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Context to the nugget

Jennifer speaks about the 5 stages of Human Development. Stage 1 – Magical mind: When we are a young child. Stage 2 – Self-sovereign mind: When we are the king or queen of the kingdom of 1 (teenage years). Stage 3 – Socialized mind: When we take our cues from the people around us. Stage 4 – Self-authoring mind: when we take charge of our narrative. Stage 5 – Self-transforming mind: Seeing every interaction as an opportunity for co-creation and growth

Transcription

Deepak Jayaraman (DJ): I would love to talk about both these themes along the way Jennifer. One is around your thinking around adult development and the second is complexity. Maybe we start with adult development, maybe just to set the language for the purpose of listeners could you talk a little bit about the five stages of adult development and then we can pick it up from there?

Jennifer Garvey Berger (JGB): Sure. So there are a bunch of developmental theories and they each have their own kind of language, of course. They are all cousins to each other as you see quite strong family resemblances. So I will use the language that is mine or Bob Kegan's because Bob Kegan at Harvard was my PhD advisor. So, there you have it and it actually begins in childhood not in adulthood so much that... we are talking about human development, really. The earliest stage I think of is the magical mind when little kids live in this world of wonder and exploration. Then as they grow they move into what I think of as the self-sovereign mind, this world where they become the king or the queen of a tiny, tiny little kingdom of one and then they begin to let the world in and begin to take on society and become really fully enmeshed in some other group and begin to take their identity and their cues from that group and that's called the socialized mind. Then as we grow some people but not all adults begin to move into a place where they are tired of just breathing in what society wants from them and instead they begin to write their own story, which is why that form of mind is called the self-authored form of mind. And then, for a much smaller number of people they find that the complexity of the world is actually too much for them to be even writing their own story with their self-authored mind and they grow into a way of metabolizing change and complexity as a development and seeing every interaction as a possibility for co-creation and growth and we call that the self-transforming mind. So, there you get all five of them from childhood through old age really.

DJ: And just a maybe a silly question. I could somehow in my mind picture stages 1 to 4, but stage 5 are there examples of people just to bring it to life what sorts of people are we talking about?

JGB: Yeah. It's such a small percentage of the population and it's so out of our kind of normal thinking or what leadership development programs or leadership development books teach you to

be which is much more in the self-authored space. The self-transforming spaces are the place that we would mostly recognize as a kind of wisdom and we would see more examples of it in wisdom traditions, people who are able to set down their own agenda and reach for something more collective. You see it in the great, sort of, most iconic leaders that we could name. Nelson Mandela, who talks about... as long as any of us are in prison both the jailers and the prisoners are all together in chains. So it has the sense of surpassing any individual perspective or point of view and being able to handle and hold a multiplicity simultaneously.

Reflections from Deepak Jayaraman

DJ: Thank you for reading. For more content organized by themes, please visit playtopotential.com.

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End of nugget transcription

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About Deepak Jayaraman

Deepak seeks to unlock human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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