

	<i>Green</i>	<i>Yellow/Teal</i>	<i>Turquoise</i>	<i>Coral/indigo</i>
Worldview Description	The world is a diverse web of interrelationships where humans and others' lives depend on each other for survival and wellbeing.	The world is composed of multiple, hierarchical systems all of which influence each other.	The world is a dynamic, evolutionary meta-systemic process over vast dimensions of time and space; we are all cells in one body.	I am; everything else is in flux.
Core Motivational Drivers	Personal growth and development. Connection. Recognizing diversity. Contribution.	Living fully and responsibly. Understanding systems – global, personal. Service to the world	Optimism, passion, love; global order and renewal; oneness; creating conditions for deep development of individuals and collectives	Conscious creation; advance into novelty. Discovery of other dimensions and aspects of existence.
Primary Concerns	“Making a difference.” Creativity. Cultivating relationships. Fostering fairness. How can I get rid of ego?	Effectiveness, managing complexity. Evolutionary development, working with the whole spiral. Human completion.	Wisdom and compassion. What can I give to the world? Alleviation of suffering.	Reunion with the Self. Expansion into wholeness
Goals and Desires	Being self-aware. Having peace of mind. Building a diverse community, promoting human rights	Integrity, authenticity. Unity of body, mind, and heart. Creating systems to solve problems	To be a conduit; no more need to self-actualize.	To be nothing To be one with the All
Leadership Style	Collaborative	Flex Flow; subtle leadership	Challenges assumptions, intervenes strategically, leads subtly by example and inspiration. Searches for guiding principles.	Serves spirit as spirit; holds and wonders into the moment; designs <i>as</i> the system; causal leadership.
Language	Uses the language of sensitivity and diversity. Likes storytelling and dialogue. Speaks to desire to make “big picture” choices. Emphasizes personal growth, human welfare, or environmental sustainability. Shares feelings.	Language of reason and heart combined. Accepts hierarchy, complexity theories. Embraces paradox and ambiguity, contradiction and uncertainty.	Loves paradox; does not seek closure. Sees the inherent problems with language. Metaphor and poetry used to explain the unexplainable.	Is aware of the limitations of language and accepts them.
Perspective taking ability	4th person. Sees cause and effect, linear unfolding	4th person. Sees big picture, long term, value of whole spiral.	5th person. Past and present and future disappear into larger present. Sees all parts of the picture together.	Aperspectival. Immediate perception of the whole. Weighs meaning and depth and instead of simply processing information, navigates via systems theory, complexity theory, integral theory.

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Self-Sense	I am my heart, my body, my mind, or my spirit depending upon my focus.	I am an integrated heart, mind, body, and spirit.	I am the spiral. I am the Witness. No longer identified with the mind.	I am Spirit in action.
Attitudes	Everything is relative. To fix problems, others need to see what I see. Often anti-corporation, anti-hierarchy. Win-win and joint understanding can resolve conflict. Sees how the past affects the present.	Either/or — gives way to interpenetration of opposites. Ego seen as a useful tool. Heart, reason, authorities all valuable in decision making. Human ingenuity is more powerful than rules and regulations. All political positions have a part of the puzzle. Sees how the future affects the present	Has heightened alertness; in touch with subtle forces. Accepts things as they are. Experiences truth as a deep current. Senses order within chaos. Stories are fluid.	Sunk in transpersonal awareness; Witness is permanent subject, not a state. Sees beauty in suffering: “hurts more, bothers you less.” Rests comfortably in uncertainty; uncertainty becomes the seed of novelty.
Characteristics	Heart centered, caring, egalitarian, passionate, community oriented; anxious, pessimistic – why don’t good people, good ideas win?	Can unify opposites, weave incompatible notions. Clarity of thought; discernment; high ability to reason. Uses many ways of knowing; understands limits of own knowledge. Maslow’s self-actualizing person: independent, confident, persistent, optimistic.	Acts on many things simultaneously; detects harmonics and pervasive flow-states that permeate a group or organization. Focused intensely on the truth. Calm, centered, vulnerable, fearless. Loves and respects others, has few personal needs. Open, playful. Opposites are the self.	Grateful, appreciative. Selfish and unselfish, individual and social, rational and irrational, fused and detached. Fluid.
Limitations	Affected by emotional appeal. Confuses spirituality with advanced stage and/or with harmony; hierarchy with domination; power to create experience of reality with power to create reality. Can’t see value in other worldviews; can be paralyzed by multiple perspectives.	Struggles to make order out of chaos. Needs tangible results; believes a system can fix it. Doesn’t see beauty in things as they are. Struggles to impose meaning on things.	Struggles to contain individuality along with the understanding that the individual is a construct; can be disoriented by the meaninglessness of the rational enterprise.	Not yet able to integrate I am with the void. Still in a physical body and bound to physical laws. Dealing head on with the uncertainty of the human condition.
Solves problems using	Exhortation, persuasion. Seeks out and identifies problems. Seeks for cause. Tends to disregard reason.	Equal value of reason and emotion. Sees multiple causation. Creates systems.	Reason, emotion, intuition, divine inspiration. Dialogues with the system. Sees problems as embedded in the whole. Creates supportive conditions.	Knowing. Sees as the system