with the IDGs is invited to take the 23 skills and qualities to heart. We encourage open discussions about our strengths and weaknesses. Many of the skills can only be developed collectively and in a supporting environment.

We are on a journey of learning and developing together.

LONG TERM OBJECTIVES

A NARRATIVE SHIFT

where people see, value and include inner development when working with sustainable development or other complex and adaptive challenges.

COMMUNITIES OF PRACTICE

that support advocacy and learning, exchange of emerging and good practices and larger, societal scaling of inner development.

STRUCTURAL & POLICY CHANGES

that will enable integrated application of inner development, sustainability and regenerative practices in many organizations and public life of citizens.

VISION

A world where inner development is **unlocking our power** to build a flourishing future for people and planet.

IMPACT

OUTCOMES

Prioritisation

An increased value placed on inner development increases time and resource investment

Understanding

More prevalent knowledge about theory and practice aids rationale, design and resource allocation

Connection

Closer communities of practice and support enable consistency and deepening of inner development

Access

Better, more affordable access to quality methods increases adoption and effectiveness

OUTPUTS

A Narrative Shift
Embracing Inner Development

Simplification,
Translation &
A Global Language

Research
Co-creation
Networks

Experiential
Learning, Art &
Co-creation

Advocacy for
Structural &
Policy Changes

Field &
Community Building

MISSION

We are a global movement that advocates for **inner development** and enables its integration into society.

PROBLEM STATEMENT

We are **unable to effectively tackle the world's 'adaptive' problems**, like sustainable development, in part because we lack the individual and collective inner capabilities and skills to do so.

Our Core Beliefs - of the co-founding organisations

Inner Development is Necessary — Though not Sufficient

We believe that inner development is not only possible but profoundly beneficial. It has the potential to enhance personal well-being, collaboration, strengthen societies, and contribute to planetary sustainability. It may even be a necessary—though not sufficient—condition for the survival of democracy and humanity as a whole.

Inner Development Should Be Accessible to Many

In a democratic society, this understanding and practice cannot remain confined to a small intellectual elite - like in leadership development. Broad societal dialogue and widespread awareness and practice are essential to catalyze meaningful change and ensure a democratic process. Policymakers, institutions, and grassroots communities all have a role to play in ensuring equal access to inner development opportunities worldwide.

Simple Communication is Required for Widespread Awareness

Achieving widespread awareness of the role of inner development for sustainability and related action-taking of the role of inner development for sustainability and related action-taking requires adaptable communication strategies that dare to simplify. These must connect with diverse audiences while complementing—not replacing—more complex, nuanced communication and understandings.

Servant and Catalytic Leadership is Most Appropriate

Our initiative must be a co-creative and bottom-up movement. We harbour no long-term ambition to lead this initiative. In fact, we believe that leadership should ultimately come from elsewhere. Our primary concern is the urgency of the work and the recognition that no other entity is currently advancing related shifts in discourses, approaches and collective actions at scale. Like any effective NGO, our ultimate aim is to make our efforts redundant.

Our Core Beliefs - of the co-founding organisations

The Nature of Inner Development is Complex

Inner development is inherently multidimensional, nonlinear, emergent, messy and complex. A common misconception is that inner equals individual, while it is rather collective and systemic. While it cannot be controlled, it can be supported and facilitated, by offering more people the opportunity to reflect and grow, especially through organizations, different institutions and with the help of policy work.

Embracing Tensions will Enable Collaboration

We acknowledge that the field of inner development is laced with tensions arising from differing methods, philosophies, and perspectives. Our role is not to take a stance or resolve these tensions but to provide opportunities for critical and constructive dialogue and collaboration to advance related knowledge and applications of inner development at large.

A Pluralistic Approach will Best Serve a Diverse Field

The IDG Framework was created to point more people toward the diverse field of inner development. However, we do not aim to privilege any single framework, model or method for understanding or nurturing inner development—whether psychological, spiritual, or cultural. In order to provide some guidance in a complex field, we support the dissemination of scientifically validated approaches while acknowledging the importance of integrating different knowledge systems, including indigenous wisdom traditions. We also support communities in sharing good and emergent practices, tools and innovations with each other using the IDG Framework as a sensemaking, reflection and communications tool.

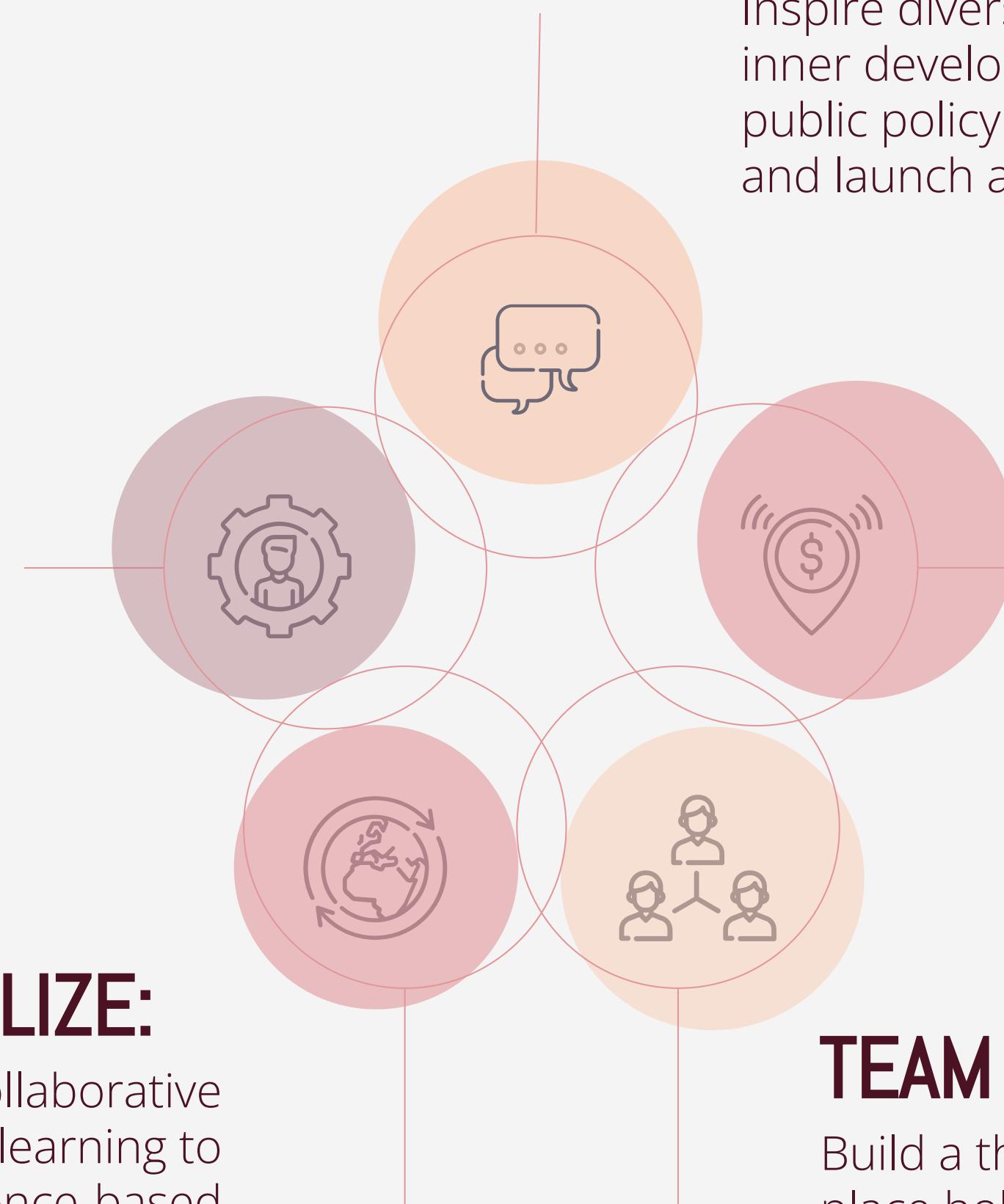
STRATEGIC PRIORITIES 2025

STRUCTURAL CHANGE & PRACTICAL APPLICATIONS

Promote Inner Development practices linked to the SDG's through programmes and promoting integration in organizations and institutions. Act as an enabler of others to tell the stories of inner development and share good practices. Empower Hubs/Centers to champion structural change and inner development approaches.

CONVENE, CATALYSE & MOBILIZE:

Bring together leaders and change agents to drive collaborative learning and sensemaking. Support decentralized learning to help communities of practice grow and adopt evidence-based approaches aligned with the SDGs and organizational needs.



RESEARCH CO-CREATION & SHIFTING PUBLIC DISCOURSE

Develop the IDG narrative and its link to adaptive challenges. Inspire diverse groups at large scale to reflect and see the value of inner development through a global dialogue, media campaigns, public policy formation and scientific collaboration. Seek input on and launch an updated IDG Framework.

CORE FUNDING

Ensure organizational financial stability through collaboration with corporate and institutional partners, offering value creating initiatives and making the IDG Summit financially sustainable.

TEAM & ORGANISATION

Build a thriving team, organisation, culture and put in place holistic and effective governance structures.

IDG SURVEY & Global Conversations

Outer What do you care about and why?

Inner How can inner development help?

Future What can we start doing together?



THE INNER DIMENSION OF CHANGE



INNER DEVELOPMENT GOALS

Transformational Skills for Sustainable Development



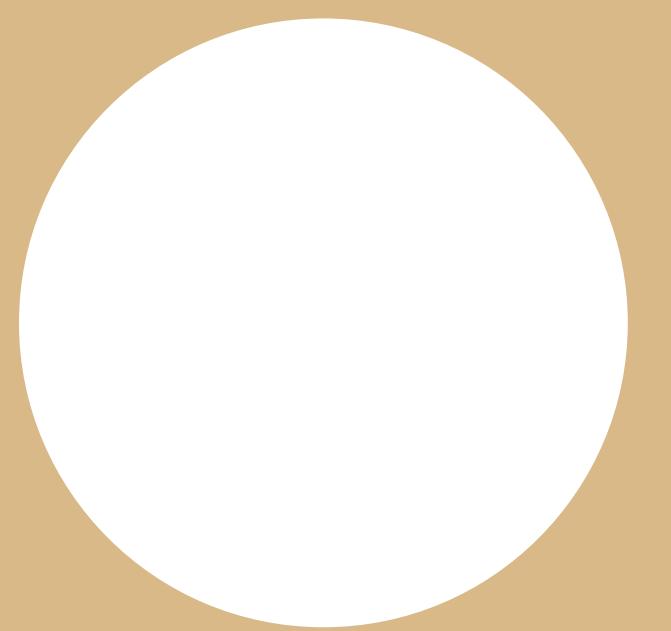
INNER DEVELOPMENT GOALS

Transformational Skills for Sustainable Development

IDG FRAMEWORK

5 DIMENSIONS WITH 23 SKILLS

...that can actively be developed (!)



1 Being

Relationship to Self

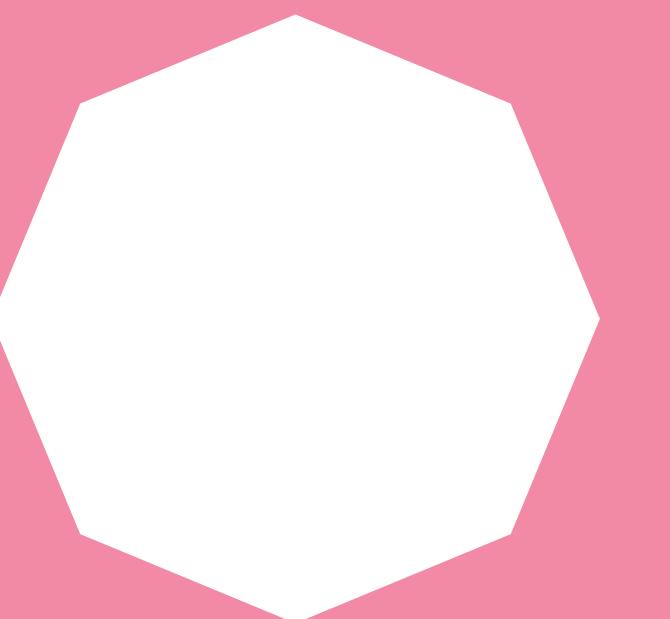
Inner Compass

Integrity and
Authenticity

Openness and
Learning Mindset

Self-awareness

Presence



2 Thinking

Cognitive Skills

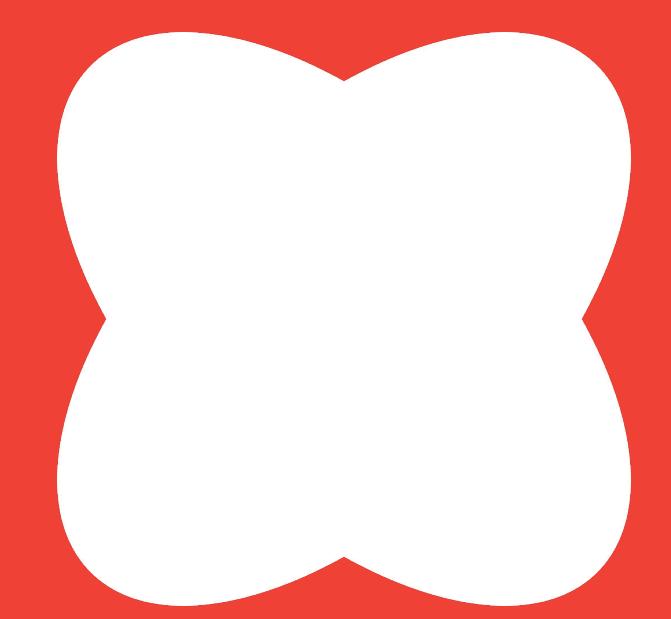
Critical Thinking

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

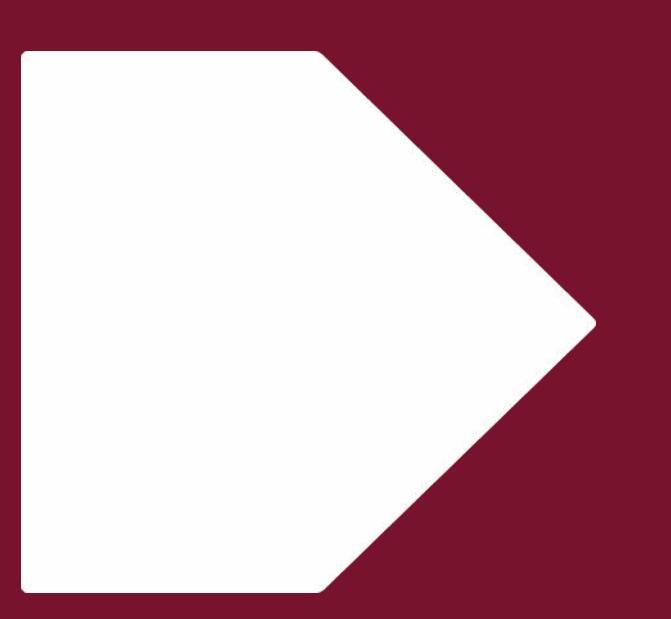
Communication
Skills

Co-Creation Skills

Inclusive Mindset
And Intercultural
Competence

Trust

Mobilization Skills



5 Acting

Enabling Change

Courage

Creativity

Optimism

Perseverance



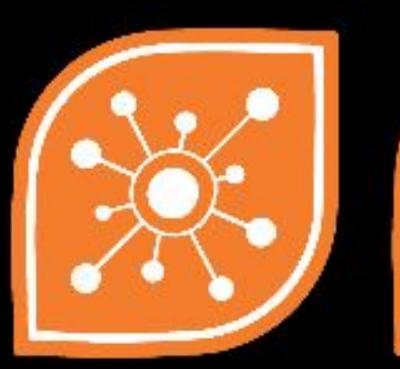
B1
Inner Compass



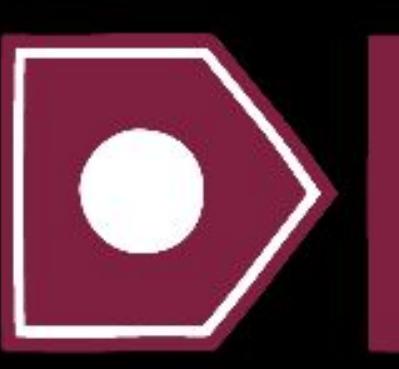
T1
Critical Thinking



R1
Appreciation



C1
Communication Skills



A1
Courage



B2
Integrity and Authenticity



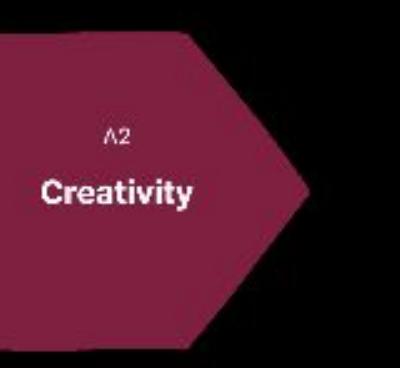
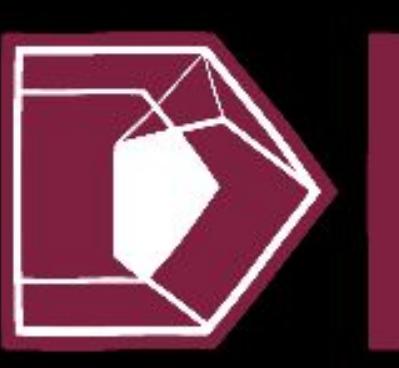
T2
Complexity Awareness



