

ANNUAL REPORT 2025

Worldview Journeys Foundation

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KvK 86104799



*Seeing the lenses that shape our world
to change our world*

Annick de Witt, director, 02-07-2026



Worldview
Journeys

1. Introduction and foreword

The year 2025 was a pivotal year for Worldview Journeys. Building on the groundwork laid in previous years, we made significant strides in scaling our transformative learning interventions, deepening our academic contribution, and broadening our public presence and societal impact. Five accomplishments stand out.

- Building on two successful rounds of the *Worldview Journey Facilitator Training*, we established a live community of practice of trained facilitators across the globe. This growing network is now experimenting with how to use the Worldview Journey in new sectors and contexts — from healthcare and organizational change to faith communities and sustainability leadership.
- The *Generative Dialogue Lab* — our collaborative project with Utrecht University — became fully operational, with monthly *Break your Bubble* sessions fostering constructive dialogue on campus around a wide variety of topics, from politics to AI, from mental health to polarization.
- We made substantial academic contributions through several articles, currently under review (available as pre-prints): one on the design of our generative dialogue practice, and another proposing a *Human Democratic Capabilities Meta-Map* that helps us think about what an 'education of the future' could and should orient around. Next to that, we currently have a book chapter on worldviews and sustainable lifestyles in press (in the forthcoming Handbook of Research on Sustainable Lifestyles, with Edward Elgar).
- We expanded our public voice through the launch of *World/views*, a Substack publication, including an important essay that re-conceptualizes polarization as a war between worldviews, and an opinion piece in the Dutch quality newspaper NRC Handelsblad on the role of worldviews in the crisis facing the progressive left.
- We expanded our flagship transformative learning program — the Worldview Journey — to now include a fourth *EXPRESS* module, supporting participants to 'put their perspective into practice.' With this addition, we responded to participant feedback, while also aligning the Journey with our *Human Democratic Capabilities Meta-Map* (see above under academic publications).

These developments mark a new phase in the maturation of our foundation: one in which we are increasingly able to combine academic depth with societal reach, gradually moving our transformative learning approaches out into the world.

As we do so, our distinctive contribution is becoming clearer. In a landscape where many organizations work on depolarization, inner development, or transformative education, our unique edge lies in directly addressing *worldviews*, through a combination of empirical measurement, transformative pedagogy, and innovative dialogue, all grounded in academic research and intentionally designed to scale.

2. Our identity and unique contribution

Vision

Humanity is confronted with an existential crisis that manifests across nearly every facet of our existence — from climate and biodiversity, to democracy, mental health, and social cohesion. At the same time, our collective capacity to respond is severely undermined by escalating polarization, the erosion of democratic institutions and norms, and the overall fracturing of the sense of living in a shared reality.

Worldview Journeys is founded on the conviction that *worldviews* are a critical and largely unaddressed leverage point for systemic change.

Worldviews — the deep frameworks of meaning, values, and assumptions through which people interpret and co-create reality — shape how we understand problems, what solutions we consider, and how we relate to those who see things differently. They are, in many ways, the invisible architecture of our crises.

Yet worldviews are rarely addressed directly. Most initiatives for social and environmental change operate *from within* a particular worldview without recognizing this. The toxic polarization that characterizes our time is, at root, a clash between worldviews, which remain largely invisible to those who hold them. And this includes — but is of course not limited to — progressive movements. Not recognizing the degree to which our own positions are shaped by a particular (broadly, postmodern) worldview, can inadvertently alienate large parts of the public and fuel the very populist backlash we seek to counter. **When we cannot see our own worldview as a worldview, we diminish the capacity for genuine dialogue, mutual understanding, and constructive collaboration across difference.**

Worldview Journeys aims to address this gap. We are, to our knowledge, *the only organization globally that brings a worldview lens to the great challenges of our time, and translates the deep analysis this generates, through rigorous and innovative research, into concrete, scalable interventions for personal, cultural, and systems change.*¹

Our approach does not aim to change people’s worldviews, but to support the development of people’s capabilities to constructively *relate to their worldviews* (what we’ve started calling ‘human democratic capabilities’): including self-reflection, listening, moral compass/navigation, and purpose. Experience shows these engagements then gradually widen and expand worldviews.

We believe that such *worldview literacy* — developed at individual, cultural, and institutional levels — is an essential precondition for humanity’s capacity to navigate the complexities and crises of our time, to move beyond destructive polarization, and to forge the collaborative, creative responses that our existential challenges demand.

