



MyWorldView[®]

Practitioner Sales Deck



WORLD'S FIRST
VALIDATED AND
RELIABLE AI-SCORED
VERTICAL MEASURE

WATCH OUR PROMO VIDEO HERE!

How can you help your leaders more successfully navigate their complex environments?

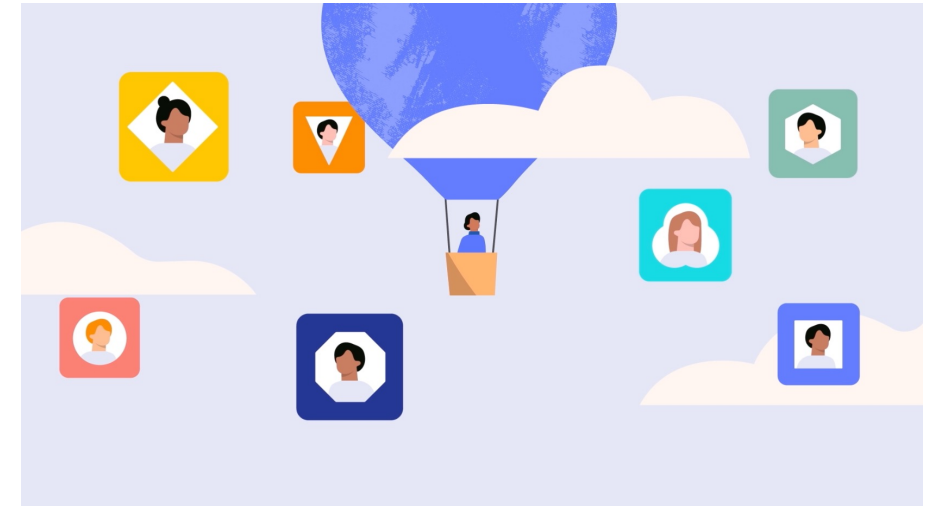


- Macro issues (e.g. pandemics, supply-chain constraints, wars, political instability, environmental sustainability etc) forms a hugely VUCA world (volatility, uncertainty, complexity and ambiguity) for leaders to operate in.
- Leaders must also manage the complexities of their day jobs (e.g. hitting targets, reporting to investors/stakeholders, managing their boss, team dynamics etc) as well as blending in family commitments and looking after themselves.
- This context can be overwhelming. Skill-based training, or even giving them more resources isn't sufficient in helping them succeed.

The promise of vertical development



- The best way to help leaders navigate their context is by helping shift how they think and act. That's the work of vertical development.
- Vertical development is about increasing awareness of self, others and the systemic. As we grow this awareness, we gain more options to navigate the challenges we face and thereby find better outcomes.
- An essential part of this process is to assess the thinking patterns of a leader. Then, equipped with these insights, the leader is better able to more intentionally notice and adapt their mindset/worldview in the moment.
- GLA's research into these thinking patterns reveals a range of seven worldviews (also known as mindsets or stages) that are common to leaders. Each stage envelops the last and is an increased step of complexity.



User benefits of MyWorldView®



- Greater awareness of personal thinking patterns and how they might be leveraged or managed to enable better actions and decision-making.
- Deeper understanding of self, others and systems leading to:
 - improved personal effectiveness
 - greater appreciation of other perspectives and enhanced inter-personal dynamics
 - more intentional shaping of organizational culture
- A common language for leader development within an organization.
- Beyond work, this approach has a holistic application and leaders often tell of benefits to their personal life and making more telling contributions to their wider community involvement.

What is MyWorldView®?



- MyWorldView® is both a vertical assessment and a digital learning experience from GLA, world leaders in vertical development.
- The assessment involves a leader completing 30 sentence stems in any way they see fit. Analysis then looks at these responses for complexity of awareness of self, others and the systemic. A person is then profiled across 7 developmental stages/worldviews and includes highlighting when an individual is transitioning between worldviews.
- The leader then accesses GLA's cutting-edge platform to continue their learning journey. This includes:
 - animated videos to explain each worldview
 - self-estimate for the leader to explore different perspectives on themselves
 - estimating the prevailing worldview of the leader's organization
 - opportunities to journal thoughts/ideas and further tailor their profile explanation
 - consideration of three key areas of leadership thought/action: power, time and change
 - experiments to try and the option to download results in a PDF

How & When to Use MyWorldView®



- As part of a **leadership development program**, typically at the start. The rest of the program content can then help a leader extract the benefits or make shifts in their worldviews.
- A user can download and share their MyWorldView® results with a **coach** who can then build on these findings to help the leader find more effective decisions and tactics.
- In culture change initiatives. MyWorldView's organizational section can reveal tensions between a leader's worldview and that of the worldview culture of their organization. Equipped with insights, the leader can then make more telling interventions.
- As a companion to **personality assessments** and **360°** feedback tools.

Assessment validity



- MyWorldView® is based on over 50 years of research into the field known as adult development or vertical development.
- The assessment was created by Prof Bill Torbert, regarded as one of the fathers of this field, and Elaine Herdman-Barker, a world-renowned adult development theorist.
- You can read Bill's highly popular *Harvard Business Review* article on the topic, by clicking [here](#). You can read more about the scientific validity, including a comparison to other adult development assessments, by clicking [here](#).

What happens with MyWorldView® user data?



- To access MyWorldView® users are required to consent to GLA's privacy policy. Click [here](#) to review policy.
- GLA secures data to high industry standards.
- You are contracting with a Practitioner to provide you with GLA's products. Aside from GLA's policies above, you should agree with the Practitioner how data will be used between you.

Use of AI with MyWorldView® scoring



- AI technology is used to score MyWorldView®
- It was developed in partnership with world-leading AI academics. It's based on decades of research into adult development and GLA's large pool of assessment data from MyWorldView's® sibling tool, the Global Leadership Profile.
- In over 99% of cases, the AI is highly accurate. With the <1% of outliers, the AI is trained to automatically refer to human supervision. GLA also conducts random sample supervision checks by our expert human analysts.
- You can read a paper on the technology by clicking [here](#).
- Users are alerted to the involvement of AI in GLA's privacy policy which users have to consent to before using the tool.

What languages is MyWorldView® available in?



- In 2024 GLA will be offering MyWorldView® in French and German.
- If you would like to explore using it in other languages, please contact info@gla.global



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Thank you