

The Graves Model and its application in coaching

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This article refers to the practically applicable use of the Graves Model in coaching. Therefore we focus on:

1. What is the Graves Model?
2. Where does the Graves Model come from?
3. Who are the most important representatives of the Graves Model?
4. For what is the Graves Model generally applicable?
5. Our practical experience with the application of the Graves Model in coaching.

1. What is the Graves Model?

The Graves Model is a diagnostic and an intervention instrument for the development of the wonderful potential in humans, groups, companies, organizations and nations. It explains the classical changes in values, understanding and behaviour in the cultural history of mankind. This change, which took place over thousands of years, has developed even faster in the last 100 years. The model gives insight into the structure of this change, into the possibilities of supporting peaceful change processes and helps to anticipate future human and social developments, to support them positively and to accompany them. It is fascinating that these processes are to be found in the same kind both on the micro level of the socialisation of individual humans and on the macro level of whole nations. In the core the Graves Model means that specific value systems have developed as a reaction to certain human living conditions, which control human understanding and behaviour as perception filters and explanation templates. In the way as human living conditions develop, there is also an advancement of interpersonal understanding and behaviour. It is as if on each Graves level a wider range of the infinite human potential is activated and is available for both the respective people individually to increase their possibilities of thinking, understanding and courses of action, and the whole human mankind too. The Graves Model deals with the development of the positive human potential on all levels.

Graves level 1: Hunters & gatherers dedicate themselves to health and body needs



On the first Graves level humans perceive life as hunters and gatherers. The living conditions require a focusing on the fulfilment of the natural basic physical needs. Eating, drinking, sleeping, health and survival are in the centre of perception, of explaining the world and of behaviour. As long as there is enough for everyone and as nature offers pleasant living conditions, humans can live peacefully as hunters and gatherers. If tempests, cooling break-downs, volcanic eruptions, diseases and other natural phenomena threaten life, the need to exert influence develops. That seems to be possible solely in the union with others.

Graves level 2: Tribes with chieftains & medicine men affect forces of nature



This need to exert influence on the forces of nature leads to the second Graves level of tribes with chieftain, medicine man and magic rituals, to the influence of the threatening natural phenomena. While the first Graves level of the hunters and gatherers was rather „I“-centred, the tribes´ focus is on „we“. Common magic rituals shall soothe the Gods of nature and protect against threatening natural phenomena. On this stage the living conditions lead to values like: Affiliation, faith in Gods of nature, magic, subordination, ...

The perception filters are aligned to the fact that magic forces and rituals protect against threatening forces of nature. In the tribe one must subordinate oneself and it can happen that one experiences that the medicine man and the chieftain take more rights for themselves than they accredit to other tribe members. That can lead to frustration and discontent with the dominant conditions. Subordination under the tribal rules means also suppression of feelings. As a consequence there is an impulse of the „Self“, which does not want to subordinate itself to the tribe and the tribal opinion.

Graves level 3: Power & self expression, survival of the fittest, law of the jungle, Self



The third Graves level with the basic topic “power & self statement” develops due to the living conditions which enhance the physically stronger loners and daredevils, who follow their tempers and feelings. Maximum immediate satisfaction of needs is located in the centre now. The right of the stronger ones becomes generally accepted. The doctrine of the survival of the fittest. Everyone is mainly concerned about himself. Instead of medicine men and chieftains who govern with magic and spells, there are heroes and leaders now who prevail by power and force. Cowboys and gunmen brutally conquer the wild west, robbery knights and castle gentlemen prevail by fear and force, Attila and Alexander the Great conquer the world; wars, raids and assaults are

the natural rights of the stronger ones.

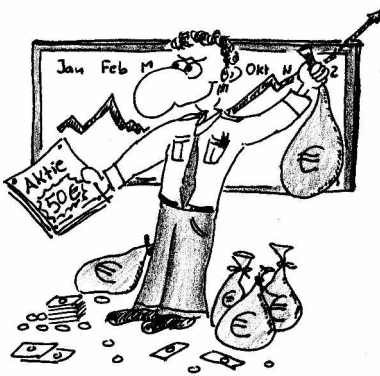
Graves level 4: Order, rules, separation of powers, parliamentarism, constitutions, bureaucracy, self-sacrifice



The majority of humans regard dangers caused by the third Graves level as threatening. They incorporate and enter contracts and oaths and set up strict rules. At the courtyards of the king houses courtly behaviour (courtliness), good customs and manners are promoted (see Norbert Elias). Kings govern over “divide and prevail”. Humans learn to moderate their spontaneous feelings and impulses. Moral and ethics

develop. Kings and robber-knights are replaced by democracies with extensive legal constitutional texts and bureaucracies. The separation of powers and ending of self-administered justice serve the pacification of human interaction with one another.

