



**GeniusReport**  
simply younique

# MANUAL

English

Thank you for your interest in delving deeper into the analysis methodology of the GeniusReport.

In this manual we are going to explain the background and the evaluation levels of the GeniusReport.

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**Introduction:****WHAT THE GENIUSREPORT IS BASED ON**

The GeniusReport is created by using nothing but a person's exact date and time of birth. This is based on the assumption that the world in which we live is defined by a mathematical matrix which can be represented by a binary code.

The Nobel Prize Winner for Physics in 1999, Gerardus 't Hooft, describes this in the "Holographic Principle".

The DNA, i.e. the genetic information which represents the blueprint for every life, in its essence also corresponds to a binary code.

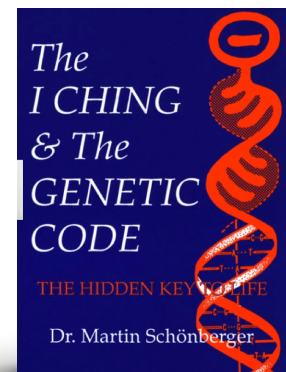
Assuming that we are moving in a space-time continuum, which in addition to current explainable causalities still holds unexplained synchronicities, each point in time in this matrix corresponds to a state of information.

The state of information in our reference system — that is our planetary system — can therefore be determined by calculating the position of the planets at a certain point in time. It seems that this state of information at the time of birth is directly related to the character traits of a person. An assumption that also astrology is based on. Please note, however, that this cannot be explained by causality (because you were born on 01/12/1970, you are...), but has to be seen with reference to synchronicities as well as a fractal, holographic totality.

For the calculation of a GeniusReport, astronomical constellations are related to the 64 hexagrams of the Chinese I-Ching. The I-Ching, a „book of changes" dating back thousands of years, correlates 100% with the structure of the human DNA. This was discovered and scientifically proven in the 1950s. (See Dr. Martin Schoenberger. "The I Ching & The GENETIC CODE - The Hidden Key to Life")

Even if all of this can still be considered very critically by a scientific mind, the precise statements and results expressed in the GeniusReport are evident.

Therefore the question is not whether the Genius Method can prove its scientific nature, but rather: "Why is science not yet able to explain why these correlations exist and why are the statements of each GeniusReport so fitting?"



**What is relevant for you:**

**Is the GeniusReport of use to you, does it add value and insight?**

**If it does, the question whether or not science can explain why this is the case, remains secondary for you.**

Because:

*„The proof of the pudding is in the eating“*

## WHAT MAKES THE GENIUSREPORT INCOMPARABLE

Every conventional analysis of human potential and every personality test is based on the assumption that one can draw conclusions regarding the behavior and the potentials of a person from answering a questionnaire. Some methods compare the individual results with empirically researched normative values of the population and make statements based on deviations from the norm.

Depending on the quality of the questionnaire methodology used, the results are more or less meaningful.

When asking questions, I will always get answers that result from a person's respective socialization, and these answers will also depend on the current state of mind of the subject.

In contrast, the GeniusReport analyses the essence of a person, which remains the same throughout one's lifetime, regardless of the socialized character of a person.

The Genius Method does therefore NOT assume that every person can do and become anything he or she wants to.

Or do you believe that Sigmund Freud and Arnold Schwarzenegger would have had the same potential, had they been socialized in the same way?

Anyone who has children knows that already at birth there are essential differences between siblings and that these differences cannot, or only gradually, be changed.

**The Genius Method assumes that the personality disposition of an individual specializes his or her authentic opportunity for development. Every human being, from birth onwards, has very individual and incomparable talents and behaviors, to which the respective socialization only provides „add-ons“.**

## UNFOLDING AS AN INDIVIDUAL

Wouldn't it be great and completely in tune with the times, if every person could develop according to their individual talents and potentials, and every person could pursue a profession that exactly matches their talents?

Wouldn't it be great to find the "right" person for a specific requirement, rather than "pushing" a less appropriate person "into a job profile".

In order to encourage people to develop what they are, one must first recognize what makes them unique.

This is where the Genius Method comes in. Because:

"If every person has the opportunity to develop in accordance with their real talents, then the overall result will be more creative, productive, and therefore more economically successful."

## A NEW ECONOMY?

Imagine this: Every person is allowed to develop their individuality already during their education.

Every individual may later develop and unfold in their job with ease, because the job that he or she is doing corresponds perfectly with his or her abilities and talents.

Then work is no longer a process of struggle, hardship and adjustment.

