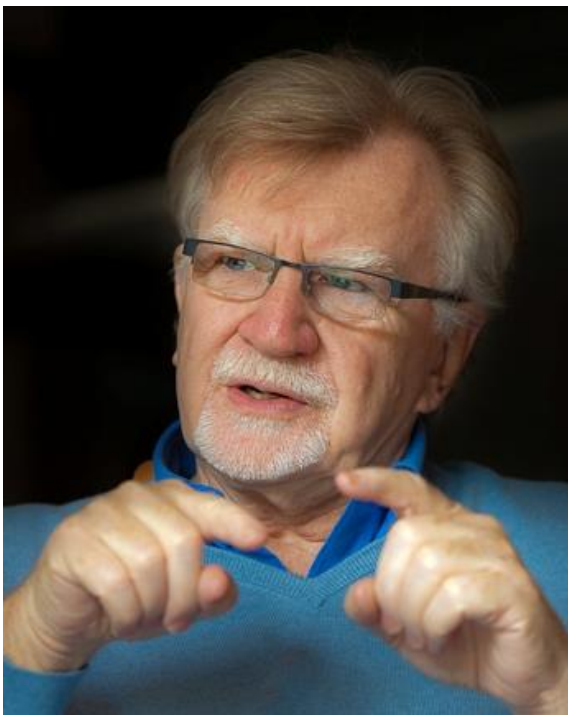


Kelly Gallant (KG Consulting) applies the use of the **THE BARRETT MODEL**. Kelly Gallant is a certified user of the Cultural Transformation Tools (CTT) of the Barrett Values Centre. <https://www.valuescentre.com/>

## 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.

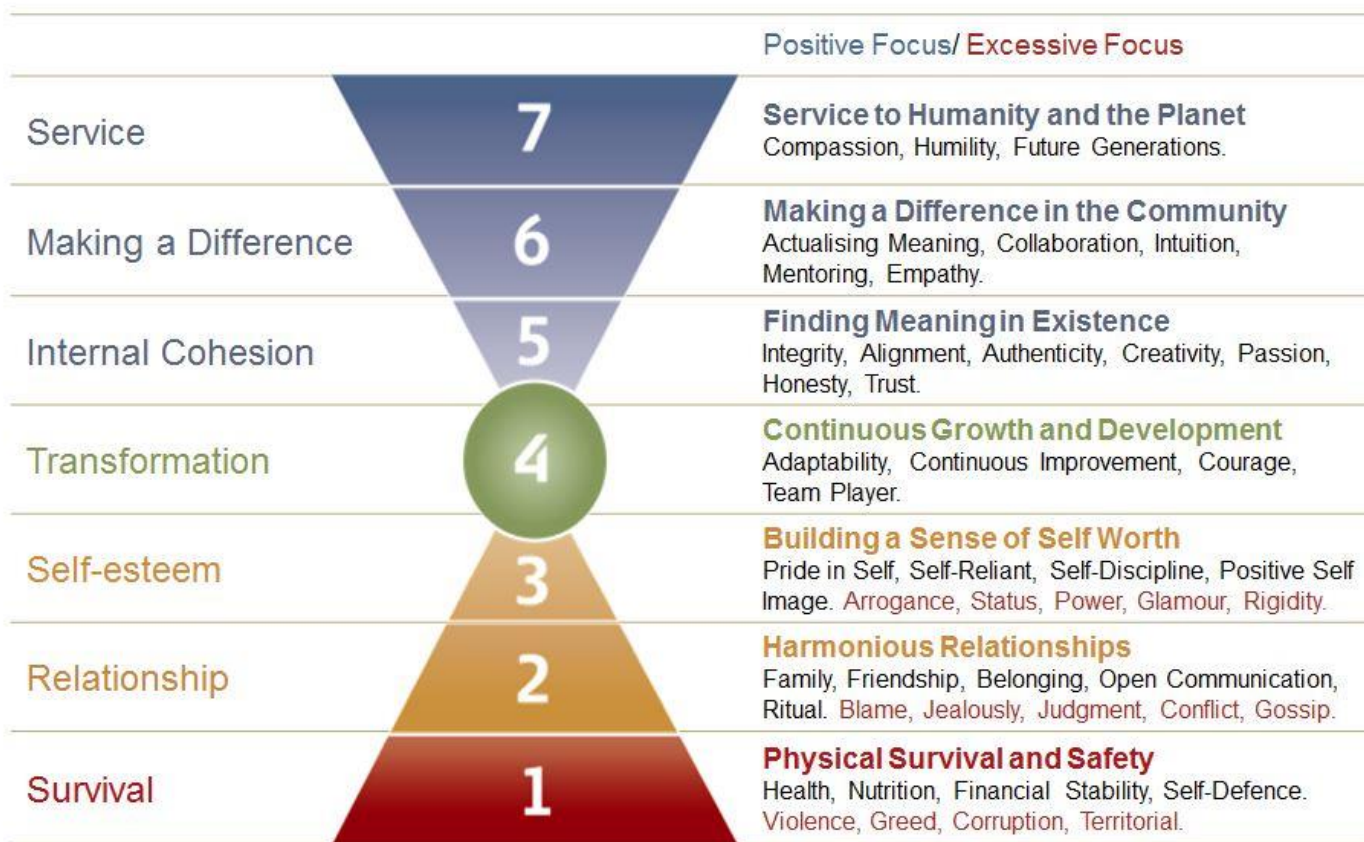
CTT can be used for individual coaching, leadership development, organisational or team transformation, and whole system change. The CTT survey instruments have been used to map the values of all types of organisations, as well as nations, communities and schools.

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



## 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





# 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



## 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

