

THE SUBJECT- OBJECT INTERVIEW CERTIFICATION PROGRAM

The Gold Standard.
More Real-World Relevant Than Ever.

The Subject-Object Interview (SOI) is the most trusted, in-depth, evidence-based adult development assessment available. It identifies the complexity of a person's meaning-making as defined by Dr. Robert Kegan's constructive-developmental theory (CDT).

The SOI provides the knowledge, skill, and roadmap to facilitate profound coaching conversations and to apply cutting-edge coaching strategies in the moment.

Certification as a Reliable SOI scorer is an industry standard marking professional competence in the field of adult development.

Our program is unique in the field. We provide expert guidance and a learner-centered context: building your competence, expertise, and confidence to integrate the Subject-Object Interview successfully in your work.

In our small, interactive, group training and mentoring sessions you will learn to apply Kegan's constructive-developmental theory using real SOI data and case studies. You will learn to conduct, score, and debrief the SOI. The developmental listening, inquiry, analysis, and reflection skills you acquire are directly transferable to your coaching conversations. After the mentoring sessions, you will begin the SOI certification process to complete the program.

PART 1:

8 x Training Sessions (2.5-hour)

- Understanding the foundations of constructive-developmental theory
- Develop SOI interviewing and scoring skills
- Applying the SOI in your work
- Personal SOI experience

PART 2:

10 x Mentoring Sessions (2-hour)

- Certification prep (scoring 10 SOIs)
- SOI practicum: carrying out the SOI process end-to-end with one of your clients
- Post mentoring support during your:
 - SOI certification (Harvard norms)
 - 6 months of additional scoring practice and self-study

POST-CERTIFICATION:

Resources for our SOI Reliable Scorers

- Access to SOI client profile reports
- Expert tools, support, and resources for coaching and research
- Expert-facilitated CDT/SOI learning community including ongoing scoring practice to support learning for mastery



Program Lead

NANCY POPPE, Ed.D.

Developmental Psychologist & Coach;
Adult Development Author, Educator,
Researcher and Practitioner

- Foremost industry expert on adult development and the Subject-Object Interview
- SOI Master Certifier since 1984 - trained the industry's prominent practitioners including: Eleanor Drago-Severson, Jennifer Garvey Berger, Cindy McCauley, Ellen van Velsor, Otto Laske, Suzanne Cook-Greuter, and Keith Eigel
- Ed.D., Developmental Psychology, Harvard, Cambridge, MA, USA; 1993
- Ed.M., Counseling and Consulting Psychology, Harvard, Cambridge, MA, USA; 1983

All sessions will be held live on Zoom, starting at 9:00 am (New York).

Spring 2023 Cohort

Training: session dates are February 28; March 7, 14, 21, 28; April 4, 18, 25

Mentoring: 10 sessions held bi-weekly starting on May 16

Fee: €5750 + applicable taxes in EU. Payment plan available. Discount for full-time students available.