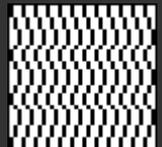


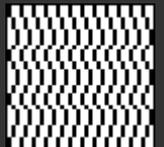
# Core Qualities and the Core Quadrant

Workshop EMAG 2009, July 31<sup>st</sup>  
Utrecht, the Netherlands

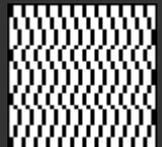


# Agenda

- Introduction
- Ofman's theory
- Create your core quadrant

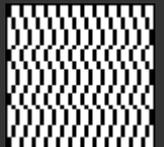


# Introduction



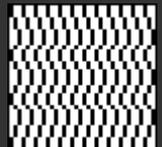
# Introduction

- Rianne van de Ven
- 1971
- Business analyst at a leading bank in NL
- Coach for gifted adults
- Mensa member since 2008

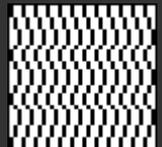


# Introduction round

- Name
- Age
- Nationality
- Job
- Mensa member since
- What do you admire most about yourself

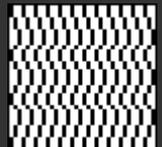


# Ofman's theory



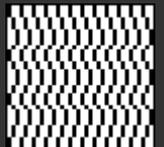
# Core Quality

- A core quality is a specific strength that characterises you
- It is a strong and positive personal quality
- It makes you what you are
- It is one of the first things people say about you when they are asked to describe you
- Each person has at least one core quality



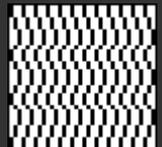
# Examples

- You are decisive
- You are modest
- You are rational



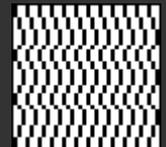
# Pitfall

- Your pitfall goes hand-in-hand with your core quality
- It is the distortion of your core quality when you show too much of it
- It is the reversed side of the medal, your quality becomes a weakness



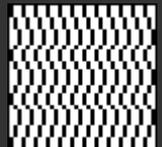
# Examples

<u>Core Quality</u>		<u>Pitfall</u>
Decisive	→	Forcing
Modest	→	Invisible
Rational	→	Distant



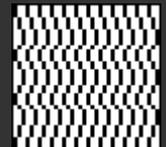
# Challenge

- Your challenge is the positive opposite of your pitfall
- It is a positive quality that you should show more often
- It is a quality you often recognise and admire in others
- This quality is needed to keep your core quality well-balanced



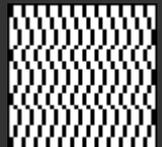
# Examples

<u>Core quality</u>		<u>Pitfall</u>		<u>Challenge</u>
Decisive	→	Forcing	→	Patience
Modest	→	Invisible	→	Expressive
Rational	→	Distant	→	Involved



# Allergy

- Your allergy is the negative opposite of your core quality
- Most people are allergic to their own challenge recognised in other persons
- You can get into conflict with people that are in your allergy zone, especially when that person is the personification of that behaviour you detest



# Examples

CoreQuality Pitfall

Challenge

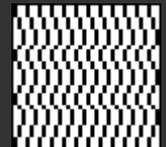
Allergy

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Decisive → Forcing → Patience → Passivity

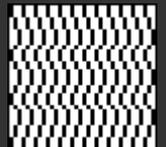
Modest → Invisible → Expressive → Arrogant

