

INNER DEVELOPMENT GOALS

Transformational Skills for Sustainable Development



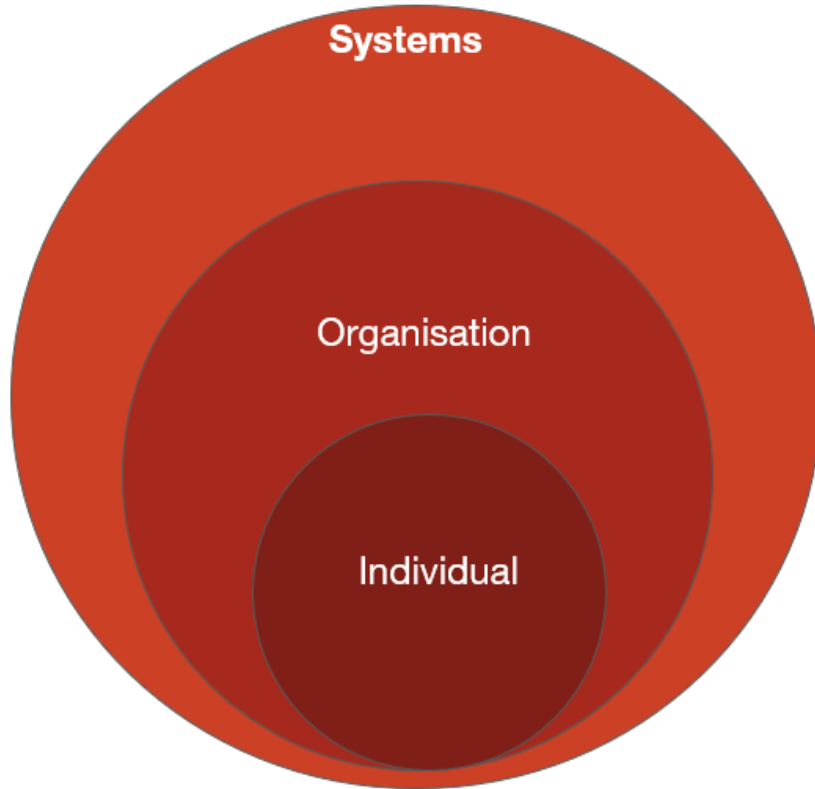
April 7th 2025
Virtual Classroom G.O.A.T. Project

*The IDG Framework aims to help people understand **what inner development can look like and why it matters for catalyzing outer change***

- **Inner does not equal individual**

‘the nature of inner development is inherently collective, systemic, multidimensional, nonlinear, complex, emergent, and **messy**’

Mind those 3 levels



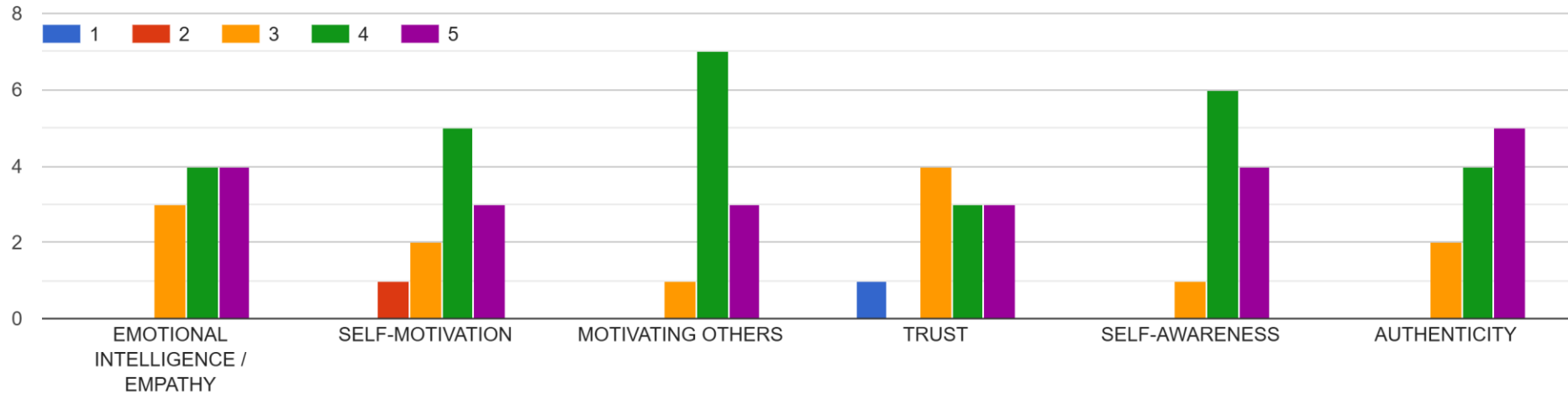
Congrats for taking on the mission to empower youth, support youth, and cultivate a community with your powerful initiatives – that are at the threshold to become a reality!