Mission

Worldview Journeys Foundation aims to contribute to the shift towards a flourishing world, by addressing worldviews as deep leverage points for personal, cultural, and systemic change. We pursue this mission through work across three interconnected layers that together form a coherent body of work. Each enables the next.

1. *Worldview lens.* We bring a worldview perspective to the crises of our time — a way of seeing that reaches beneath the surface of contested issues to the deeper layers where meaning, values, and foundational assumptions live. This lens makes

¹ While several organizations work on related aspects — such as depolarization (e.g. Braver Angels, More in Common), inner development for sustainability (e.g. the Inner Development Goals initiative), or transformative education (e.g. various contemplative and integral education networks) — none, to our knowledge, specifically centers worldview exploration as the entry point for transformation, nor combines an empirically validated worldview measurement with rigorously designed transformative learning interventions and dialogical methods. Our approach is distinctive in addressing the deeper meaning-making frameworks that underlie individual perspectives, societal polarization, and larger economic, political, and technological systems, while translating them to concrete practices that are oriented to fostering transformative change.

visible what remains invisible to conventional analysis, revealing why so many well-intentioned responses fall short while opening new possibilities for action.

2. Change work. With this lens, we engage concrete societal challenges — from polarization and democracy, sustainability and climate, and education and human flourishing. Together with academic partners, civic institutions, and organizations, we investigate how worldview dynamics play out in specific contexts and develop approaches that intervene at the level where transformation becomes possible.

3. Scalable tools. From this research emerge concrete tools others can use: the empirically validated Worldview Test, the Worldview Journey transformative learning program, the Stream-of-Consciousness dialogue practice, the Human Democratic Capabilities Meta-Map, and a growing international Facilitator Network. These tools put the lens and its insights into the hands of educators, facilitators, organizations, and engaged citizens — seeding wider cultural change.

Our mission can thus be formulated as follows:

Worldview Journeys addresses the root causes of our interconnected crises by working at the level of worldviews — the deep meaning frameworks through which we make sense of reality — offering a worldview lens on pressing issues, advancing research on worldviews and transformative change, and developing scalable tools that bring worldview exploration into classrooms, organizations, and public life.

Target groups

Our work addresses multiple audiences. Through our public writing and media presence, we aim to reach anyone grappling with the existential crisis, toxic polarization, and worldview paralysis of our time — from engaged citizens to policymakers and thought leaders. Through our academic research and collaborative projects such as the Generative Dialogue Lab, we engage students, university staff, and pioneering academics. And through our Worldview Journey program, Facilitator Training, and online platform, we serve educators, trainers, coaches, and change-makers of all kinds — equipping them to bring worldview exploration and generative dialogue into their own professional contexts.

Approach

Our approach is characterized by:

- **Worldviews as entry point.** Where others work on dialogue, inner development, or polarization, we center the exploration and evolution of worldviews — the deep frameworks through which humans make sense of reality. Working at this level reaches the root causes that surface-level approaches cannot.
- **Grounded in rigorous research.** Our work is developed through academic collaboration and substantiated by peer-reviewed publications. Our innovations — the Worldview Test, the Human Democratic Capabilities Meta-Map, and the Stream of Consciousness dialogue practice — are both scientifically grounded and practically potent.
- **Translated into concrete practice.** From theory we build tools people can use: the Worldview Test, the Worldview Journey transformative learning program, generative dialogue practices, and facilitator training. Each makes the lens portable and practical across contexts.
- **Designed to scale.** Through our online platform, international Facilitator Network, and open materials, our approach reaches educators, change-makers, and engaged citizens across the globe — making transformative worldview work accessible far beyond our own direct delivery.

3. Activities and results achieved: Where do we stand?

In 2025, we continued to develop, scale, and deepen the unique contribution of our foundation. Below is an overview of all relevant activities and results achieved.

Facilitator Training and Facilitator Network

- Building on the positive reception of the pilot 2024 edition, we offered the Worldview Journey Facilitator Training for the second time in 2025. This international, online training equips educators, trainers, coaches, and change-makers to bring the Worldview Journey approach into their own contexts.
- A significant outcome of the training has been the emergence of the Facilitator Network — a live, international community of practice. Trained facilitators from Europe, the US, and South America are now actively experimenting with

how to translate the Worldview Journey into new sectors and settings, including healthcare, organizational change, faith communities, science communication, and sustainability leadership.

- Facilitator profiles are now featured [on our website](#). The network represents a crucial step in our scaling strategy: rather than delivering all programs ourselves, we are building an ecosystem of skilled facilitators who can carry this work forward in diverse contexts worldwide.

