Perspectives on Development of Human Potential
& Working Relationships

Aim of Capacity Dev.	Worldview and Process
System Actualizing— Being an instrument in changing the course of history toward evolving Regenerative Capacity for all living systems	Developing Self **BY** Developing a System's Capacity to Actualize itself. Expressions: Essence Realization of self and systems, accomplished through Promises beyond Ableness; systems evolution of industry, social systems, cultural paradigms, governing agreements. Development Plan: add PBS, Financial Effectiveness,
Systems Actualizing— Live a purposeful life in service of working society and	Development of a System/organization for actualization Expressions: Working with Strategic Developmental Plans (made public); articulating Personal Inner Aims, Process defined, with how and who A Development Plan: Goals coupled with Personal Aims; renewed regularly as complete
Self Actualizing— development capcity of critical thinking skills and personal self-determination	Questions with a framework that is shared; reflection; Interaction between individuals Expressions: practices designed to take human emotions and experiences into account. Appreciative inquiry, visualization
Self Actualizing— drawn on higher potential of humans	Agreed on rule-based processes based on study of mammals and their behavior in lab conditions. Expressions: incentives, rewards & recognition,
Performance — Management with external motivation to create change	Fixed View of human capacity; Processes leave control in one person's hands over others; they bring ideals, seek their own comfort; the receiver of processes experiences mental runaway and distraction from direction of others Expressions: Toxic 30, e.g. Feedback, dyadic assessment of two forced choices, treat people as machines and interchangeable parts.