

# Development's Direction?

## Inevitable Cultural Maturity or a Statistical Aberration?

GEN Gathering – August 2016  
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### Moving Through Developmental Stages - Clear Consensus Increasing Ability to Take Perspective and Deal with Complexity

**I-T**                      **E-F**  
Emergent Cyclic Levels of Existence

- A theory of step-wise cognitive development
  - Graves, Beck, Cowan
  - Kegan/Piaget/ Garvey-Berger
- Bio-Psycho-Social- Neuro Development
- Corporate Leadership
  - Bill Joiner
  - Elliott Jaques
- Integral Model
  - Ken Wilber

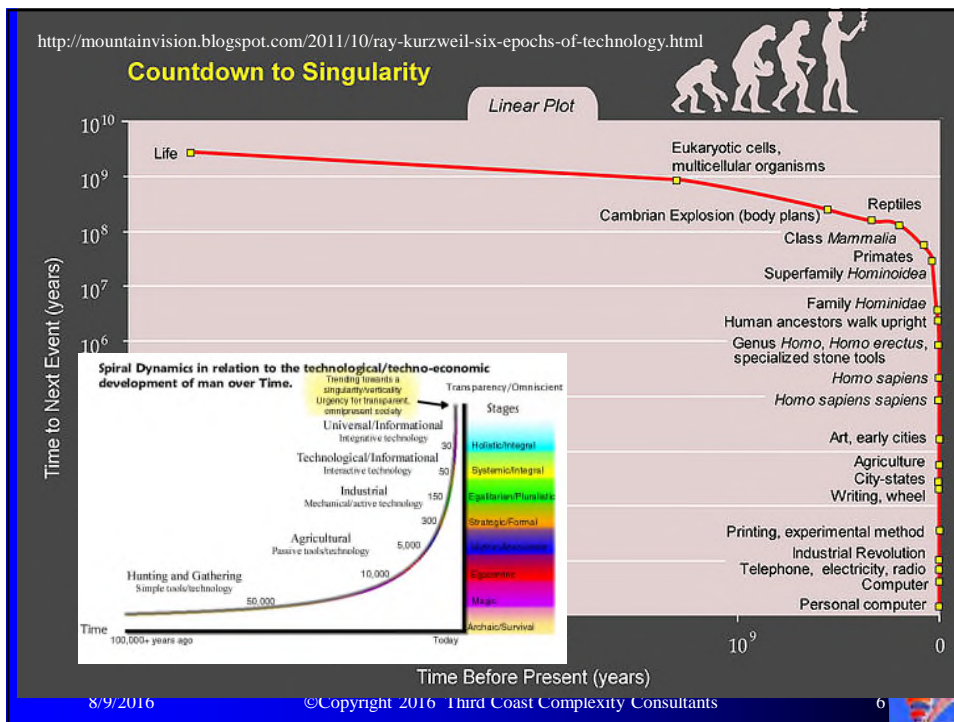
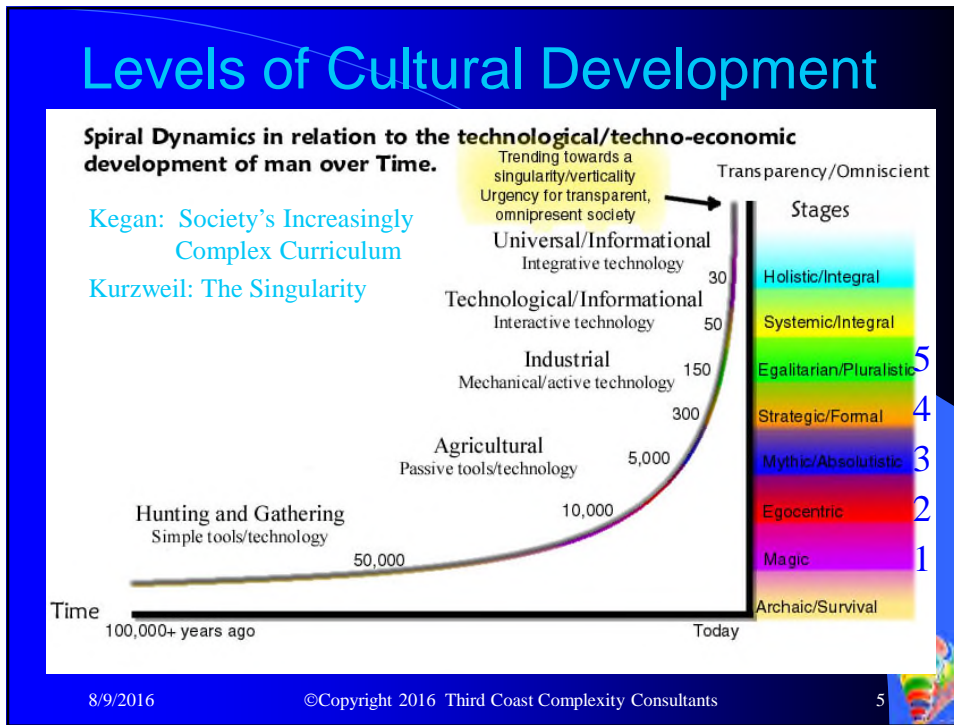
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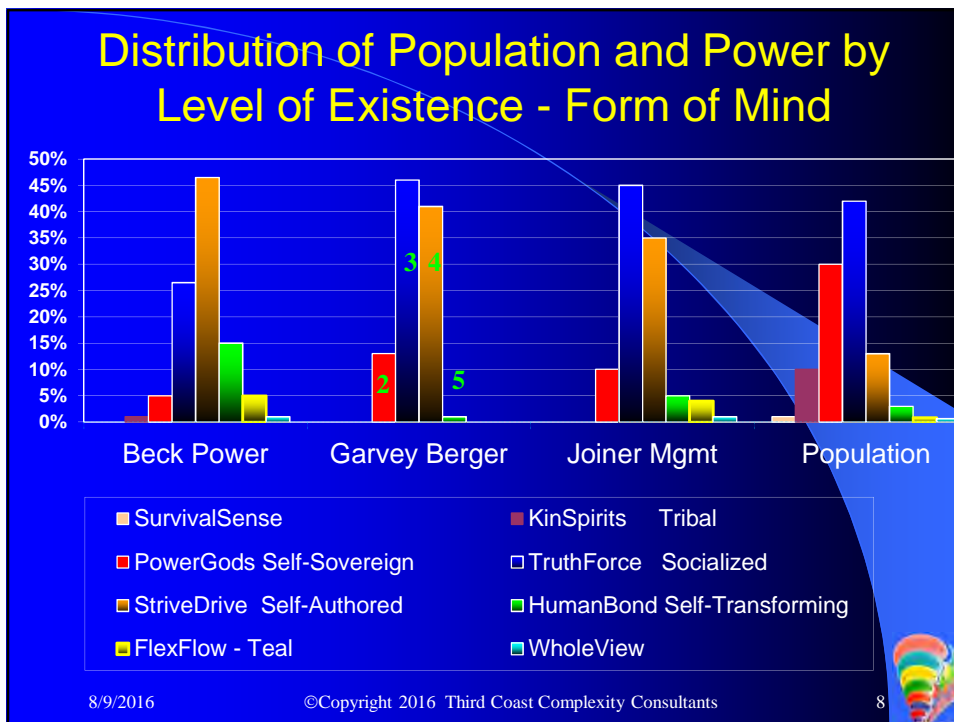
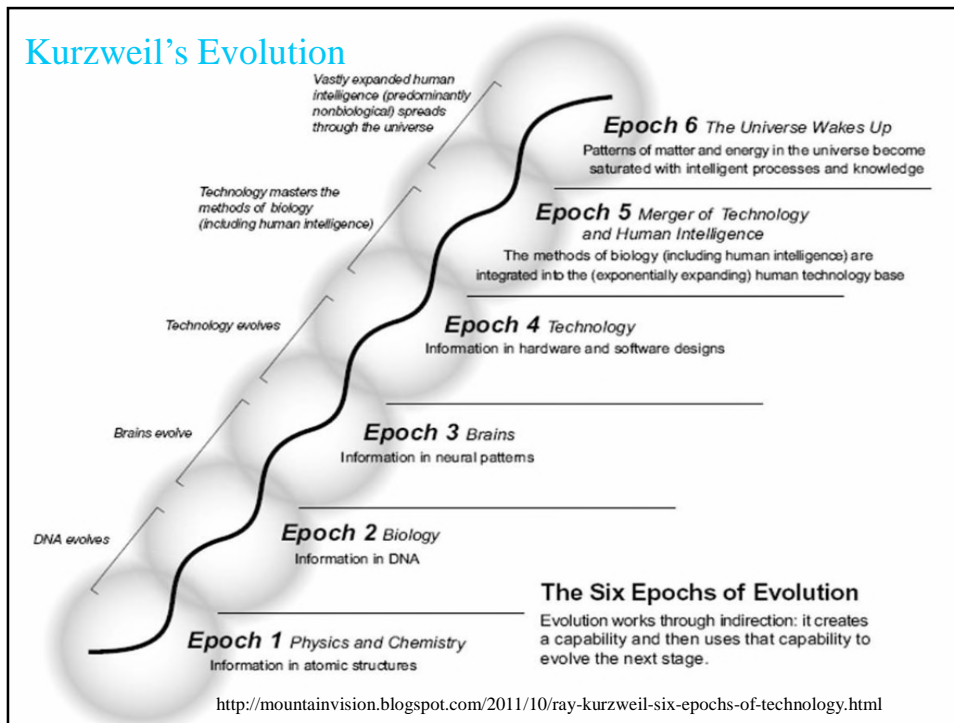