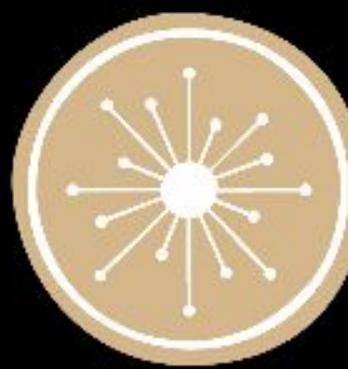
R2
Connectedness



C2
Co-creation Skills



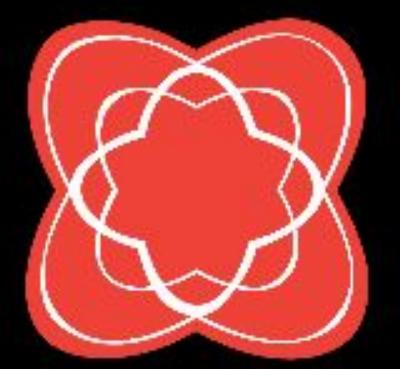
A2
Creativity



B3
Openness and Learning Mindset



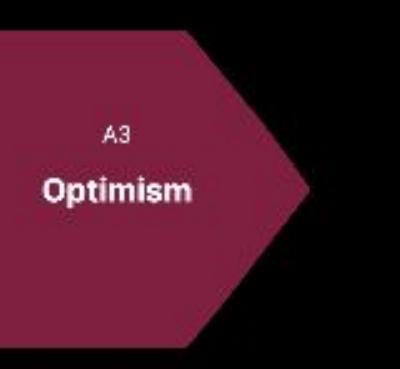
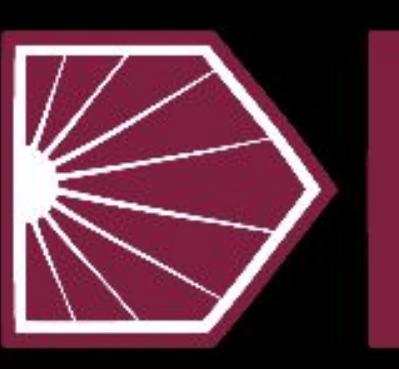
T3
Perspective Skills



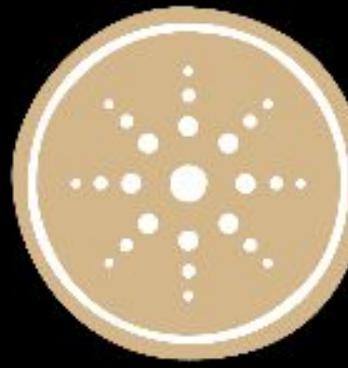
R3
Humility



C3
Inclusive Mindset and Intercultural Competence



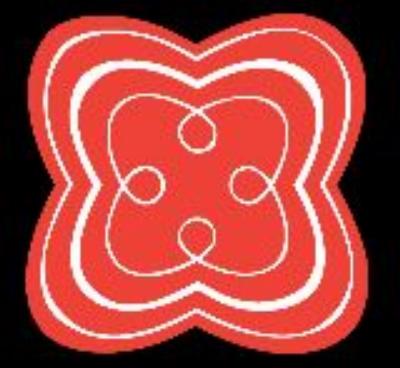
A3
Optimism



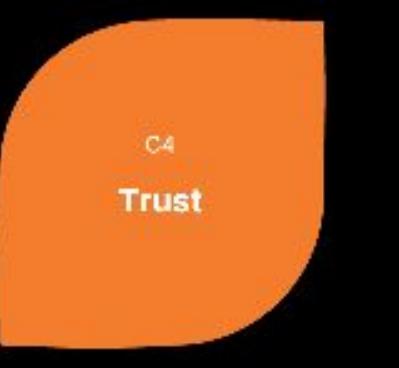
B4
Self-awareness



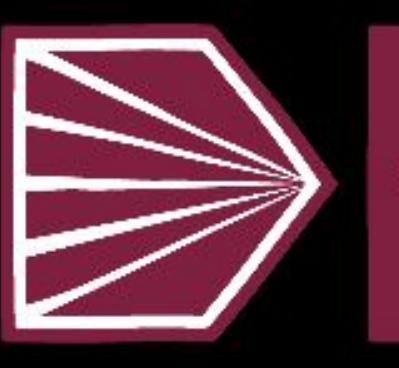
T4
Sense-making



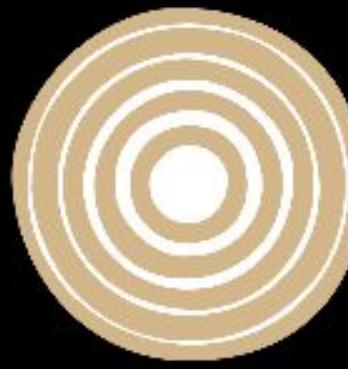
R4
Empathy and Compassion



C4
Trust



A4
Perseverance



B5
Presence



T5
Long-term Orientation and Visioning



C5
Mobilisation Skills

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.



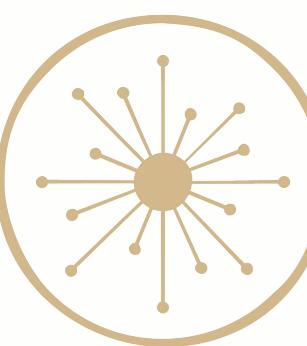
Inner Compass

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 & grow.



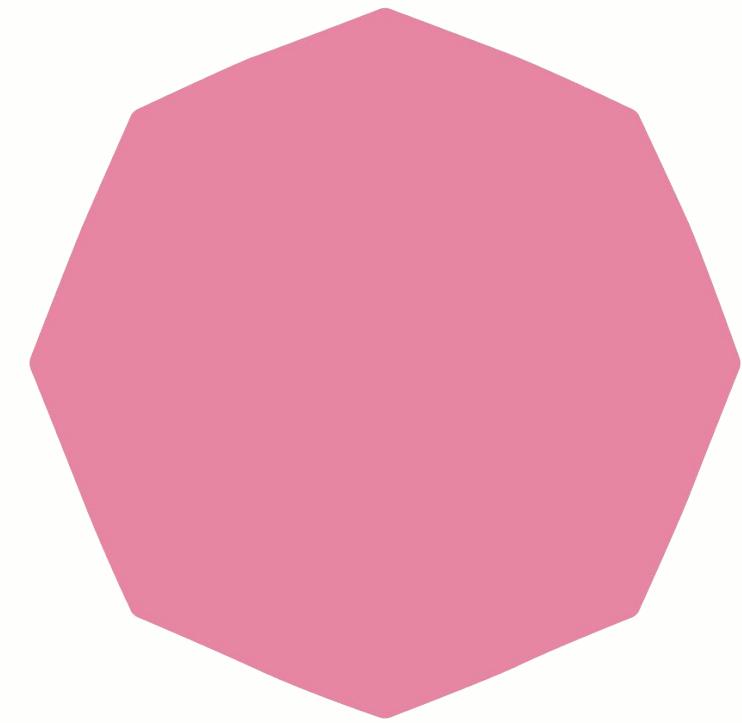
Self-awareness

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



Presence

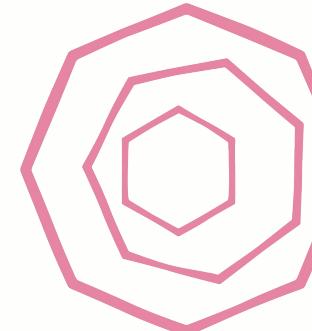
Ability to be in the here and now, without judgement & in a state of open-ended presence.



Thinking

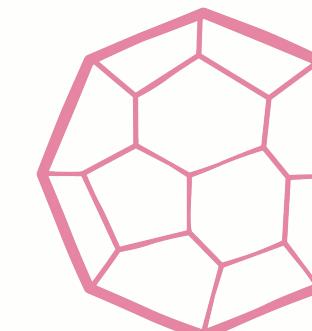
Cognitive Skills

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.



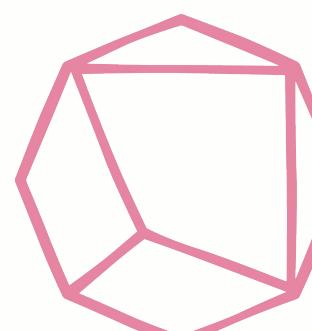
Critical Thinking

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



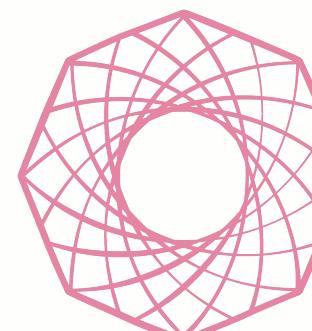
Complexity Awareness

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



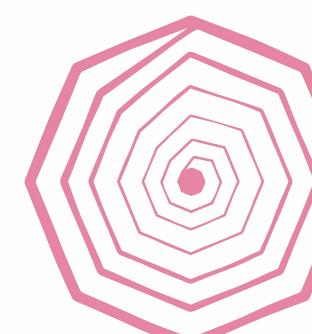
Perspective Skills

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



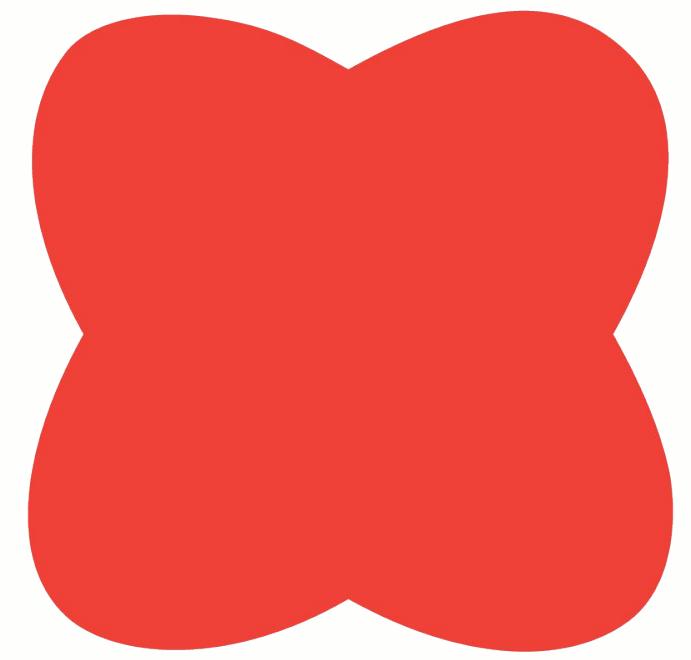
Sense-making

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



Long-term Orientation and Visioning

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



Relating

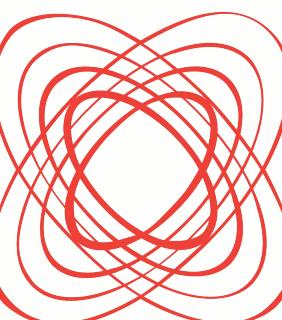
Caring for Others & The World

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.



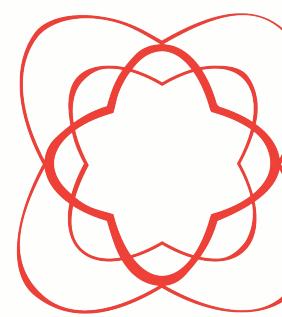
Appreciation

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



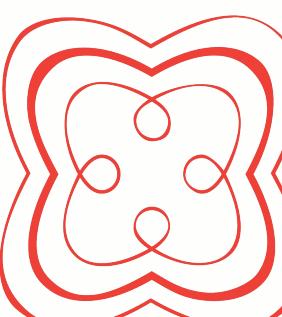
Connectedness

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



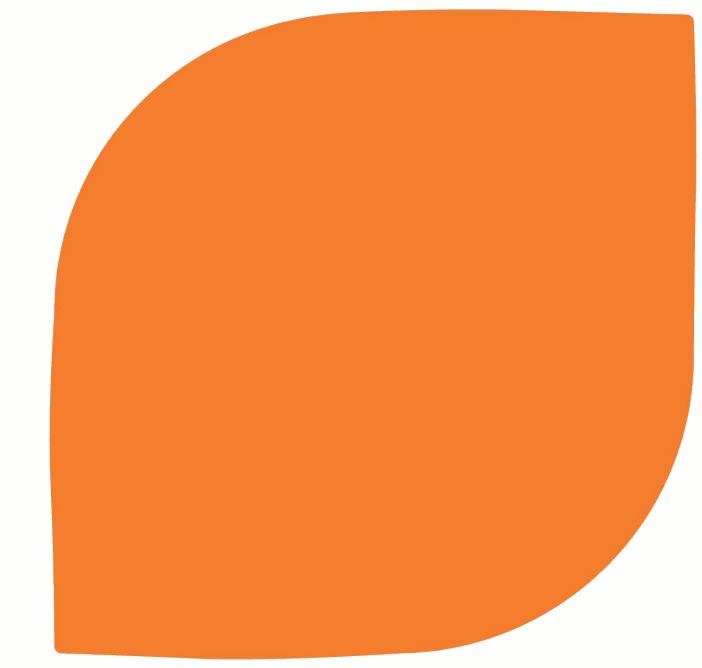
Humility

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



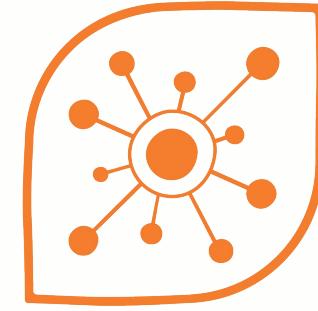
Empathy and Compassion

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.



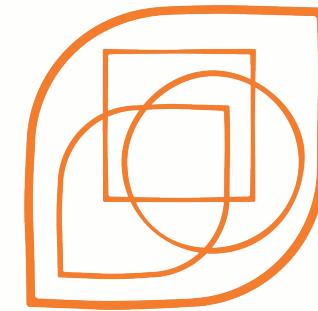
Communication skills

Ability to really listen to others, to foster genuine dialogue, to advocate own views skillfully, to manage conflicts constructively & 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.



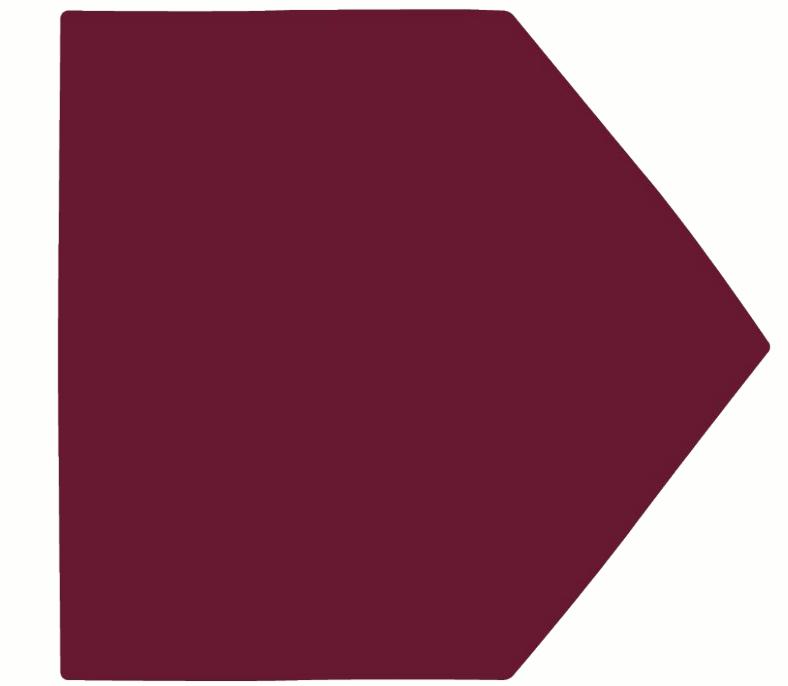
Trust

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



Mobilization skills

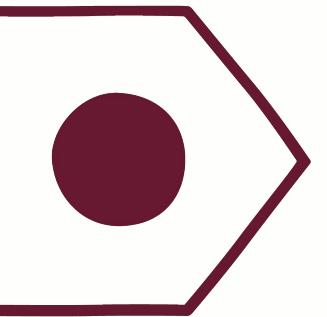
Ability to show trust and to create and maintain trusting relationships.



Acting

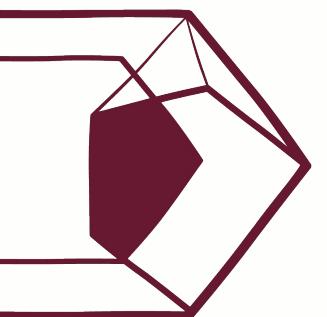
Enabling Change

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



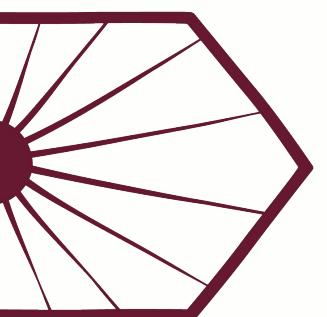
Courage

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



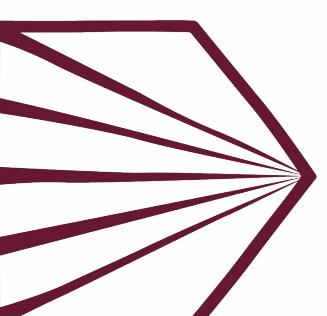
Creativity

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.