Sustainable development steams from inner development;
It is essential for achieving lasting external change

INTROSPECTION (EMOTIONAL FACTORS)

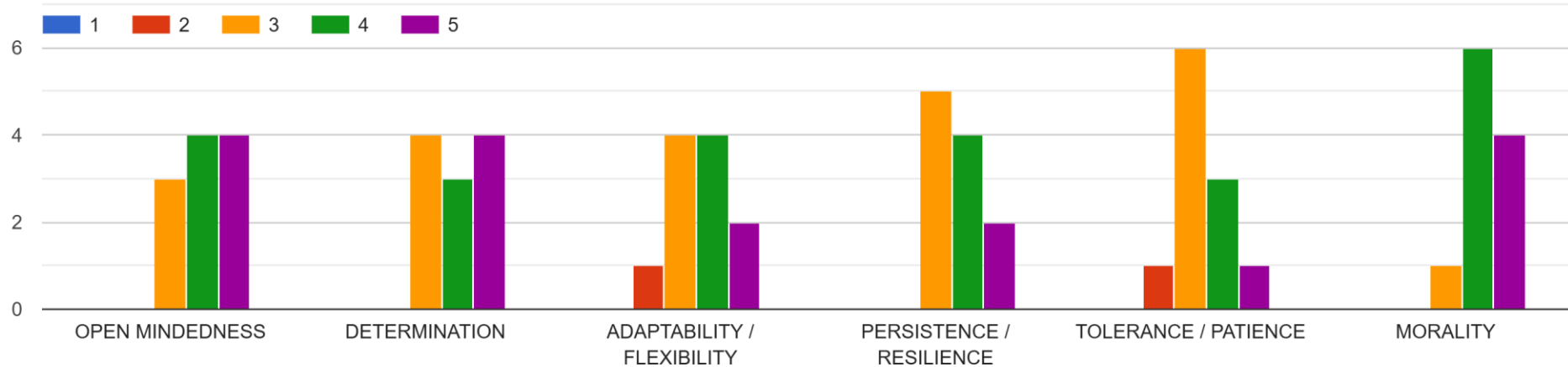
Rate your level of each competence from 1 to 5 (5 = High level of competence - extensive experience in the skill area, 4 = Moderately high level of competence - good experience in the skill area, 3 = Average level of competence - some experience in the skill area, 2 = Low level of competence - limited experience in the skill area, 1 = No level of competence - no experience in the skill area)



Source: GOAT Competence Map

WORLD VIEW/HOW I ACT

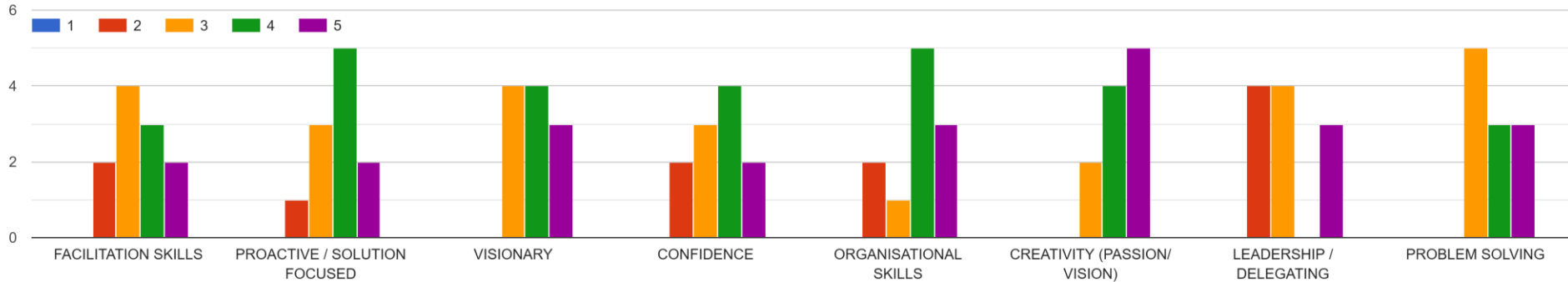
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Source: GOAT Competence Map

LEADERSHIP SKILLS

Rate your level of each competence from 1 to 5 (5 = High level of competence - extensive experience in the skill area, 4 = Moderately high level of competence - good experience in the skill area, 3 = Average level of competence – some experience in the skill area, 2 = Low level of competence – some experience in the skill area, 1 = No level of competence – no experience in the skill area)



Source: GOAT Competence Map

1 **BEING** - Relationship to Self

2 **THINKING** - Cognitive Skills

3 **RELATING** - Caring for Others and The World

4 **COLLABORATING** - Social Skills

5 **ACTING** - Enabling Change

Explore Tools & Techniques for Practicing: IDGs 5 Areas of development (23 skills)



<https://innerdevelopmentgoals.org/about/resources/>



Do you want to empower your students to **drive societal change**? Get inspired by the tools created by our lively community of teachers across the Netherlands.