Graves level 5: Industrialization, capitalism, science, success orientation, self-optimization



The taming of feelings on the fourth Graves level developed a situation with tidy people, who accepted a timing after clocks and who were suitable for the industrial process of production and the division of labour. From this develops the need for exploration of nature and technology, for self development and the conquest of an own location in society, which was created by oneself and not given by birth. Science investigates the laws of nature and invents machines for factories. The capitalist enters the stage of the world and uses the results of natural science for mass production and assembly line work to increase its capital and wealth. The person

who makes the most money and who has the largest success is famous and outstanding. Money governs the world. Lobbyists influence statesmen and try to change democratic regulations and laws for their interests of profit. That reduces compassion and makes life consumer-oriented and promotes egocentric thinking and behaviour. The production possibilities would be sufficient to nourish the manifold population of the world and nevertheless innumerable children die from hunger and treatable diseases.

Graves level 6: Vietnam veterans, the 1968's APO, New Women's Movement, group self



Committed young humans suddenly begin to discuss questions regarding the meaning of life in groups again. Should the increase of capital really be everything? Is not a lucky fulfilled living together with mutual thoughtfulness and emotional understanding much more important? What does it actually mean to be a human being? Young humans feel well, in the intoxication of stirring music, strongly expressive dancing and consciousness-changing drugs (musical Hair). Emancipation, self experience, problems with relationships, sex, esotericism and insight moved into the focus of the interest. Sensitivity for others and the regard for the opinion of each particular one in group led to a strong subjectivism

and relativism.

Graves level 7: Integral & being motivation, self integration



Ken Wilber designates the wrongly understood subjectivism and relativism of the sixth Graves level as the most difficult blockade by the "boomer" in the advancement. It is typical for humans on the sixth Graves level to regard themselves as being at least on the seventh Graves level or even higher. Whereas the sixth Graves level is characterized by a lack of motivation, at the seventh Graves level the motivation of being and positive integration of the first six Graves levels begins. A further development of the human potential requires the healing of the first six Graves levels. Humans on the seventh Graves level love to give and to communicate and to promote the respectively positive aspect of this stage in interaction with other humans. That

requires a reflected, positive and flexible handling of the most substantial topics of the lower six Graves levels: Health & body (Graves 1), magic & enthusiasm (Graves 2), feelings & self expression (Graves 3), order & discipline (Graves 4), success & curiosity (Graves 5) and sensitivity

& thoughtfulness (Graves 6), as well as an open-mindedness for the upper Graves levels with topics like: Global & Integral, Self-holistic (Graves 8) and Non-dual & Transcendental, Self-transcendence (Graves 9).

We essentially refer to the first seven Graves levels here, whereas we include elements from the eighth Graves level „Holistic & Integral“ and the ninth Graves level „Transcendental & Non-dual“ within the seventh level. That is connected to the fact that the big development in the Graves Model, also like in Abraham Maslow’s hierarchy of needs, refers to the transition from lack of motivation to self-motivation. This change takes place between the sixth and the seventh Graves level. While substantial changes with shifts in values are initiated in the lower six Graves levels because of a lack of security (change 1 to 2), self expression (change 2 to 3), monitoring systems (change 3 to 4), success (change 4 to 5) and community (change 5 to 6), the seventh and upper Graves levels focus on self-motivation,



sense of life, spirituality and the dissolving of blockades from the lower 6 Graves levels. Self-motivation refers to a human doing something, because he is happy to do it without thinking about achieving anything by it. For him the matter itself comprises so much motivation, desire and joy that he develops it totally by himself. For this human it is an internal need to work on it completely generously. Beyond the seventh Graves level there are only few humans worldwide constituted by now. The stages above seven show a trend of development and give hope for the further development of the wonderful potential in humans.