Worldview Journey: the EXPRESS module and the four shifts

- In 2025, we expanded the [Worldview Journey](#) program with a fourth module: EXPRESS. This module responds to participant feedback that the Journey — while deeply valued for its capacity to support worldview exploration, exchange, and expansion — needed to be connected back to action: how are participants going to put into practice what they have learned?
- The EXPRESS module supports participants in the shift from “values-action gap” to aligned living, inviting them to translate their learning into concrete commitments and practices in their own lives and work. Its development was directly informed by our Human Democratic Capabilities Meta-Map.
- The Worldview Journey now guides participants through four fundamental, developmental shifts: *from unconscious to reflexive* (Explore), *from threat response to learning stance* (Exchange), *from separation to interconnection* (Expand), and *from values-action gap to aligned living* (Express).
- You can read more about how participants experienced this Journey [here](#).

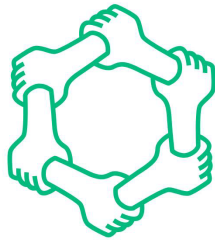
The Worldview Journey

Engaging *worldviews* to foster transformative learning

EXPLORE
your
worldview



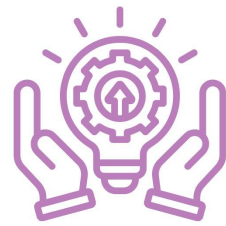
EXCHANGE
your
worldview



EXPAND
your
worldview



EXPRESS
your
worldview



The Generative Dialogue Lab

- The Generative Dialogue Lab (GDL), our collaborative project with Utrecht University, became fully operational in 2025. Initiated by our director Annick de Witt with support from the Campus Sustainability Grant offered by UU's Centre for Living Labs, the lab provides an experimental space for education, research, and cultural initiatives centered around generative dialogue.
- The centerpiece of the GDL has been the monthly *Break your Bubble* sessions, which bring together UU students and staff with diverse backgrounds and perspectives to practice dialogue and explore a variety of themes — from politics to AI, from mental health to polarization. These sessions have been received extremely positively — with ± 98% of those who filled out the evaluation form saying they would recommend them to others — creating a space on campus where constructive exchange across difference is practiced.
- In our White Paper for the Lab, we define generative dialogue as “conversations that enable a respectful exchange of perspectives, enhance relationships, and produce novel insights” while outlining an expansive vision for Utrecht University as a *dialogical institution*. The lab exemplifies how our foundation's work can take root within institutional settings, creating lasting infrastructure for deep change at the worldview level.

Break your Bubble @ the Generative Dialogue Lab



Dutch Elections Edition

As we head toward the elections, it's easy to slip into 'we're right, they're wrong'. But how deeply have you explored your own political views? And what do you know about what drives "the other side"? Come dialogue to meet fresh perspectives, form new connections, and expand your mind!



Monday, 13 October 2025, 12:30 - 14:00 @ Sustainability Office, UU.

Welcome to all UU students & staff Light snacks provided. Register using the QR code.

Break your Bubble @ the Generative Dialogue Lab

Mental health & well-being

Modern culture often focusses on *outsides* while neglecting our *insides*. Today, we're living the gap, with a global mental health crisis and a loneliness pandemic. In this ByB, we'll use *dialogue* to explore how we can restore well-being and support ourselves and each other to thrive!



Monday, 17 November 2025, 12:30 - 14:00 @ Sustainability Office, UU.

Welcome to UU students & staff. Light snacks provided. Register using the QR code.

Two examples of the monthly Break your Bubble sessions organized at the Utrecht University campus, in which we use our Stream of Consciousness (SoC) dialogue method to foster more 'generative' conversations and develop human democratic capabilities while gradually expanding worldviews.

Academic publications

We wrote several academic articles in 2025:

- **Just published:** *Designing an Education of the Future: A Human Democratic Capabilities Meta-Map for a Planetary Era* proposes a fourfold framework of Human Democratic Capabilities organized by relations to Self, Others, Whole, and Future, each culminating in a capstone capability (Self-leadership, Collaboration, Moral compass, and Purpose). This framework, grounded in an analysis of educational approaches using a worldview lens, directly informed the development of the EXPRESS module and the four-shift structure of the Worldview Journey. It offers a visionary guidepost for educational design and inquiry in the current era of existential planetary challenges.
- **In press:** *An integrative approach to fostering sustainable lifestyles: worldviews and the change-strategies of translation and transformation* (in *Handbook of Research on Sustainable Lifestyles*, Edward Elgar).
- **Under review:** *Facilitating Generative Dialogue: The Design of a Practice that Fosters Constructive Conversations, Democratic Capabilities, and Transformative Learning* presents the design and research behind the Stream of Consciousness (SoC) dialogue practice that is central to our work. This article articulates how and why this practice creates conducive conditions for constructive conversation across worldview differences, while analyzing students' responses to the practice.