Find out more about how **Transition Makers Toolbox** builds on the Inner Development Goals framework. Get inspired, start integrating the tools into your education, and help spread the word!

[Click here for more](#)



<https://transitionmakers.nl/>



Transition Makers Toolbox

[Home](#) [All Tools](#) [In Practice](#) [Community](#)

- BEING**
Relationship to Self >
- THINKING**
Cognitive Skills >
- RELATING**
Caring for Others and the World >
- COLLABORATING**
Social Skills >
- ACTING**
Driving Change >

A Teaching Toolbox for Societal Transitions

Do you want to equip your students with the skills needed to drive societal change? Are you looking for ways to include personal and professional development in your teaching?

The toolbox includes step-by-step learning activities, structured around the [Inner Development Goals](#). The tools cover 5 categories and reflect 23 learning outcomes. Each learning activity includes assessment and resources and can be tailored to suit your teaching needs.



Being

Relationship to Self

Cultivating our inner life and developing and deepening our relationship to our thoughts, feelings and body help us be present, intentional and non-reactive when we face complexity.



Inner Compass

Having a deeply felt sense of responsibility and commitment to values and purposes relating to the good of the whole.

Integrity and Authenticity

A commitment and ability to act with sincerity, honesty and integrity.

Openness and Learning Mindset

Having a basic mindset of curiosity and a willingness to be vulnerable and embrace change and grow.

Self-awareness

Ability to be in reflective contact with own thoughts, feelings and desires; having a realistic self-image and ability to regulate oneself.

Presence

Ability to be in the here and now, without judgement and in a state of open-ended presence.

BEING

PRESENT

“Presence is a state of being **that is always accessible to us.**

We reach a state of presence (become fully present) by:

tapping into our inner awareness (beyond ego)

to become fully conscious of the present moment”

- Eckhart Tolle

It is the state of Transcending EGO. To let go of chasing the egoic vision of self

To let go of chasing the egoic vision of self

In a state of PRESENCE, we still have fear, anxiety, frustration, depression, and other “bad” emotions; but we aren’t bothered by them. We don’t label things as good or bad and therefore create negativity or unnecessary stress. The ego is what labels and creates stress; our inner awareness does not.

“There is no good or bad, but thinking makes it so” — William Shakespeare

Centering. Guided Meditation

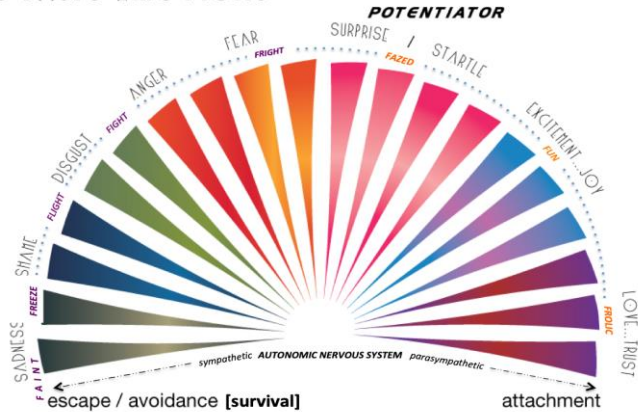


BEING PRESENT

Being present is a skill that takes **PRACTICING**.

Bring your attention back to the PRESENT whenever your mind starts to wander

8 BASIC EMOTIONS



The London Protocol of the Emotions

Paul Brown, Carrie Coombs, Jane Upton with development from Tara Fennessy

1. How is this emotion serving me?
2. Where do I feel it in my body?
3. What changes do I observe in my behaviour after working on it?

**Emotion processing is the skill of noticing, naming and slowing down*

what you are feeling so that you can make good choices about and move forward with more calm

How to Manage My Emotions?

Self-Regulation: techniques

Sensations - noticing, describing what is going on in **your body** - physical sensations in your body

Images - what kind of images are going on in your mind right now; something visual

Notice your Feelings - notice and name an emotion going on inside of you - describe as much as you can - sad, angry, fearful, joyful...

Thoughts - what kind of thoughts are you thinking?

helps you gain more awareness on what you are feeling, slow things down and notice what's going on for you

SENSATIONS

IMAGES

FEELINGS

THOUGHTS

SIFT is an acronym developed by Dan Siegel. It stands for Sensations, Images, Feelings, and Thoughts. This is great technique for youth to scan and get acquainted with their subjective experience.

SIFT skill by Dan Siegel



How to Manage My Emotions?

Self-Regulation: techniques

What else can work when mindful meditation doesn't?