## Is Evolution Going Somewhere?

YES	NO
(humans are developing capacity)	(it's not going where we think)
<ul style="list-style-type: none"> <li>● Ken Wilber Andrew Cohen</li> <li>● David Deutsch – <i>The Beginning of Infinity</i> – <b>Constructor Theory</b> <b>Defining the impossible</b> <b>Info extinction as a catalyst</b></li> <li>● Clare Graves – <i>Momentous Leap</i></li> <li>● Charles Johnston – <i>Cultural Maturity</i></li> </ul>	<ul style="list-style-type: none"> <li>● Stephen Gould – <i>Full House</i></li> <li>● Entropy Runs Down – A cold, dead universe</li> <li>● Limits to growth</li> <li>● Snowden - <b>Cynefin</b></li> <li>● Ray Kurzweil – Human-machine merger</li> <li>● Demographics – Growth at all costs</li> </ul>

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## Stephen Gould's Evolution Complexity as Statistical Aberration

- Ever increasing Diversity (variation)
  - Many more of about the same
  - Very Few significant outliers
- Not a ladder/tree of life, but a bush
  - Much pruning (developmental dead end twigs)
- Skewed distribution
- Physical limits to biology

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### THE EVOLUTION OF THE HORSE.

		Formations in Western United States and Characteristic Type of Horse in Each	Fore Foot	Hind Foot	Teeth	
Quaternary or Age of Man	Recent	Equus	One Toe System of 2 <sup>nd</sup> and 4 <sup>th</sup> digits	One Toe System of 2 <sup>nd</sup> and 4 <sup>th</sup> digits		
	Pleistocene	Pleistocene				
Tertiary or Age of Mammals	Pliocene	BLANC OSQUALILLA Pliocene				
	Miocene	JE CLAMEL MERCYHIPPIUS Miocene	Three Toes Side toes not touching the ground	Three Toes Side toes not touching the ground		
	Oligocene	JOHN DAY MEOHIPPIUS Oligocene	Three Toes Side toes touching the ground	Three Toes Side toes touching the ground		
Eocene	BRIDLE	OSHIPPIUS Eocene	Four Toes	Three Toes System of 1 <sup>st</sup> and 3 <sup>rd</sup> digits		
	Paleocene	MADISON EQUUS Paleocene				
Age of Reptiles	Cretaceous					
	Jurassic					
	Triassic					

