



## Breakout Session Proceedings Recording

**Dallas**  
**February 5, 2007**

### **Breakout Session**

**Time: 11:35**

**Presentation Title: *A New Kind of Diversity Beyond Ethnicity: Exploring Developmental World Views***

**Moderator:**

**Recorder: Nikki Wolf**

**Session Participants:**

***Please record the discussion and plans that are made in this session below. These proceedings are going to be posted immediately. Please finalize this document as soon as possible and save the document on the laptop.***

### **Discussion Notes:**

Spiral Dynamics

Level of concepts

Alternating between "I" and "we"

Tier I

Level 1 beige

Survival Sense

What does it take to survive?

Adapt to next level, move from basic survival to safety, a search of tribe

Level 2 purple

Kin Spirits

Create programs for children that create the sense of community—tribe

Need bases to move on

Once security levels are met, move on to another level

Level 3 red

Power Gods

A sense to control

Ration, assertive, bold, action oriented, a need to express self and disregard everyone else

Only responds to greater power, not to rules and regulations

We need to fashion to move on to next level of complex thinking

Level 4 blue

Truth Force

Sense of being

Looking for purpose and meaning

Means a huge leap for human kind

Produces a peace of mind

Puts law and order and police and procedures in place

Guilt moves us on to the next level

Healthy "blue" causes order

Level 5 orange

Strive Drive

Deep motive to generate wealth, wants good life right now

Materialistic

Success-driven, goal-oriented, worries about competition, likes competition

Donald Trump

Enron= “orange” gone bad

U.S. tries to move “orange” code into other countries

Marketing skills, no loyalty

Can be intoxicating, wanting more and more

Material world didn't bring happiness

Level 6 green

Human Bond

Inclusive, teamwork, rediscovery of “self” at a deeper and deeper level

New respect of humanness

w/o we can't move to 2<sup>nd</sup> tier

costly—financially and emotionally

naive

when disorder becomes a problem, chaos/disorder

Tier II

Level 7 yellow

Flex Flow

Each level is speaking in a different voice

We have to find a way to communicate

Can see all levels below

Build scaffolding to allow others to move up the levels

Respects all the levels

Reengineers, focus on getting things done

Thrive and let thrive

We haven't moved on to next level yet!

Level 8 turquoise

Wholeview

**Bulleted Action Points or Summary Points of Discussion:**

- **Where's the real battle? Between “red” and “orange”**
- **It's possible to make the adaptations**
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