



Developing Yourself to Your Highest Potential

For Use with the CORE Multidimensional Awareness Profile



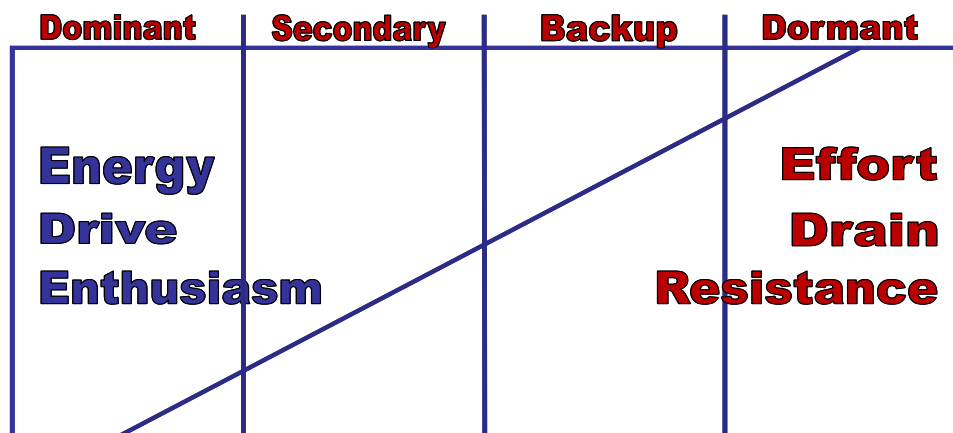
Developing Yourself to Your Highest Potential

Multiple factors determine your overall effectiveness and how fully you realize your potential. Among those factors is how effectively you are using all available traits.

CORE MAP incorporates a whole brain approach that recognizes that every normally functioning human being has the *capacity* to do anything any other normally functioning person can do.

Capacity and motivation are two completely different things, however. You may have good organizational skills, for example (the capacity to organize well) but not have much passion, energy or motivation around it.

Every set of traits has value (Commander, Organizer, Relater and Entertainer), but your energy, passion and motivation revolves mostly around your *natural* dominant and secondary styles. Work doesn't feel like work when you are functioning from your natural dominant and secondary styles and using them in the right order. The graph below demonstrates this point.



When you spend too much time doing things that require you to call on your backup and dormant styles, you feel drained. There is often resistance around doing those kinds of activities as well and it is not uncommon to find seldom used traits sets underdeveloped and even undeveloped.

The four identified styles in human nature are never equally developed in reality, nor should they be. The most successful people have strong preferences for the traits that define their dominant and secondary styles and use those styles effectively, but they have also developed their backup and dormant styles to a high enough level that they are able to call on these attributes in a positive way before they begin moving into mid-zone coping behaviors.

To develop yourself to your highest potential, find ways to use your dominant and secondary styles most frequently. If your dominant and secondary styles are not already well developed and non-reactionary, focus on getting those two styles healthy first and then work on developing the backup and dormant styles so they can be used as positive tools that you can call on as needed to help you achieve your goals.

If your dominant and secondary styles are already healthy, focus on developing any styles that are not currently being used in a positive, healthy way so you call on all of the styles from a positive position before you begin using mid-zone coping tools.

With all four styles developed to healthy levels, you won't begin moving toward mid-zone behaviors until stress is at moderate levels. And, when you begin using coping mechanisms, ideally you will use your mid-zone traits to cope in the same order as you are using your positive traits (dominant first, secondary second, backup third and dormant last).

Negative traits should come into the mix only under very high to extreme stress and are again best implemented in the same order as the positive and mid-zone traits with dominant being used first and dormant last.

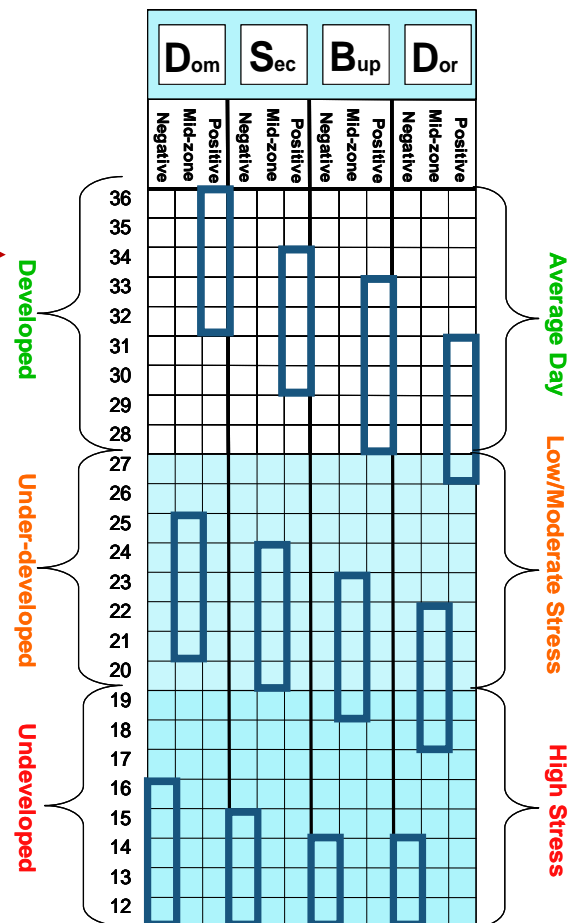
This Graph represents ideal ranges →

When any set of positive traits is under-developed or undeveloped, the skills and abilities inherent to that trait set are being *under utilized* and the individual has room for improvement.