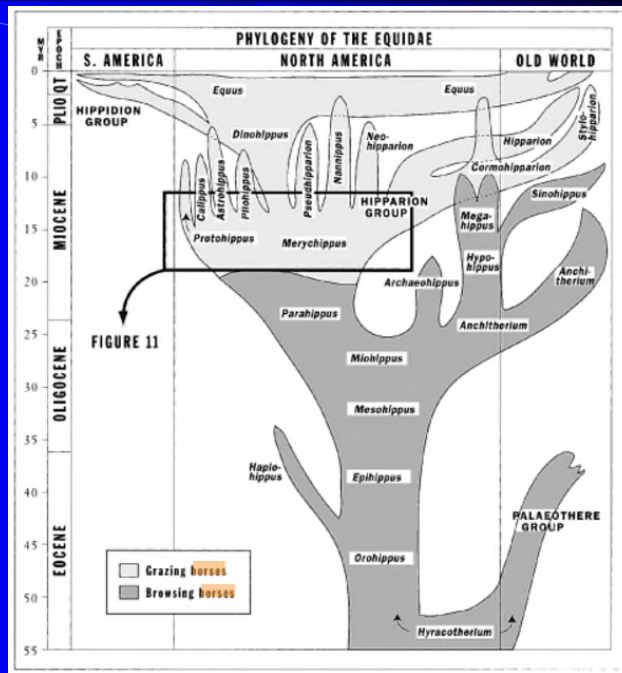
Hypothetical Ancestors with Five Toes on Each Foot and Teeth like those of Monkeys etc.

The Premolar Teeth become more and more like true molars

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From:  
"Full House"  
by Stephen Gould

