

From AQAL to AQAT Dialog in an Integral Perspective

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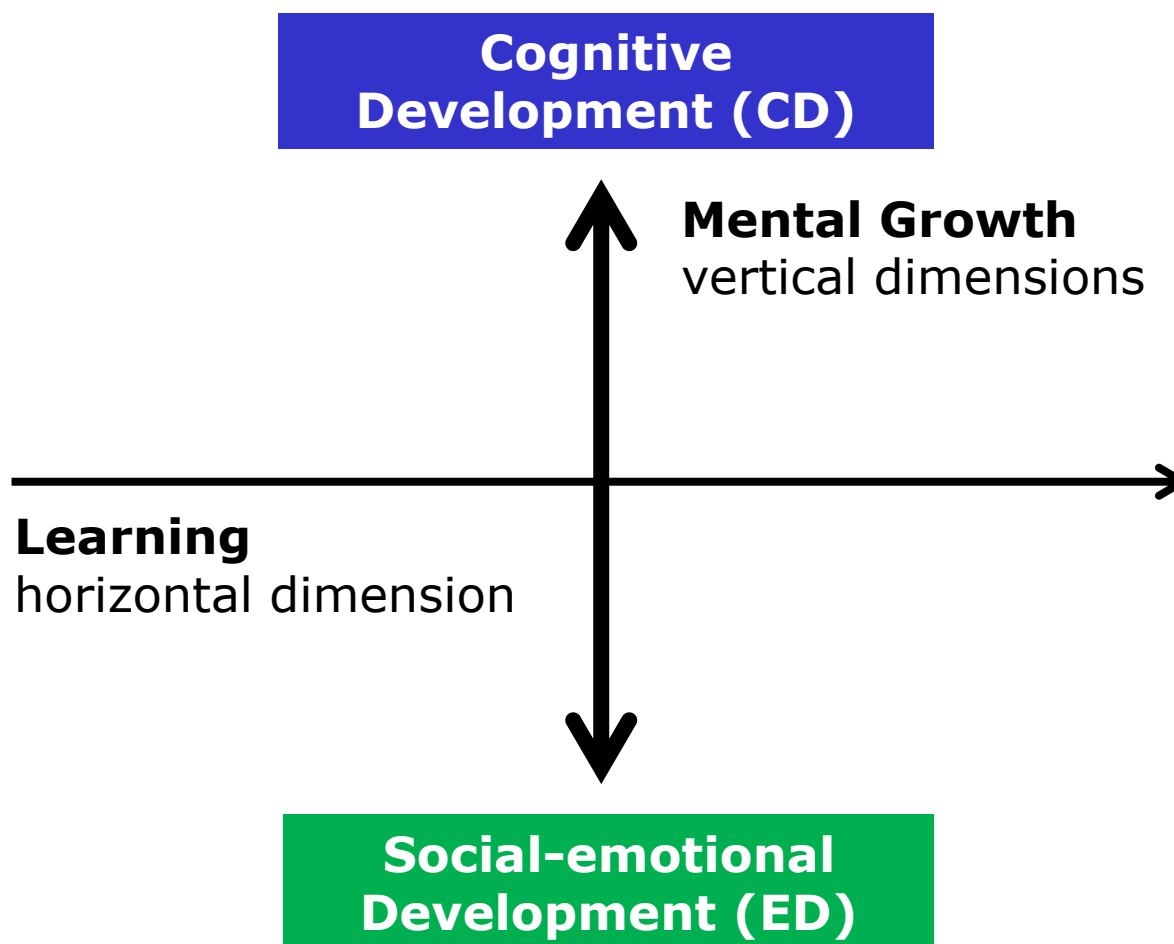
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What Is CDF?