Every trait set has a purpose and each one brings a set of strengths and abilities that are beneficial when utilized from a positive perspective.

No matter how effective you already are, you can be *more* effective by better developing any positive traits that are under-developed or undeveloped.

Where traits are insufficiently developed or reactionary, emotional intelligence is generally low in that arena as well. By developing all trait sets to healthy levels, you will be happier, more well rounded, more effective and more emotionally competent across the board.



On the following pages the benefits you can gain from developing each style is defined along with suggested training or coaching you may want to pursue if that style is under-developed. **Remember: Under-developed or undeveloped positive traits always represent opportunity for growth and should be approached as such.**



What the Commander Trait Set Provides

- ❖ The desire to get things done
- ❖ Achievement drive
- ❖ Leadership abilities
- ❖ Entrepreneurial spirit
- ❖ Direct, to the point communications
- ❖ A take-charge assertive style
- ❖ Goal orientation
- ❖ Ability to see the big picture
- ❖ Problem-solving
- ❖ Decisiveness – The ability to make quick, firm decisions
- ❖ The ability to strategize well
- ❖ Willingness to meet challenges
- ❖ Cool-headedness in emergencies
- ❖ The ability to anticipate the future as it relates to things, work, achievement

Commander's Primary Contributions to Overall Development

The drive to achieve, follow through, confidence in solving problems and urgency around accomplishment

When Commander is Not Sufficiently Developed

The above listed traits will be under-developed to the degree that the Commander style is under-developed. When they are undeveloped, the above listed traits are not being utilized.

Primary Needs for Those with Under-developed or Undeveloped Commander Traits:

The ability to be assertive, to make quick, firm decisions, and to lead initiatives and drive toward goals

Suggested Training or Coaching for Developing Commander Traits

- ❖ Assertiveness
- ❖ Risk-taking, such as Adventure Tours or “High Ropes”
- ❖ Decision-making Skills
- ❖ Experiential Leadership
- ❖ Negotiation and Persuasion



What the Organizer Trait Set Provides

- ❖ The desire to get things right
- ❖ A serious, deliberate approach to work
- ❖ A sense of duty and responsibility to do a good job
- ❖ A sense of order, structure, precision and predictability
- ❖ A thorough, orderly, methodical or systematic approach
- ❖ The drive to finish what is started
- ❖ The ability to plan carefully and check plans
- ❖ Ability to work well within hierarchies - doesn't need to lead
- ❖ Caution in moving into new or unknown territory
- ❖ A clear opinion of right and wrong
- ❖ Ability to analyze closely and attend to specifics - likes schedules, lists, charts, graphs, numbers
- ❖ Ability to analyze and consider what might go wrong
- ❖ Patience in dealing with details and procedures
- ❖ Fine artistic abilities
- ❖ Attention to details as they relate to things, facts, figures

Organizer's Primary Contributions to Overall Development

Correctness, a sense of duty and responsibility, completion of projects and patience with processes and details

When Organizer is Not Sufficiently Developed

The above listed traits will be under-developed to the degree that the Organizer style is under-developed. When they are undeveloped, the above listed traits are not being utilized.

Primary Needs for Those with Under-developed or Undeveloped Organizer Traits:

The ability to attend to details closely, to check one's work for accuracy and to be patient in following through on step-by-step procedures.

Suggested Training or Coaching for Developing Organizer Traits

- ❖ Organizational Strategies that Suit Your Dominant Style
- ❖ Focus Enhancement
- ❖ Gratification Deferral – Impulse Control, Patience



What the Relater Trait Set Provides

- ❖ The desire to get along with others and to build and sustain long term relationships
- ❖ Thoughtfulness, consideration and loyalty to others
- ❖ Genuine empathy
- ❖ Conscientiousness and obedience
- ❖ Willingness to follow the lead of others as necessary
- ❖ Good listening and observational skills
- ❖ Flexibility and an easygoing attitude
- ❖ Ease in relating to and accepting others
- ❖ Patience with people
- ❖ Development of environments that promote harmony and balance
- ❖ Team cohesiveness
- ❖ Willingness to mediate toward more harmonious relationships
- ❖ Acceptance of others – the art of allowing people to be who and where they are
- ❖ Attention to details as they relate to people, aesthetics

Relater's Primary Contributions to Overall Development

Empathy, altruism, consideration, flexibility and patience with people and processes

When Relater is Not Sufficiently Developed

The above listed traits will be under-developed to the degree that the Relater style is under-developed. When they are undeveloped, the above listed traits are not being utilized.