Then work no longer leads to sickness and burnout, but inspires and motivates.

**Which company will be more successful in the future?**

**The one that tries to force people into job descriptions, or the one that uses and promotes individuality and creativity?**

**You know the answer as well as we do!**

## THE WORDING OF THE GENIUSREPORT

The phrases in the GeniusReport are written in the first person. All texts are designed to be resource-oriented. The major focus is put on the respective positive aspects of traits. And of course, where there is light, there's also shadow.

All in all, the GeniusReport is an unstressed, "ideal image" of the respective person. It also clearly shows the potential and opportunities for individual development, if a person has not yet thoroughly arrived at this authentic being, or if socialization is preventing them from embracing it in a self-confident and authentic manner.

## THE GENIUSREPORT EXPLAINED IN DETAIL

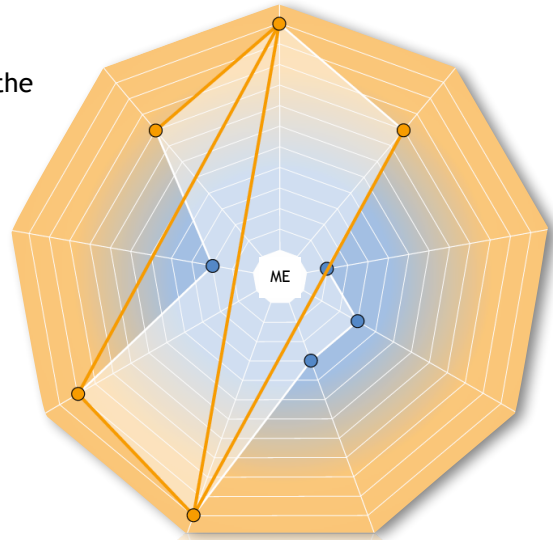


### 1 THE GENIUS FORCE FIELD

On the first page of the GeniusReport you will find the Genius Force Field. It shows how the 9 Genius aspects unfold in a human being.

When the white force field opens wide towards the outer edge, a person is extroverted and can influence others in the aspect concerned.

When the force field expands less to the outer edge, a person is more strongly influenced by other people or their environment, or they can perceive others in the aspects concerned.



The expansion of the force field in no way describes a "better or worse" or a "more or less". It simply shows the mode in which an aspect unfolds.

Someone who has a force field close to the centre is more empathic, someone with a wide force field tends to be fixed in their behavior. Both are qualities that are equally important and valuable.

The text color of the individual aspects is of importance.

Those aspects written in a **DARK ORANGE** font, through their inherent power, want to unfold towards **MANIFESTATION**.

Aspects written in **GREEN** present themselves through verbal **EXPRESSION**.

#### FORCE FIELD EXAMPLE:

The orange-colored lines show which aspects are connected and how they function together.

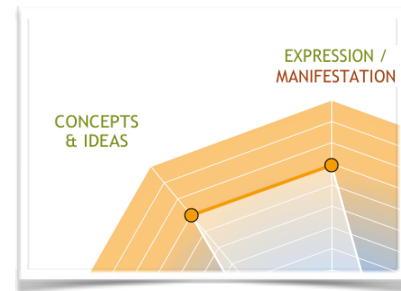
Example 1:

Here, **WILLPOWER** is connected to **MANIFESTATION**. This means that a self-determined action, driven by pronounced willpower, can occur.



## Example 2:

**CONCEPTS & IDEAS** are connected with **EXPRESSION**. This means that concepts and ideas are expressed, but need not necessarily culminate in an action.



## Example 3:

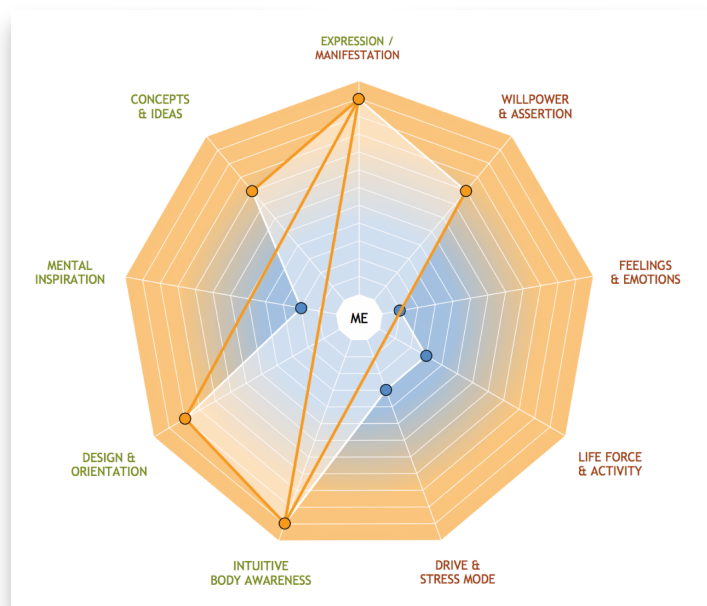
**WILLPOWER** in connection with **MANIFESTATION**, and **CONCEPTS AND IDEAS** in connection with **EXPRESSION**. Here, **CONCEPTS AND IDEAS** together with **WILLPOWER** lead to **EXPRESSION** and **MANIFESTATION**, which work together.