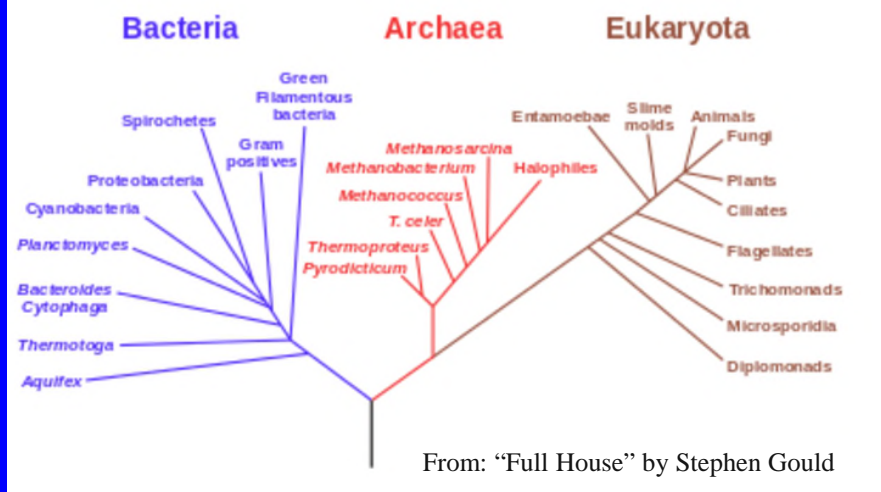


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11

### Phylogenetic Tree of Life




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12


## Stephen Gould's Evolution Complexity as Statistical Aberration

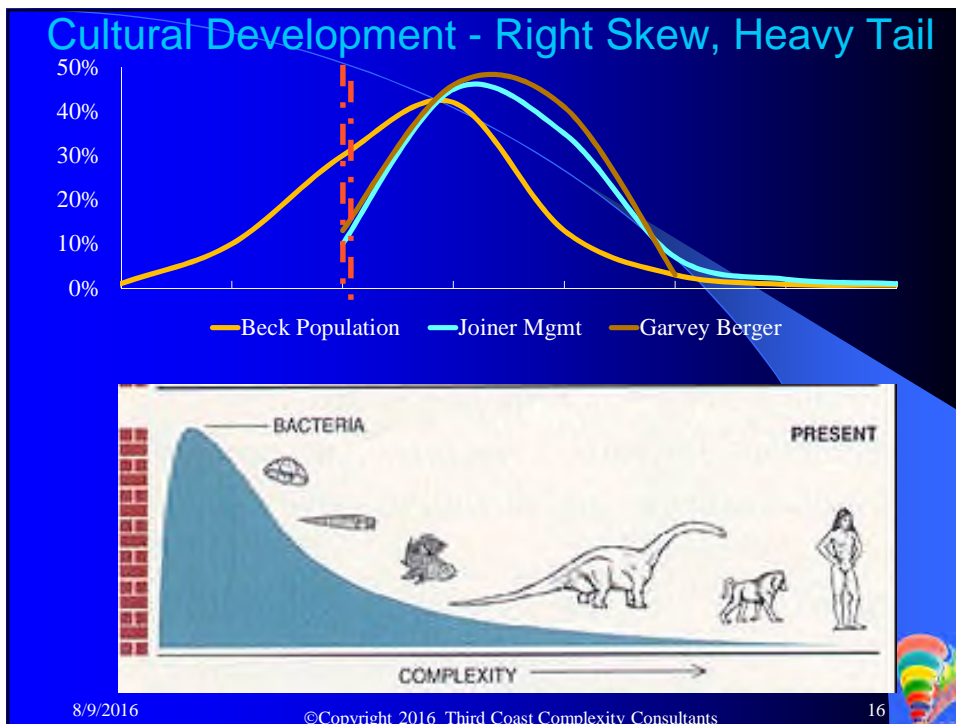
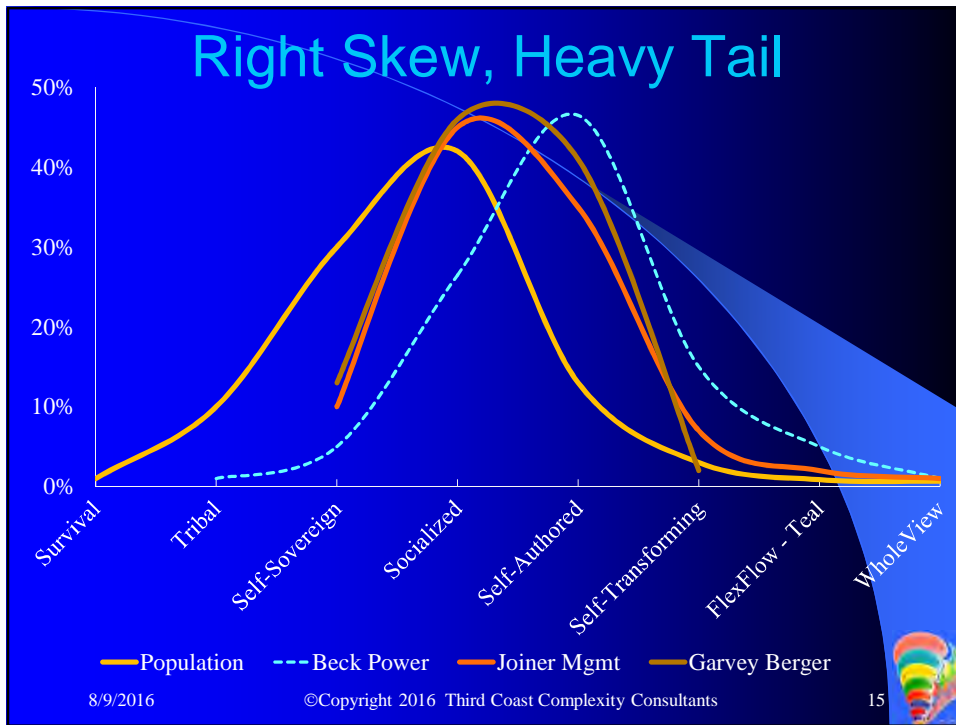
- Not a ladder/tree of life, but a bush
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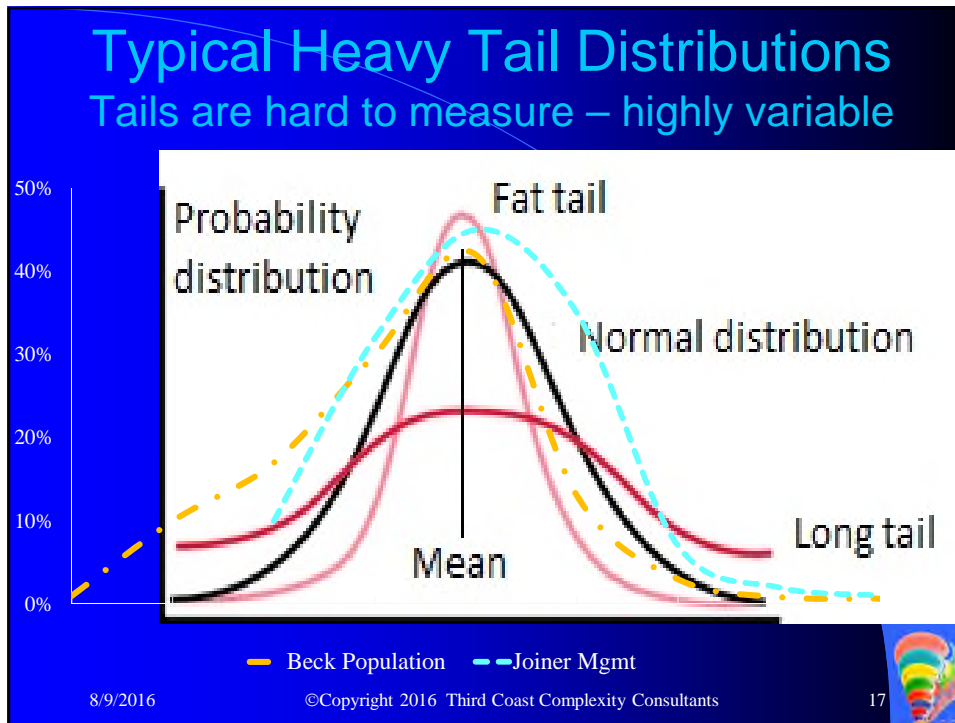
## Reality of Evolution Right Skew, Heavy Tail