Being

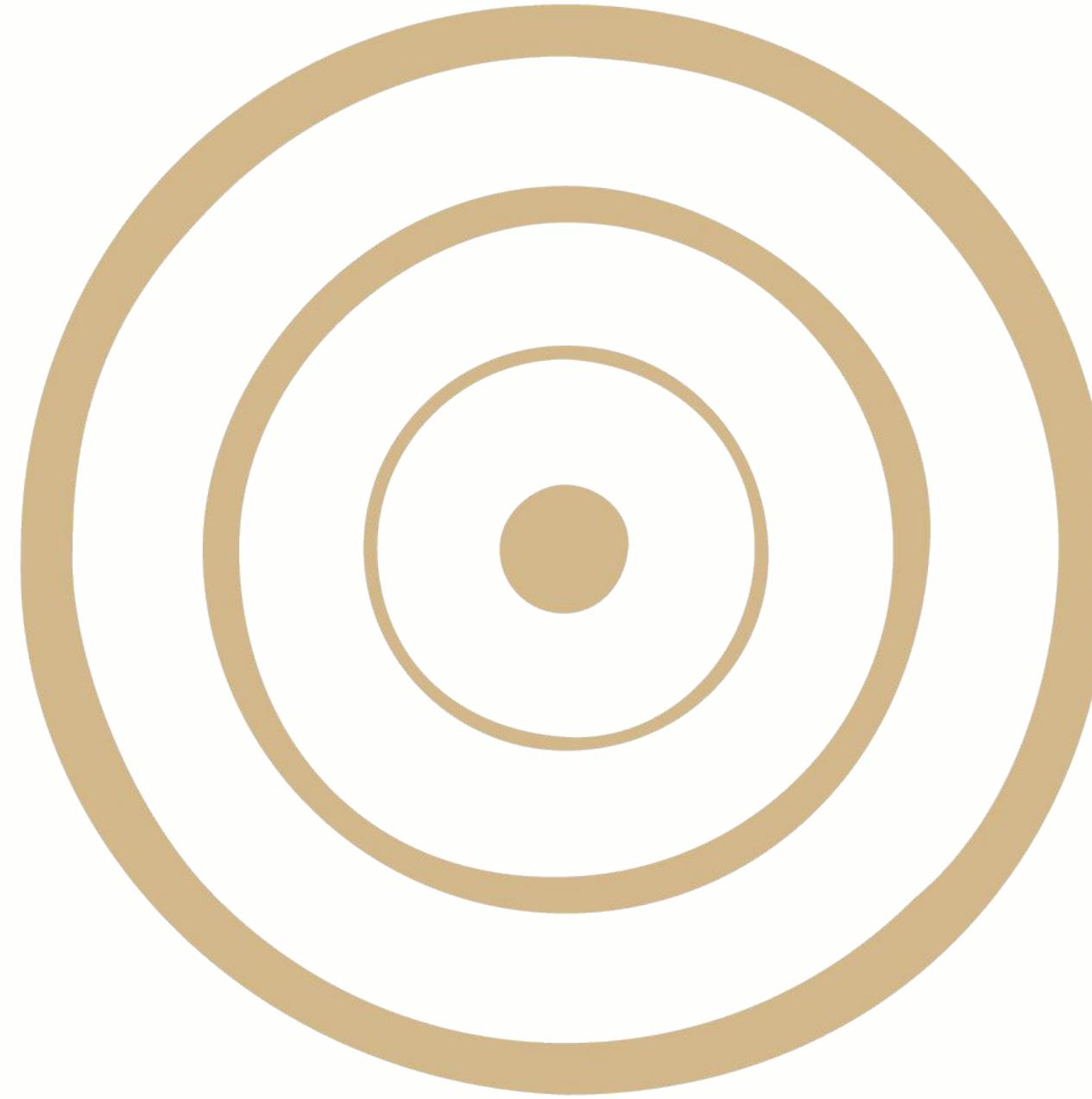
Cultivating Our Inner Life

Inner Compass



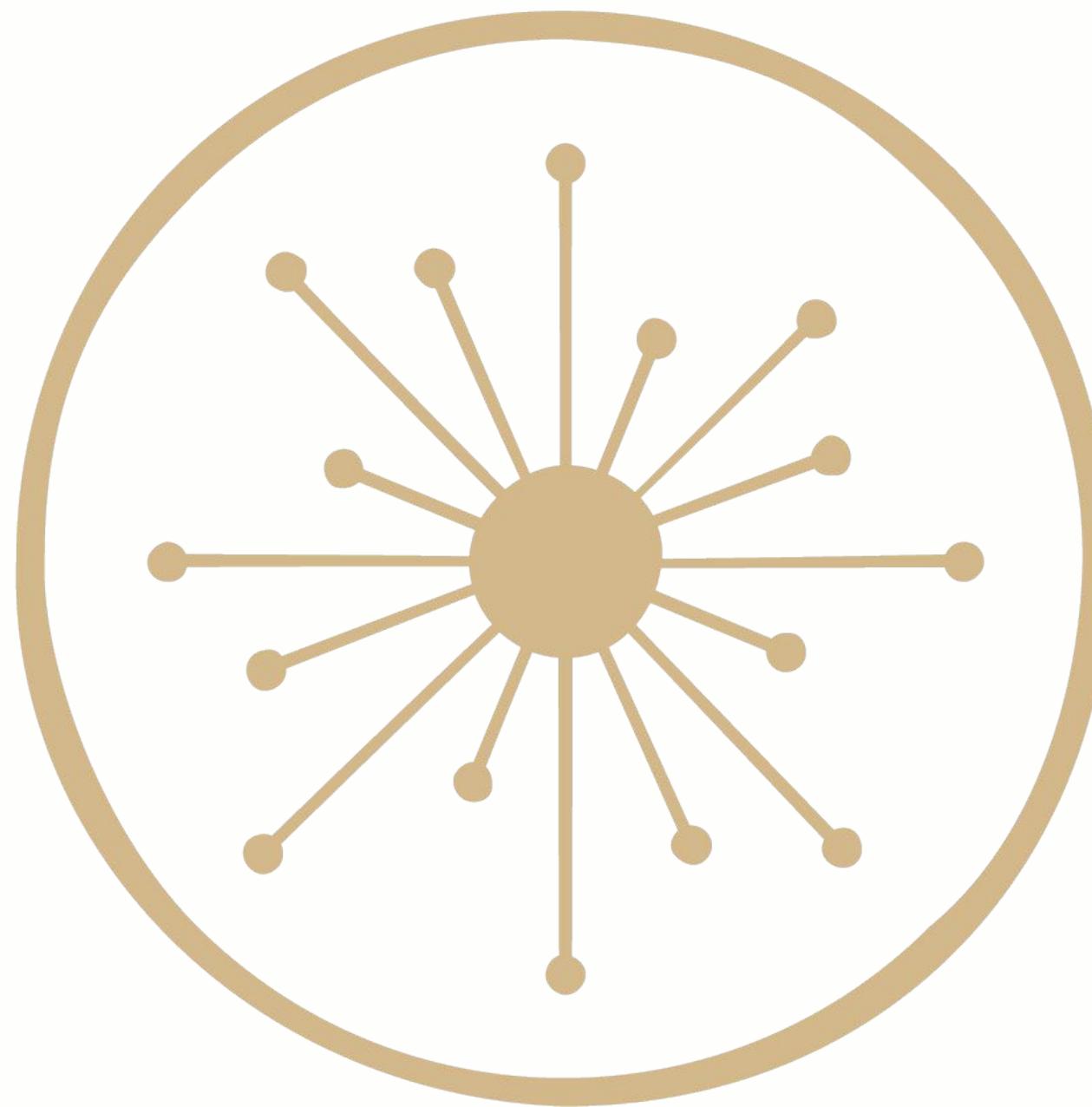
Having a deeply felt sense of responsibility
and commitment to values and purposes
relating to the good and the whole.

Integrity & Authenticity

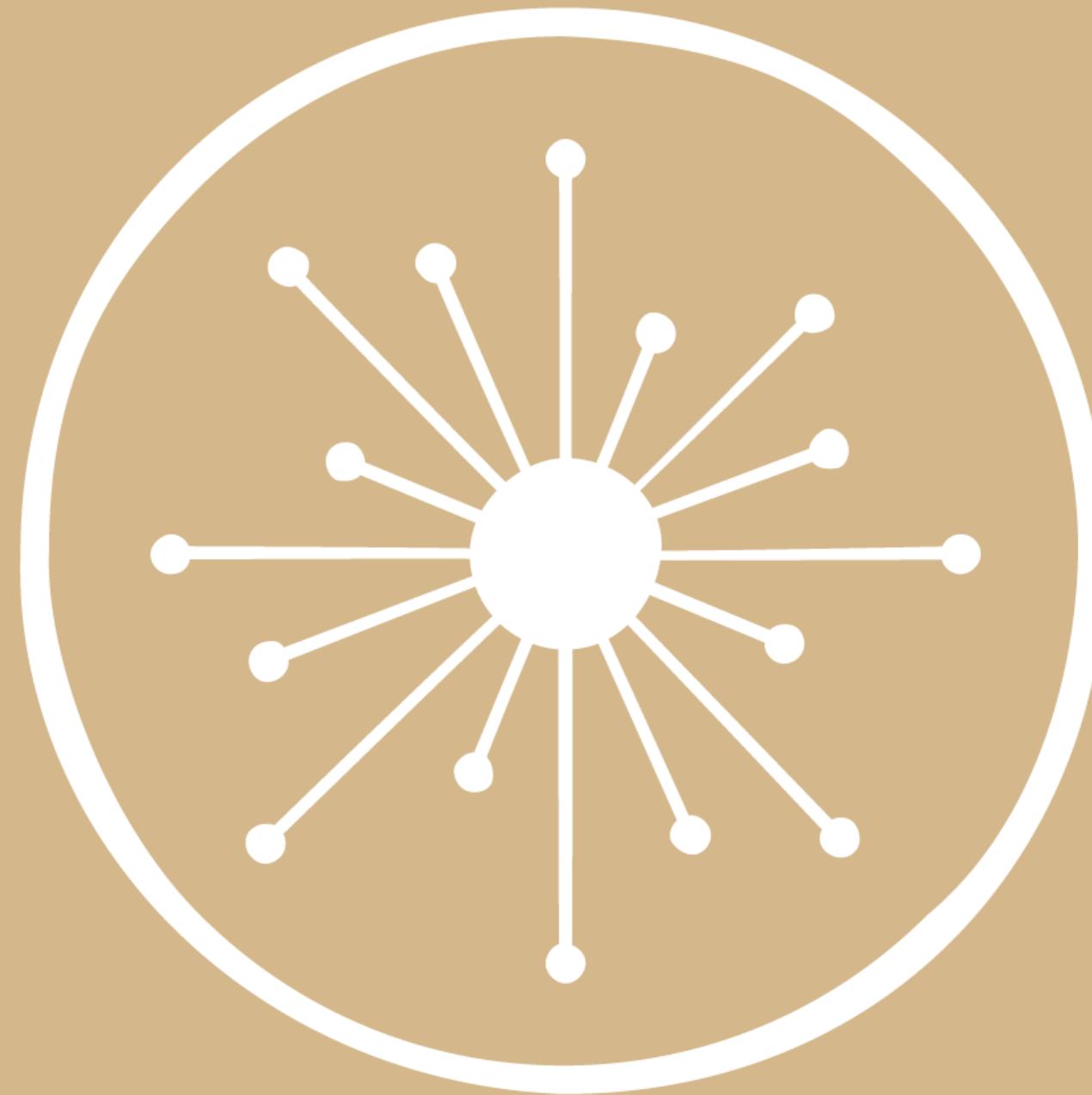


A commitment and ability to act with sincerity, honesty and integrity.