This person could be described as acting voluntarily according to his or her mental concepts & ideas.



## Example 4:

Things are a little more complex here:



**WILLPOWER** is filtered, influenced by **INTUITIVE BODY AWARENESS**, and then manifests itself in a formative **MANIFESTATION** or an **EXPRESSION**, which should also be consistent with **CONCEPTS & IDEAS**.

On the other hand, a concept or an intuition can also affect **WILLPOWER** here.

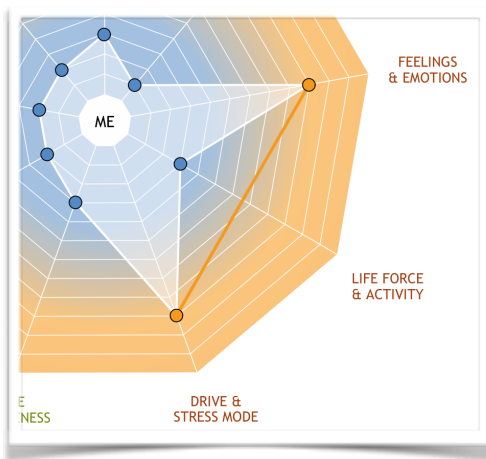
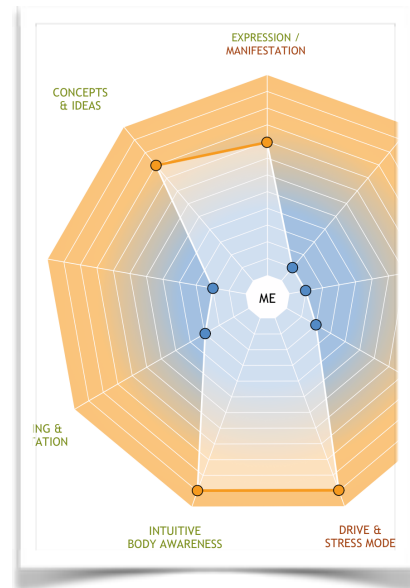
Taking the "perceptual" aspects into consideration, one could say:

Depending on drive, emotion, energy and mental inspiration from the environment, this person will develop concepts and ideas that lead to a creative action, which is driven by his or her own will power and consistent with his or her own intuitive awareness.

**Example 5:**

Here we see that on the one hand, **DRIVE** and **INTUITION** work together and on the other hand, **CONCEPTS & IDEAS** are connected with **EXPRESSION**, but these two areas are independent of one another.

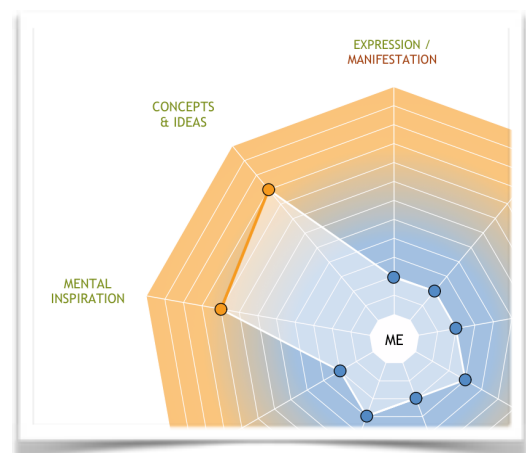
This is where influences from the environment play a major role. Because every action and every expression will depend on which emotions, which energies, which willpower, etc., act as an environmental influence. This also means that an action may not occur immediately, but still needs to mature over time.

**Example 6:**

Here we see a Genius Force Field that is very open to outside influences. Depending on what these influences consist of, this person will develop **DRIVE** as well as **FEELINGS & EMOTIONS**, which in turn act on the environment, but need not necessarily lead to an **EXPRESSION** or a **MANIFESTATION**.