From: "Full House" by Stephen Gould

8/9/2016 14 







- ## Graves on Development
- Development is driven by the interaction between my neurological readiness and the Life Conditions in which I am embedded
    - Most people end up at their society's modal level
  - Context drives Development
    - Environment  $\frac{1}{2}$  level above my capacity
  - *How should Who coach Whom to do What with Which people living/working Where?* (Beck)
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## “Graves’ Momentous Leap” vs. Demographic Reality

- **Ken Wilber talks about a tipping point where there is a sufficient amount of consciousness at a transitional level.**
- **Where are those people who fit the Integral (2<sup>nd</sup> Tier) profile?**
- **What happens to the 80 to 90% outside of that definition? How do they deal with the curriculum of modern society?**

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19



## Questions to Ponder?

- **What do we developmentalists do differently if progressive development is a statistical outlier, not inevitable?**
- **What if most people will never have capacity for dealing with complexity?**
- **Statistical few with capacity (2-3%)  
OR Critical mass (200 million total)?**
- **How does technology impact this?**
- **Other ideas this analysis calls up?**

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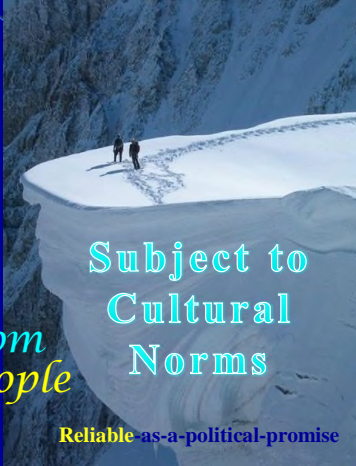
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20



**4Q/8L**      **The Change Equation**  
**Who Changes from What to What?**

- **WHO** will do
- **WHAT** for
- **WHOM** (which people) by
- **WHEN**, located
- **WHERE** (context)
- *How should Who lead Whom to do What with Which people living/working Where?*




Subject to  
Cultural  
Norms

Reliable as-a-political-promise

Don Beck

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