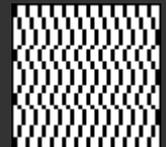
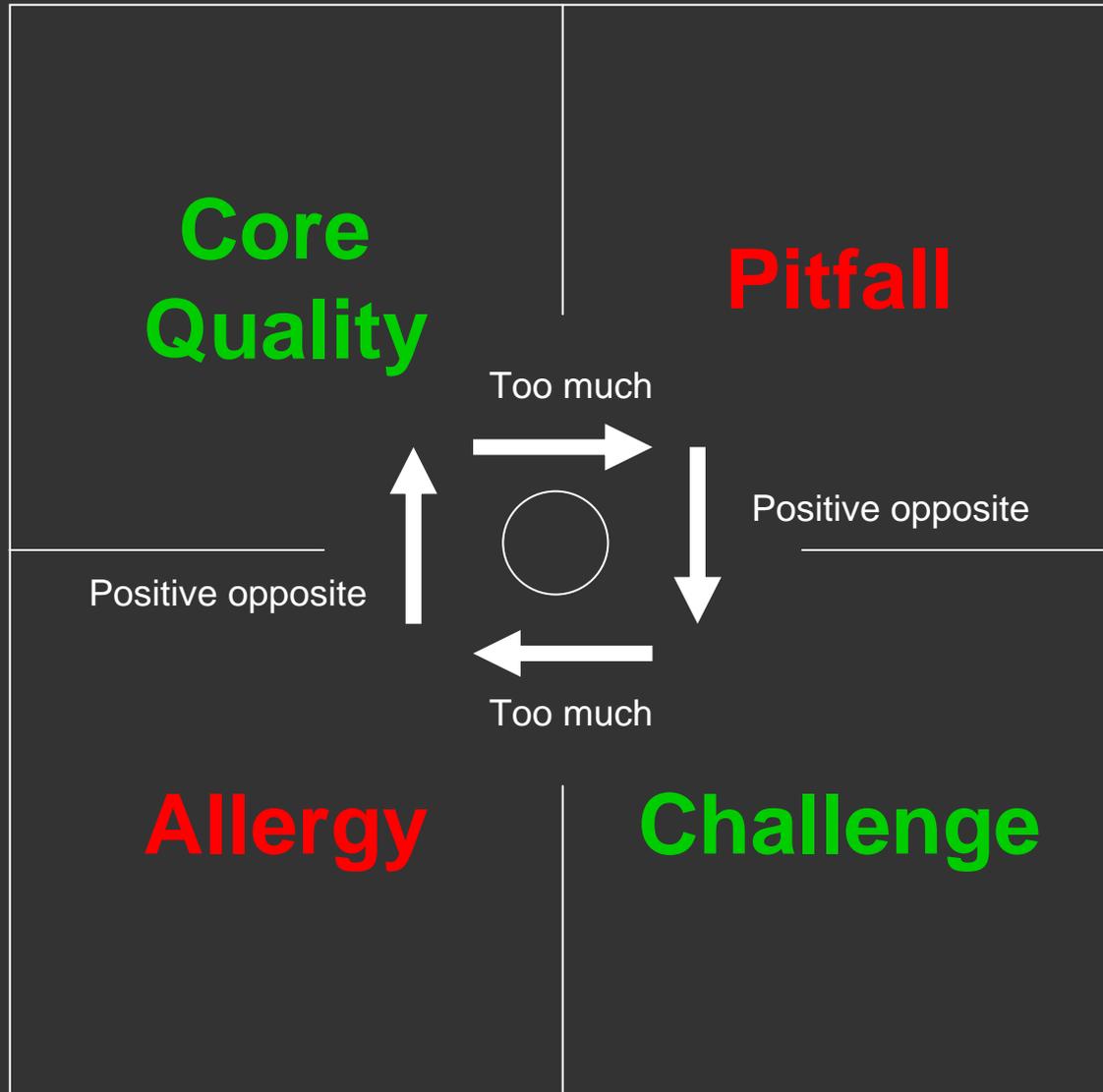
Rational → Distant → Involved → Thoughtless



# Core Quadrant

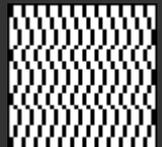
- You can visualise your core quality, pitfall, challenge, and allergy in a Core Quadrant