A human, being on the seventh Graves level, is able to appreciate and to live the positive aspects on any of the six lower Graves levels. Like a dolphin he enthusiastically surfs through all Graves levels and feels naturally at home at any of the stages. Therefore Dudley Lynch designated this seventh Graves level as the dolphin stage and humans at this stage as Homo Sapiens Delphinus.

Each Graves level has its topics, values and positive ideas. If these topics and values are completely unfolded, the limitations for the further development of the human potential become apparent. Humans begin to long for the values of the next Graves level then.

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The evolvement of the fourth Graves level with contracts, rules, taming of emotions, orders, civilized polite behaviour and completion of self law, as it becomes especially clear in democracies, has just developed within the last 2000 years.

Industrialization (end of eighteenth century), technical science and capitalism (Graves 5)



are only approximately 200 years old.

The sixth Graves level with the movement of the 1960s, (New) Women's Movement is only 36 years old today



the Vietnam veterans and the (2006).

The seventh Graves level, which is also called Internet generation, technically begins with the introduction of the www-service in the year of 1993. The free access to infinite knowledge on the Internet at any place and any time and the new possibilities of self-portrayal (Blogs, Flickr, Plazes) and contact between humans (Chatrooms, Skype, video conferences, Qype) develops and completely changes the self-understanding and living together. Since 2002 this is discussed on the Internet under the term „the web2.0 “.



As a matter of course there have always been outstanding wise humans, who already lived on the levels of stage seven and even above in former times. Therefore Clare Graves, who died 1986, could already describe stages seven and eight, even if these stages were not lived by larger groups at that time.



The development can be foreseen to a certain extent and is already realized within single humans before it becomes social consensus reality within the majority.

Whereas some humans still feel comfortable on the most common Graves levels bureaucracy/democracy (Graves 4), science/success (Graves 5) and community/subjectivity (Graves 6), there arise doubts in others and the need for self-motivation/integral (Graves 7), holistic/global (Graves 8) and transcendence/non-dual (Graves 9).

Coachee-oriented coaching also reacts to the coachee's environment, to his doubts, his needs and hopes. It meets him at the stage where he is and accompanies him on his way effectively and efficiently. The Graves Model supplies an outstanding framework for recognizing the coachee's current concept of values and the concept which he strives for.

2. Where does the Graves Model come from?

Professor Clare Graves (1914-1986) developed his "theory" of the "Graves Model" in the 1950s. It constitutes an advancement of the famous hierarchy of needs which leads from lack of motivation to the motivation of being and which was presented by Abraham Maslow in 1954.

After making studies for several years concerning questions like: „What is a psychologically mature adult?“, „what is the sense of life?“, „what is self implementation?“, he discovered the connections of the Graves Model in September 1961. It called it „the emergent, cyclical, double-helix model of adult bio-psychological systems development“.

Doing his test rows he noticed in 1959 that some of his test persons asserted that they have emerged over Maslow's final stage of self implementation in his hierarchy of needs. Whereas they were fully convinced some years ago that the final stage of Maslow's description of his hierarchy of needs completely applied to their conception of matured adult humans, they have moved beyond it in the meantime.

When Graves overcame Maslow's aspect that „self implementation“ was the end of human development, he found his upward completely open system of human development due to the results of his long-term surveys.

On each Graves level there are humans in living conditions, which determine their feelings, motivations, moral- and value conceptions, degrees of neurological activation, training systems, convictions, view of mental health, view and preferences of management, education, economic and political theories and practices etc.

Clare Graves was also in contact with Abraham Maslow, who, advanced in years, understood and accepted the Graves Model in his discussions with Clare Graves as an advancement of his hierarchy of needs. A book by Clare Graves concerning the Graves Model was never finished; there are only numerous specialized publications about it by Clare Graves starting from 1959.

3. Who are the most important representatives of this model?

In the field of NLP the Graves system was introduced by **Wyatt Woodsmall** and Tad James in their book „Time Line“ in 1988 on six pages (p. 205-210). Since that time it is part of the curriculum for the training for NLP-trainer in some international NLP associations.

In 1993 **Dudly Lynch** used it in detail as a baseline for his book: “Dolphin thinking“ in the context of its “dolphin strategies“ and wrote approximately 100 pages about it.

The two pupils of Clare Graves, **Don Beck** and **Christopher Cowan**, further developed the Graves system under the name: “**Spiral Dynamics**“ and comprehensively presented it in their identical book on 331 pages in 1996.