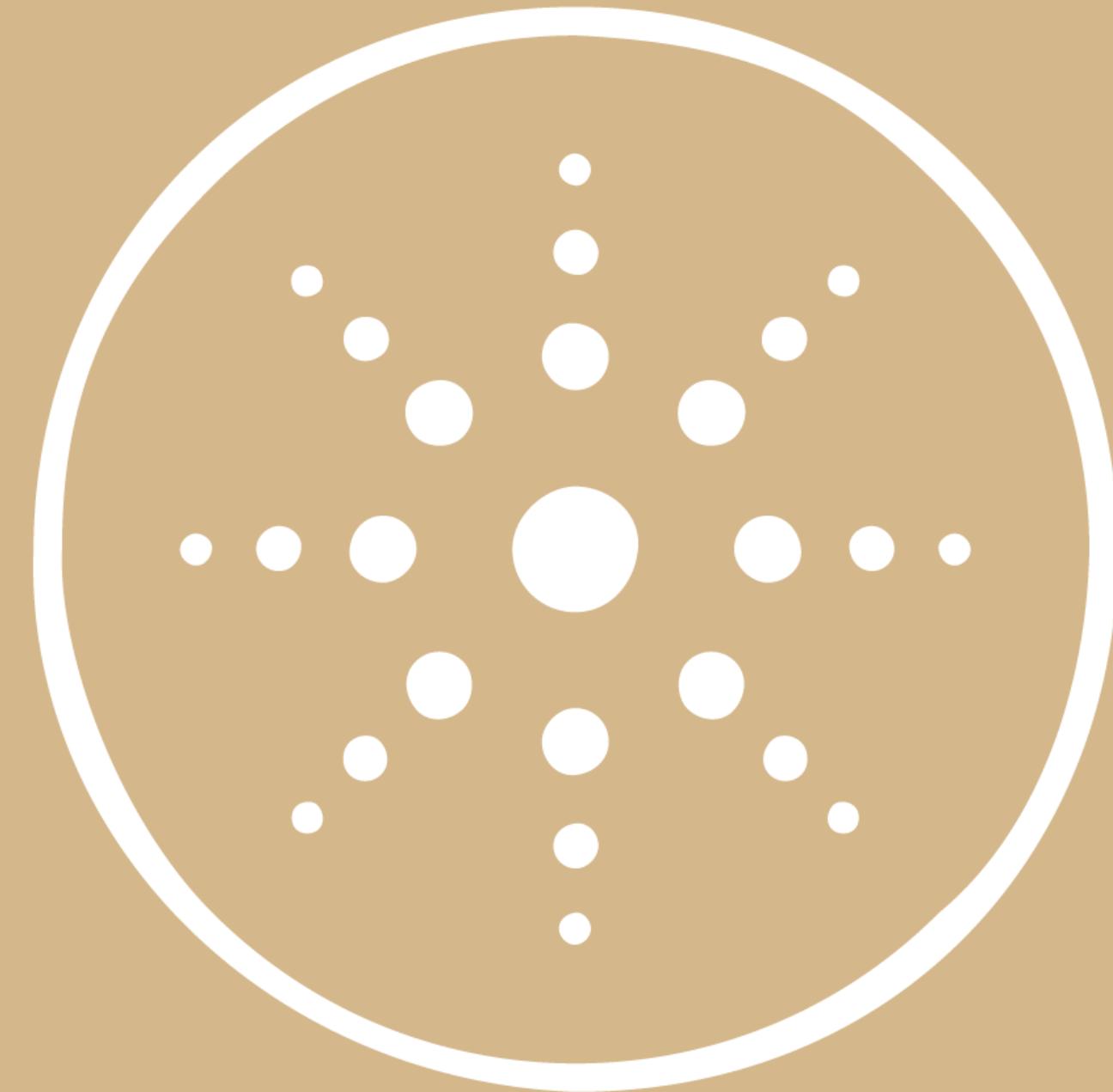
Openness & Learning Mindset



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



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

Developing our Cognitive Skills

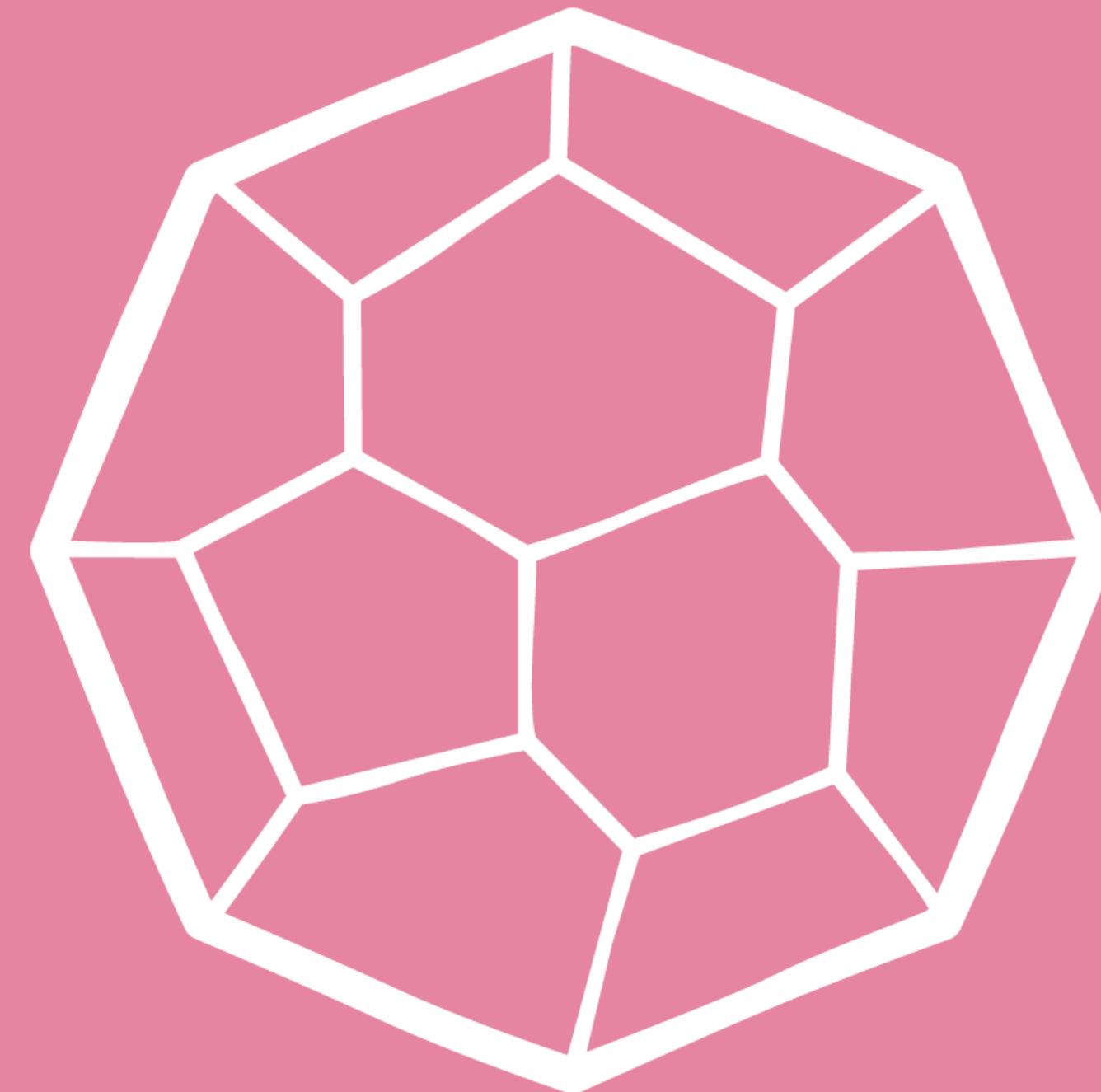
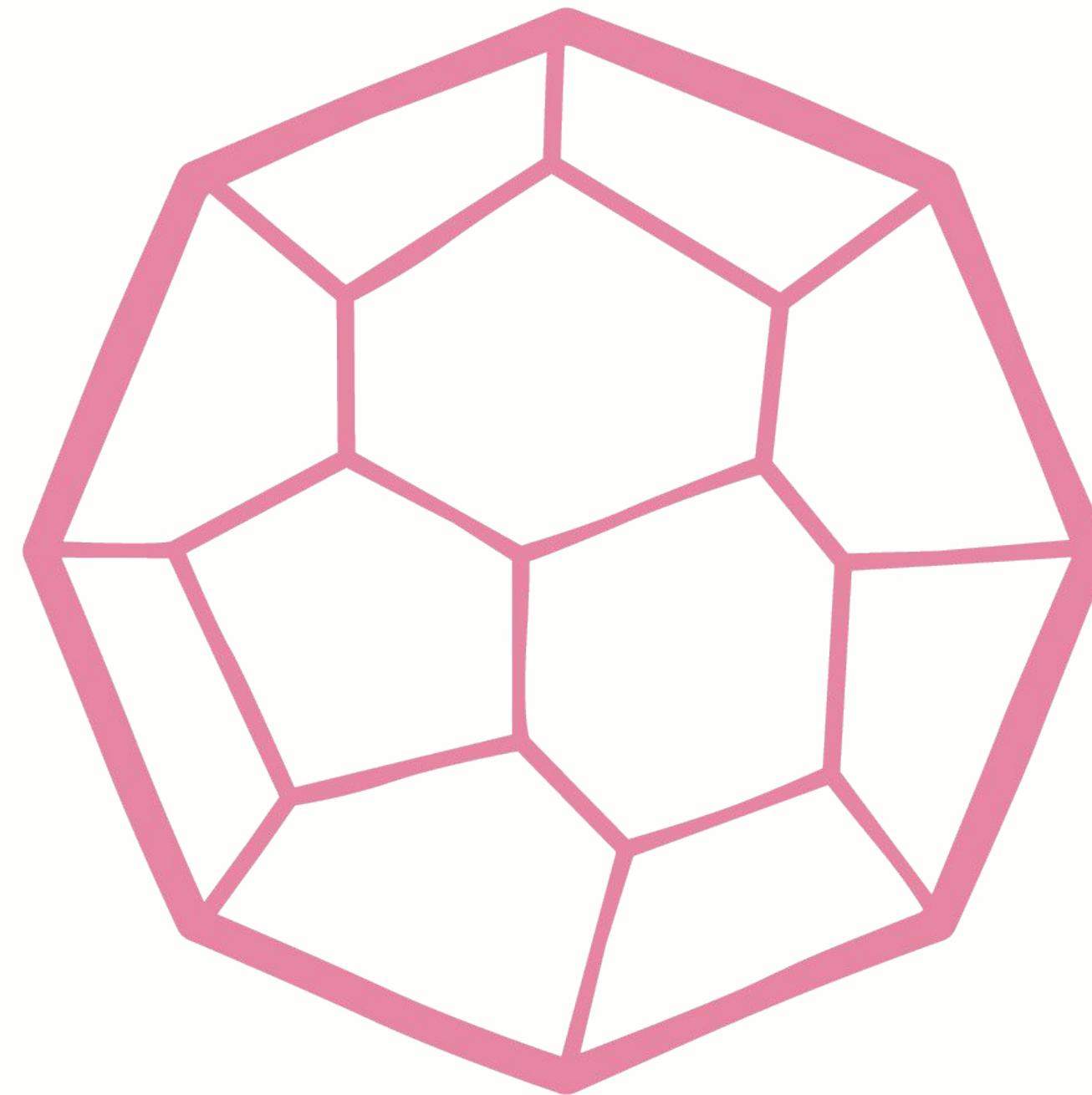
Critical Thinking



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

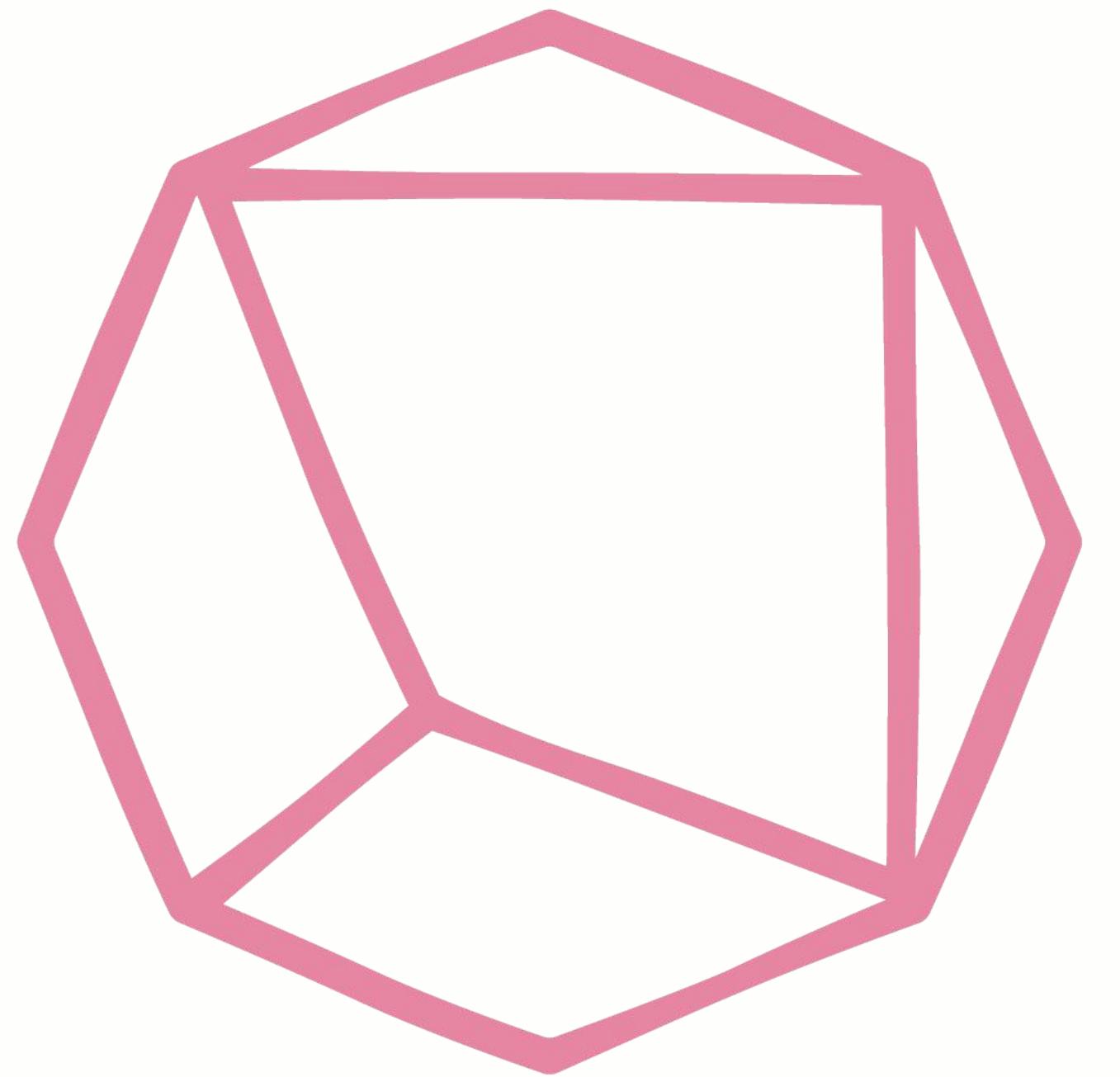


Complexity Awareness



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

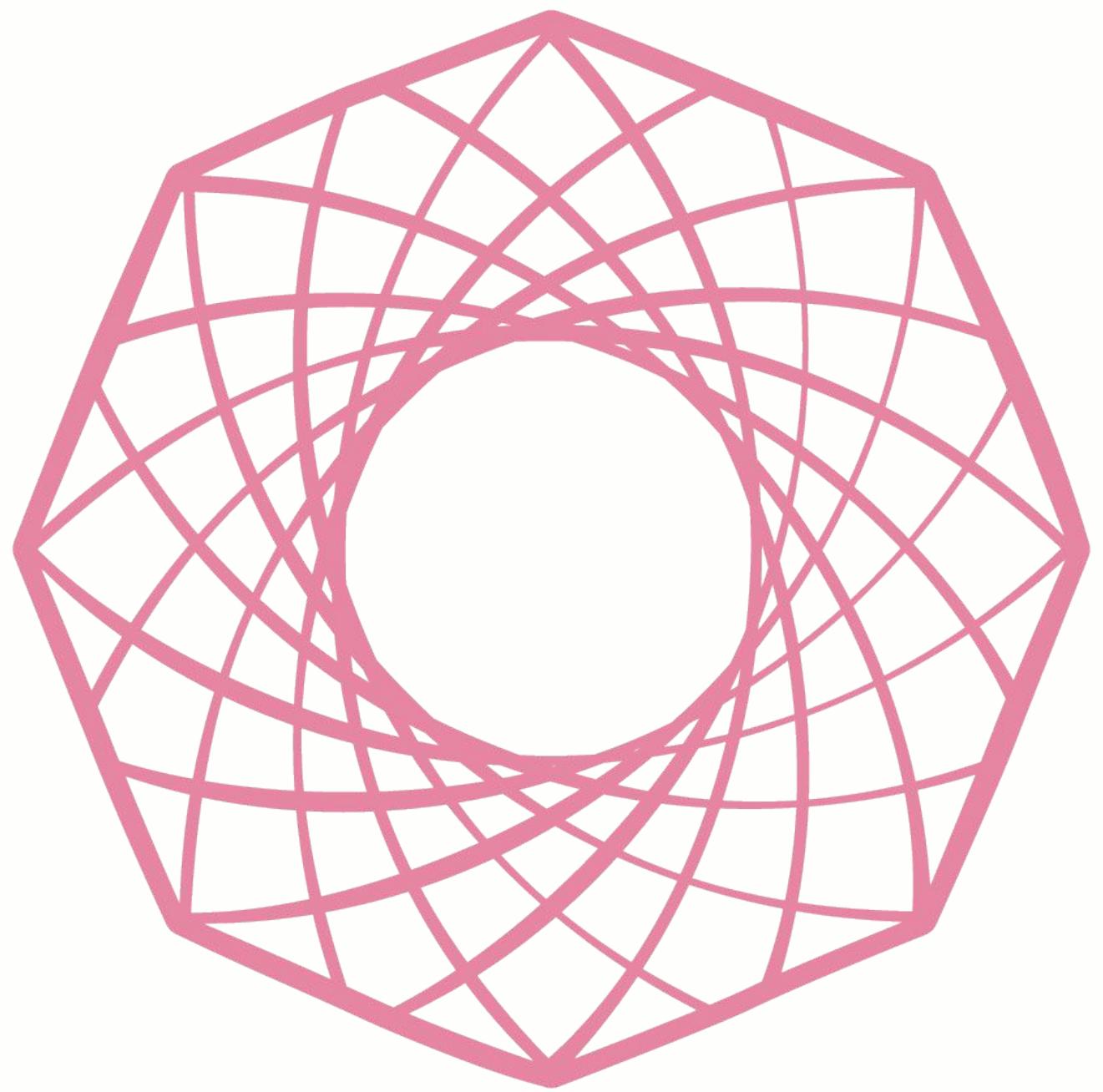
Perspective Skills



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



Sense-Making



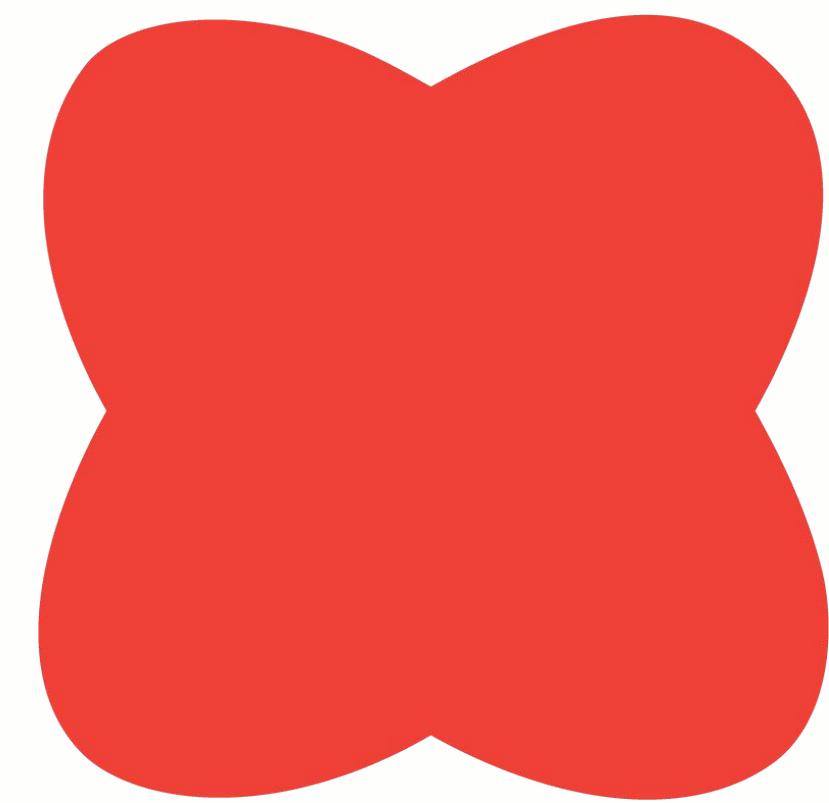
Skills in seeing patterns, structuring the unknown and being able to consciously create stories.

