A Brief Overview of AQAL: Our Guiding Model

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Adapted from Ken Wilber

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4 Dimensions of Reality = 4 Quadrants

- All human languages contain the words for indicating: the “I”, “We” and “It” and “collectives of its”
- The 4 quadrants show the universal recognition of Subject and Object as well as the Individual and Collective aspects of experience
- These aspects can be graphed in a way that is useful for identifying the major dimensions of any given human situation or topic of inquiry
- They can also be used to diagnose and systematically address conflict and issues from multiple perspectives

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The Four Quadrants

	INTERIOR ←	→ EXTERIOR	
	Subjective	***Objective***	
Individual (I)	**Self And Consciousness** ***Personal experience (feeling, reasoning, perceiving, dreaming, intuiting)***	**Brain And Organism** **Observable *behavior* (including measurable aspects of the interior and its expressions**	***(It)***
Collective (We)	**Culture And Collective Worldview** ***Believes, core values, Shared vision Shared language and meaning***	**Physical, Technical And Social *Systems*** ***Strategies Structures Procedures***	***(Its)***

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The Upper Left Quadrant or Interior Development

The development of the Self or Ego as described in Ego Development theory and its organizational application as the Leadership Maturity Framework focuses on the Upper Left quadrant.

It is in the UL where levels of development are identified. As described in Cook-Greuter's research and that of others (Kegan, Wilber) adults show distinct patterns of increasing complexity and integration in what they can experience and pay attention to.