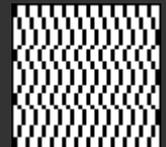
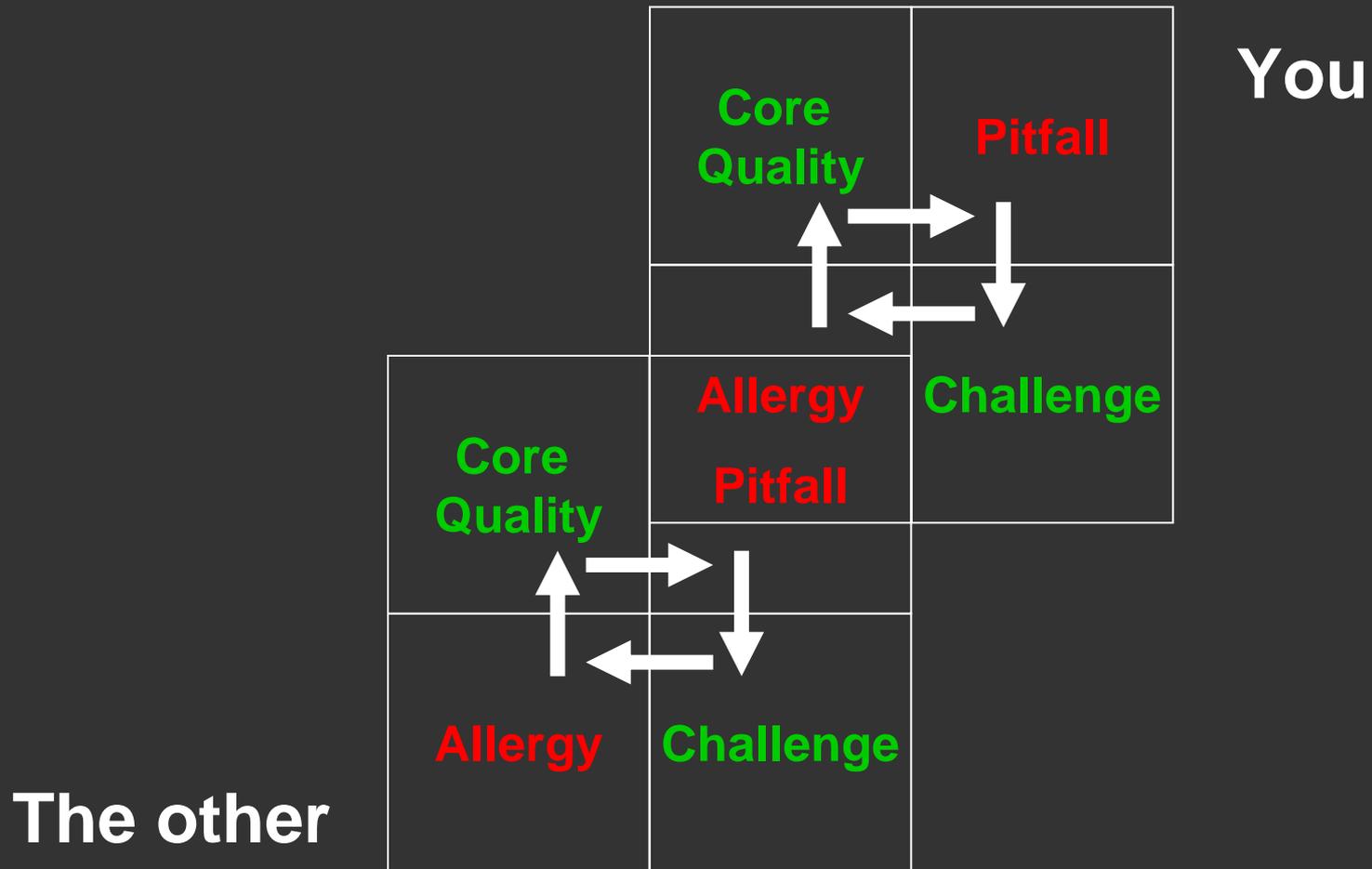




# Relation with others

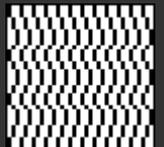
- Everybody has core qualities, therefore everybody has pitfalls
- Your allergy is the other person's pitfall!
- So if you are allergic to somebody's behaviour, consider it as the other person's pitfall. Then try finding the quality behind it. You might be able to improve your relationship with that person



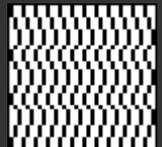


# Relation with others

- Try showing more of your challenge when you notice somebody is allergic to your behaviour.



