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OCTOBER 23-25, 2025 • SAN DIEGO

From Competency to Mastery ~ Quick Reference

Definitions & Corporate Examples

- **Competency Trap:** Over-relying on past skills. *Example:* Sales team clings to outdated scripts, missing emerging client needs.
- **Internal Coherence:** Values-thoughts-actions alignment. *Example:* Retail leader maintains boundaries under seasonal pressure.
- **Somatic Dimension:** Body cues as decision data. *Example:* Leaders use breath awareness to prevent reactive conflict.
- **Reflection Gap:** Missing pauses for meaning-making. *Example:* Ops leads add 10-minute sense-checks, reducing errors.

Why It Matters ~ Gallup 2025 Highlights¹

- Engagement ↓ to 21% globally.
- Manager engagement ↓ to 27%; 70% of team engagement variance comes from the manager.
- Manager training + active development support ↑ wellbeing by 32%.

Checklist: Generative Wholeness Integration

- Before: Center and be intentional, 60-seconds of silence and breath
- During:
 - Ask one “who are you being” question
 - Invite a 10-second silence
 - Reflect one body cue you notice
 - Offer one observation without attachment
- After:
 - Invite naming the identity shift
 - Invite design of an experiment with that shift
 - Invite creation of a reflection prompt for 48 hours out

Integration Checklist for Coaches & Educators

1. Map to behavioral indicators without losing rigor in technique use.
2. Embed sovereignty and somatic micro-practices.
3. Create safe “G-Zone” moments.
4. Close the reflection gap.
5. Measure for identity shift, and influence on skill use and integration.

¹ <https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx>

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Reflection Questions

- What tension have you avoided that could be reframed as growth?
- How do you currently create safety for vulnerability?
- Which of your own biases may be limiting learner transformation?

Next Steps

1. Choose 1 learning delivery practice to adjust this month.
2. Track learner identity shifts alongside competency assessments to notice the influence on sustaining learner development.
3. Convene conversation with delivery team members to select the next practice to adjust and involve everyone in tracking and celebrating identity shifts continuously.

References

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Generative Wholeness™ definitions and language. [inviteCHANGEinviteCHANGE](#)