You are invited to sit at the following table.

**Table 1**
- Lesia Chaffins
- Andrea Brown
- Lisa Bolton
- Kim Simpson
- Dora Johnson
- Barb Smith

**Table 2**
- Randy Gooch
- Jerrica Hager
- Jeanie Price-Kagan
- Shana Peterson
- Jo Morgan
- Melinda Barkley

**Table 3**
- Carla Stinnett
- Norma Lovins
- Becky Wallace
- Karen Kakar
- Sonya Skirvin
- Margaret Brock

**Table 4**
- Carolyn Beaty
- Betty Bender
- Anne Moore
- Polly Brandenburg
- Lindsay Ames
Patterns of thinking and behaving that emerge from your genetic blue-print and life experiences.
Nature vs. Nurture
PET Scans (positron emission tomography)
The Introverted Brain and the Extroverted Brain

These PET scans show that behavior is brain-based. There is evidence that people are shy or outgoing partly because of the way their brains are structured. The scans illustrate one of the ways in which our individual differences are genetic, and have an underlying biological base.
Araneus Diadematus (House Spider) - Webs are altered when spider is exposed to chemicals.
Source: NASA Tech Briefs, April 1995
Left
Works Alone
Works in a Quiet Place
Narrow Your Options
Brings Job to Closure
Put Everything in Its Place
Follows up on Details Sequentially
Works Until It’s Finished
Laughs When the Job Is Done

Right
Digress in Several Directions at Once
Plays Music
Enlarge Your Options
Knows It’s Never Finished
Leaves Things Out Where They Can Be Found “File by Pile”
Works With a Partner or Group
Takes Frequent Breaks
Laughs Through the Process
Emergenetics Attributes Defined

**ANALYTICAL**
- Clear thinker
- Logical problem solver
- Rational

**CONCEPTUAL**
- Intuitive about ideas
- Imaginative
- Visionary

**STRUCTURAL**
- Practical Thinker
- Likes guidelines
- Predictable

**SOCIAL**
- Intuitive about people
- Socially aware
- Sympathetic

**EXPRESSIVENESS**
The outward display of emotions toward others and the world at large

**ASSERTIVENESS**
The degree of energy invested in expressing thoughts, feelings and beliefs

**FLEXIBILITY**
Willingness to accommodate the thoughts and actions of others

©EMERGENETICS, LLC
| **ANALYTICAL**       | Loses energy when surroundings are disheveled.  
|                     | Wants advance notice for last minute projects.  
|                     | Knows what to file, what to toss. |
| **STRUCTURAL**      |Plans time for project, sets aside time and follows through.  
|                     |Follows set procedures, predictable, dependable.  
|                     |Selects pre-designed system of time management. |
| **SOCIAL**          |Easily side-tracked.  
|                     |Prefers to stay flexible.  
|                     |Saves everything, may need it someday. |
| **CONCEPTUAL**      |Loses energy after the big picture is established.  
|                     |Is comfortable with last minute projects.  
|                     |Creates own system. |
| **EXPRESSIVENESS**  |The degree to which your are energized by people.  
|                     |The degree to which you are energized by solitude. |
| **ASSERTIVENESS**   |The degree to which you complete tasks at all costs.  
|                     |The degree to which you complete tasks at your own pace. |
| **FLEXIBILITY**     |Your energy around handling several tasks at a time before moving on to the next.  
|                     |Your degree of comfort with unplanned interruptions. |

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“Rules”

- 15 minutes to plan
- 2 minutes to present a “demo” of assigned machine
- No talking during demo, except may make machine noises
- Everyone must participate in demo
Team Challenge

Who was the leader?
Who was the time keeper?
Who was the idea person?
Who added on to the ideas?
Who was the cheerleader?
Who LOVED this activity?
Who HATED it?
How flexible were you to the suggestions of others?
Who was the facilitator?
Were you a team?
Thinking Attributes Defined

Analytical

- Enjoys technical problem solving
- Logical
- Likes math and science
- Understands concepts and ideas
- Likes exploring how things work

58% of people in the room
Does this sound like you?