Since the year 2000 the large philosopher **Ken Wilber**, who also established the integral institutes for the collection of the realizations of mankind in all scientific and cultural fields, has used the Graves system in his publications. First in the books „Integral psychology“ (2000) and “Holistic acting” (2000) and then he dedicated a whole novel to this system: „Boomeritis“ (2002 with 457 pages and approximately further 500 pages in addition to that on the Internet).

4. For what is the Graves Model generally applicable?

The Graves Model can be used e.g. as a diagnostic instrument, as a presentation form, as a rapport to recognized group values, as a method of the organizational development, for coaching and for the conduct of negotiations with arguments between humans, groups, companies and nations (mediation).

Examples

- If e.g. a coach comes into a company, then he can already tell by the outward appearances whether everything is regulated completely formal and bureaucratic order prevails (stage 4 blue) or whether showing off status symbols denote wealth and orientation for money (stage 5 orange) or whether there are many hints showing that humans enjoy being there and that opportunities for conversational exchange and dwell exist (stage 6 green). According to this first diagnosis he can already adjust himself to his conversation. Also the way of introduction, the first contact and the first words denote, which of the stages the other one belongs to or at least which of the stages the other one considers to be appropriate in this situation.
- If a coach welcomes a new client, then the client already denotes by his first words and the description of his goals on which stage he acts. If the coach does not react appropriately to that, mismatching arises and the client will not feel comfortable.
- If a coach introduces himself to a group, the experience shows that it is helpful, to include aspects of each stage in the presentation. This way all the participants feel addressed. At the same time the coach can observe, how the participants react to each stage and emphasize this stage in his presentation, which is best understood by the participants.
- If questions arise by the audience, the coach can tell on which stage the asking person will understand an answer the best and adjust himself to that.

- It belongs to the knowledge of coaching that a client or a group cannot just skip one of the Graves levels. If you do a coaching for a bureaucrat, then he will show indices in order to get to success orientation as a next step. That is completely appropriate for him. Maybe he is also interested in dolphin-like crossings beyond the boundaries or in global thinking. As long as he does not climb the stairs step by step, there is danger for him to trip over and then the coaching fails.
- As organizational development the NLP trainer Mona Vogel von Stöger and partner in Munich (www.stoegerpartner.de) has already been using the Graves method for several years. She explains the Graves levels to the firm participants and then lets the participants diagnose with the point method of the meta-plan technique, where they stand themselves, where their subordinate co-workers stand and where their superiors stand. Then she works with the participants on how the next stage can be realized NLP-ecologically within the company.
- When preparing a speech, it is helpful to integrate some elements from each Graves level. While presenting it is worthwhile to activate the non-verbal possibilities of expression belonging to the respective element. That animates the lecture, attracts the listeners and addresses them on a very deep level. Depending on the audience one goes only one stage further than the stage, on which one estimates the audience.
- The International Association of NLP Institutes (IN) is structured on the seventh Graves level and higher. That means e.g. that those having the broadest information and the highest insight into a topic, make decisions concerning this topic and not an often quite uninformed Graves-4-majority as it is typically usual at MV-votings in German associations. Also the 1st NLP World Congress in Berlin/ Potsdam in 2006 was organized on the basis of the Graves levels by the IN, as there took place e.g. a spirited kind of training to the first Graves level which was given to all participants during the first 20 minutes, then 75 minutes with parallel workshops, which were related to it, then there were 20 minutes of training to the second Graves level and afterwards again 75 minutes with parallel workshops referring to that and so on over the first seven Graves levels.
- If different nations with different value systems negotiate with each other, it helps to know these differences well and to consider them appropriately during the conduct of negotiations. Also within the field of development assistance there are sometimes emancipated development workers from the sixth Graves level who meet societies with high corruption and readiness for violence on the third Graves level. All ways of talking do not help the development assistance at this point. First the introduction of strict rules and sanctions on the fourth Graves level is needed, afterwards there is the possibility to implement success reward systems which correspond to the fifth Graves level and only then team development on the sixth Graves level becomes possible. Development workers who know about that can prevent much frustration this way and bring in their assistance in the sense of all involved ones much more effectively.
- The lawyer and mediator Ulrike Hinrichs presented the application of the Graves levels to conflict management in mediation for diagnosis and intervention in her very recommendable article "Blau ist reif für mehr Grün! Recht und Mediation auf den Gravesstufen", in *Kommunikation & Seminar*, October 2006, p. 41 ff, www.verhandlungsraum.de

5. Our experiences with the application of the Graves Model particularly in coaching

Central topics of mankind, which play a substantial role in the development of the potential of humans and which are also significant in the socialisation of each individual human, can be systematically reflected and used in coaching.

