

The Developmental Evolution of Human Systems

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The Evolution of Microsystems

Stage of Development / Primary Task	Developmental Processes of an Individual	Developmental Processes of a Couple	Developmental Processes of a Family
Co-dependent Stage: Bonding & Attachment	<ul style="list-style-type: none"> • Mother receives good pre-natal care and support • Experience a nonviolent birth with immediate interventions to heal any shocks or birth trauma 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Create secure bonding experiences in the family between parents and children • Establish primal trust of family members with one another
	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • 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

Stage of Development / Primary Task	Developmental Processes of an Individual	Developmental Processes of a Couple	Developmental Processes of a Family
Counter Dependent Stage: Separation	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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
	<ul style="list-style-type: none"> • Internalize appropriate physical & social limits • Develop healthy narcissism • Resolve internal conflicts between oneness & separateness • Bond with self • Continue to build secure internal 	<ul style="list-style-type: none"> • Develop effective partnership ways to resolve conflicts of wants and needs, and conflicts of values and beliefs 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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

Stage of Development / Primary Task	Developmental Processes of an Individual	Developmental Processes of a Couple	Developmental Processes of a Family
	<ul style="list-style-type: none"> • Develop secure internal working model of self/other • Achieve secure bonding with peers 	<ul style="list-style-type: none"> • Develop core values and beliefs as a couple • Achieve object constancy as a couple • Bond with nature as a couple 	
<p>Inter-dependent Stage: Cooperation</p>	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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.

The Evolution of Human Macrosystems

Stage of Development / Primary Task	Developmental Processes of Communities & Cultures	Developmental Processes of Nation-states	Developmental Processes of the Human Race
Codependent Stage: Bonding & Attachment	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Establish secure bonding with the world of Nature • Create a respect for the supernatural and spiritual elements of human life • Establish a unique identify 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	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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

Stage of Development / Primary Task	Essential Developmental Processes of an Organization	Essential Developmental Processes of Cultures & Nation-states	Essential Developmental Processes of the Human Race
	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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
<p>Independent Stage: Mastery</p>	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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

Stage of Development / Primary Task	Essential Developmental Processes of an Organization	Essential Developmental Processes of Cultures & Nation-states	Essential Developmental Processes of the Human Race
	<ul style="list-style-type: none"> • Support employees' achievement of true pride in their work • Providing specialized training and development for each employee to enhance individual contributions to the 	<ul style="list-style-type: none"> • Teach citizens how to take responsibility for self-regulation of emotion and self-care • Help citizens develop true cultural and national pride 	<ul style="list-style-type: none"> • Provide for the basic needs of all citizens • Utilize systemic thinking in making major decisions
Inter-dependent Stage: Cooperation	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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