Constructive Developmental Framework (CDF)

- theoretical framework for **developmental assessment**
- developed by **Dr Otto Laske**
- **three dimensions of adult development:**
 - the social-emotional dimension,
 - the cognitive dimension, and
 - the psychological dimension
- based on **empirical research**
- tool in developmental **coaching** and in organizational **consulting**

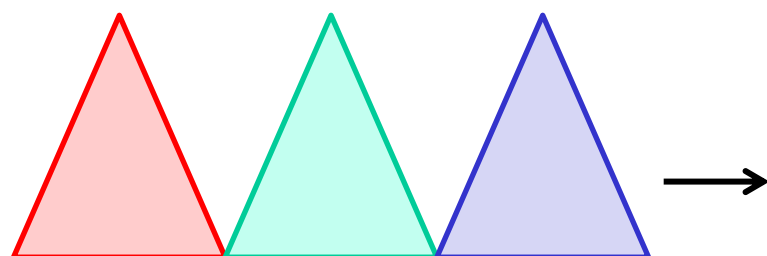
Dimensions of Developmental Assessment



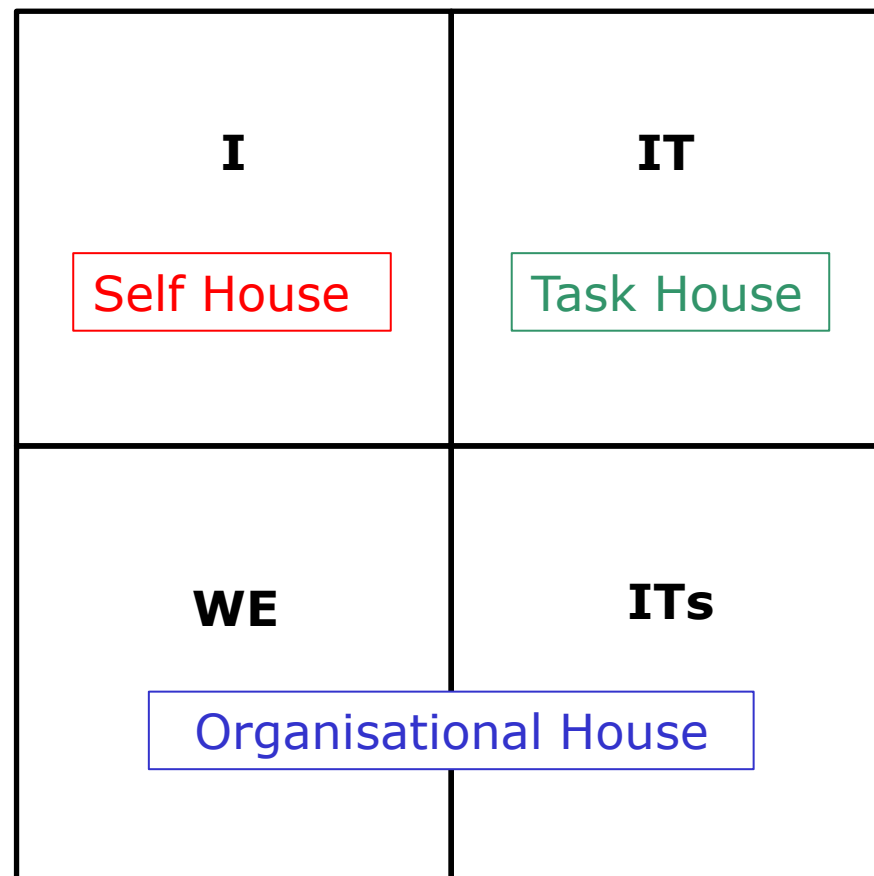
Interviewing in CDF

- Interviewing: **structured dialogical process**
- adult **development** is “invisible”
- elicit **empirical evidence**
- **language and thinking** are inseparable
- thinking leaves its **traces in speech or text**
- **analyzing and interpreting** language
- **social-emotional and cognitive** interviews