Long-term Orientation & Visioning



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

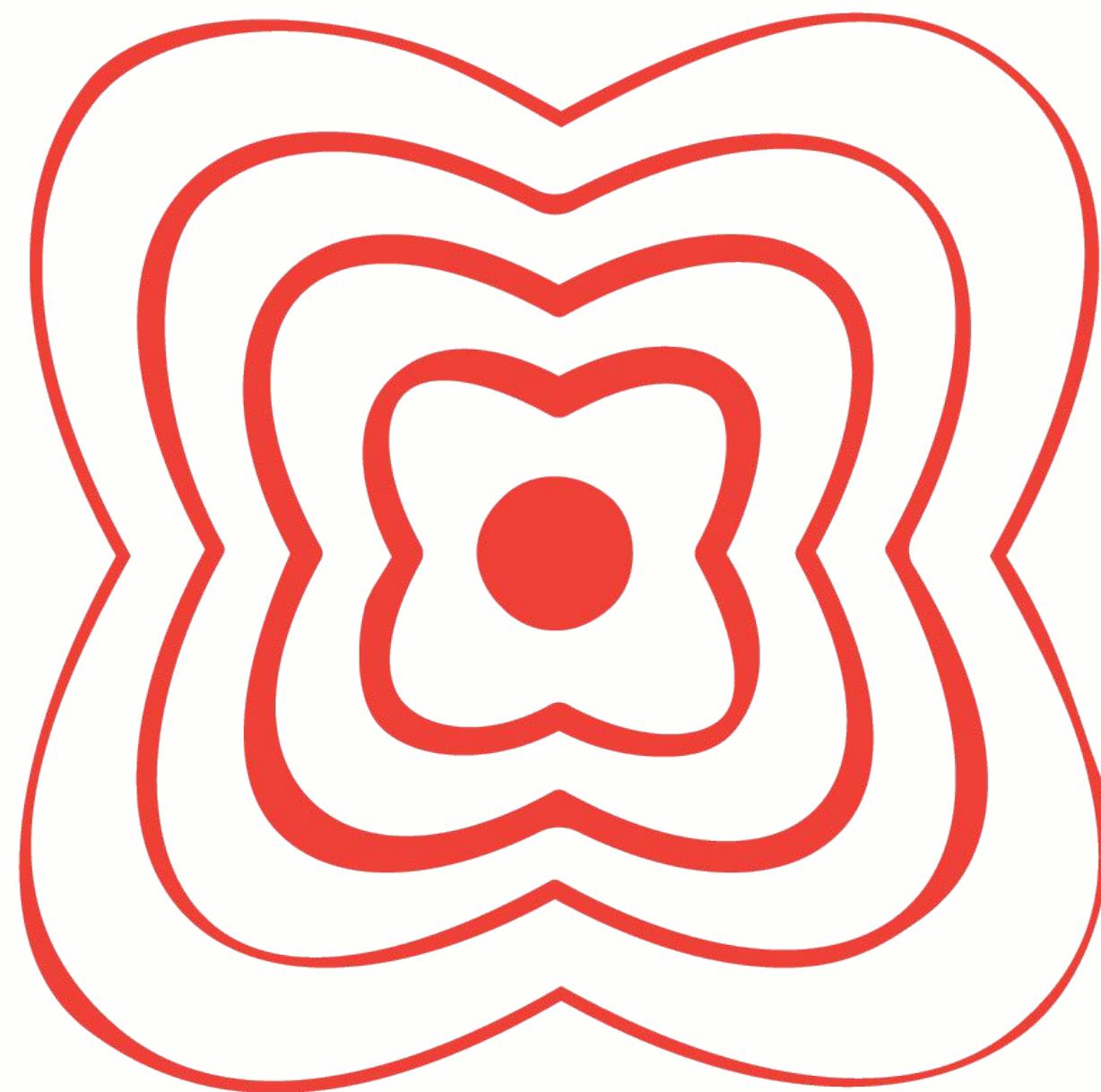




Relating

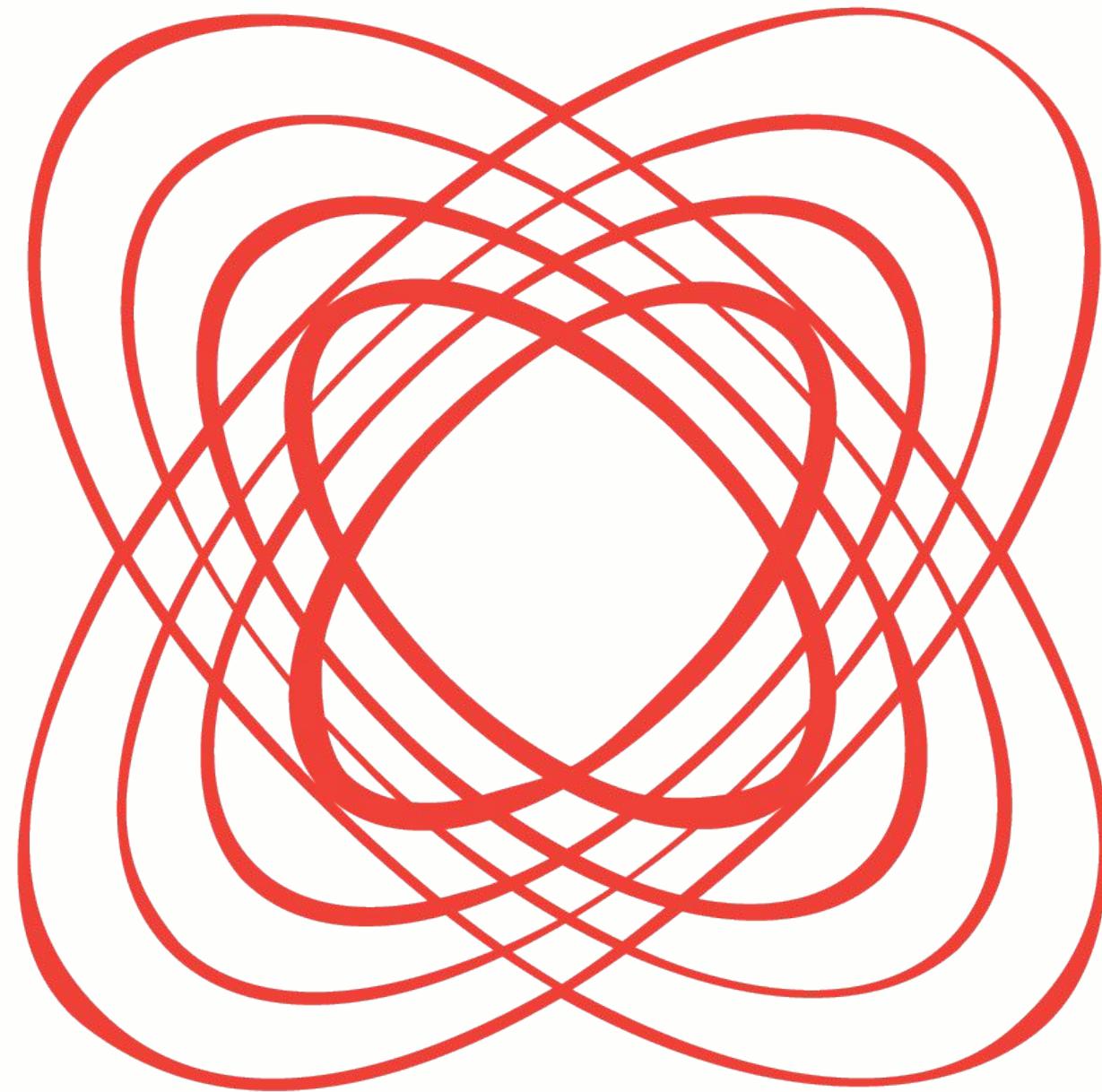
Developing our Cognitive Skills

Appreciation



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

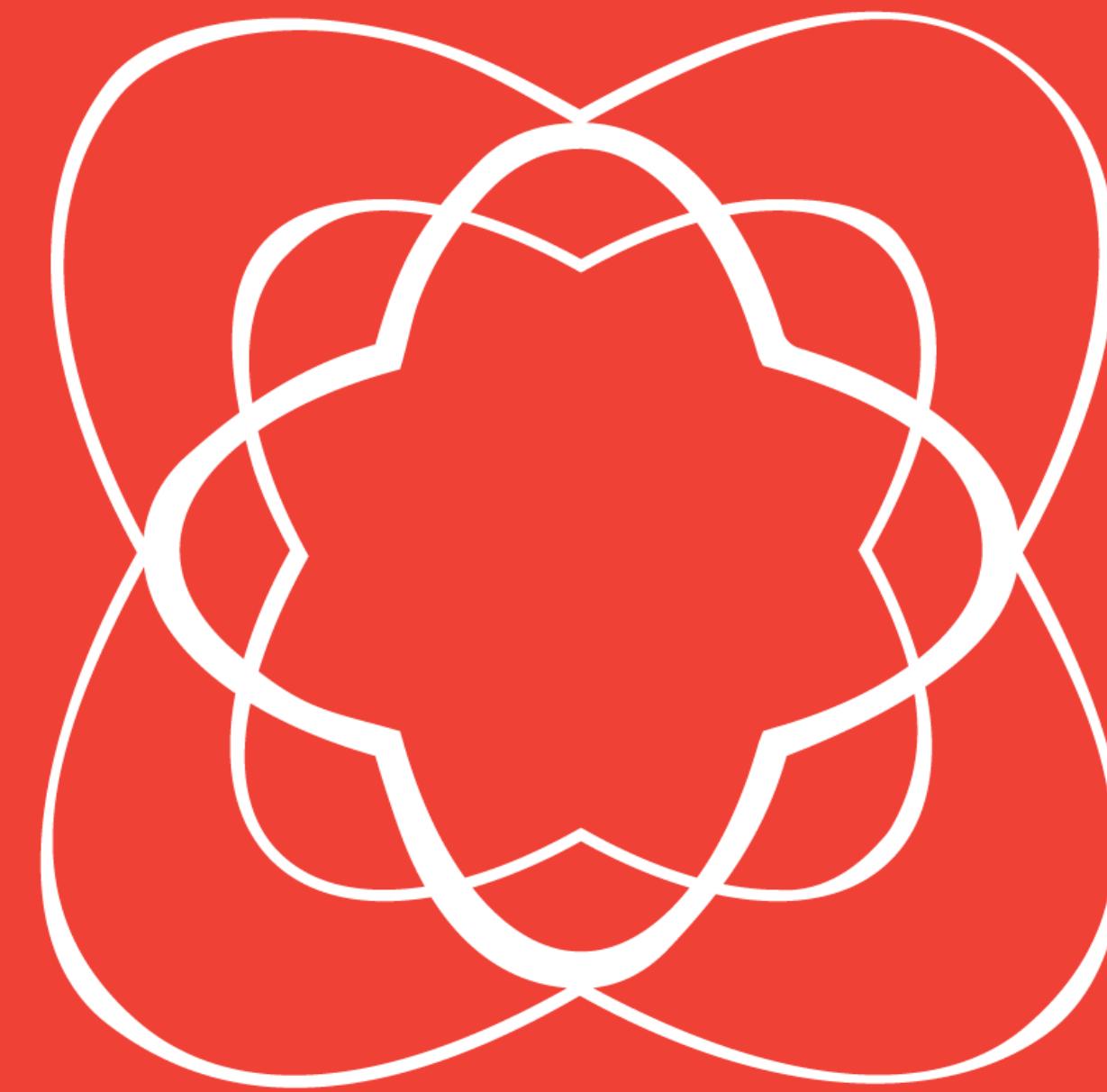
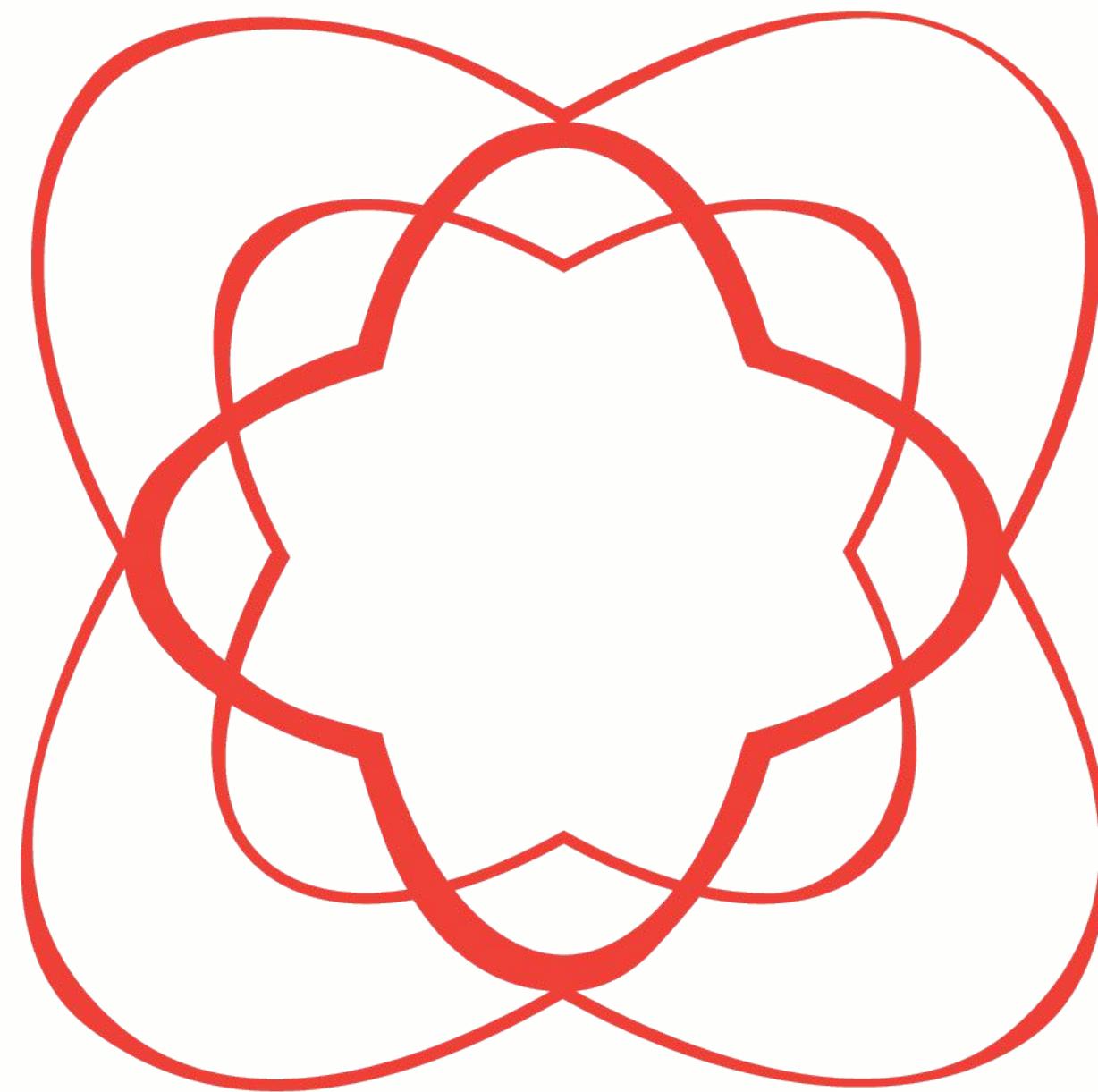
Connectedness



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.

