

The 23 skills and qualities of the Inner Development Goals framework

Being – relationship to self	Thinking – cognitive skills	Relating – caring for others and the world	Collaborating – social skills	Acting – driving change
<p>Inner compass: Having a deeply felt sense of responsibility and commitment to values and purposes relating to the good of the whole.</p> <p>Integrity and authenticity: A commitment and ability to act with sincerity, honesty and integrity.</p> <p>Openness and Learning mindset: Having a basic mindset of curiosity and willingness to be vulnerable, embrace change and grow.</p> <p>Self-awareness: Ability to be in reflective contact with own thoughts, feelings and desires; having a realistic self-image and ability to regulate oneself.</p> <p>Presence: Ability to be in the here and now, without judgement and in a state of open-ended presence.</p>	<p>Critical thinking: Skills in critically reviewing the validity of views, evidence and plans.</p> <p>Complexity awareness: Understanding of and skills in working with complex and systemic conditions and causalities.</p> <p>Perspective skills: Skills in seeking, understanding and actively making use of insights from contrasting perspectives.</p> <p>Sense-making: Skills in seeing patterns, structuring the unknown and being able to consciously create stories</p> <p>Long-term orientation and visioning: Long-term orientation and ability to formulate and sustain commitment to visions relating to the larger context.</p>	<p>Appreciation: Relating to others and to the world with a basic sense of appreciation, gratitude and joy.</p> <p>Connectedness: Having a keen sense of being connected with and/ or being a part of a larger whole, such as a community, the humanity or the natural environment.</p> <p>Humility: Being able to act in accordance with the needs of the situation without concern for one's own importance.</p> <p>Empathy and compassion: Ability to relate to others, oneself and nature with kindness, empathy and compassion and the intention to address related suffering.</p>	<p>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.</p> <p>Co-creation skills: Skills and motivation to build, develop and facilitate collaborative relationships with diverse stakeholders, characterized by psychological safety and genuine co-creation.</p> <p>Inclusive mindset and intercultural competence: Willingness and competence to embrace diversity and include people and collectives with different views and backgrounds.</p> <p>Trust: Ability to trust and create and maintain trusting relationships.</p> <p>Mobilization skills: Skills in inspiring and mobilizing others to engage in shared purposes.</p>	<p>Courage: Ability to stand up for fundamental values, make decisions, take decisive action and, if need be, challenge and disrupt existing structures and views.</p> <p>Creativity: Ability to generate and develop original ideas, innovate and being willing to disrupt conventional patterns.</p> <p>Optimism: Ability to sustain and communicate a sense of hope, positive attitude and confidence in the possibility of meaningful change.</p> <p>Perseverance: Ability to sustain engagement and remain determined and patient even when efforts take a long time to bear fruit.</p>