# The Development Lens Map

**Individual · Team · Organization**

## One Situation. Three Perspectives.

The way we examine a development opportunity or challenge influences what we understand and how we respond. Use these three interconnected lenses to consider what may be happening beyond your initial interpretation.

### THE INDIVIDUAL
### The Person

What knowledge, skills, expectations, or support might influence individual effectiveness?

**Ask:** What might the person need to succeed?

### THE TEAM
### The Collective

How might shared expectations, relationships, coordination, or ways of working influence collective effectiveness?

**Ask:** What might the team need to work effectively?

### THE ORGANIZATION
### The System

How might organizational priorities, structures, processes, or resources influence the situation?

**Ask:** What conditions might the organization need to address?

## Apply the Lenses

**What situation am I considering?**

**What do I notice through the individual lens?**

**What do I notice through the team lens?**

**What do I notice through the organizational lens?**

**What might I need to understand before deciding what comes next?**

### A PERSPECTIVE TO CARRY FORWARD

No single lens necessarily tells the whole story.

What becomes possible when you broaden your perspective?

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