Our experience confirms that the topics of the Graves levels as concrete experienced basis with a well reflected basic attitude are very helpful for the realization of healthy ecological success and satisfaction in life. Questions, like the handling of health (Graves 1), happy moments in life (Graves 2), self expression (Graves 3), order (Graves 4), goals (Graves 5), community (Graves 6) and being motivation (Graves 7), are key questions for inspiring successes, which are an advantage for all involved ones, even in larger frameworks. In this sense we understand coaching as a process of reflection with concretely realizable step-by-step procedures for the development of the wonderful potential in humans under consideration of the systematic effects (NLP ecology). Of course there are also used NLP methods, like e.g.: Circle of personal excellency, was that the intention of your communication, 1.2.3. Position, New Behaviour Generator, logical levels, Time Line, ReImprint, Change Belief Cycle, Core Transformation, etc.

The key questions from the Graves levels represent the larger container, in which such NLP methods are optimally purposefully applicable.

If e.g. a human lost his magic potential of the uniqueness of enriching communicative moments (Graves 2) in his job success, it is a very probable consequence that he experiences his work as dull, annoying and boring. With that he can cause completely unintentionally financial and sanitary damage for himself and his colleagues and can unnecessarily carry himself into various conflicts. With knowledge from the diagnostic and intervention instrument of the Graves Model we, as coaches, can purposefully support our coachee to activate his inner potential for experiencing inspiring communicative moments and to constructively contribute to the solution of various conflicts.

Already solely the reflection about where this experiencing has already existed within the occupational context, how it would be, if it was present again and what would it be concretely to be done by him, step-by-step, helps the coaching outstandingly. The use of NLP methods supports this process of activation and implementation of the necessary potential in everyday occupation life.

The basic diagnosis and basic intervention are done via Graves Model. NLP or other coaching methods serve for the refinement and increase of the effectiveness of the coaching process.

Already at the first contact we pay attention to tell on which Graves level our coachee presents himself, on which Graves level he formulates his challenges and which Graves levels he does not touch.

At the beginning of the coaching process we, as NLPers, go into rapport with our coachee on the value level of the logical levels by Robert Dilts, when we ask him for his coaching goal and for the things which are especially important to him. That supports us to understand the Graves levels presented by the coachee simply and fast, to understand his internal world (map) and to meet him at the point where he is.

At this level we normally do not need to give support to a coachee who shows himself on the logical levels (environment, behaviour, abilities, values, identity, vision) as Graves 4. He is correctly dressed (environment), behaves politely (behaviour), makes understatement on the description of things which he can do (abilities), loves rules and punctuality (values), regards himself as a fair, truthful human (identity) and dreams about all humans living well and peacefully together on the background of Kant's Imperative, to behave to others in such a way as one would like others to behave to oneself. In a hierarchical-bureaucratic work field with regulations and instructions for everything, humans get well along with this basic attitude. With this attitude, challenges arise on the next Graves level, which demands, success- and achievement-oriented, the special employment of each particular one and attracts with status symbols and money (Incentivs). Should he get involved in this new way of thinking and this new point of view? Can he trust it? May he afford it? Was everything wrong, the way he has lived so far?

If you know the Graves Model, you know as a coach that it is all about accompanying and supporting a coachee with the challenges of the transition from Graves four to Graves five. Even if Graves five is possibly not particularly pleasant to you as a coach, and you possibly are according to your development on Graves six, team orientation and thoughtfulness for the existential orientation of others (some call it erroneously systemic thinking), then it is irrelevant for a professional coach in this context of coaching.

If your coachee is in a crisis of transition between Graves four and Graves five in his field of work, then you accompany him in this process. This clarity is part of your professional communicative coaching competence. The Graves Model helps you to know which is important in the next step of coaching. And if you accompany and support your coachee successfully in this process, then he will perhaps come back two years later, because in the meantime he works in a New Economy Company and the casual kind of interaction challenges him to the transition from Graves five to Graves six.