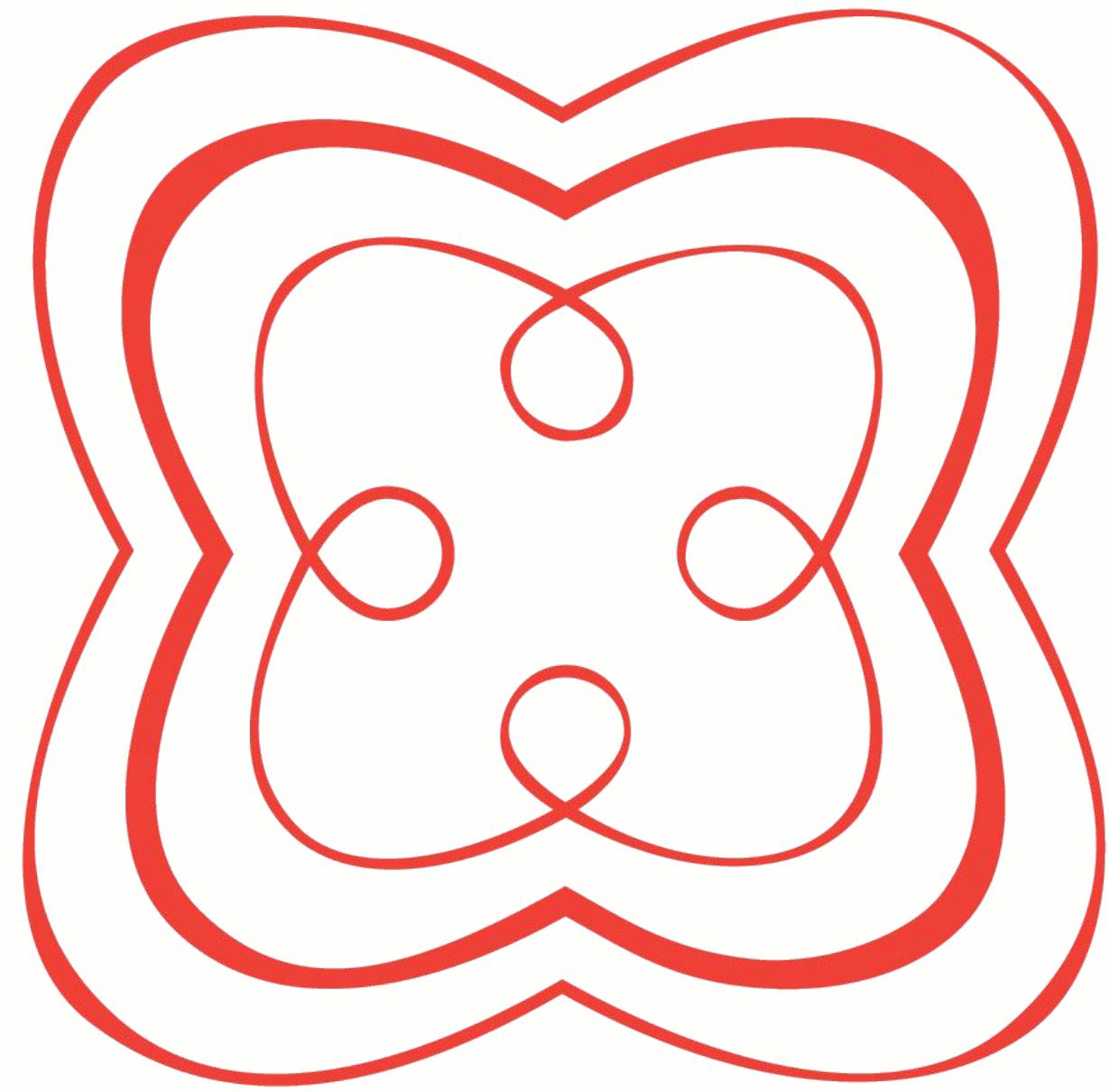


Humility



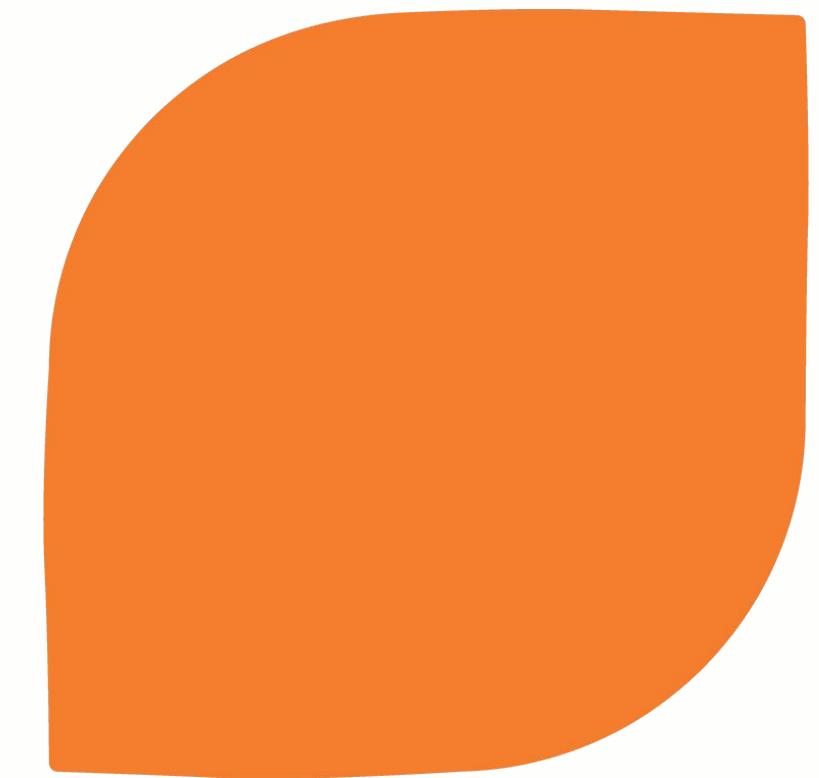
Being able to act in accordance with
the needs of the situation without
concern for one's own importance.

Empathy & Compassion



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



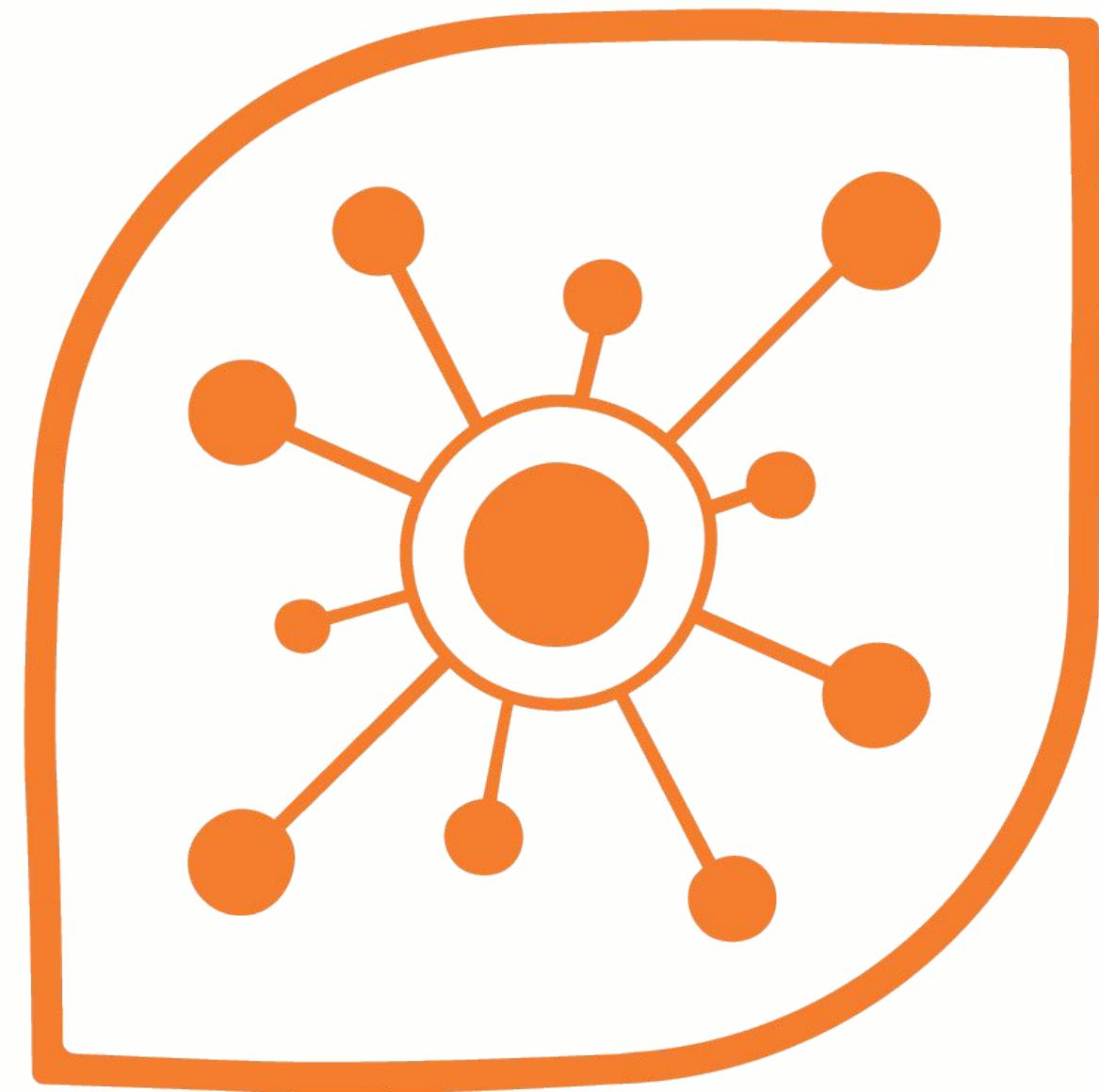


Collaborating

Social Skills



Communication Skills



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

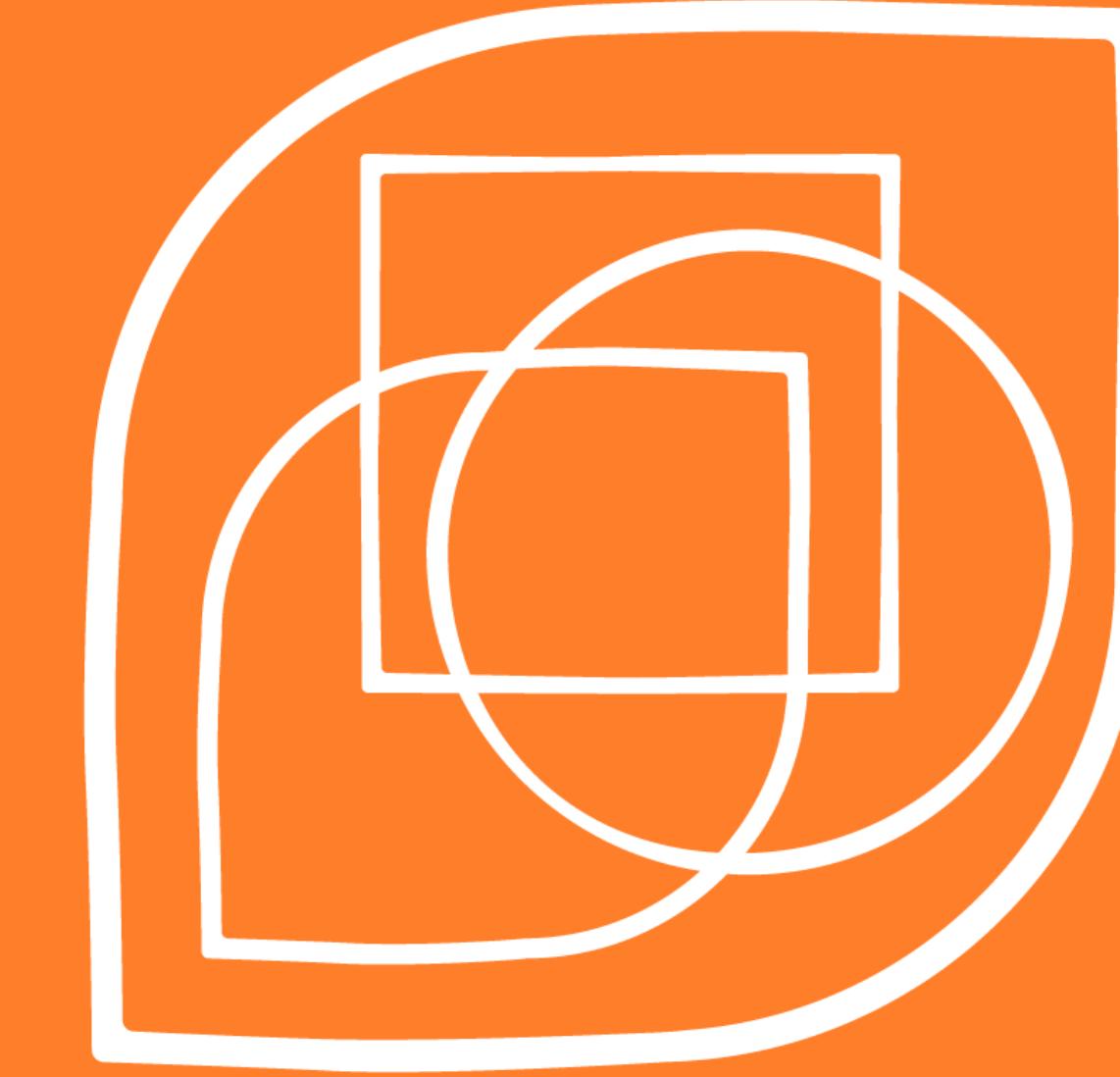
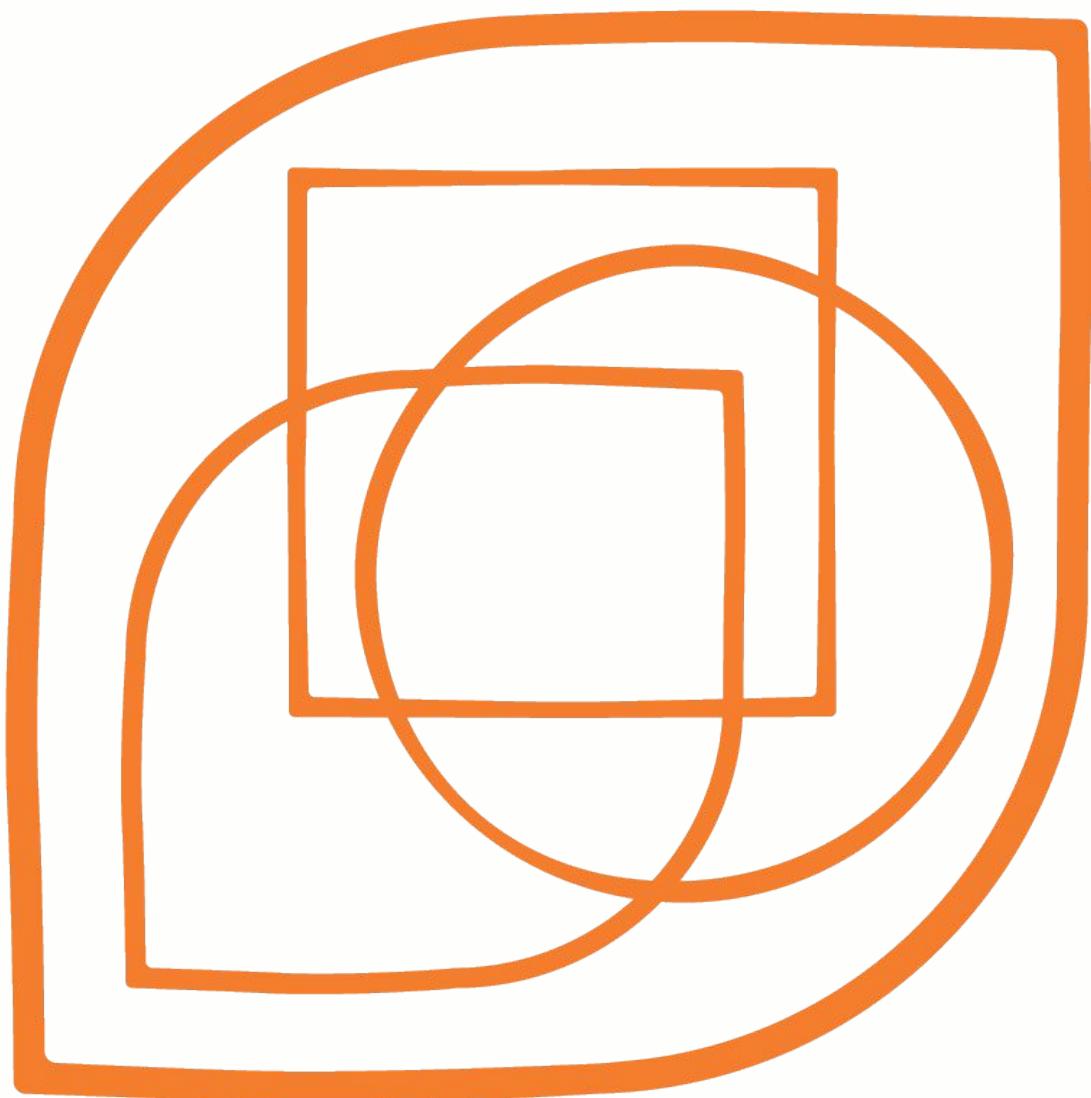
Co-Creation Skills