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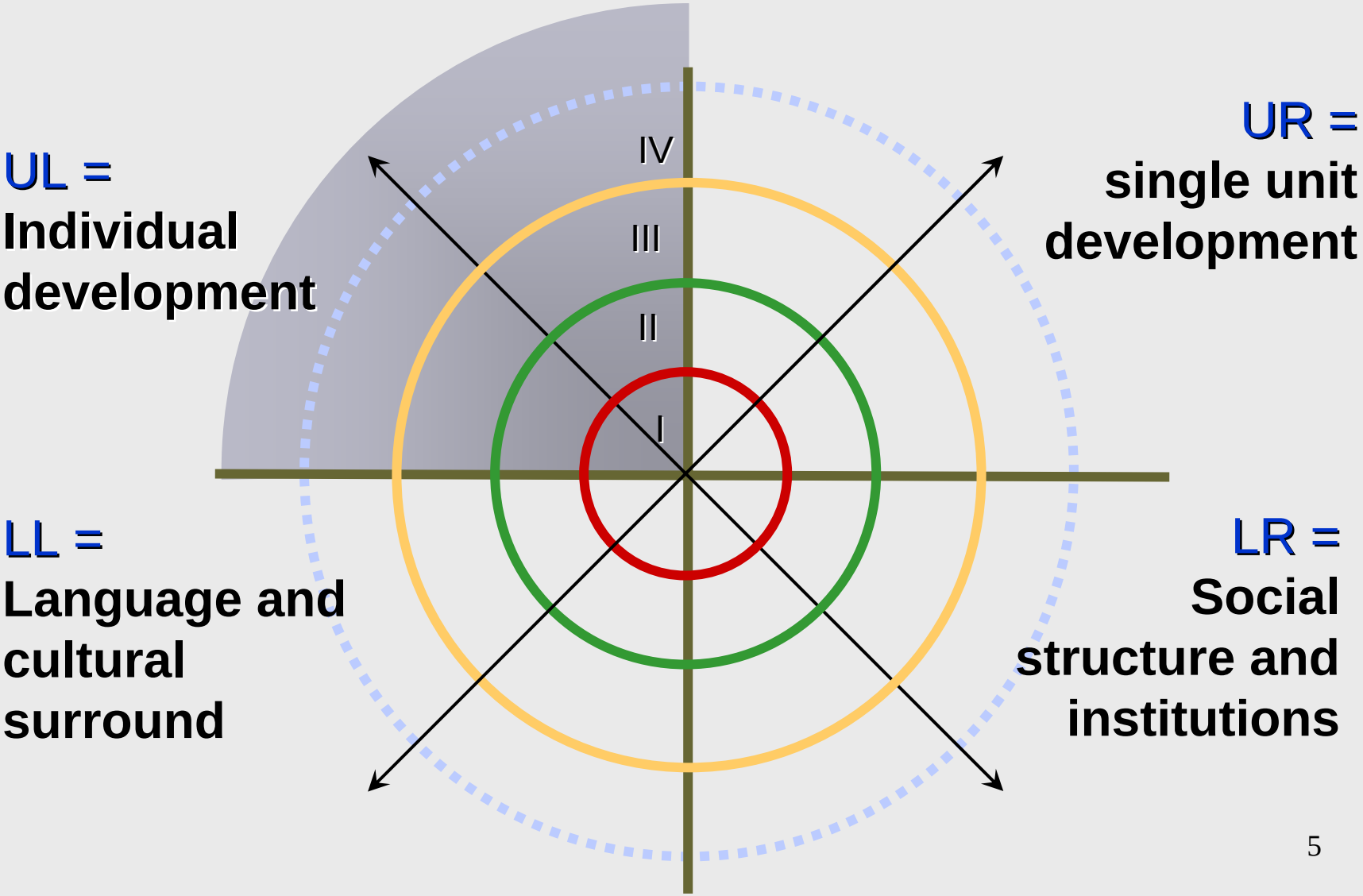
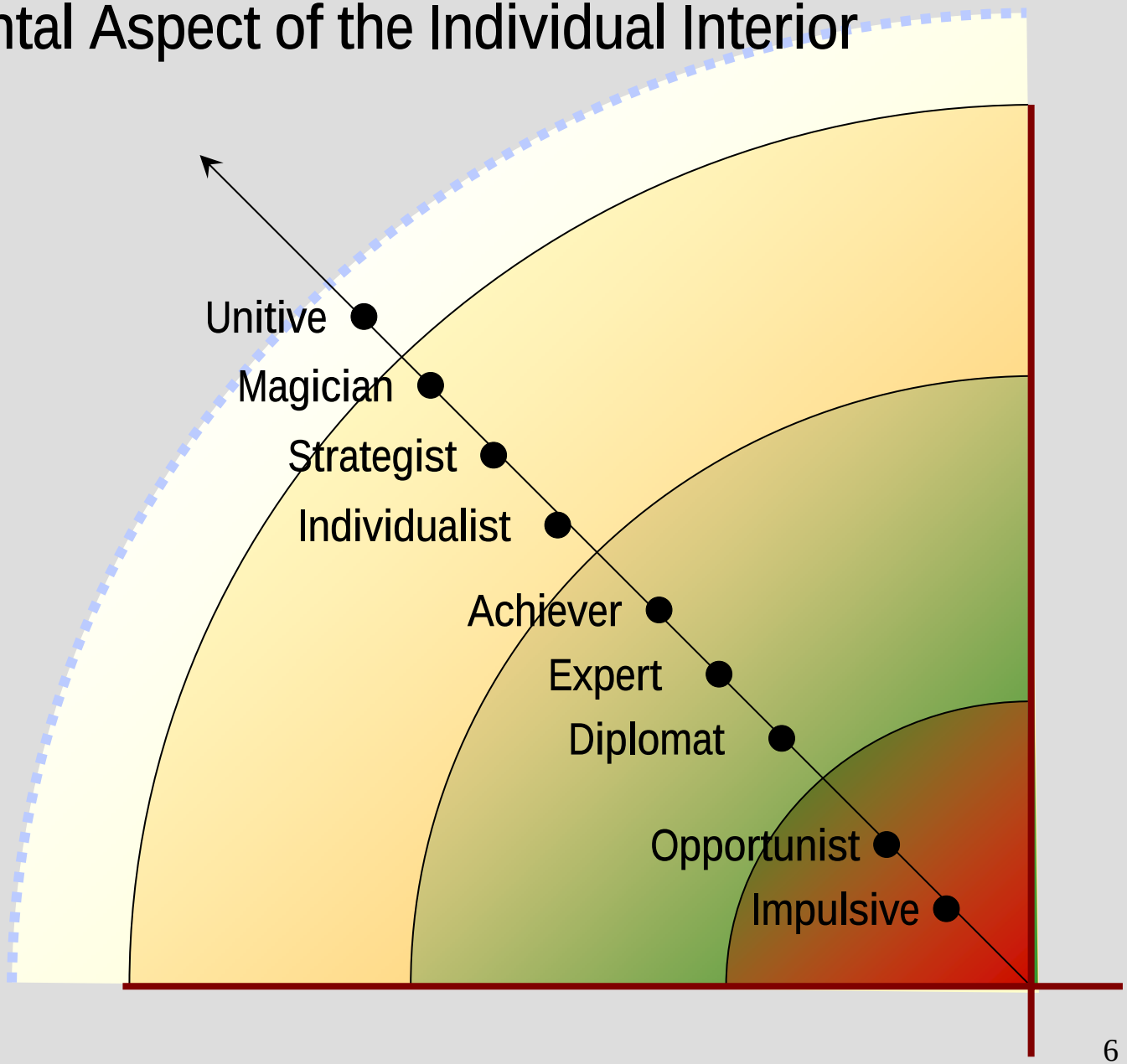
The LMF Focus On Individual Interior Development



Developmental Aspect of the Individual Interior



In an Integral Framework, each quadrant is always influenced by all others.

When we look at the development of self-awareness for instance, the other three quadrants are part of the reason the self experiences what it does in the specific way it does because it is inextricably interrelated with

(UR) a bio-physio-chemical body, governed by the laws of physics, and the biosphere

(LL) cultural/historical context and shared meanings

(LR) the social arrangements, laws etc., that structure and define society

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