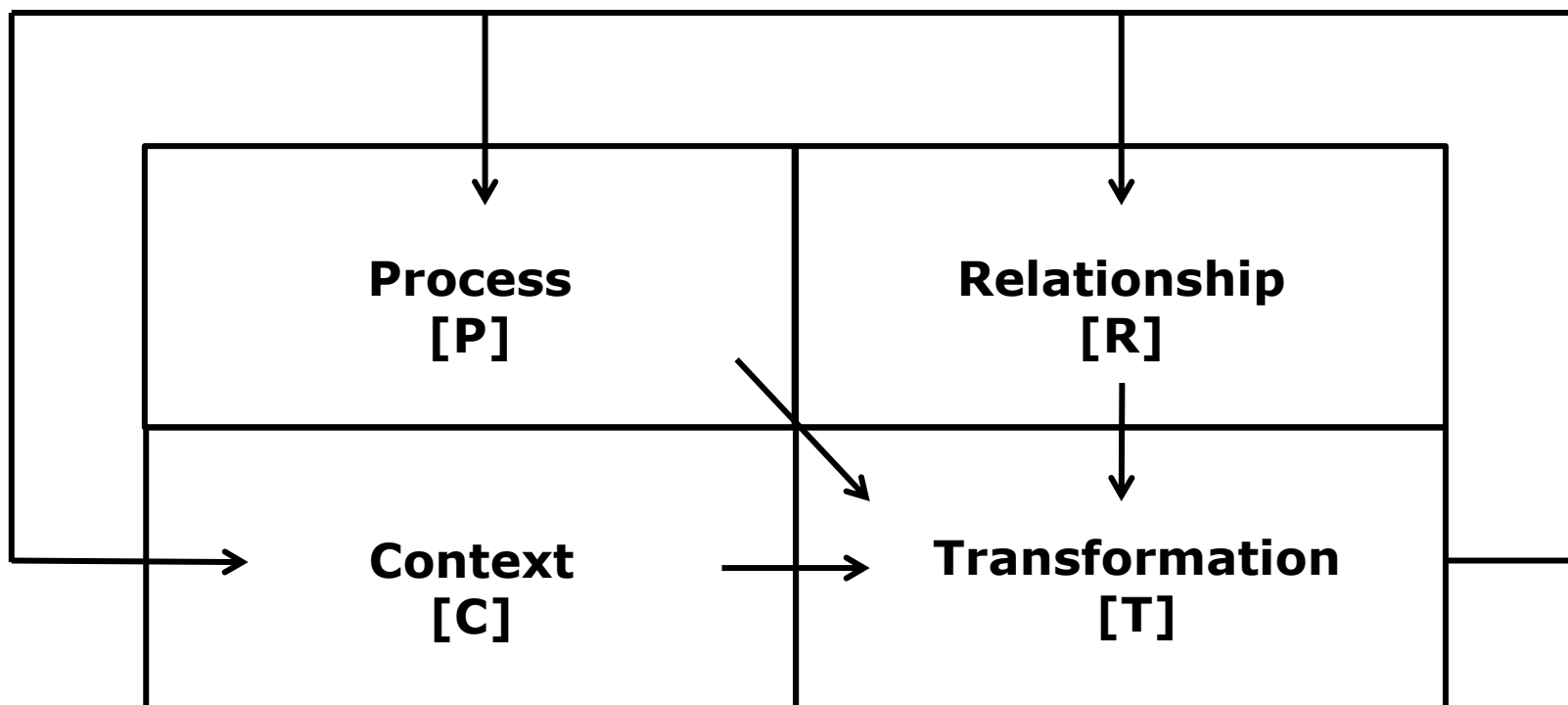
Prompts in the Cognitive Interview



Three Houses
The Mental Space of Work



The Four Moments of Dialectic



Context Thought Forms (C)

stable configurations that appear as a stratified “big picture”
momentarily able to withstand unceasing change.



