

## Developmental Stages of Discourse

Characteristics	Amber (Blue)	Orange	Green	Teal (Yellow)	Turquoise
Preferred physical structure	Leader up front, often vertically higher	Most knowledgeable person heads the table	Circle	As appropriate. May experiment with movement.	Whatever favors discovery, truth, depth
Parties	The in group	Who is useful, knowledgeable	All welcome, especially those who care	One, some, or all included or excluded depending on issue	Whoever is there
Difference in perspective	Attacked. Stopped or obliterated if appears	Debated, one view wins	Welcomed, explored, respected, weighted equally	Enjoyed, used for creativity. Prioritized.	Seen as always shifting and contradictory
Conflict	A threat. Win/lose resolution	Contained and resolved through reason, compromise	Suppressed in favor of consensus, collaboration	Welcomed and explored, willingness to be uncomfortable	Flows in and out
Leadership	Established authority	Merit	Egalitarian	Flex/flow leadership	All at once
Source of power	Might makes right	Information	Group	Shifts depending on context; each able to listen and speak	In what is seen, in what emerges, in the field
Self awareness	Little to none	Separated from task orientation; one or the other	Aware of self and other alternatively	Aware of self and other simultaneously	Continuous awareness of shifting and interpenetrative selves
Emotions	Excluded or break out	Strongly rejected in favor of reason	Take priority over reason or authority	Appreciated equally with reason	Inextricable from reason and spirit
Seeking	Right	Best	Answer that	Answer that works	Answer that is

	answer	answer	cares for all including most vulnerable	for the whole system	aligned with flow of universe
Process	Pressure brought to bear to adopt the "right" position	Evidence provided to prove the best position	Appeal to harmony and group care to adopt position	Analysis of individual, group, system needs; practicality, limitations. Prioritization of options.	Playing with questions. Listening to and capturing what emerges.
Benefits that emerge at each stage	Order and stability	Reason	Caring. Longer time horizon. Inclusion of all of humanity and non human life	Authenticity. Sees benefit of all being involved. Integrates systems and systems of systems, considers vast ranges of time and space.	Connection to causal flow. Very wide and deep awareness.
Limitations	Limited perspectives. 1-2 year time horizon	Limited options. 3-5 year time horizon	Truth may be sacrificed for harmony. Endless processing. Still favors one perspective.	Limited acceptance of what is	Limited ability to prioritize awarenesses

Lynn Fuentes, Transformation Teaching, 2014.

## Developmental Stages of Awakening (Wisdom and Compassion)