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



Inclusive Mindset & Intercultural Competence



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

Trust

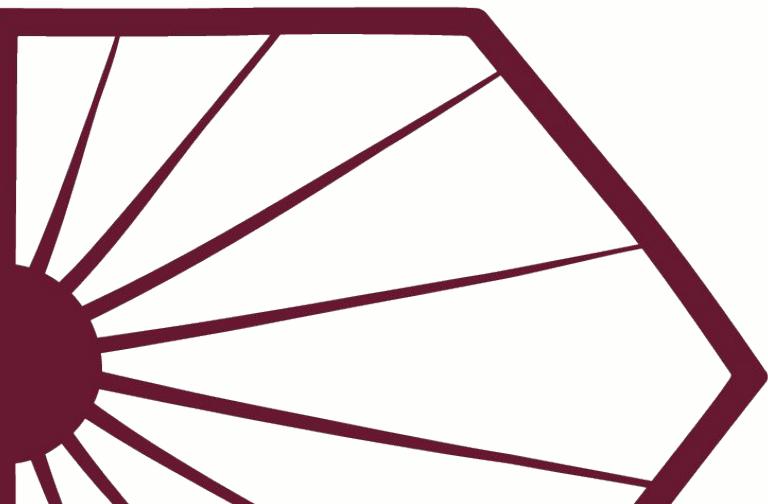
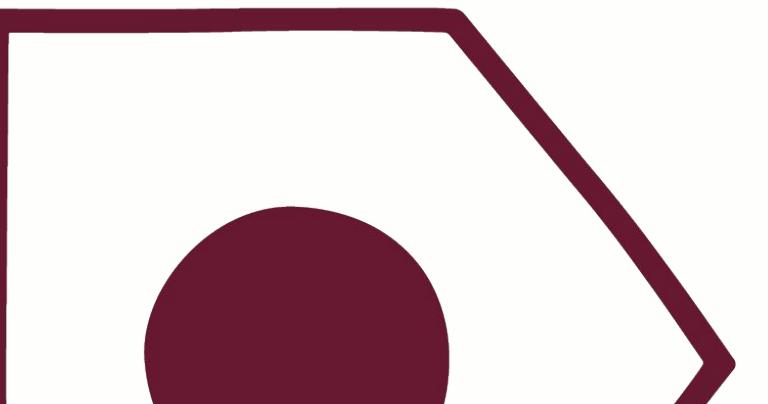
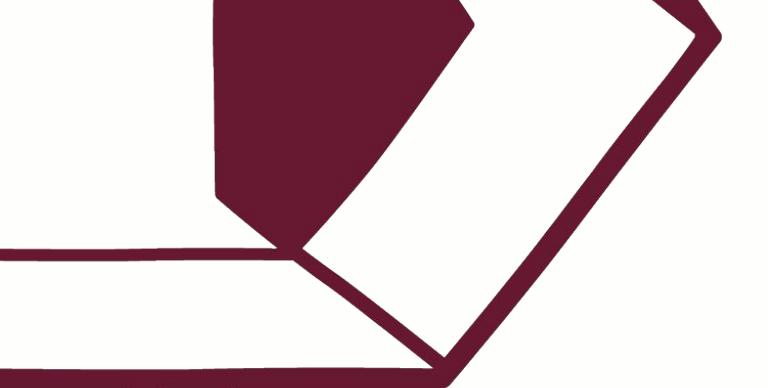
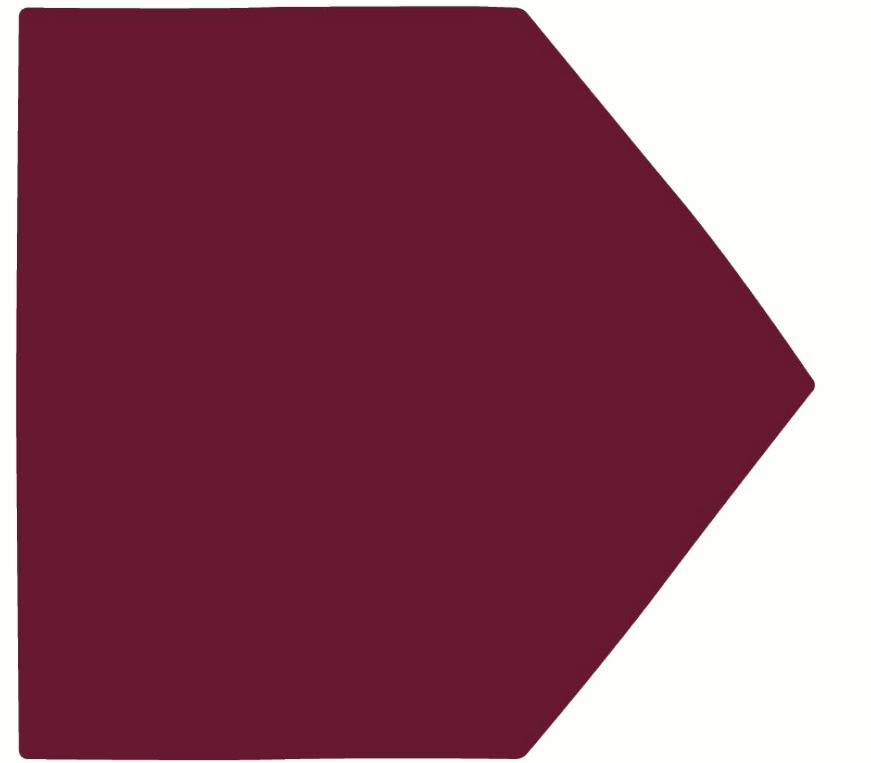
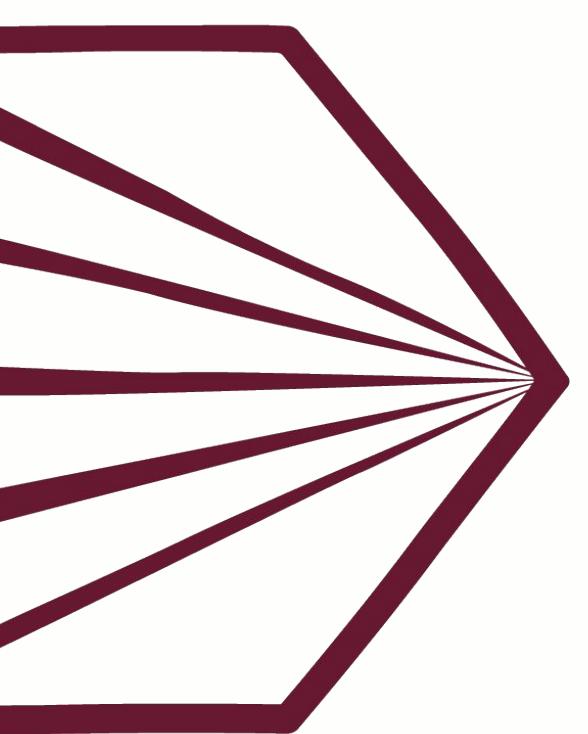


Ability to show trust and to create
and maintain trusting relationships.

Mobilization Skills



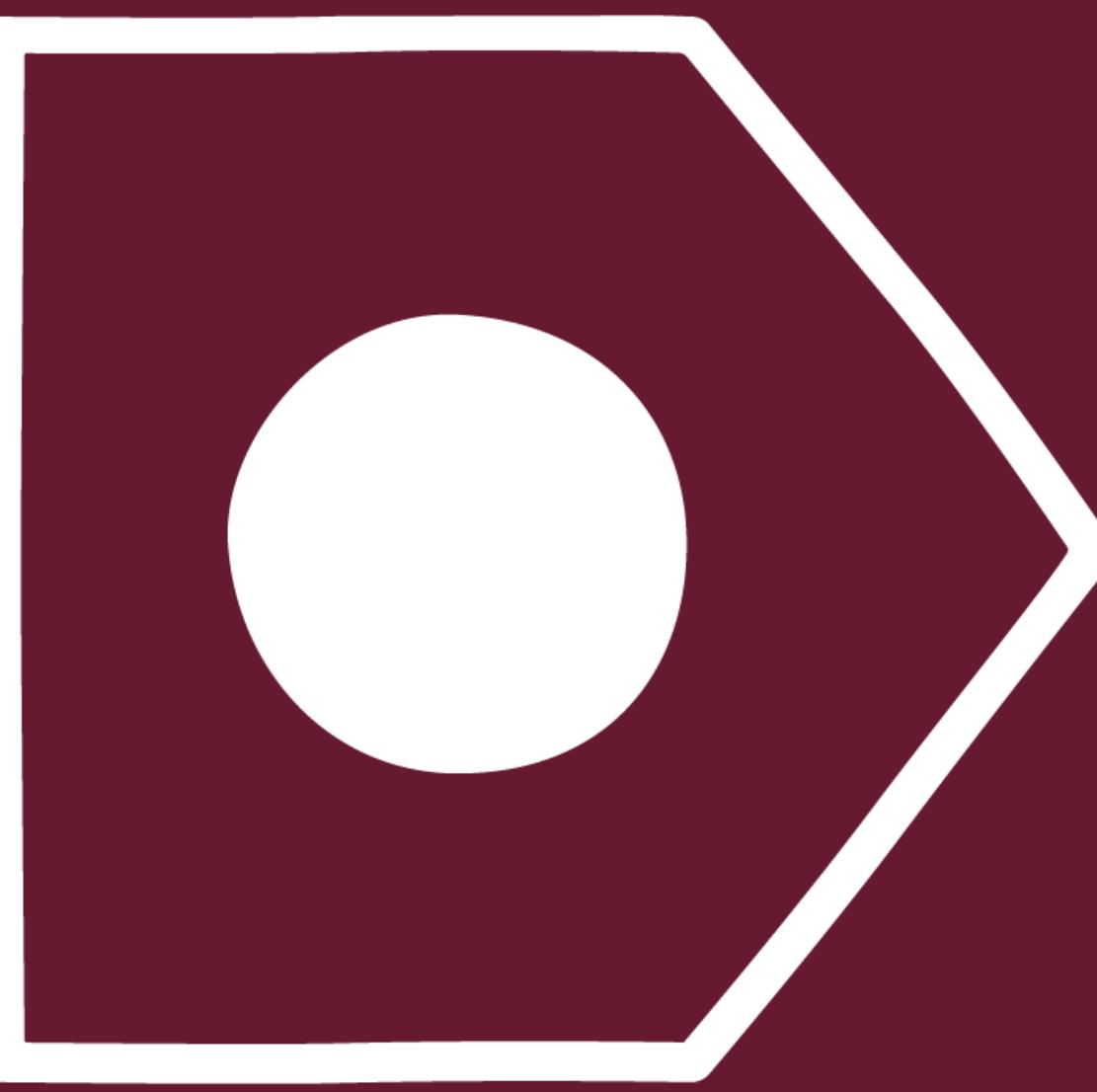
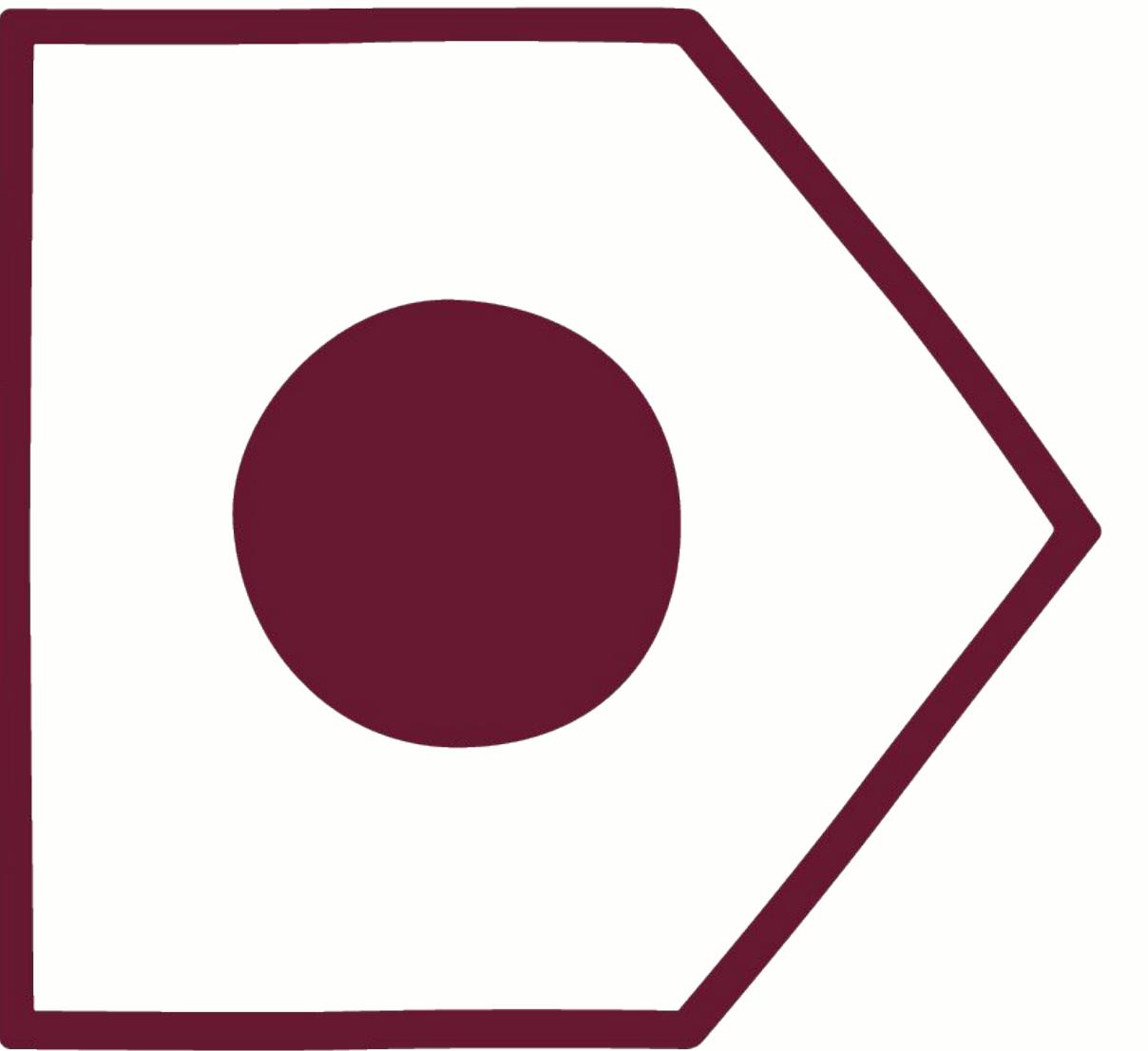
Ability to show trust and to create
and maintain trusting relationships.



Acting

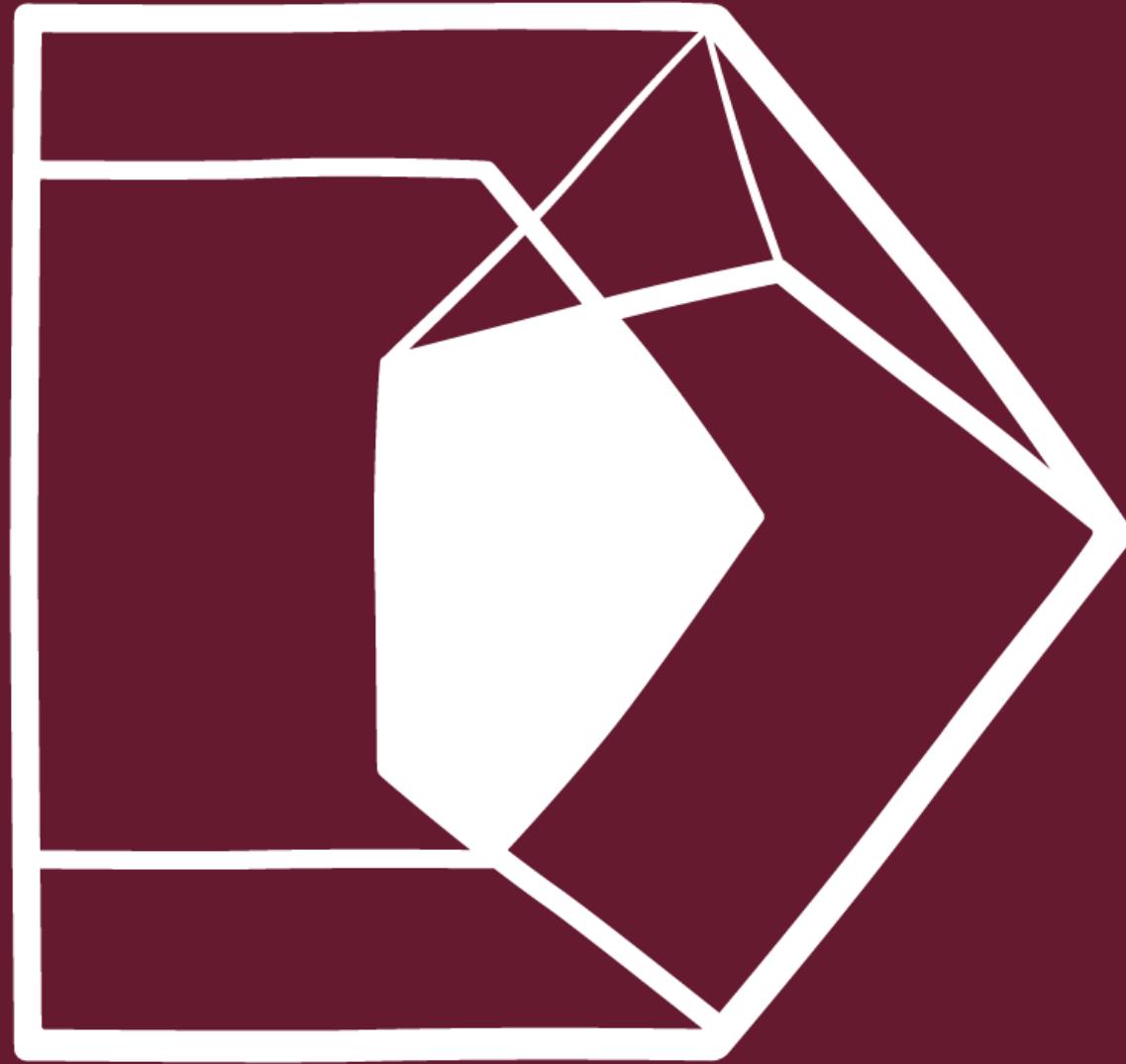
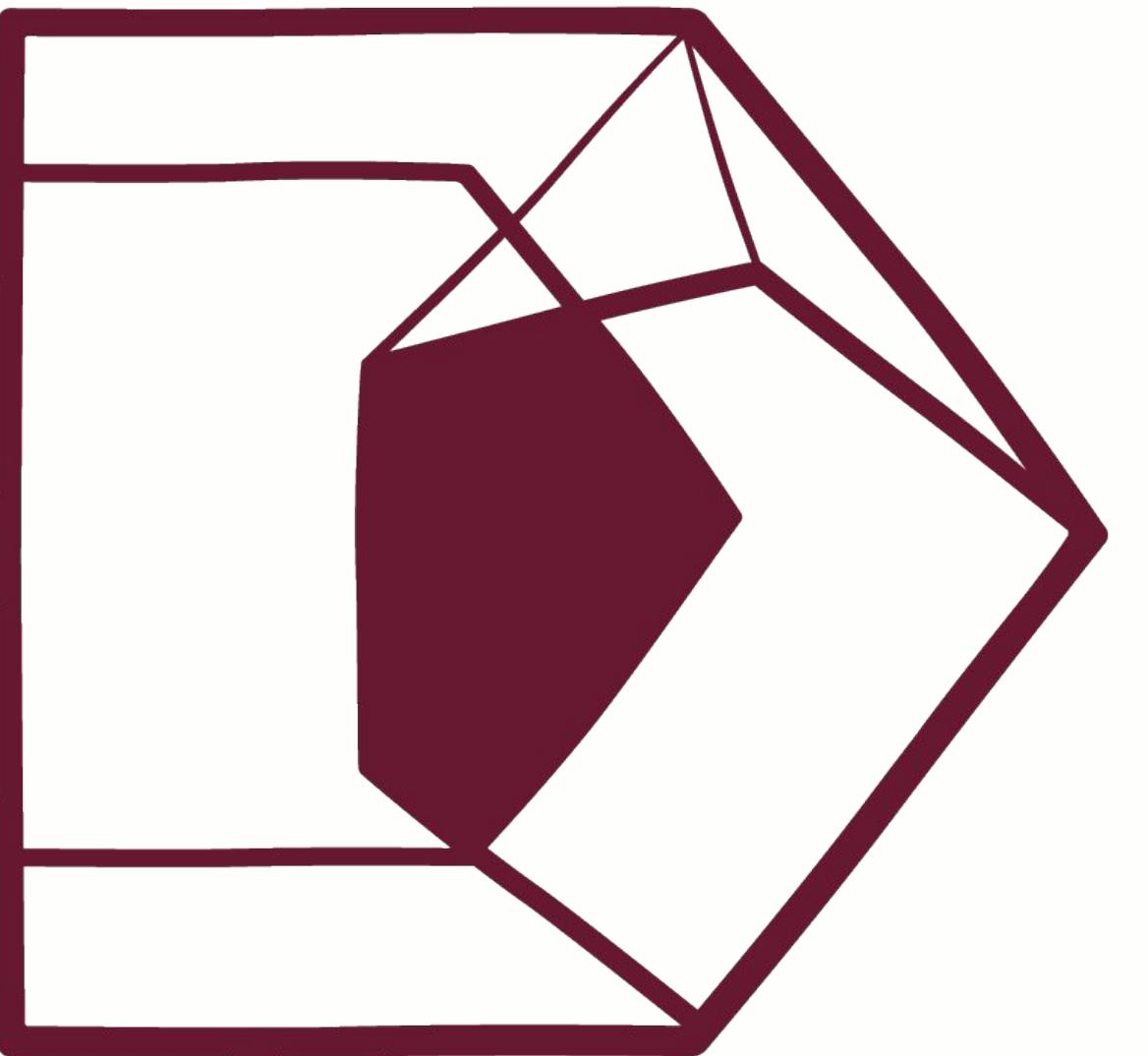
Enabling Change

