

# The Emergenetics® Profile

## The Seven Attributes of Self-Awareness

When you know who you are, your world opens up. The Emergenetics® Profile is the only assessment in the industry that reveals Thinking and Behavioral insights, empowering individuals with an understanding of their strengths and an appreciation for the benefits of cognitive diversity. People can communicate more effectively, teams can work together more productively and organizations can build more engaging, high-performing cultures.

### What can you gain from taking the Emergenetics Profile?

Self-awareness is the strongest predictor of overall success in the workplace according to Green Peak Partners and Cornell University. The Emergenetics Profile is a powerful first-step in achieving your vision for your future whether that includes:



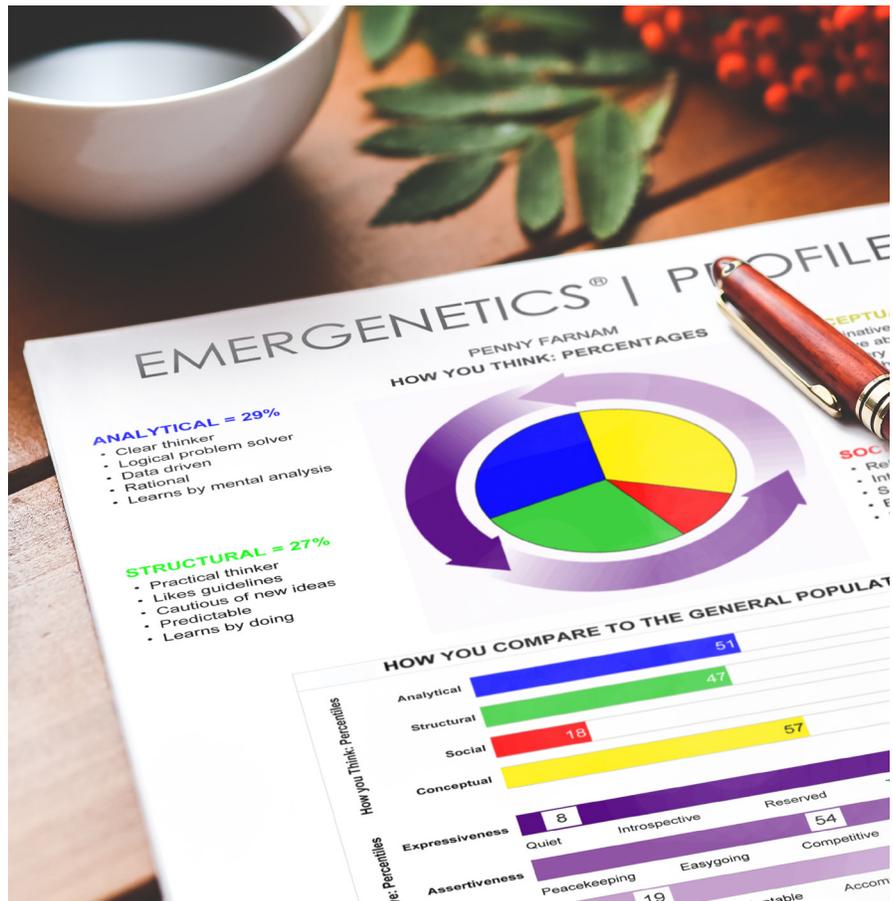
Strengthening individual performance



Working more productively with teams



Building better relationships with those around you



### What does the Emergenetics Profile reveal?

The Emergenetics Profile is rooted in the concept that who you are is the result of your genetic makeup and your life experiences. The assessment reveals your preferences for four Thinking and three Behavioral Attributes, which provide insight into the way you prefer to navigate work and life.

## Thinking Attributes



**Analytical:** Interest in logic, data and understanding the reasoning behind things



**Structural:** Interest in process, rules and guidelines



**Social:** Interest in working with and through others



**Conceptual:** Interest in the big picture, vision and new ideas

## Behavioral Attributes



**Expressiveness:** The outward display of emotions toward others and the world-at-large



**Assertiveness:** The style and pace with which you advance thoughts, feelings and beliefs



**Flexibility:** The willingness to accommodate the thoughts and actions of others

## Who should engage in Emergenetics?

Our programs are designed for any persons, teams or groups interested in:

- Gaining self-awareness
- Understanding their strengths
- Discovering the importance of cognitive diversity

Emergenetics is most useful for companies, teams, community groups or families who would like to learn to better communicate, work together more effectively and build positive relationships.



