

Kegan's Stages of Development

STAGE	AGE	WHAT IT LOOKS LIKE (a very simplified view, reality is much more nuanced)	SUBJECT TO	CAN HOLD AS OBJECT
Impulsive Mind	2-6 years	 A child's mind, engaging mostly with the immediate present Mystified when others have different views Find it challenging to separate themselves from what they feel or want in a given moment 	Their own impulses and immediate perceptions	Very limited ability to observe their own impulses
Self-Sovereign Mind (aka Imperial Mind)	Age 6 - teens (and 13-36% of adults*)	 Centered on their own perspectives Find it challenging to take on the perspectives of others Can recognize other people's needs and emotions but mostly in terms of how these relate to their own desires 	Their own needs, interests, and desires	Their own impulses and immediate perceptions
Socialized Mind	Post-teens ~45% of adults*	 Self-image defined by their relationships and roles Driven by the need to meet external expectations Can think about and reflect upon their own needs, desires, and feelings; no longer see others as merely a means to their own end Struggle to step outside the social expectations, defined roles, rules, and the norms of their immediate social groups 	Expectations and values of other people, as well as societal norms	Their own needs, interests, and desires
Self-Authoring Mind	Varies, 18-34% of adults*	 Have a self-authored personal ideology or framework through which they navigate life Can reflect on and analyze the expectations, values and norms of others, making these "object" in their awareness Can make independent judgments apart from their social circle 	Their own self- authored beliefs, values, and standards	Expectations and values of other people, as well as societal norms
Self- Transforming Mind	Rarely before midlife 3-6% of adults*	 Appreciate complexity and can hold tension between contradictory viewpoints Even their own self-authored systems or ideologies can be viewed as "object," allowing them to reflect upon, critique, and potentially change their own deeply held beliefs and values 	The interconnection of multiple systems and ideologies	Their own self- authored beliefs, values, and standards

Based on Robert Kegan's The Evolving Self: Problem and Process in Human Development and subsequent works