• I like to review new technology.
• I make my decisions based on rigorous analysis.
• I like to have reading material prior to any class, lecture, or meeting I’m attending.
LEAGUE

Footwork

RUBBER

CODE

JACK

quartet
Wacky Words

- Blue – very good, quick
- Green – still back at melting pot
- Red – wants others to shout out answers
- Yellow – why is everything a test?
Thinking Attributes Defined

Structural

- Enjoys directions
- Predictable
- Practical
- Makes and follows plans carefully
- Likes closure

61% of people in the room
Does this sound like you?

- I would like a job with rules and regulations.
- I prefer it when others speak in specific terms.
- I like planning tasks to meet an objective.
Thinking Attributes Defined

Social

- Enjoys helping others
- Emotional
- Sympathetic
- Intuitive about people
- Likes working in groups

67% of people in the room
Does this sound like you?

- I like building people’s self-esteem.
- I really care about my coworkers, colleagues, and clients.
- I can pick up on the vibrations of people around me.
Thinking Attributes Defined
Conceptual

- Enjoys creative process
- Imaginative
- Likes the unusual
- Solves problems intuitively
- Likes to try new things

55% of people in the room
Does this sound like you?

- I see new projects as opportunities.
- I search for new ways to solve old problems.
- I have a clear vision of where my industry should go.
Draw a flying horse
red
chair
Let’s go shopping!
Red is going shopping:

1) Groups with lots of friends
2) Always approve of friend's selections
3) Loan them $
4) Social Gathering after (to show off clothes)
5) Choose stylish clothing
6) Excited about purchases & wear it first night
STEP™
SAMPLE RED – AGE 15
HOW YOU THINK: PERCENTAGES

Analytical = 10%
- Enjoys Technical problem solving
- Logical
- Likes math and science
- Understands concepts and ideas
- Likes exploring how things work

Structural = 5%
- Enjoys direction
- Predictable
- Practical
- Makes and follows plans
- Likes closure

Conceptual = 21%
- Enjoys creative process
- Imaginative
- Likes the unusual
- Solves problems intuitively
- Likes to try new things

Social = 64%
- Enjoys helping others
- Emotional
- Sympathetic
- Intuitive about people
- Likes working in groups

HOW YOU COMPARE TO THE GENERAL POPULATION: FEMALES

© Emergenetics, LLC, 1991. Geil Browning, Ph.D. / Wendell Williams, Ph.D.
Mall: Saturday, September 1st, 2001 - 11:00 am - 2:00 pm

- 9:00 - wake-up
- 10:30 - leave house
- 11:00 - arrive at mall
- 11:15 - Gap (jeans)
- 11:30 - Abercrombie (shirt)
- 12:00 - Food Court (Chic-Fil-A)
- 12:30 - Victoria's Secret (perfume)
- 1:00 - Nine West (shoes)
- 1:30 - American Eagle (belt)
- 2:00 - leave mall
- 2:30 - arrive home
SAMPLE GREEN - AGE 15

HOW YOU THINK: PERCENTAGES

Analytical = 19%
- Enjoys technical problem solving
- Logical
- Likes math and science
- Understands concepts and ideas
- Likes exploring how things work

Structural = 51%
- Enjoys direction
- Predictable
- Practical
- Makes and follows plans
- Likes closure

Conceptual = 13%
- Enjoys creative process
- Imaginative
- Likes the unusual
- Solves problems intuitively
- Likes to try new things

Social = 17%
- Enjoys helping others
- Emotional
- Sympathetic
- Intuitive about people
- Likes working in groups

HOW YOU COMPARE TO THE GENERAL POPULATION: FEMALES

<table>
<thead>
<tr>
<th>Trait</th>
<th>General Population</th>
<th>Your Score</th>
<th>Comparison</th>
</tr>
</thead>
<tbody>
<tr>
<td>Analytical</td>
<td></td>
<td>32</td>
<td></td>
</tr>
<tr>
<td>Structural</td>
<td></td>
<td>86</td>
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<tr>
<td>Social</td>
<td></td>
<td>28</td>
<td></td>
</tr>
<tr>
<td>Conceptual</td>
<td></td>
<td>22</td>
<td></td>
</tr>
<tr>
<td>Expressiveness</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assertiveness</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Flexibility</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Analytical Shopping

- list
- calculator
- check receipts
- coupons
- budget
- time management
- Examine products
- Like superstores
- Do-it-yourself gadgets
**STEP™**