If a human lives Graves six in his partner relationship and small family, has structured his work field on Graves five and holds on to the Graves-four-tradition in meetings with old schoolmates, then he perhaps gets well along with it for quite a long time so that these different personality aspects activate themselves depending on the context. If he takes his partner to the meeting of his old schoolmates, she will perhaps be surprised and if he lets his children absolve an internship in his company, it possibly leads to exciting discussions, which might let him fall into a kind of midlife-crisis.

What is correct now? Who is he really? Why does his partner not feel well with his old schoolmates (Graves 4)? Why do his children criticize his successful style of leadership (Graves 5)? How come that they say they do not recognize him? Should he perhaps pay more attention more to Corporate Identity in his company with a sense of community and team development (Graves 6)? Should he perhaps maintain his old school contacts and relations more goal-oriented, more effectively and more efficiently (Graves 5)? Should he open himself communicatively up in his partnership for his secret longings for felicity, flow and liberty (Graves 7 and higher)?

Having the Graves Model in mind you can enjoy surfing on these waves of questions like a dolphin and help your coachee outstandingly in the respective fields, in which he asks you for support. The Graves Model gives you the large framework. Coaching intervention techniques, like the already mentioned NLP methods help you with the implementation.

From our experience with the use of the Graves Model by Clare Graves and the integral thinking by Ken Wilber we developed trans-questions for coaching. Thereby „trans“ refers to the distinction of Ken Wilber between pre-rational (Graves 1-3), rational (Graves 4-5) and trans-rational (Graves 6 and higher) as well as to transformation in the sense of accompanying on the way from problems to solutions. For a coach on stage seven the typical “seven-competence” consists of the fact that he knows the positive elements on each of the Graves levels one to six and that he can purposefully promote them from a trans-rational basic attitude.

The following trans-questions to the respective Graves levels one to six contain an enormous potential for the development of Graves level seven and for coaching processes in general. We gained very good experiences with that and brought also challenging situations in coaching into a wonderful channel with many aha-experiences and deep realizations.

At the latest if a coaching process comes to repeating loops, it is worth to investigate whether there are barriers in one of the first six Graves levels. Did the coachee listen not well enough to the signals of his body and his health (Graves 1)? Did a human loose the enthusiasm for the magical uniqueness of interpersonal encounters or living nature (Graves 2)? In which way does he live his self expression and is he in contact with deep, genuine feelings within himself (Graves 3)? Did he

develop an external order, which serves as sufficient security by rules and discipline (Graves 4)? How alive and fresh are his goals and his curiosity to investigate things in depth (Graves 5)? Which tactfulness and thoughtfulness for other humans did he develop as a psychosocial competence in order to promote harmony and community (Graves 6)?

Our experience shows that if someone excludes one of these ranges over longer periods of time from his life or if he has never cultivated one, this fact will sooner or later be in his way and will lead to conflicts and crises both in his psychological inside and in the external interaction.

Therefore we recommend to creatively and flexibly clarify and productively use these trans-questions in an appropriate form in the coaching process. On the one hand we stated concrete simple and little examples how someone can easily find access to the respective range and on the other hand the reflection of the six ranges regarding special challenges (problems) and possible solution alternatives is very helpful.

Trans-questions to Graves level 1 (beige, hunters & gatherers, body & health):

How do I deal with my body? How do listen to its signals? What does health mean to me? Which contact do I foster to nature and to my vital needs? How do I gather my energy? Which possibilities do I know to sharpen my senses?



e.g.: Rubbing hands and placing them on the eyes, tapping body, following breath for 3 minutes, yawning/ stretching/ lolling & enjoying, shaking/ vibrating/ sound in addition, showering hot/cold, ...

Trans-questions to Graves level 2 (violet, tribe & medicine man, magic & rituals): Which access do I have to the magic and fascination of life? How can I discover in others the wonderful aspects of their being? Which rituals make the intensive contact with other people possible for me? How can I honour my ancestors?



e.g.: Seeing the potential in others, looking into the eyes of others and losing oneself briefly in them, watching children or animals in a fascinated way, following the own intuition spontaneously, ...

Trans-questions to Graves level 3 (red, knights & heroes, feelings & self expression): How can I use a deep experiencing of my powerful internal centre for my life? Which access do I have to my love for life, joy and enthusiasm? How can I appropriately realize intensive internal impulses, without displacing them, without harming others, only creatively in the conscious flow? How are power, energy and self-control connected for me?