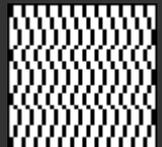
# Create your Core Quadrant



# Create your Core Quadrant

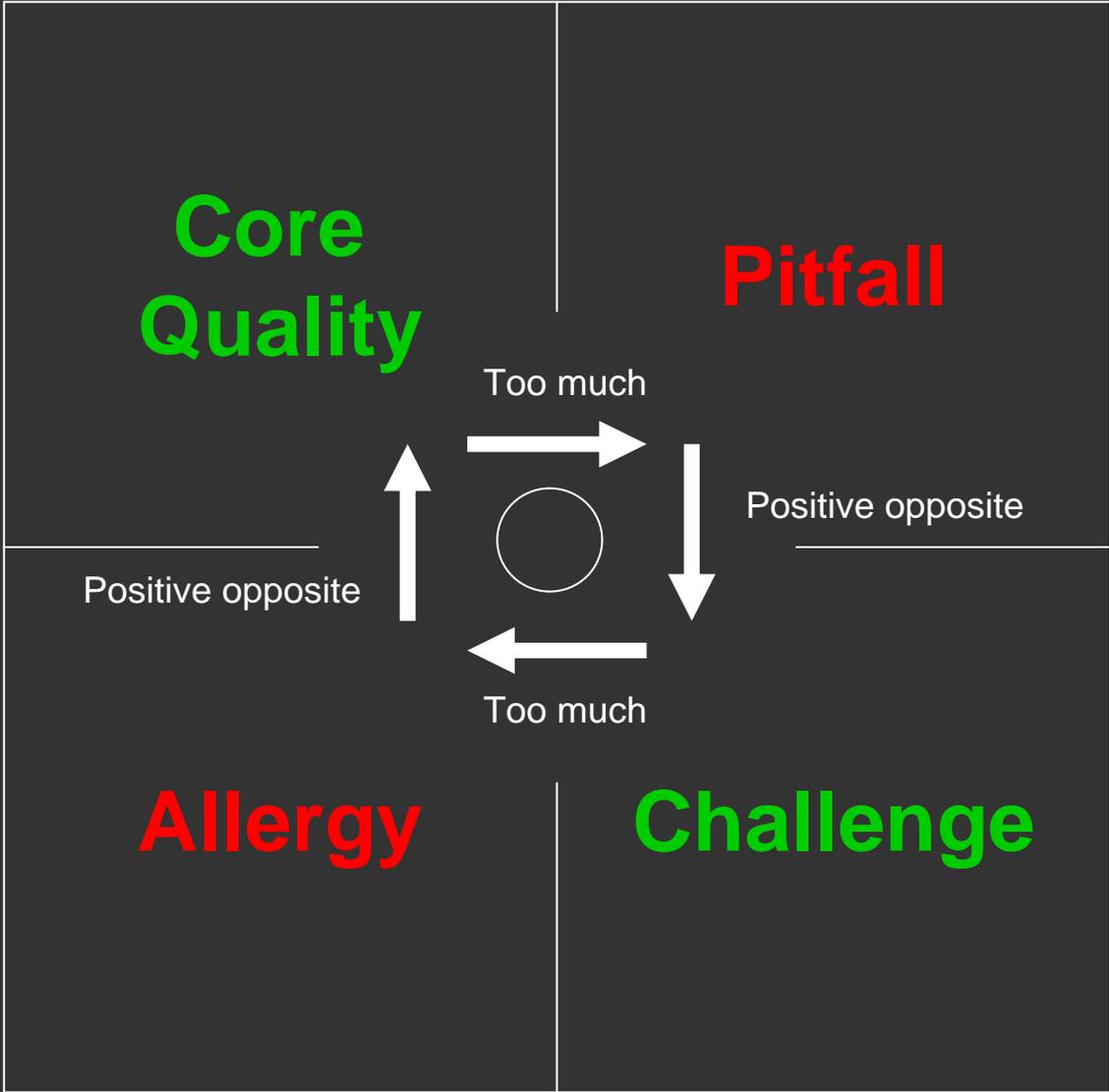
You can start in any part of the quadrant:

- Start an inventory of your strong points and elaborate by defining your pitfall, challenge, and allergy.
- Have others told you what they often dislike about you? That might be your pitfall. Look for the positive quality behind it and continue by determining your challenge and allergy.
- You might already know some of your challenges. Try finding the positive quality behind them and describe the accompanying pitfall and allergy.
- Is there somebody that immediately pops up in your mind when you talk about your allergies? Try describing the positive things of that person and discover what it says about you.



