

## IB Key Concepts

The International Baccalaureate has identified eight basic concepts that can help people at all levels of an organization ask better questions and be more productive, responsive, and connected. Each concept is described below. Use these concepts to generate good questions about any given process or system by asking, for instance, “Who has the responsibility for ensuring effectiveness?” “What different perspectives are being brought to bear?” and “How do we know this process or system is effective?”

**Responsibility:** Recognizing that people make choices based on their understanding, and the actions they take as a result make a difference.

**Perspective:** Understanding that knowledge is informed by perspectives; different perspectives lead to different interpretations and findings; and perspectives may be personal, cultural, or come from multiple other areas.

**Reflection:** Realizing that there are many ways to learn; reflecting on conclusions, considering different methods of reasoning, and evaluating the quality of evidence are all crucial to learning.

**Change:** Knowing that change is the process of developing from one state to another; it’s universal and unavoidable.

**Function:** Seeing that everything has a purpose or way of behaving that can be examined.

**Connection:** The awareness that we live in a world of interconnected systems where the actions of any one element can affect the others.

**Causation:** Understanding that things don’t just happen, that causal relationships are everywhere, and actions have consequences.

**Form:** Recognizing that everything has a form with characteristics that can be seen, identified, defined, and classified.

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