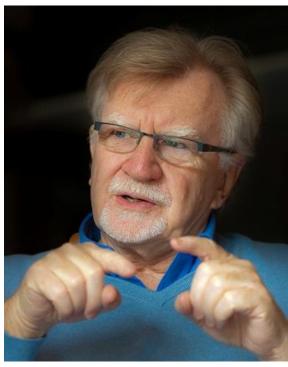


#### Kelly Gallant (KG Consulting) applies the use of the THE

**BARRETT MODEL.** Kelly Gallant is a certified user of the Cultural Transformation Tools (CTT) of the Barrett Values Centre. <a href="https://www.valuescentre.com/">https://www.valuescentre.com/</a>

### ORIGINS OF THE MODEL



"I created the Seven Levels Model to provide a

clear understanding of human motivations. The model is based on Abraham Maslow's hierarchy of needs. It was apparent to me that Maslow's research and thinking was ahead of his time. Abraham Maslow died in 1970 at age 62, well before the consciousness movement had taken root. I saw that, with some minor changes, his hierarchy of needs could be transposed into a framework of consciousness. In 1996, I set about making these changes." - Richard Barrett

The Seven Levels Model was developed in 1996–1997. There are two aspects to the model—the Seven

Levels of Consciousness Model and the Seven Stages of Psychological Development Model. We operate at

levels of consciousness and we grow in stages (of psychological development).

The Barrett Model, does not set out a fixed pattern of culture effectiveness, instead it provides a far

more open framework which creates a dialogue for unique circumstances, rather than fitting into a pre-

determined model of good.

The Seven Levels of Consciousness Model applies to all individuals and human group structures—

organisations, communities, nations. The Seven Levels of Psychological Development Model applies to

all individuals.

The **Cultural Transformation Tools** (CTT) used are powerful diagnostic instruments for supporting

the growth and development of organisations, leaders, society, schools, and individuals. Culture is the

term we use to describe the way of being of a group of people who share a common heritage or a common

identity. The culture of a group of people is a reflection of the values and beliefs of the current

leaders and the institutional legacy of the values of past leaders, that are embedded in the structures,

policies, systems, procedures and incentives of the group.

*Culture* is the key factor that differentiates one group of people from another. The culture of an

organisation defines who you are and what you stand for.

CTT can be used for individual coaching, leadership development, organisational or team

transformation, and whole system change. The CTT survey instruments have been used to map the values

of all types of organisations, as well as nations, communities and schools.

2016 ACDC Conference Presentation Handout | Living and Leading From the Inside Out by Kelly Gallant

2

The following diagram shows the correspondence between the Seven Levels of Consciousness and the Seven Stages of Psychological Development.

#### LEVELS OF PERSONAL CONSCIOUSNESS

Every human being on the planet evolves and grows in consciousness in seven well defined stages. Each stage focuses on a particular existential need that is common to the human condition. These seven existential needs are the principal motivating forces in all human affairs. The levels of consciousness an individual operates from depends on their ability to satisfy their needs. The following diagram describes the Seven Levels of Personal Consciousness.

# Seven Levels of Personal Consciousness

	Positive Focus/ Excessive Focus
Service 7	Service to Humanity and the Planet Compassion, Humility, Future Generations.
Making a Difference 6	Making a Difference in the Community Actualising Meaning, Collaboration, Intuition, Mentoring, Empathy.
Internal Cohesion 5	Finding Meaning in Existence Integrity, Alignment, Authenticity, Creativity, Passion, Honesty, Trust.
Transformation 4	Continuous Growth and Development Adaptability, Continuous Improvement, Courage, Team Player.
Self-esteem 3	Building a Sense of Self Worth Pride in Self, Self-Reliant, Self-Discipline, Positive Self Image. Arrogance, Status, Power, Glamour, Rigidity.
Relationship 2	Harmonious Relationships Family, Friendship, Belonging, Open Communication, Ritual. Blame, Jealously, Judgment, Conflict, Gossip.
Survival 1	Physical Survival and Safety Health, Nutrition, Financial Stability, Self-Defence. Violence, Greed, Corruption, Territorial.