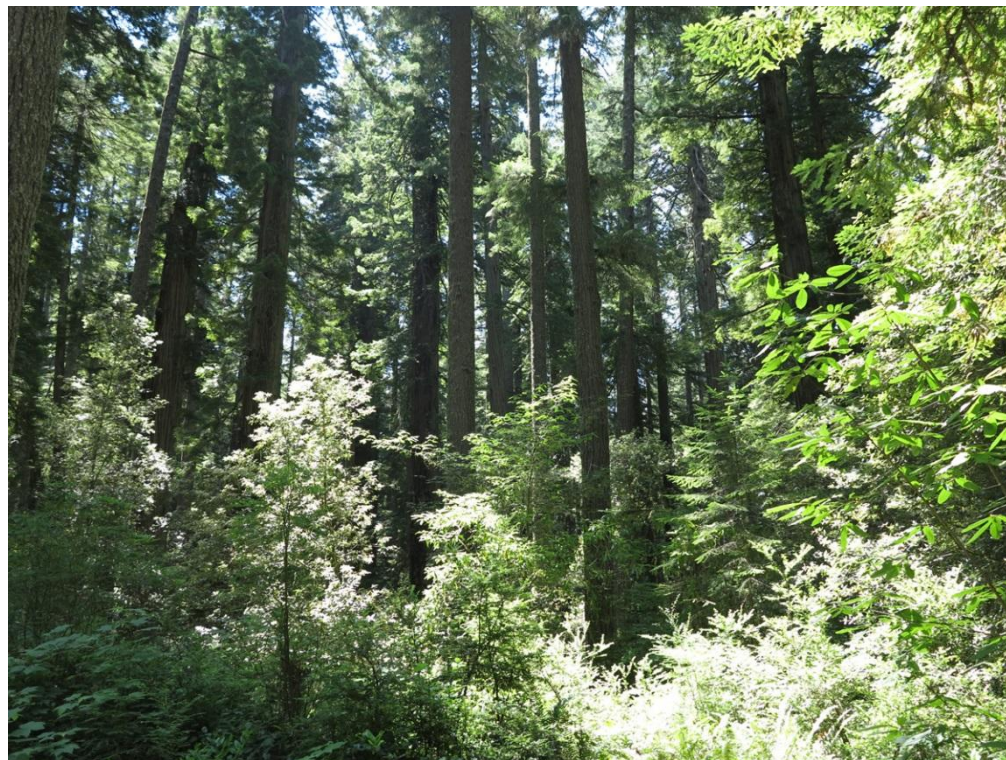
Process Thought Forms (P)

unceasing change in how things emerge into being and vanish into non-being.



Relationship Thought Forms (R)

unity in diversity that shows how what is different is different only relative to a shared commonality that includes all differences.



Transformation Thought Forms (T)

equilibrium created in thought and action by integrating different, even opposing, systems, open to human agency.



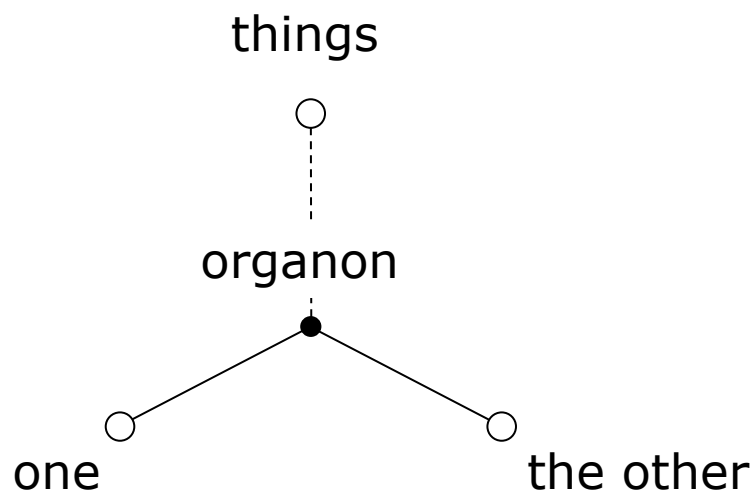
The cognitive profile of a person

A CDF analysis of human thought yields insight into three aspects of an individual's thinking:

- balance or imbalance of using **thought forms of all four moments of dialectic** [or classes of thought forms] (P, C, R, T)
- size of the **systems thinking** index as a measure of a thinker's potential for developing dialectical thinking (T)
- the balance or imbalance of the speaker's/thinker's use of **critical and constructive thought forms** (P+R) vs. (C+T).

