# The Developmental Evolution of Human Systems

*Barry K. Weinhold, PhD & Janae B. Weinhold, PhD*  

*The Evolution of Microsystems*

<table>
<thead>
<tr>
<th>Stage of Development / Primary Task</th>
<th>Developmental Processes of an Individual</th>
<th>Developmental Processes of a Couple</th>
<th>Developmental Processes of a Family</th>
</tr>
</thead>
</table>
| Co-dependent Stage: Bonding & Attachment | • Mother receives good pre-natal care and support  
• Experience a nonviolent birth with immediate interventions to heal any shocks or birth trauma | • Create secure and consistent bonding experiences with each other  
• Establish deep primal trust in each other  
• Develop ways to quickly repair any disruptions to couple resonance | • Create secure bonding experiences in the family between parents and children  
• Establish primal trust of family members with one another |
|  | • Experience secure bonding/attachment with mother and or other adult caregivers  
• Build primal trust with both parents through a consistent resonant connection  
• Learn emotional resiliency skills  
• Create a secure internal model of self/other  
• Build healthy emotional communication and social engagement skills with both parents & others  
• Achieve secure bonding experiences with siblings and extended family  
• Promote effective communication and social engagement skills with parents and others | • Establish good communication and social engagement skills with each other  
• Establish an identity as a couple  
• Create secure bonding experiences in the family between parents and children  
• Establish primal trust among family members  
• Establish healthy emotional communication and social engagement skills among family members  
• Establish an identity as a family | • Establish healthy emotional communication and social engagement skills among family members  
• Initiate a healthy family vision and induct family members into it  
• Establish a healthy identity as a family |
<table>
<thead>
<tr>
<th>Stage of Development / Primary Task</th>
<th>Developmental Processes of an Individual</th>
<th>Developmental Processes of a Couple</th>
<th>Developmental Processes of a Family</th>
</tr>
</thead>
</table>
| **Counter Dependent Stage: Separation** | - Achieve complete psychological separation from both parents  
- Learn to explore one’s environment in safe ways  
- Learn to trust and regulate one’s own thoughts, feelings, behaviors in socially appropriate ways | - Become functionally separate individuals in the relationship  
- Identify and accept individual differences in thoughts, feelings, and behaviors in each other  
- Resolve internal conflicts between needs of self & other | - Parents and children learn to assert their individual needs and have them supported by other family members  
- Use fair, equitable, and non-shaming methods of limit setting and discipline |
| **Independent Stage: Mastery** | - Internalize appropriate physical & social limits  
- Develop healthy narcissism  
- Resolve internal conflicts between oneness & separateness  
- Bond with self  
- Continue to build secure internal | - Develop effective partnership ways to resolve conflicts of wants and needs, and conflicts of values and beliefs | - Parents are able to set effective limits for themselves and their children  
- Resolve conflicts effectively between needs of parents and needs of children |
| **Independent Stage: Mastery** | - Master basic self-care  
- Master the process of becoming a functionally autonomous individual separate from parents  
- Develop object constancy  
- Develop trust in core values and beliefs  
- Achieve secure bonding experiences with nature  
- Learn effective social engagement skills  
- Develop secure self/other internal working model | - Listen empathically and non-defensively to each other  
- Communicate feelings directly and responsibly  
- Take responsibility for the influence of past shocks, traumas, or stresses on behavior  
- Master financial, psychological, and professional self-sufficiency within the relationship  
- Move beyond an idealized, romanticized approach to love and intimacy | - Support development of individual initiative in family members  
- Develop individual and couple autonomy within the family structure  
- Set limits on children, selves, extra-family involvement to preserve couple relationship/couple autonomy within the family structure  
- Develop core values and beliefs as a family  
- Achieve object constancy as a family  
- Bond with nature as a family |
<table>
<thead>
<tr>
<th>Stage of Development / Primary Task</th>
<th>Developmental Processes of an Individual</th>
<th>Developmental Processes of a Couple</th>
<th>Developmental Processes of a Family</th>
</tr>
</thead>
</table>
| Inter-dependent Stage: Cooperation | • Develop secure internal working model of self/other  
• Achieve secure bonding with peers | • Develop core values and beliefs as a couple  
• Achieve object constancy as a couple  
• Bond with nature as a couple | • Build consensus in decision-making skills among family members  
• Teach family members to cooperate with each other so all get important needs met  
• Create rituals that sustain the spiritual dimension of the family  
• Create divisions of labor based on individual interests and abilities  
• Help family members cooperate to help each other to heal their developmental shocks, traumas, or stresses  
• Teach family members how to cooperate to develop each member’s fullest potential as human being |
|                                    | • Learn how to cooperate with others  
• Learn how to negotiate with others to get needs met  
• Learn to accept responsibility for personal behaviors and life experiences  
• Experience secure bonding with peers & other adults  
• Develop a social conscience  
• Achieve a secure bonding with the main culture  
• Develop a secure bonding with the planet  
• Live out of an authentic adult self  
• Achieve secure bonding with own children  
• Understand the influence of incomplete developmental processes on own life and the how to heal own developmental shocks, traumas, or stresses successfully | • Create a well-differentiated and clearly defined sense of self  
• Support partner’s development  
• Learn to cooperate with each other in getting important needs met in the relationship  
• Experience the deepest human connection possible with each other  
• Develop equality in the relationship  
• Cooperate to help each other heal developmental shocks, traumas, or stresses  
• Cooperate to develop each person’s fullest human potential |
# The Evolution of Human Macrosystems