## A valid, reliable assessment

The science behind the Emergenetics Profile opens doors to new and unexpected ways of understanding yourself and interacting with others. Backed by significant research that has been regularly revalidated over the past 30 years, our assessment delivers consistent results that reflect the population of our increasingly global world. Our Profile meets the Standards for Educational and Psychological Testing and maintains strong test-retest validation.

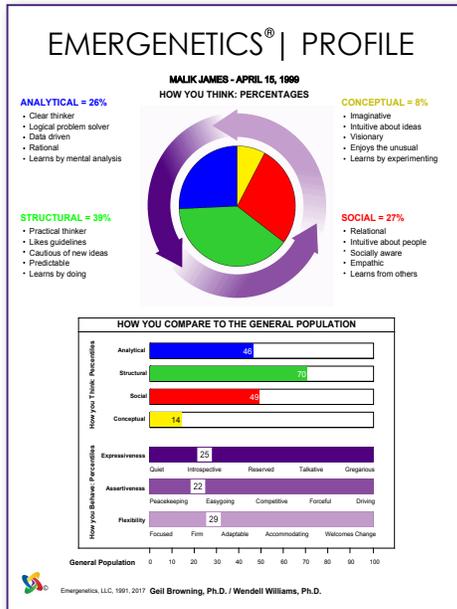
**Discover more about the Profile. Reach out to our team today!**