#### LEVELS OF ORGANISATIONAL CONSCIOUSNESS

All human group structures grow and develop in consciousness in seven well-defined stages. Each stage focuses on a particular existential need that is common to the human condition. These seven existential needs are the principal motivating forces in all human affairs.

The model applies to all types of organisations—corporations, government departments, municipal agencies, institutions, non-governmental organisations (NGO), and educational establishments. The diagram below focuses on for-profit organisations. The differences between this type of organisation and other types of organisation are mainly in the way they are financed, and the way they distribute their products and/or services.

# Seven Levels of Organisational Consciousness

	Positive Focus/ Excessive Focus
Service 7	Service to Humanity and the Planet Social Responsibility, Future Generations, Long-Term Perspective, Ethics, Compassion, Humility.
Making a Difference 6	Strategic Alliances and Partnerships Environmental Awareness, Community Involvement, Employee Fulfilment, Coaching/Mentoring.
Internal Cohesion 5	Building Internal Community Shared Vision and Values, Commitment, Integrity, Trust, Passion, Creativity, Openness, Transparency.
Transformation 4	Continuous Renewal and Learning Accountability, Adaptability, Empowerment, Teamwork Goals Orientation, Personal Growth.
Self-esteem 3	High Performance Systems, Processes, Quality, Best Practices, Pride in Performance. Bureaucracy, Complacency.
Relationship 2	Harmonious Relationships Loyalty, Open Communication, Customer Satisfaction Friendship. Manipulation, Blame.
Survival 1	Financial Stability Shareholder Value, Organisational Growth, Employee Health, Safety. Control, Corruption, Greed.

2016 ACDC Conference Presentation Handout | Living and Leading From the Inside Out by Kelly Gallant

### LEVELS OF SOCIETAL CONSCIOUSNESS

The levels of consciousness a society or any structured system of human organisation operates from depends on the ability of the leaders and the government to create an economic and social climate that meets the needs of its citizens.

The following diagram describes the Seven Levels of Societal Consciousness.

# Seven Levels of Societal Consciousness

	Positive Focus/ Excessive Focus
Service 7	Global Sustainability Human Rights, Future Generations, Global Perspective.
Making a Difference 6	Strategic Alliances and Partnerships Environmental Awareness, Regional Collaboration.
Internal Cohesion 5	Strong Cohesive Culture Shared Vision & Values, Trust, Openness, Fairness, Transparency.
Transformation 4	Continuous Renewal Adaptability, Accountability, Equality, Freedom of Speech, Consensus.
Self-esteem 3	High Performance Law, Public Service, National Pride, Governmental Efficiency. Bureaucracy, Elitism, Central Control.
Relationship 2	Sense of Belonging Open Communication, Conflict Resolution, Racial Harmony. Inequality, Gender/Ethnic Discrimination.
Survival 1	Financial Stability Economic Prosperity, Health, Defence. Crime, Violence, Greed, Poverty, Materialism, Corruption.

### LEVELS OF SCHOOL CONSCIOUSNESS

The levels of consciousness that a school or educational establishment operates from depends on the ability of the leaders to create a culture that enables the school to satisfy the needs of all its stakeholders—students, faculty, and parents.

The following diagram describes the Seven Levels of School Consciousness.

## Seven Levels of School Consciousness

	Positive Focus/ Excessive Focus
Service 7	Service to Humanity Long-Term Perspective, Future Generations, Ethics.
Making a Difference 6	Collaboration with the Local Community Strategic Alliances, Staff/ Student Fulfilment, Environmental Stewardship.
Internal Cohesion 5	Development of School Spirit Positive, Creative Culture with Shared Vision & Values.
Transformation 4	Continuous Renewal Learning & Innovation with Faculty, Parent and Student Participation.
Self-esteem 3	Being the Best, Best Practice School Systems and Rules. Bureaucracy, Complacency.
Relationship 2	Harmonious Relationships Good Communication between Faculty, Students and Parents. Manipulation, Blame.
Survival 1	Personal Security Appropriate Funding, Health & Safety. Exploitation. Over-Control.