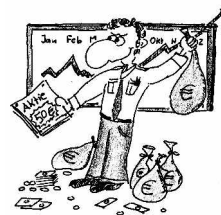
e.g.: Observing anger/ rage in an amused and affectionate way, yelling under a drawbridge, knowing: „I create my feelings by myself“, enjoying substitution actions consciously, ...

Trans-questions to Graves level 4 (blue, bureaucrats & monitoring systems, ethics & order): Which internal and external order keep me grounded in my life? How far have I reflected the rules to which I adhere in my life? Which rewards do I expect in the future? Where in my life can discipline help me? Which rule expectations do I have of humans in my environment?



e.g.: Applying discipline for decisions from 1-3, clearing up something intensively, following a rhythm, planning something very exactly, writing down my rules, diary, ...

Trans-questions to Graves level 5 (orange, capitalists & scientists, success & curiosity): Can I enjoy and celebrate success? Which scientific connections in nature and technology fascinate me? May I be a winner and be happy about it? How do I gain a benefit from fair competition with others? Where in my life do I positively approach boundaries of my possibilities?



e.g.: Inserting safe successes into everyday life, really wanting to know something and finding it out purposefully, experimenting which own boundaries reasonably, rewarding oneself, ...

Trans-questions to Graves level 6 (green, 1968s & Women's Movement, community & thoughtfulness): How, when and where do I enjoy equivalent community? How can I accept others as equivalent and also communicate this clearly? How important are harmony and justice for me and what do I do for it? How do I distinguish spirituality and consensus reality?



e.g.: 5 minutes of daydreaming of beautiful conversations, listening to someone attentively and really understanding him without giving pieces of advice, putting oneself into others' position, ...

These trans-questions referring to the Graves levels one to six are applicable for all purposes. In organisational development (OD) and Corporate Identity development (CI) of a company it is as important to integrate positive advantages of each Graves level as in each team development, group coaching and single coaching and as a matter of course also in your personal life.

Therefore you can also use our Graves Diagnosis Instrument (GDI) for the clear acquisition of the characteristics on the Graves levels one to nine (G1 to G9). The alteration between the sixth and the seventh Graves levels are also discussed as a big qualitative step from stage 1 (1st animal) to stage 2 (2nd animal) as the change from lack motivation to being motivation. Graves level seven has the main function (at least in our Nielsen-interpretation of the Graves levels) to cultivate the positive aspects of the Graves levels one to six and to integrate them on Graves level seven.

Graves Diagnosis Instrument (Nielsen-GDI-1)								
	-3	-2	-1	0	+1	+2	+3	comments
G1								
G2								
G3								
G4								
G5								
G6								
G7								
G8								
G9								

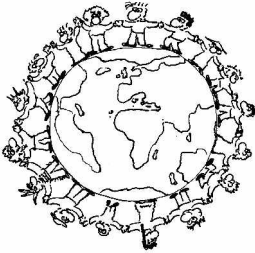
The evolvement of the own personality happens on all Graves levels. Any missing integration of a Graves level leads to a shift of the positive aspects of this stage into the negative and interferences and disabilities creep in; in companies, teams, relationships, mediation, in therapy and in coaching. With this article we advise you to make your own experiences with it.

If you coach companies (also self-employed people) in their development (OD/CI), you can purposefully pay attention, if: G1-energy, G2-magic, G3-self-consciousness, G4-structure, G5-success and G6-community are unfolded in an appropriate positive proportion in the company and how these levels systemically create G7-synergy all together.

In teams you can pay attention to who evolves which aspects in a positive way in the team or who you can purposefully coach to change negative variations into positive ones.

In single coaching you can support executives to unfold their full potential and to solve occupational challenges (problems) on the basis of the awareness of the Graves levels.

And as a matter of course we also recommend you to enrich your own life by a progression with the help of Graves and to enjoy your life as a G7-expert (self-coaching).



We wish you the best success with the application of the Graves Model and we are looking forward to your feedbacks.

You can find further developments and contributions to discussions on our website concerning Graves: www.nlp-nielsen.de/graves and the regional group Berlin of the IN: www.nlp-nielsen.de/IN-Mitglieder

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