## Stages: Vertical Leadership Development

6 Unitive

5/6 Construct-Aware

**5** Self-Actualizing

Post-Conventional 15-20%

4/5 Self-Questioning

**4** Self-Determining

Conventional 75-80%

3/4 Skill-Centric

**3** Group-Centric



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**Pre-Conventional - 5%** 

2/3 Self-Centric

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