CORPORATE HARMONY

An Enlightened Approach to Leadership and Organizational Development

Hello again from Corporate Harmony and welcome to the Module 3 Week 3 'Conversation Starter'!!

You will remember from Week 2 of Module 1 that relatively recent research in the neurosciences has shown there is a continuous looping and re-looping of energy both positive and negative, between a person's two dominant human energy fields -- the heart and the brain. It is this looping and re-looping of energy that makes each of us a unique individual. There is also evidence of a correlation between positive energy (positive thoughts and feelings) and our ability to 'connect' and work together. Also, just as we ourselves are a looping and re-looping of energy, as we come together with others within an organization (or anywhere else for that matter), our individual energies combine and create a unique synergy of its own.

Synergy is the combination of each individual's unique energy. Understanding our self and others is essential to ensuring that the individual energy stays 'positive'. How we choose to act and respond to each other is critical to the creation of organizational synergy. First, it is important that we understand our own behavior preferences and how they affect others. Then, it is important to identify what other behavior preferences exist in the environment around us. THE GOAL IS to identify one's own personal behavioral changes that will be necessary to bring out the best in those around us.

We are all different, but we are all the same. We all have similar emotional and physical needs, but we all possess individual differences in basic temperament. 'Personality' means a relativity fixed set of feelings, behaviors, and responses – long-term features that comprise a person's personality 'make up' or 'profile'. And of course each different 'profile' will elicit different feelings, behaviors, and responses from other differing 'profiles'. Personality profiling has been around for hundreds and hundreds of years. One of the most popular in the business world today is the Myers & Briggs personality type indicator (MBTI), but there are others as well. More recently, because attempts have been made to understand personality as related to the inner workings of the brain, we can now map and 'read' the brain through advanced brain imaging technology, and the field is expanding every day.

There is value to understanding that there are different types of people in the world. At a more physical level, every person has specific behavior tendencies, and although no two people are alike, these 'tendencies' can be grouped and analyzed within four separate quadrants for behavior profiling. When we understand our own behavioral patterns (or tendencies), and what they actually 'look' like, then we can acquire some insight into what impact others will have on us – on our own feelings, thoughts and behavior. We will also become more tolerant of others by understanding that not everyone is just like us, nor will everyone like or dislike exactly the same things. When we understand 'who' we are and the impact other behavior types have on us, only then will we be able to understand the impact our behavior has on others, and then learn to adjust our behavior habits to bring the best out in all those around us.

The more we understand our own and other people's behavior, the more capable we are to use our skill of Positive Presence to create a positive outlook.

There are lots and lots of resources on the web to learn about personality type. You can visit 'The Myers & Briggs Foundation' for more information, or you can also visit '16Personalities – GET TO KNOW YOURSELF' for a free personality test and profiling. Both sites are listed in the Corporate Harmony Favorites Library with a link provided.

The skill of Positive Presence provides us with the necessary mechanism with which to cultivate an adaptable set of behaviors and responses that will combine for a positive and energized mind within our self and within others in the work environment around us.

From Module 1 Week 2 we remember that **Positive Presence is the skill of adjusting and creating a positive and energized mindset within our self through conscious thought processes.**

- We can assess our personal energy flow through our feelings.
- Feelings such as happiness and optimism can be linked to a positive energy flow, and feelings such as anger and frustration can be linked to a negative energy flow
- We can control our feelings with our thoughts.
- It is through our thought process that we choose how to behave.
- And the bottom line is …. the measurable result of a person's energy flow is reflected by one's choice of behavior.

Remember, acquiring the skill of Positive Presence is a slow and gentle process that begins with awareness … but it's also a process that must be doused liberally with forgiveness -- especially self-forgiveness -- as well as a good solid pinch of humor.

Remember, the more time we spend in the positive, the greater our capacity for achieving peak performance, for building and maintaining good relationships, and for experiencing good health…

This week's homework was laid out in Week 1 of Module 3 so please refer back to our previous 'Week 1 Conversation', and follow the instructions for the next 7 days!

So my friends, go to Week 11 in your Positive Presence Skill Building Journal, and until next time, let the skill of Positive Presence work for you.

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