# MALIK JAMES

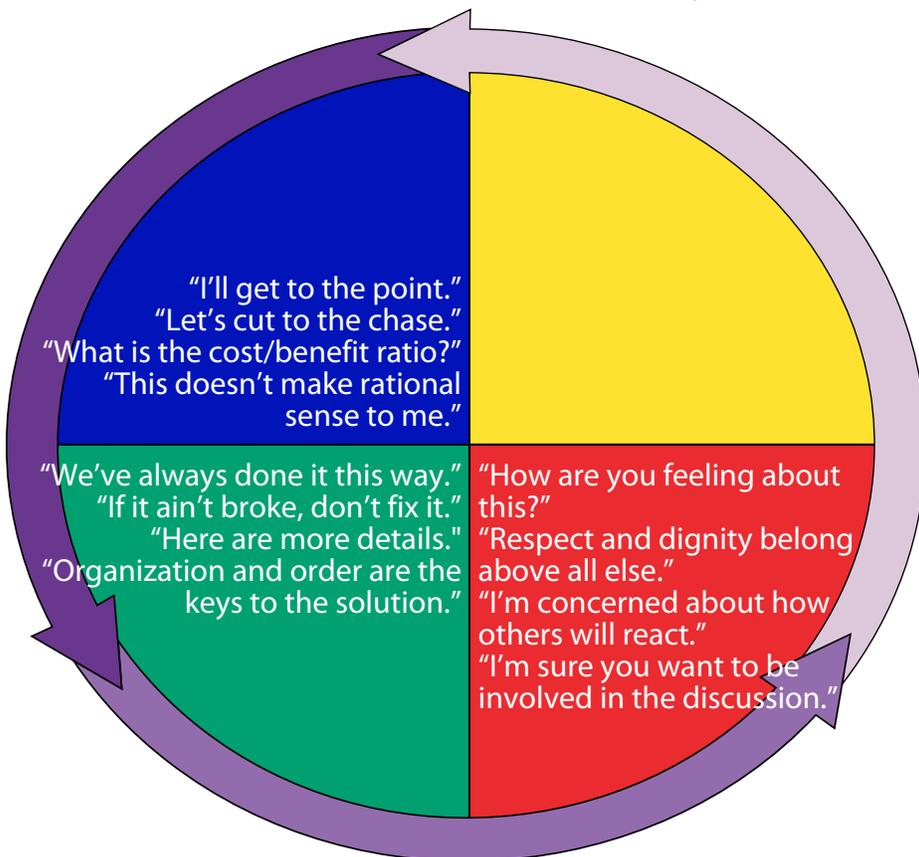
## Interaction Strategies

<b>What are they thinking?</b>	Practical approach that takes feelings into account
<b>How best to reach them?</b>	Specific, detailed instructions that point towards a clear objective
<b>How to initiate action?</b>	Engage in a thorough discussion and ensure constant support
<b>Decision-making process?</b>	Cautious, thoughtful, and considerate
<b>Internal or external processor?</b>	Internal - thinks before elaborating
<b>Need time for thought?</b>	Yes
<b>Embraces change?</b>	Usually not - unless given persuasive reason
<b>Multi-tasker?</b>	Prefers one task at a time
<b>Driver?</b>	No - more of a Peacekeeper
<b>Challenges for an employer?</b>	Eager to please and can be unexpectedly abrupt



## Communication Strategies

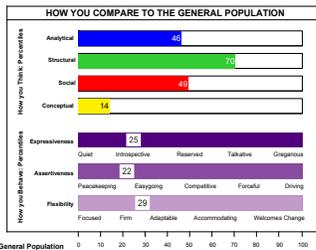
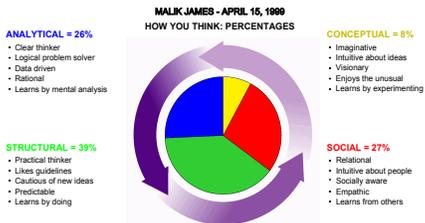
What to say and how to say it



- Think before you speak. Use fewer gestures and words.
- Keep your actions at a slow pace. Be conciliatory.
- Do it their way. Stay the course.

# MALIK JAMES

## EMERGENETICS® | PROFILE



Emergenetics, LLC. 1991-2017 Gail Browning, Ph.D. / Wendell Williams, Ph.D.

## Leadership Styles

As a leader, he has strong convictions, and he may prefer to get the job done with a minimum amount of discussion. Generally he is a peacekeeper. He most likely is not afraid to ask tough questions, even if doing so puts others on the spot. He can forge strong alliances, and excel at team building and mentoring. Generally his idea of looking into the future is to focus on goals that can be accomplished within the next one to three years. He may have trouble delegating, because he isn't sure he can trust others to do the job correctly, and sometimes his desire to do things "by the book" may discourage creativity. He is probably prompt and task-oriented, and he excels at time management and meeting deadlines.

## What are they thinking?

He has two thinking preferences (Analytical and Structural) from the "left brain" and one (Social) from the "right brain." This gives his brain a slight bias for the logical and rational over the intuitive and inspired. He has two thinking preferences (Structural and Social) that are concrete and one (Analytical) that is abstract, giving his concern for details and practical matters a slight edge over theorizing and speculating.

The gift of a tri-modal thinker is the ability to empathize with other ways of thinking. He can understand nearly anyone. He can be a catalyst or a facilitator in a group and help promote understanding among the team members.

The stress of having this Profile comes from being "Jack of all trades but master of none." He is not always able to sort out his thoughts or feelings about an issue; to him, all sides of the issue make sense. Most likely, making a decision is difficult and time-consuming. As one tri-modal explained, "My brain needs to weigh all sides of the question. It's like the committee has to meet, and sometimes the committee fights with itself!"

## Behavioral Preferences

Because his level of **Expressiveness** is in the first third, he is probably calm, thoughtful and quiet. In general, he probably keeps his thoughts to himself, his facial expressions may be stoic, and he can maintain confidential information easily. He may learn by listening and reflecting.

Because his level of **Assertiveness** is in the first third, he is probably amiable, easygoing, and supportive. He generally chooses to go along with most decisions and tends to keep his opinions to himself on most things. He probably steers away from confrontations and most likely is viewed as a peacekeeper.

Because his level of **Flexibility** is in the first third, he probably is focused, firm, and absolute. It's likely he has strong opinions and a defined agenda. He generally is convinced that his solution is best, and he may prefer to be in control.