

We Evolve World — Essential Future Skills II – id´Kompass® Practitioner

Understanding and valuing yourself, others, ideas and groups

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Duration: 5 training days / recommended 40 contact hours

Integrated foundation: Mag(net)ic® Feelings – Essential Future Skills I

PURPOSE – Aim and benefits

The id´Kompass® Practitioner enables participants to recognise and appreciate different ways of thinking, communicating and acting in themselves, in other people, in ideas and in groups. Its central principle is that there are no inherently good or bad courses. Every course fulfils an important task and can become either a resource or an obstacle, depending on the context, timing and degree of expression.

The training connects inner orientation through mag(net)ic® feelings with outer orientation through the id´Kompass®. This helps participants depersonalise conflict, understand differences, communicate in a more course-sensitive way and bring ideas into reality more completely. The aim is not to categorise people, but to expand choice, mutual appreciation and collective effectiveness.

Core content

- Integration of Essential Future Skills I: inner reality, mag(net)ic® feelings, self-regulation and congruence.
- The eight courses of the id´Kompass® and the integrating function of the centre.
- Individual id´Kompass® analysis and group analysis based on pre-training questions.
- Resources, overextensions and blind spots of each course.
- The distinction between preference, capability, behaviour, role and context.
- Success and fulfilment: external impact and inner congruence.

- Course-sensitive communication, motivation, feedback and conflict resolution.
- The Meta-Kompass-Mirror as a multi-perspective process for conflict and development.
- Goals, action, feedback and flexibility as a cycle of realisation.
- Applying the complete Kompass cycle to participants' own ideas, projects and groups.

Five-day structure

1. Day 1: How you create your inner reality – mag(net)ic® feelings, the grid, Wegweiser and Weg!Weiser.
2. Day 2: How to navigate with your mag(net)ic® feelings – future orientation, state management, Design your id´ and rapport.
3. Day 3: Recognising your own and the group's course – individual analysis, group analysis, success and fulfilment.
4. Day 4: Understanding others and de-escalating conflict – mag(net)ic colours, course-sensitive communication and the Meta-Kompass-Mirror.
5. Day 5: Realising ideas successfully and with fulfilment – goal work, the Kompass cycle, group project and transfer.

Learning outcomes

- Explain the eight courses and recognise their functions in real situations.
- Read analyses reflectively without defining or fixing people.
- Appreciate the function of every course and recognise typical overextensions.
- Identify group patterns as well as dominant and underrepresented courses.
- Adapt communication, motivation and feedback more effectively to different courses.
- Understand conflict as a collision of different logics and help de-escalate it.
- Guide an idea through every phase of the id´Kompass®.
- Formulate personal development and transfer goals.

Assessment

- Ongoing observation of practice during partner and triad exercises.
- A 15–20 minute practical demonstration, such as an analysis conversation, conflict process or ideas process.
- A brief written reflection on the participant's own analysis, resources, development areas and transfer.

Ethics

The id`Kompass® is not used as a diagnostic or stand-alone selection instrument. People are not reduced to colours or courses. Analysis results are treated as hypotheses and invitations to dialogue. Personal and group data are handled confidentially, and personnel decisions must never be based solely on a Kompass analysis.