

CLOSING WORDS by Otto Laske, September 17, 2020

Good evening.

This is surely a unique moment in the history of the IDM Community, -- a moment I and many of you have hoped would occur for a long time. What makes this moment special is that CDF, the *Constructive Developmental Framework*, has finally **emerged**, not only as a theoretical but **practical** framework for consulting to clients' mental process from an adult-developmental vantage point -- a developmentally mature form of Schein's "process consultation".

At this moment, I feel a little bit like a boy who has been shown that the tools he has built *for himself* effectively work for *other* children. In the case of CDF, these tools are process consultation tools that have their origin in the art of *developmental interviewing for assessment*. I don't think that the adult-developmental research community has **really** understood the power of structured interviewing **as dialogue**, -- the fact that social-emotional and cognitive interviewing are an optimal consultation tool, -- not only for work in organizations but in political, educational, and societal dialogue spaces. **In a time of algorithmic policing and political demagoguery, developmental process consultation is called for more than ever.**

When I began to learn about adult-developmental research in 1992, I brought to it my schooling in dialectical thinking from the Frankfurt School. I realized the crucial relevance of **connecting** what logical thinking only separates. I felt compelled early on make some **critical** distinctions not sufficiently emphasized before me, those between *social-emotional vs. cognitive, meaning-making vs. sense-making, horizontal vs. vertical, interviewing vs. assessment, monological vs. dialogical*. I defined **novel** terms to provide the HOW for Kohlberg's, Loevinger's, Kegan's, Wilber's, Basseches', Jaques's, Schein's and even Bhaskar's WHAT, where by 'How' I specifically mean the question: **"how does that work in real time?"**

Here are the three main insights that make CDF tick:

1. People function and operate in real time ***based on developmental structures discernable through listening*** that can be brought to their own attention for the sake of raising self-awareness and help stretch accountability level.

2. These structures, in CDF referred to as *social-emotional, cognitive, and psychological*, make sense only **when seen as intrinsically interrelated**, both in research and consultation.
3. An adult-developmental perspective offers criteria by means of which *any* community -- organizational, educational, or religious -- ***can ask itself critical questions*** about the limits of its own functioning and goal pursuit.

To update you on my work, here is a concrete offer for learning CDF tools through the experience of structured interviewing. As I have done since 2001, I teach small, 5-6 member, *cohorts* learning to work in CDF through empirical case studies over 8-9 months, now Zoom sessions. I am open to holding individual information sessions with interested parties. Simply use my email, otto@interdevelopmentals.org.

To close, I wish to congratulate especially those who have spoken today -- for their passion and ingenuity in making CDF their own within a broad variety of work contexts. I am moved by, and will continue to be connected to your diverse academic, organizational, and institutional initiatives meant to help people become more self-aware of the ways in which they presently make meaning and sense of their world.

I fervently wish that, from now on, we can gather more frequently to make our work with CDF known to others who can benefit from it. THANK YOU ALL.