<table>
<thead>
<tr>
<th>Stage of Development / Primary Task</th>
<th>Developmental Processes of Communities &amp; Cultures</th>
<th>Developmental Processes of Nation-states</th>
<th>Developmental Processes of the Human Race</th>
</tr>
</thead>
</table>
| Codependent Stage: Bonding & Attachment | • Create bonding experiences for employees  
• Build trust between employers and employees  
• Create an organizational identity  
• Provide for basic needs of employees and managers  
• Foster healthy emotional communication and social engagement skills with employees and employers  
• Build organizational esprit de corps | • Create bonding experiences that unify all subcultures around common values and practices  
• Build trust between leaders and citizens  
• Create healthy national identity  
• Establish healthy emotional communication and social engagement skills for all citizens  
• Provide opportunities for all citizens to get their basic needs met  
• Understand the true history of the nation  
• Build national esprit de corps | • Establish secure bonding with the world of Nature  
• Create a respect for the supernatural and spiritual elements of human life  
• Establish a unique identity as a species  
• Promote the development of right-brain functions within the individual  
• Understand the true history of the human race |
| Counter-dependent Stage: Separation | • Support employees to assert their needs and have them taken seriously by employers  
• Identify and promote unique contributions of each employee to the organization  
• Use fair, equitable, and non-shaming methods of limit-setting with employees | • Encourage all citizens to assert their needs and insist they are taken seriously by leaders  
• Guarantee freedom of expression and protect minority and cultural rights  
• Identify and promote unique contributions of every citizen to the nation | • Explore ways to become functionally separate from Nature  
• Establish and respect diversity in the species  
• Develop left-brain functions within the individual  
• Create separate nation-states  
• Create religions based on beliefs in the supernatural and separate from Nature |
<table>
<thead>
<tr>
<th>Stage of Development / Primary Task</th>
<th>Essential Developmental Processes of an Organization</th>
<th>Essential Developmental Processes of Cultures &amp; Nation-states</th>
<th>Essential Developmental Processes of the Human Race</th>
</tr>
</thead>
</table>
| • Establishing rules and policies in equitable ways.  
  • Resolving internal conflicts between the needs of employees and the needs of employers in partnership ways  
  • Understand the influence of incomplete developmental processes on work performance and provide ways to heal developmental shocks, traumas, or stresses that show up at work | • Establish fair, equitable, and non-discriminating laws and national policies  
• Use rule of law to provide equal justice for all citizens.  
• Identify unique strengths of cultures and nations  
• Develop effective ways to resolve conflicts of needs between cultural groups and between nations  
• Understand how incomplete developmental processes influence national health and provide ways to heal developmental shocks, traumas, or stresses of all citizens | • Resolve conflicts between nations and religions in partnership ways  
• Understand how incomplete developmental processes influence human development and provide ways to heal developmental shocks, traumas, or stresses of all humans |
| Independent Stage: Mastery | • Create an organizational culture with mutually determined values and beliefs  
• Support individual autonomy within the organizational structure  
• Give employees responsibility for self-regulation of emotion and self-care. | • Create a national culture that honors and protects diversity of all cultures.  
• Create economic/social safety net for those in need  
• Insure that voting rights of all citizens are guaranteed | • Reunite with the world of Nature as partners  
• Develop whole-brain thinking functions including both/and thinking  
• Create & support individual cultures  
• Celebrate diversity among all cultures  
• Resolve conflicts of needs between cultures in partnership ways |
<table>
<thead>
<tr>
<th>Stage of Development / Primary Task</th>
<th>Essential Developmental Processes of an Organization</th>
<th>Essential Developmental Processes of Cultures &amp; Nation–states</th>
<th>Essential Developmental Processes of the Human Race</th>
</tr>
</thead>
</table>
| Inter-dependent Stage: Cooperation | • Support employees’ achievement of true pride in their work  
• Providing specialized training and development for each employee to enhance individual contributions to the  
• Build and sustain employee morale  
• Creating divisions of labor based on individual interests and abilities  
• Foster cooperation that helps each employee develop his or her fullest potential as a human being | • Teach citizens how to take responsibility for self-regulation of emotion and self-care  
• Help citizens develop true cultural and national pride | • Provide for the basic needs of all citizens  
• Utilize systemic thinking in making major decisions  
• Establish a planetary partnership culture based on cooperation and respect for differences  
• Develop the global brain and utilize global thinking in major decision-making bodies  
• Develop trans-systemic thinking |

| Inter-dependent Stage: Cooperation | • Create organizations that run cooperatively by employees and employers  
• Utilize cooperative team-building activities  
• Promote cooperation-building among teams  
• Create rituals that build and sustain employee morale  
• Creating divisions of labor based on individual interests and abilities  
• Foster cooperation that helps each employee develop his or her fullest potential as a human being | • Citizens and their representatives cooperate to create three interdependent and balancing branches of government with equal power to govern  
• Leaders cooperate to build consensus policies to handle relations between cultural groups and between nations  
• Leaders cooperate to create meaningful national rituals that build and sustain citizen morale  
• Create equal opportunities for all citizens to develop their fullest potential |