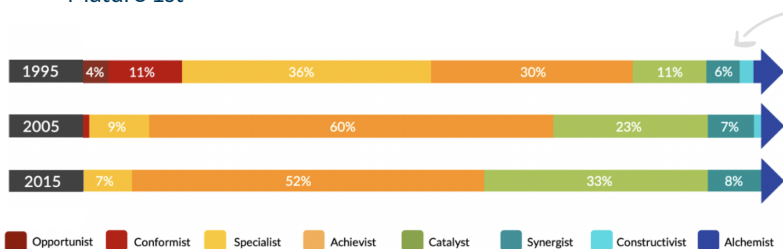


WHOLLY Vertical Development Chart

Adult developmental psychology is well researched and describes our vertical development, providing an understanding of how adults mature intellectually, emotionally and behaviorally over time. The further we get in our psychological maturity, the more liberated we become to live our lives with greater wisdom and compassion. This chart gives you an overview of the research summarized by doctor Antoinette Braks on key stages of vertical development.

STAGE	IN SUMMARY	STRENGTHS	SHADOWS
ALCHEMIST Mature 5th	Free Evolves society - Life is a vast theater	Transpersonal awareness, wise, solemn and jester-like, joyous and compassionate, engineers evolution.	Other-worldly, dense, fanciful, esoteric, in a myriad of places at once, difficult to pin down.
SYNERGIST Mature 4th	Calm Leads evolution - Life is systemic transformation	Unconscious self-awareness, intervenes effectively in complex adaptive systems, strategic visionary leadership, collaborative and synergistic, ethical.	Can seem directive and overly confident, demanding of others' contribution, highly aspirational, transformational intent can seem impossible, can be arrogant.
CATALYST Early 4th	Flow Is authentic - Life is a hero's journey	More authentic, innovative, intuitive, genuinely respects others, inclusive, desire to engage and understand others. Begins to look into underlying causes and assumptions.	Can feel a little rudderless and uncertain, dissatisfied if values are not demonstrated, roundabout protracted decision-making.
ACHIEVIST Mature 3rd	Grow Gets results - Life is for striving & winning	Makes plans with a 3-year time horizon, sets priorities and achieves goals, focuses on results and customer needs, delivers on deadlines, uses initiative, motivates others, enjoys being a team player.	Transactional relationships of exchange, on the treadmill of being busy, always doing, little work/life balance, can be dogmatic, agrees to disagree to get on with work.
SPECIALIST Early 3rd	Play Develops skills - Life is an effort to excel	Builds their talents, focuses on continuous improvement of their craft, becomes expert in their field, thought leader.	Perfects their work, micro-manager, procrastinates as work is not adequate, inner belief of Not Good Enough
CONFORMIST Mature 2nd	Work By the rules - Life is a struggle	Obeys the rules, complies with authority, takes zero-risk, follows instructions, focuses on individual familiar tasks.	Complains about others, is disengaged, takes zero initiative due to high risk of failure, feels downtrodden.
OPPORTUNIST Mature 1st	Take On the take - Life is threatening	Sees opportunities, uses initiative, attacks to defend.	On the take, offends others, takes advantage.



Cook-Greuter, 1990; PwC Report 2015 based on Harthill research data, 2005, 2015

Imagine being among the few who can navigate rapid changes, find brilliant solutions and live extraordinary lives.