Public voice and societal engagement

- *World/views*, our Substack publication authored by Annick de Witt, explores how a 'worldview lens' can illuminate pressing societal issues while offering new pathways for positive change. The Substack represents a new channel through which we bring our insights to a broader, non-academic audience.
- One of the most impactful essays, '*Toxic polarization is killing us. A new worldview can save us.*' (May 2025), offered a worldview analysis of contemporary political dynamics, including the rise of right-wing populism and the shortcomings of the current progressive left. This piece generated substantial engagement and led to an opening to write an opinion article for NRC, one of the Netherlands' leading newspapers (September 2025).

- In the [NRC piece](#), our director analyzed how the dominant worldview for the progressive left limits it in its attempt for cultural, social, and economic change, while arguing for a more integrative perspective that may help us to navigate beyond the current culture wars.
- These publications have expanded the societal reach and visibility of our foundation's ideas and demonstrate the growing public relevance of a worldview approach to our most pressing challenges.

Platform and community

- We regularly offered open online sessions and webinars throughout the year, including a session at the Learning Planet Festival, each time engaging enthusiastic participants and generating meaningful conversations.
- Our online platform continues to attract around 15,000 test-takers per year, with **almost 100,000 people** from more than 200 countries having taken the Worldview Test to date.
- The platform offers a range of functionalities including the Worldview Test, group testing, and a feature for composing worldview-diverse groups.
- Our newsletter has over **7,000 subscribers** worldwide.

4. Organization details and policy

Organization details

Chamber of Commerce number: 86104799

VAT number: NL863862792B01

ANBI status: Since 6 June 2023

Postal address: Johan van Hasselkade 249-A, 1032 LP, Amsterdam

Email: info@worldviewjourneys.com.

Website: www.worldviewjourneys.com

Board composition and director

Chair: Froukje Jansen

Secretary: Maarten Robben
Treasurer: Tim Manschot
Board member: Mirjam de Groot
Director: Annick de Witt

Remuneration policy

The board works on a voluntary basis. The director has a permanent employment contract since August 2024.

Policy

Our ambitions for the period ahead are set out in full in our Policy Plan 2026–2028; here we summarize the direction of travel along our three pathways.

In terms of our **worldview lens**, we will continue developing World/views as a primary channel for bringing a worldview lens to pressing societal issues, while seeking publication in prominent international media and working toward a clear, accessible overview of our core body of work.

In terms of **change work** (research and innovation), we are developing a major new empirical project, Breaking Through Polarization, which will put our central thesis — that worldviews are a critical leverage point for transformative change — to a rigorous test, while developing the Worldview Journey as a cross-sector intervention that can demonstrably deliver impacts in multiple domains, from polarization & democracy, to health & well-being, and to climate & ecology.

In terms of **scalable tools**, we will focus on disseminating the Stream-of-Consciousness (SoC) dialogue practice for personal, cultural, and institutional transformation, while continuing to expand the Facilitator Training and Network, offer the Worldview Journey, and grow the Generative Dialogue Lab at Utrecht University, as well as experiment with organizational change work.

Together, these efforts mark a significant step toward realizing our mission: engaging worldviews to craft new pathways for cultural and systemic change — seeing the lenses that shape our world, so we can change it for the better.

5. Financial accountability

Notes on the 2025 financial statements

As our financial report shows, our starting capital on 1 January 2025 was €28,005. Combined with funding for our activities for the Generative Dialogue Lab at Utrecht University and additional income from training and courses, platform subscriptions, and assignments for organizations, we had enough to cover our activities for the year — though this was achieved in part through the director working without salary for two months. This reflects how difficult it is to fund this pioneering work, even as its quality and relevance are substantial, as demonstrated by the results in this report. Expenditures included personnel costs and other costs in service of our mission, such as project costs, marketing costs, and administrative costs.

Current financial situation

Our financial situation going into 2026 and 2027 is at this point insecure. We have developed several promising projects and are in the process of trying to acquire funding for them. Additional income is expected from our trainings and workshops, platform usage, paid World/view subscribers, and small projects for organizations and companies. Greater long-term funding is needed to be able to sustainably achieve our ambitious mission. Our policy plan 2026-2028 goes further into this, describing our recent strategic revisioning process and new financial strategy.