Dialog as a Dialectical Process

Bühler's triadic organon model of communication



Dialogical tension and dialectical process

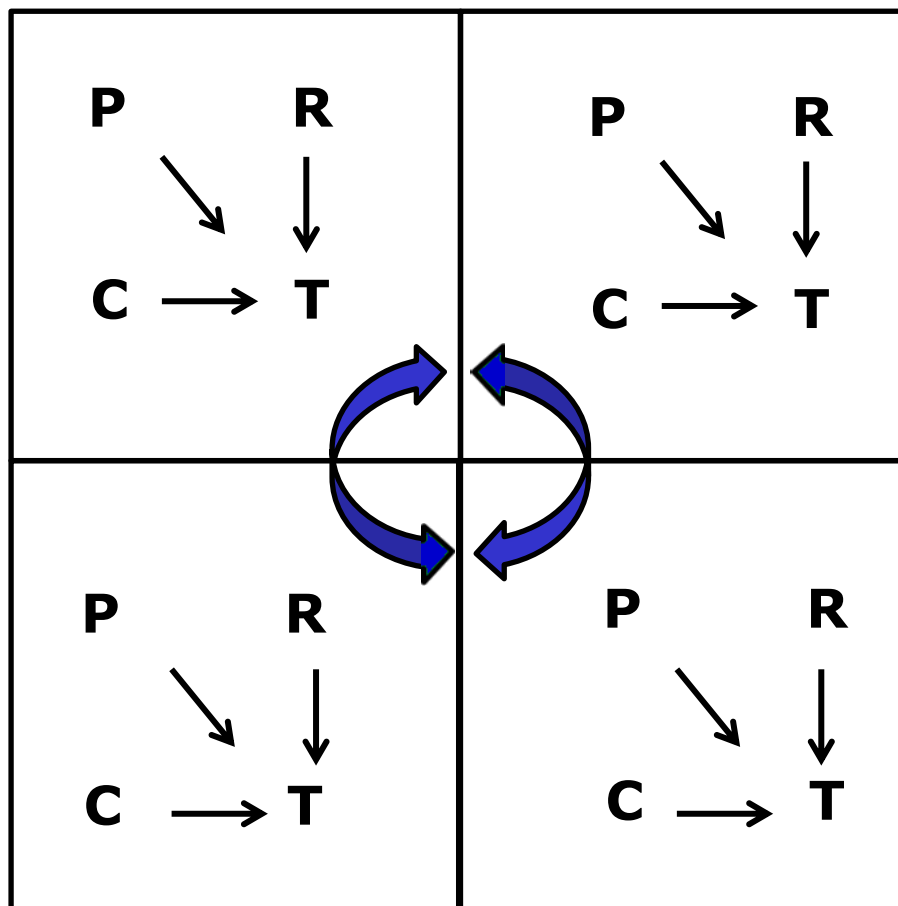
incomprehension > ... > comprehension

Integral Theory: the missing YOU

I	IT
WE	ITs



Integral Dialectics: From AQAL to AQAT



C: Context
P: Process
R: Relation
T: Transformation

Toward an Integral Dialectical Research Agenda

The present integral research agenda, viewed from CDF, should be completed in the following ways:

- The **social-emotional and cognitive dimensions** of adult development should be **clearly separated** in terms of empirical measurement.
- A methodology for measuring cognitive development in terms of **dialectical thinking** should be used.
- The three best known dimensions of adult development: social-emotional, cognitive, and psychological, should be **connected in an evidence-based way**.

CDF: Books and Links

- Frischherz, Bruno (2013): *Dialektische Textanalyse und Textentwicklung* – Teile I und II. <http://www.zeitschrift-schreiben.eu/>
- Interdevelopmental Institute: www.interdevelopmentals.org
- Laske, Otto E. (2006): *Measuring hidden dimensions*. The art and science of fully engaging adults. Volume 1. Medford: Interdevelopmental Institute Press.
- Laske, Otto E. (2009): *Measuring hidden dimensions. Foundations of requisite organization*. Volume 2. Medford: Interdevelopmental Institute Press.
- Laske, Otto E. (2010a): *Humanpotenziale erkennen, wecken und messen. Handbuch der entwicklungsorientierten Beratung*, Bd. 1. Medford: Interdevelopmental Institute Press.
- Wikipedia: *Constructive Developmental Framework (CDF)*. http://de.wikipedia.org/wiki/Constructive_Developmental_Framework