- Identify your triggers
- Practice the rule of 3

Gaze into the distance and name three things you see. Then, stop and name three sounds you hear. Finally, take a moment to notice and wiggle three body parts

- Walk in nature
- Reward yourself regularly
- Breathe a **Physiological Sigh**

(two inhales followed by an extended exhale)

- Relax, muscle by muscle
- Try to stick to your time zone





Thinking

Cognitive Skills

Developing our cognitive skills by taking different perspectives, evaluating information and making sense of the world as an interconnected whole is essential for wise decision-making.

Critical Thinking

Skills in critically reviewing the validity of views, evidence and plans.

Complexity Awareness

Understanding of and skills in working with complex and systemic conditions and causalities.

Perspective Skills

Skills in seeking, understanding and actively making use of insights from contrasting perspectives.

Sense-making

Skills in seeing patterns, structuring the unknown and being able to consciously create stories.

Long-term Orientation and Visioning

Long-term orientation and ability to formulate and sustain commitment to visions relating to the larger context.





Relating

Caring for Others and The World

Appreciating, caring for and feeling connected to others, such as neighbors, future generations or the biosphere, helps us create more just and sustainable systems and societies for everyone.

Appreciation

Relating to others and to the world with a basic sense of appreciation, gratitude and joy.

Connectedness

Having a keen sense of being connected with and/or being a part of a larger whole, such as a community, humanity or global ecosystem

Humility

Being able to act in accordance with the needs of the situation without concern for one's own importance.

Empathy and Compassion

Ability to relate to others, oneself and nature with kindness, empathy and compassion and address related suffering.





Collaborating

Social Skills

To make progress on shared concerns, we need to develop our abilities to include, hold space and communicate with stakeholders with different values, skills and competencies.



Communication Skills

Ability to really listen to others, to foster genuine dialogue, to advocate own views skillfully, to manage conflicts constructively and to adapt communication to diverse groups.

Co-creation Skills

Skills and motivation to build, develop and facilitate collaborative relationships with diverse stakeholders, characterized by psychological safety and genuine co-creation.

Inclusive Mindset and Intercultural Competence

Willingness and competence to embrace diversity and include people and collectives with different views and backgrounds.

Trust

Ability to show trust and to create and maintain trusting relationships.

Mobilization Skills

Skills in inspiring and mobilizing others to engage in shared purposes.

Collaboration blueprint

Teams translate their collected expectations

*functions as a summary and symbol of the team's collaboration


<p>Main goal</p> <p>Goal setting: what is the main goal of this collaboration?</p>	<p>Creative Expression</p> <ul style="list-style-type: none">• Lastly, the team comes up with a creative expression that symbolizes their team's collaboration <p><i>This expression can take any form, such as a symbol, image, sentence or living statue</i></p> 
<p>Criteria for success</p> <ul style="list-style-type: none">• What are our criteria for success?• When are we satisfied with the input?• And when are we satisfied with the output?	
<p>Commitment</p> <ul style="list-style-type: none">• Why is our goal important?• How are we showing commitment to this goal?	

Image source:

<http://logobook.com/business/business-development/>



Acting

Enabling Change

Qualities such as courage and optimism help us acquire true agency, break old patterns, generate original ideas and act with persistence in uncertain times.

Courage

Ability to stand up for values, make decisions, take decisive action and, if need be, challenge and disrupt existing structures and views.

Creativity

Ability to generate and develop original ideas, innovate and being willing to disrupt conventional patterns.

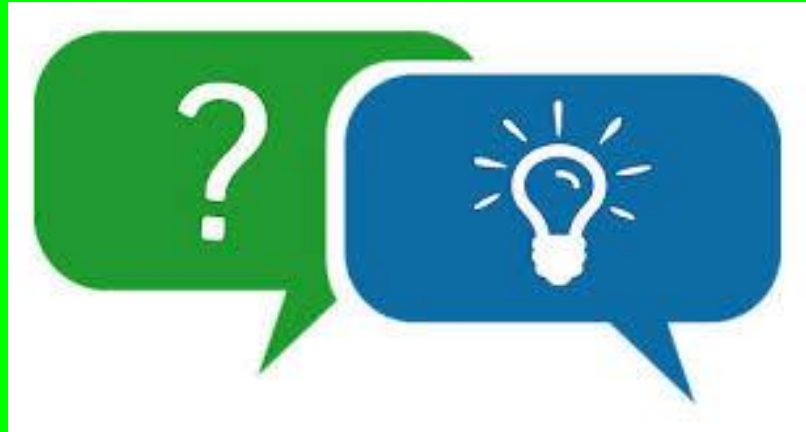
Optimism

Ability to sustain and communicate a sense of hope, positive attitude and confidence in the possibility of meaningful change.

Perseverance

Ability to sustain engagement and remain determined and patient even when efforts take a long time to bear fruit.





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