**SAMPLE BLUE - AGE 15**

**HOW YOU THINK: PERCENTAGES**

- **Analytical = 67%**
  - Enjoys technical problem solving
  - Logical
  - Likes math and science
  - Understands concepts and ideas
  - Likes exploring how things work

- **Conceptual = 12%**
  - Enjoys creative process
  - Imaginative
  - Likes the unusual
  - Solves problems intuitively
  - Likes to try new things

- **Structural = 9%**
  - Enjoys direction
  - Predictable
  - Practical
  - Makes and follows plans
  - Likes closure

- **Social = 8%**
  - Enjoys helping others
  - Emotional
  - Sympathetic
  - Intuitive about people
  - Likes working in groups

**HOW YOU COMPARE TO THE GENERAL POPULATION: FEMALES**

- **95 Analytical**
- **43 Structural**
- **12 Social**
- **22 Conceptual**
- **95 Expressiveness**
- **95 Assertiveness**
- **29 Flexibility**

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Sexy style! Cutting edge!

Posh

Sheer Moments

Bright

Yellow

UNUSUAL IMPORTED STUFF!

looking for one-of-a-kind items!

Glamour Mix Match!

WOW

Pick out trendy clothes

put unusual combinations together
STEP™

SAMPLE YELLOW - AGE 15

HOW YOU THINK: PERCENTAGES

Analytical = 18%
- Enjoys technical problem solving
- Logical
- Likes math and science
- Understands concepts and ideas
- Likes exploring how things work

Conceptual = 54%
- Enjoys creative process
- Imaginative
- Likes the unusual
- Solves problems intuitively
- Likes to try new things

Structural = 9%
- Enjoys direction
- Predictable
- Practical
- Makes and follows plans
- Likes closure

Social = 19%
- Enjoys helping others
- Emotional
- Sympathetic
- Intuitive about people
- Likes working in groups

HOW YOU COMPARE TO THE GENERAL POPULATION: FEMALES

<table>
<thead>
<tr>
<th>How You Think: Percentile</th>
<th>How You Behave: Percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Analytical</td>
<td>Flexibility</td>
</tr>
<tr>
<td>26</td>
<td>71</td>
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<tr>
<td>Structural</td>
<td>Expressiveness</td>
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<tr>
<td>13</td>
<td>83</td>
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<tr>
<td>Social</td>
<td>Assertiveness</td>
</tr>
<tr>
<td>28</td>
<td>95</td>
</tr>
<tr>
<td>Conceptual</td>
<td></td>
</tr>
<tr>
<td>80</td>
<td></td>
</tr>
</tbody>
</table>

Emergenetics Behavioral Attributes Defined

EXPRESSIVENESS
The outward display of emotions toward others and the world at large

ASSERTIVENESS
The degree of energy invested in expressing thoughts, feelings and beliefs

FLEXIBILITY
Willingness to accommodate the thoughts and actions of others

©EMERGENETICS, LLC
Percentiles reflect the degree of energy expended to think a thought or to perform a task.

- First-third performs gently
- It depends
- Third-third performs forcefully
Expressiveness

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

First-third
- Quiet
- Alone
- 0-33 percentile

Second-third
- Reserved
- Spontaneous
- 34-66 percentile

Third-third
- Gregarious
- Performer
- 67-100 percentile

45%
33%
22%

©EMERGENETICS, LLC
Assertiveness

The degree of energy invested in expressing thoughts, beliefs and feelings

First-third
- Peacekeeper
- Amiable
- 0-33 percentile

Second-third
- Easy Going
- Competitive
- 34-66 percentile

Third-third
- Driving
- Telling
- 67-100 percentile

52% 39% 9%

©EMERGENETICS, LLC
Flexibility

The willingness to accommodate the thoughts and actions of others

- **First-third**
  - Likes defined situations
  - Likes control
  - 0-33 percentile
  - 19%

- **Second-third**
  - Strong Opinions
  - Likes different point of view
  - 34-66 percentile
  - 48%

- **Third-third**
  - Likes ambiguity
  - Puts others’ needs before self
  - 67-100 percentile
  - 33%