Primary Needs for Those with Under-developed or Undeveloped Relater Traits:

Patience in dealing with other people, empathy for the less capable, concern for finding harmonious paths to agreement, team involvement, the ability to give equal value to others

Suggested Training or Coaching for Developing Relater Traits

- ❖ Empathy Enhancement
- ❖ Gratification Deferral - Impulse Control, Patience
- ❖ Peaceful Conflict Resolution
- ❖ Mediation Skills
- ❖ Team Dynamics



What the Entertainer Trait Set Provides

- ❖ The desire and willingness to be highly visible
- ❖ Social ability
- ❖ Verbal acuity - ability to communicate one-on-one or in groups
- ❖ Boldness with people - uninhibited in connecting with others
- ❖ Ability to stimulate action and excitement
- ❖ Ability to keep things light , upbeat and interesting
- ❖ Charisma, charm, creativity and colorfulness
- ❖ Ability to influence and inspire others
- ❖ Spontaneous innovativeness
- ❖ Ability to enjoy play and be light-hearted
- ❖ Ability to multi-task
- ❖ Ability to lead others into activities and new adventures
- ❖ Ability to allow self to be as important as others
- ❖ The ability to anticipate the future as it relates to people, experience, innovation
- ❖ The ability to trust feelings in an intuitive way

Entertainer's Primary Contributions to Overall Development

Self-care, self-esteem, willingness to play, spontaneity, easy adjustment to change, confidence in dealing with and communicating with people

When Entertainer is Not Sufficiently Developed

The above listed traits will be under-developed to the degree that the Entertainer style is under-developed. When they are undeveloped, the above listed traits are not being utilized.

Primary Needs for Those with Under-developed or Undeveloped Entertainer Traits:

The ability to meet and connect with people easily, to easily communicate in group settings, to multi-task without frustration, and the ability to give equal value to self and to consider and attend to the needs of self.

Suggested Training or Coaching for Developing Entertainer Traits

- ❖ Social Skills
- ❖ Public Speaking
- ❖ Interactive Play Therapy
- ❖ Multi-tasking Skills Development



In General

Commander helps us get things done; to be self-driven toward achievement

Organizer helps us get things right; to be self-driven toward precision

Relater helps us connect with, be considerate of and attend to the needs of others; to be empathetic – to be self-driven toward helpfulness

Entertainer helps us be considerate of and attend to the needs of self; to enjoy in a first-hand way the many experiences of life; to be self-driven to connect with people personally and to connect people to people

Few would deny that we need all of these skill sets to function fully and effectively.

When the **Commander** style is undeveloped, achievement drive and decision-making abilities is low.

When the **Organizer** style is undeveloped, patience in handling details and the willingness to be careful and work in meticulous ways are low.

When the **Relater** style is undeveloped, sensitivity to the needs of others, empathy and patience in building long term relationships are low

When the **Entertainer** style is undeveloped, consideration for self, the ability to openly and boldly connect with people and just let go and have fun occasionally are low.

- ❖ Every style is available to every person
- ❖ The dominant and secondary styles are easier to use and have the most energy, enjoyment, enthusiasm, drive and effectiveness around them
- ❖ The backup and dormant styles, although more difficult and draining to use for sustained periods of time, also have value – it is not an optimal use of energy to develop your backup and dormant styles to the same degree as your dominant and secondary styles, but moderate development of backup and dormant styles allows them to be easily called upon as needed
- ❖ The more effectively you use every tool available to you in a positive way, the more effective and successful you will be in your work, in your relationships and in your life.



Managing Stress

Much of the stress people experience and the resulting conflicts that arise, are a result of having dominant or secondary needs frustrated or unmet. To minimize stress and conflict, both internal and external, be aware of your own needs and those of others and take steps to meet whichever needs are currently unmet or being frustrated.

What Commander Needs

- ❖ Action
- ❖ Results
- ❖ Accomplishment
- ❖ Challenge
- ❖ Efficiency
- ❖ A Sense of personal control or being in control (of self and outcomes, not necessarily of others)

When these needs are frustrated Commander grows impatient and pushes harder to “get it done”. They are aggressive in their approach.

What Organizer Needs

- ❖ Stability
- ❖ Details and facts
- ❖ Certainty
- ❖ Order and logic
- ❖ To be right or correct
- ❖ Recognition for specific tasks
- ❖ To perform a specific service

When these needs are frustrated Organizer grows impatient and pushes harder to “get it right”. They are passive-aggressive in their approach.

What Relater Needs

- ❖ Harmony or absence of conflict
- ❖ Reassurance
- ❖ Guidance and Direction
- ❖ Constancy and Support
- ❖ Security and Stability
- ❖ Flexibility for self and others
- ❖ Consideration

When these needs are frustrated Relater grows quieter, more withdrawn and works harder to “get along”. They are passive in their approach (may become aggressive if relationships are threatened).

What Entertainer Needs

- ❖ To be liked by many
- ❖ Appreciation for self as well as accomplishments
- ❖ Open, visible recognition
- ❖ Flexibility to explore and discover
- ❖ First-hand experiences
- ❖ Freedom from control and detail
- ❖ To express self and be heard

When these needs are frustrated Entertainer grows argumentative, tries to explain self and pushes harder to be heard and “get appreciated”. They are aggressive in their approach.