

4 Quadrants

The 4 Quadrants tool from Integral Theory, a framework developed by Ken Wilber that identifies the different dimensions of human and community development. It takes into account the internal aspects of an individual and the collective, such as individual or shared beliefs as well as the external aspects that we can see or measure, such as individual behaviors and collective systems and structures.

Current advocacy efforts to improve conditions in communities can tend to only focus on external, easily measureable components of development, such as behavior or policy changes. When policy and behavior change initiatives ignore the interior aspects of individuals and communities, which motivate us and shape the way we think and act, the effect can often be temporary at best.

It is important to recognize that policies and behaviors are an externalization of personal, or interior, aspects of individuals and communities, such as their beliefs, identities, motivations, values and worldviews.

This tool can be used to identify existing resources in all four quadrants, as well as gaps, which can help to determine one's goals and objectives to build capacity or create change.

INDIVIDUAL			
I N T E R I O R	PSYCHOLOGY/MINDSET What does an individual believe/understand/feel? What might we need to address or change? Beliefs Attitudes Perceptions Motivation Commitment Analysis Values Self-esteem	BEHAVIORS/SKILLS What behaviors do we want to change? What skills are needed? Behaviors & habits Communication skills Active participation Accountability & enforcement Actions are aligned with values Capacity to fulfill outcomes	EXTERIOR
	CULTURE/RELATIONSHIPS What cultural traditions or norms might need to change? What relationships do we need to cultivate? Shared worldview Trust & respect Co-articulated goals Values & ethics Cultural traditions & norms	SYSTEMS/SYSTEMS What systems and structures do we need to change? How can we redistribute power and resources more equitably? Policies and laws Access to resources Decision-making power Infrastructure Economic and political systems Media	
	COLLE	ECTIVE	