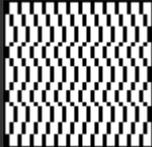
- What I consider to be normal about myself
- What others appreciate in me
- What I expect on or demand from others

- What I would loathe about myself
- What others advise me to put into perspective
- What I despise in others



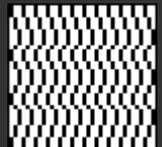
- What I am willing to forgive others
- What others blame me for
- What I tend to justify about myself

- What I miss in myself
- What others wish me
- What I admire in others



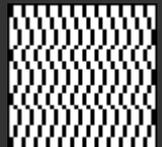
# Exercise

- Work in pairs
- Use your first language if you prefer
- Work out one of your core qualities in a quadrant and discuss with your partner
- Try working out a quadrant about somebody you dislike (allergy)



# Using your core quadrant

- Put your own behaviour and that of others into perspective
- Improve your relationship with colleagues
- Prepare yourself for job interviews
- Define challenges to improve these qualities, for instance for your personal development plan

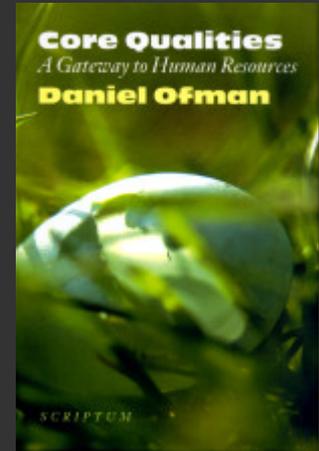


# More on this subject?

In English:

Core Qualities – Daniel Ofman

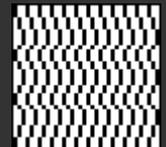
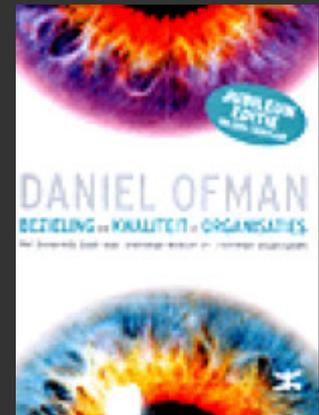
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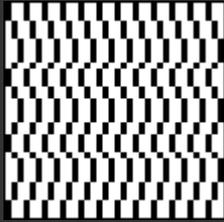


In Dutch:

Daniel Ofman - Bezieling en kwaliteit in organisaties

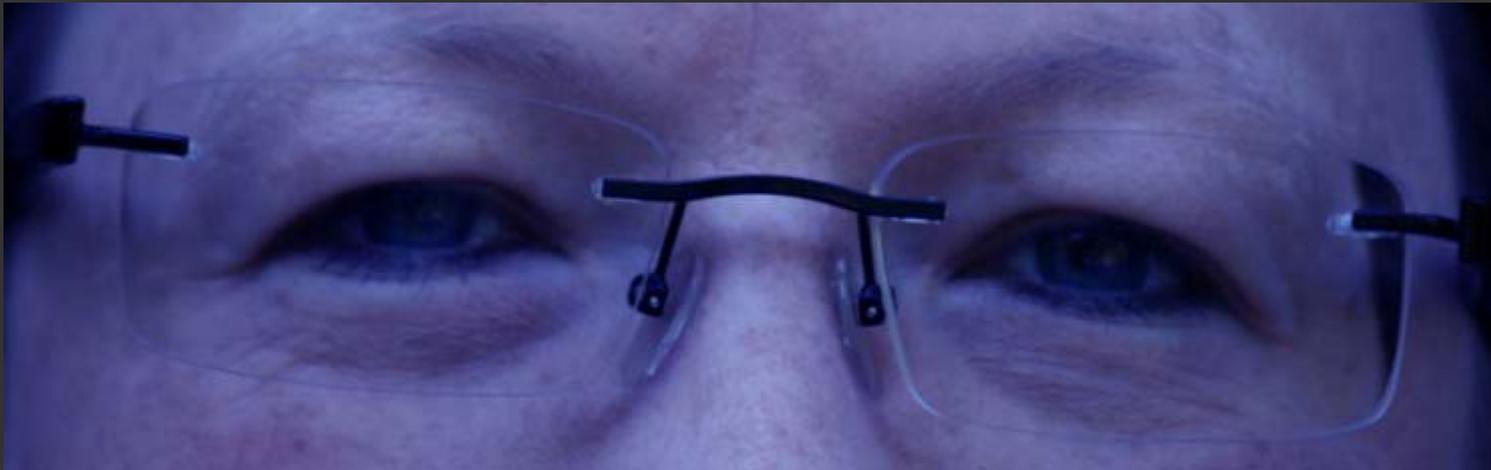
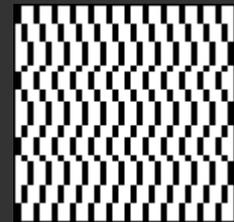
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