©EMERGENETICS, LLC
What does this group look like?
**EMERGENETICS® | GROUP**

**GXRWM | MAY 22, 2014**

**HOW YOU THINK: PERCENTAGES**

**ANALYTICAL = 24%**
- Clear thinker
- Logical problem solver
- Data driven
- Rational
- Learns by mental analysis

**CONCEPTUAL = 23%**
- Imaginative
- Intuitive about ideas
- Visionary
- Enjoys the unusual
- Learns by experimenting

**STRUCTURAL = 27%**
- Practical thinker
- Likes guidelines
- Cautious of new ideas
- Predictable
- Learns by doing

**SOCIAL = 26%**
- Relational
- Intuitive about people
- Socially aware
- Empathic
- Learns from others

---

**HOW GROUP COMPARES TO THE GENERAL POPULATION**

<table>
<thead>
<tr>
<th>How you Think</th>
<th>General Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Analytical</td>
<td>48</td>
</tr>
<tr>
<td>Structural</td>
<td>53</td>
</tr>
<tr>
<td>Social</td>
<td>51</td>
</tr>
<tr>
<td>Conceptual</td>
<td>45</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>How you Behave</th>
<th>General Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expressiveness</td>
<td>Quiet  Introspective  Reserved  Talkative  Gregarious</td>
</tr>
<tr>
<td>Assertiveness</td>
<td>Peacekeeping  Easygoing  Competitive  Forceful  Driving</td>
</tr>
<tr>
<td>Flexibility</td>
<td>Focused  Firm  Adaptable  Accommodating  Welcomes Change</td>
</tr>
</tbody>
</table>

Emergenetics, LLC. 1991, 2014

Geil Browning, Ph.D. / Wendell Williams, Ph.D.
Emergenetics® Mean Scores

GxrWmt - May 22, 2014

Analytical 48
Structural 53
Social 51
Conceptual 46
Expressiveness 41
Assertiveness 34
Flexibility 56

General Population

Emergenetics® Combined Scores

GxrWmt - May 22, 2014

Analytical

Structural

Social

Conceptual

Expressiveness

Assertiveness

Flexibility

General Population
You are invited to sit at the following table.

**Table 1**
- Norma Lovins
- Carla Stinnet
- Karen Kakar
- Betty Bender
- Lesia Chaffins
- Carolyn Beaty

**Table 2**
- Lindsay Ames
- Lisa Bolton
- Melinda Barkley
- Margaret Brock
- Mayme Lear

**Table 3**
- Kim Simpson
- Anne Moore
- Becky Wallace
- Randy Gooch
- Jerrica Hager

**Table 4**
- Dora Johnson
- Sonya Skirvin
- Polly Brandenburg
- Barbara Smith
- Shana Peterson
- Jo Morgan
- Andrea Brown

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Where shall we go to lunch?

Scenario:
Your “assigned set of behaviors” person wants to go to a Chinese Restaurant. Everyone else wants to go to an Italian Restaurant.

Assignment:
What does your person say during the conversation?
Where does your person go to lunch?
Expressiveness

Assertiveness

Flexibility
EMERGENETICS® | PROFILE

KIMBERLY DOE
HOW YOU THINK: PERCENTAGES

ANALYTICAL = 40%
- Clear thinker
- Logical problem solver
- Enjoys math
- Rational
- Learns by mental analysis

CONCEPTUAL = 2%
- Imaginative
- Intuitive about ideas
- Visionary
- Learns by experimenting

SOCIAL = 20%
- Intuitive about people
- Socially aware
- Sympathetic
- Empathic
- Learns from others

 STRUCTURAL = 38%
- Practical thinker
- Likes guidelines
- Cautious of new ideas
- Predictable
- Learns by doing

HOW YOU COMPARE TO THE GENERAL POPULATION: FEMALES

Analytical
Structural
Social
Conceptual

 ≥ 23%
Hand Out Profiles...
You are like a diamond with many facets, all of which make up who you are.
Spectrum Lineup
The Behavior Spectrum
Value Your Talents!
“None of us... is as smart as all of us.”
The illiterate of the future are not those who cannot read or write, but those who cannot learn, unlearn and relearn.

Author Alvin Toffler

The new education must teach the individual how to classify and reclassify information, how to evaluate its, veracity, how to change categories when necessary, how to move from the concrete to the abstract and back, how to look at problems from a new direction--how to teach himself. Tomorrow's illiterate will not be the man who can't read; he will be the man who has not learned how to learn.

Psychologist Herbert Gerjuoy of the Human Resources Research Organization
A WEteam™ is more creative and productive.