Courage



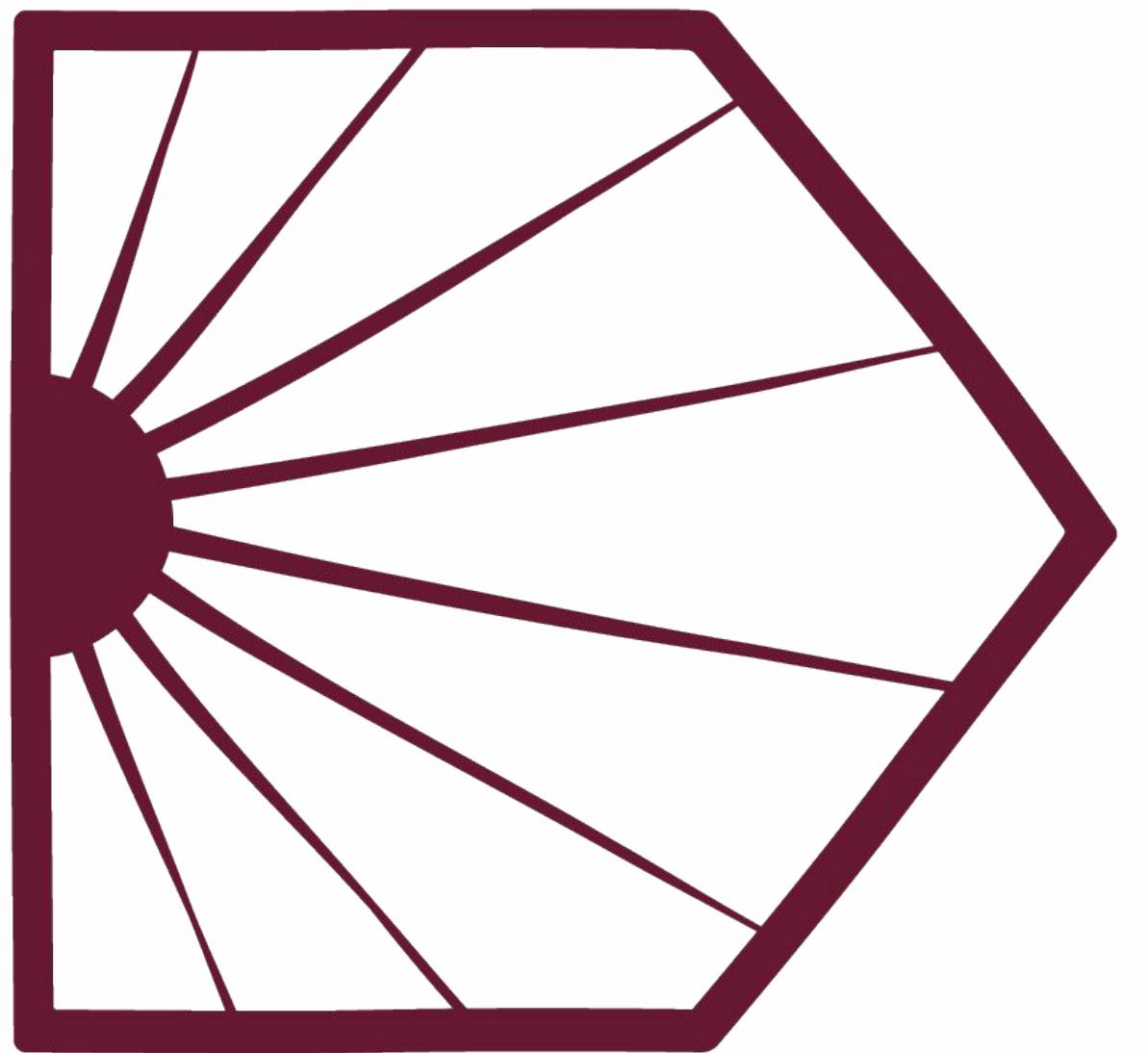
Ability to generate and develop original ideas, innovate and being willing to disrupt conventional patterns.

Creativity

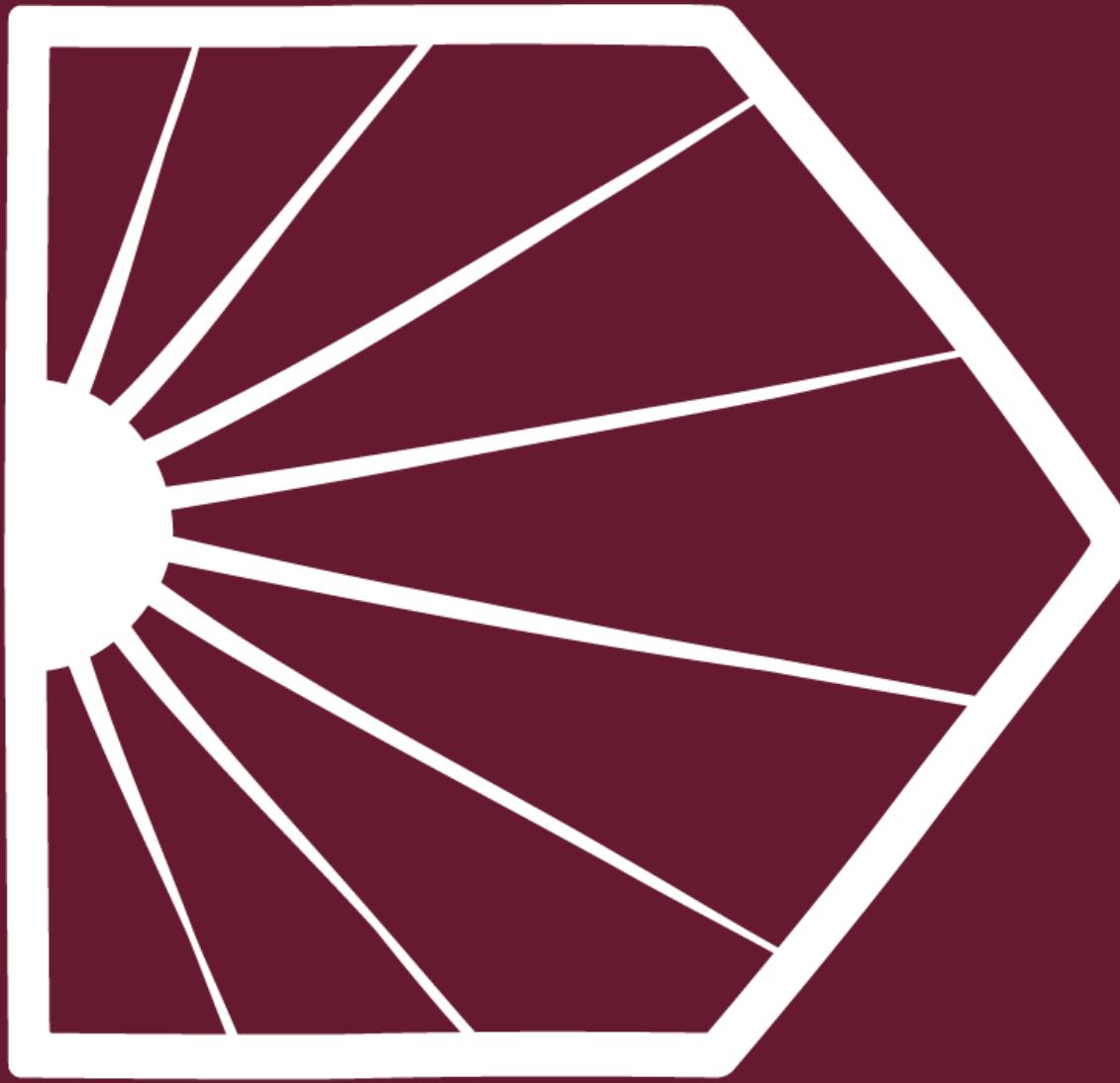


Willingness and competence to embrace diversity and include people and collectives with different views and backgrounds.

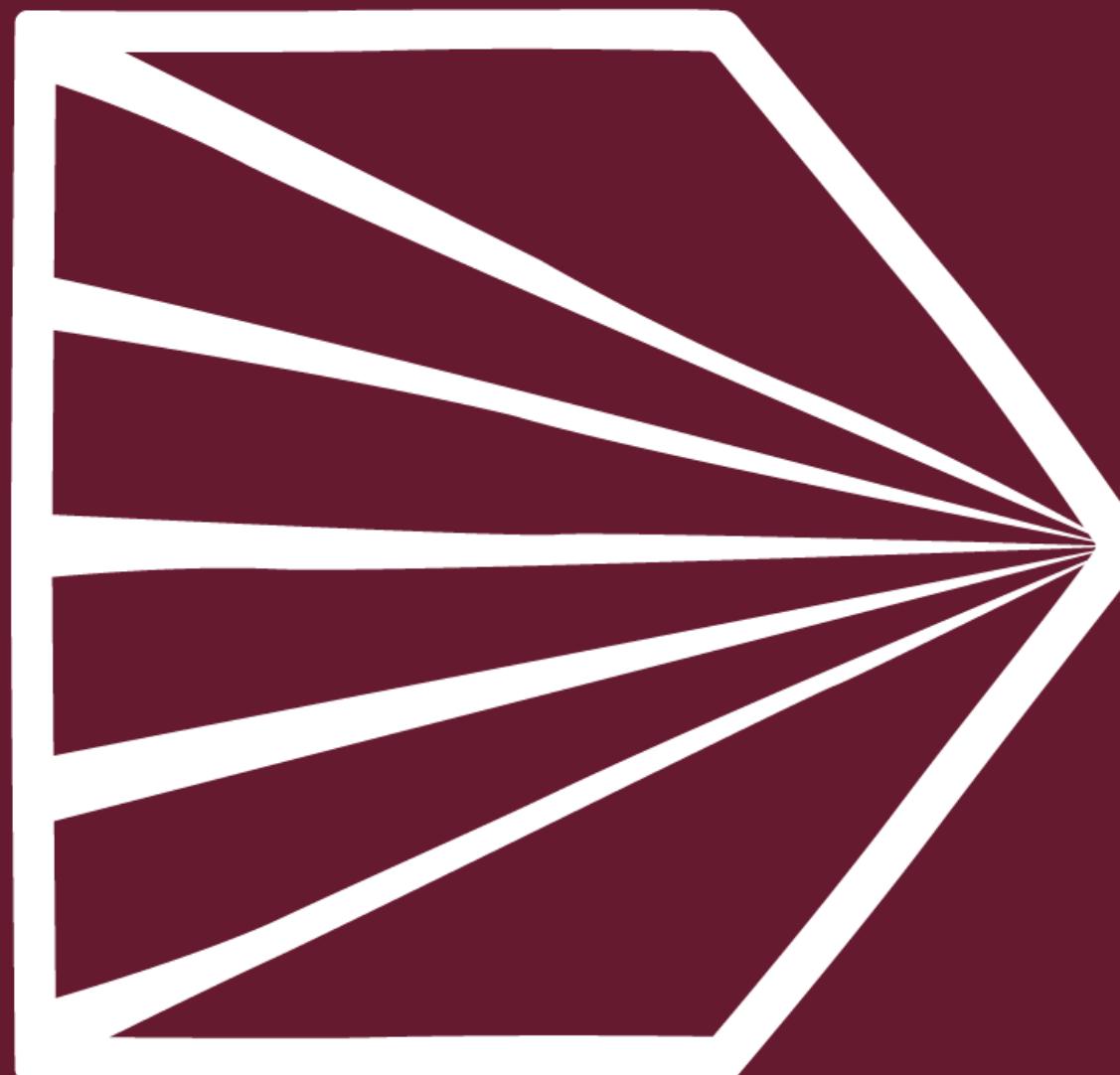
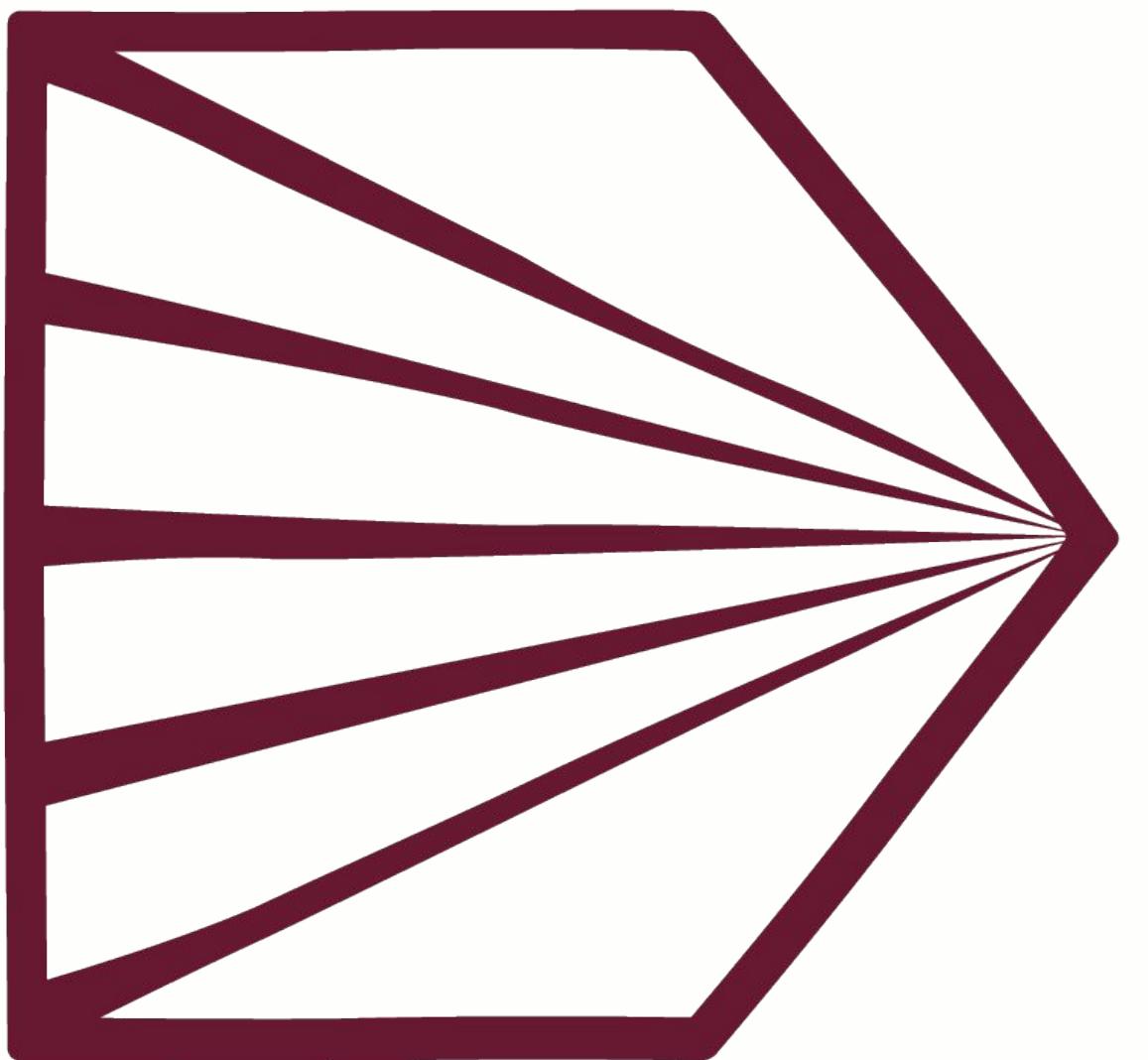
Optimism



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.