

Spiral Dynamics of Personal and Organizational Growth

Overview

Spiral Dynamics describes how value systems and worldviews emerge from the interaction of "life conditions" and the mind's capacities.^[9] The emphasis on life conditions as essential to the progression through value systems is unusual among similar theories, and leads to the view that no level is inherently positive or negative, but rather is a response to the local environment.^[10] Through these value systems, groups and cultures structure their societies and individuals integrate within them. Each distinct set of values is developed as a response to solving the problems of the previous system. Changes between states may occur incrementally (first order change) or in a sudden breakthrough (second order change).^[11] The value systems develop in a specific order, and the most important question when considering the value system being expressed in a particular behavior is *why* the behavior occurs.^[12]

Overview of the levels

Memes as described in <i>Spiral Dynamics</i> (1996) ^[13]			
Color	Graves code	Description	Attributes
<i>First Tier</i>			
Beige	A-N	<i>SurvivalSense</i> — Instinctive	<ul style="list-style-type: none"> • Automatic, reflexive • Centers around satisfaction • Driven by deep brain programs, instincts and genetics • Little awareness of self as a distinct being (undifferentiated) • Lives "off the land" much as other animals • Minimal impact on or control over environment
Purple	B-O	<i>KinSpirits</i> — Clannish	<ul style="list-style-type: none"> • Obey desires of the mystical spirit beings • Show allegiance to elders, custom, clan • Preserve sacred places, objects, rituals • Bond together to endure and find safety • Live in an enchanted, magical village • Seek harmony with nature's power

• Red	C-P	<i>PowerGods</i> — Egocentric	<ul style="list-style-type: none"> • In a world of haves and have-nots, it's good to be a have • Avoid shame, defend reputation, be respected • Gratify impulses and sense immediately • Fight remorselessly and without guilt to break constraints • Don't worry about consequences that may not come
• Blue	D-Q	<i>TruthForce</i> — Purposeful	<ul style="list-style-type: none"> • Find meaning and purpose in living • Sacrifice self to the Way for deferred reward • Bring order and stability to all things • Control impulsivity and respond to guilt • Enforce principles of righteous living • Divine plan assigns people to their places
• Orange	E-R	<i>StriveDrive</i> — Strategic	<ul style="list-style-type: none"> • Strive for autonomy and independence • Seek out "the good life" and material abundance • Progress through searching out the best solutions • Enhance living for many through science and technology • Play to win and enjoy competition • Learning through tried-and-true experience
• Green	F-S	<i>HumanBond</i> — Relativistic	<ul style="list-style-type: none"> • Explore the inner beings of self and others • Promote a sense of community and unity • Share society's resources among all • Liberate humans from greed and dogma • Reach decisions through consensus • Refresh spirituality and bring harmony
Second Tier			
Yellow	G-T	<i>FlexFlow</i> — Systemic	<ul style="list-style-type: none"> • Accept the inevitability of nature's flows and forms • Focus on functionality, competence, flexibility, and spontaneity • Find natural mix of conflicting "truths" and "uncertainties" • Discovering personal freedom without harm to others or excesses of self-interest • Experience fullness of living on an Earth of such diversity in multiple dimensions • Demand integrative and open systems
• Turquoise	H-U	<i>GlobalView</i> — Holistic	<ul style="list-style-type: none"> • Blending and harmonizing a strong collective of individuals • Focus on the good of all living entities as integrated systems • Expanded use of human brain/mind tools and competencies

			<ul style="list-style-type: none">• Self is part of larger, conscious, spiritual whole that also serves self• Global networking seen as routine• Acts for minimalist living so less actually is more
• Coral	I-V	<i>unknown</i>	