These examples clearly illustrate that the Genius Force Field can reveal a lot about the behavior of people. It shows which aspects of a person's behavior are dependent on external influences, and it also shows the impact a person can have on his or her environment in turn.

It shows whether a person is a **manifestation specialist**, an **expression specialist**, an **awareness specialist** or a specialist whose task is to mentally inspire others, as is the case in this example:



The analysis of these dynamics is an essential part of team assessments and consultations, which can be done using the Genius Method.



## The 9 Genius Aspects:

### DRIVE & STRESS MODE:

● A wide-stretched Force Field means that someone is very self-determined in his existential drive and that they put pressure on themselves. On the other hand, one cannot easily put external pressure on such a person. They will lead their life and fulfill their work at their own pace. Sometimes very quickly, sometimes more slowly.

● A Force Field located closer to the centre means that this person is very relaxed and free of pressure in his or her natural mode, but can respond very strongly to external pressure, for example, with a severe increase in the speed of work. For people like this it is important not to let themselves get stressed, but rather find their own pace and treat themselves to relaxation phases.

### LIFE FORCE & ACTIVITY:

● A wide-stretched Force Field means that a person has spirited energy and vitality and that he or she wishes to apply them self-determinedly. In this case it is not always important how efficiently the energy is used; it is primarily about using one's energy in a satisfying way.

● A Force Field located closer to the centre means that this person is well aware of what other people have energy for and how they want to apply this energy. If this awareness is taken into account, it can be well used to guide others. These people tend to use their own life force very efficiently.

### FEELINGS & EMOTIONS

● A wide-stretched Force Field means that a person has a rich emotional life and changing emotions. Activities and decisions are always influenced by these feelings and emotions.

● A Force Field located closer to the centre means that this person can detect very well which emotions others have. When reacting to this detection, these people may appear to be emotional themselves, but in truth it is only an amplification of external emotions. The natural mode of these individuals is an emotionally balanced and serene one.

### WILL POWER & ASSERTION:

- A wide-stretched Force Field means that a person has a strong sense of self-confidence and knows how to get their way. There is also the ability to adequately deal with matters and to know how the use of resources can lead to the best possible effect.
- A Force Field located closer to the centre means that this person is good at perceiving what others have willpower for, and who can voluntarily contribute to common projects.

### EXPRESSION / MANIFESTATION:

- A wide-stretched Force Field can have two different meanings. If this aspect is connected to a power source (orange-colored aspect), manifestations may take place in a certain way at any time (**manifestation specialist**). If the aspect is connected to a green aspect, verbal expressions may occur in a certain way at any time, but it does not necessarily lead to a manifestation as well (**expression specialist**).
- A Force Field located closer to the centre means that this person can adapt his or her expressions and manifestations very well to the requirements and to the specific context, depending on the situation.

### CONCEPTS & IDEAS:

- A wide-stretched Force Field means that the mind of this individual enjoys creating concepts and formulating ideas. For a person with this kind of Force Field it is also important that his or her opinions and ideas are heard and understood.
- A Force Field located closer to the centre means that this person is open to other people's concepts and ideas and that he or she is able to test their usefulness and relevance. These minds are great learners, as they are not specialized/restricted in understanding.

### MENTAL INSPIRATION:

- A wide-stretched Force Field indicates that these individuals are subject to strong mental processes and easily develop inspiring questions and hypotheses.
- A Force Field located closer to the centre means that this person is very good at perceiving what questions others are dealing with and what can be inspiring.

**DESIGN & ORIENTATION:**

- A wide-stretched Force Field means that this person knows precisely which orientation fits them well and how targeted processes can be designed. It also means having the ability to attract other people and give them direction.
- A Force Field located closer to the centre means that this person can detect which direction and what kind of design will yield the best results in a certain situation and are able to adapt to it.

**INTUITIVE BODY AWARENESS:**

- A wide-stretched Force Field means that this person has a strong sense of intuition and a healthy body awareness. This can radiate security and convey well-being to other people.
- A Force Field located closer to the centre means that this person is good at detecting what conveys physical security and who has a good sense of intuition. This ability to detect also enables these individuals to feel the physical condition or fears of others.



## TALENTS AND SKILLS

The texts on page 2 of the GeniusReport should be self-explanatory. They describe the most important traits, skills and talents, which are always available to the respective individual.

What can differ from person to person is the number of specializations.

Again, the following applies:

Having many texts or few is neither better nor worse.

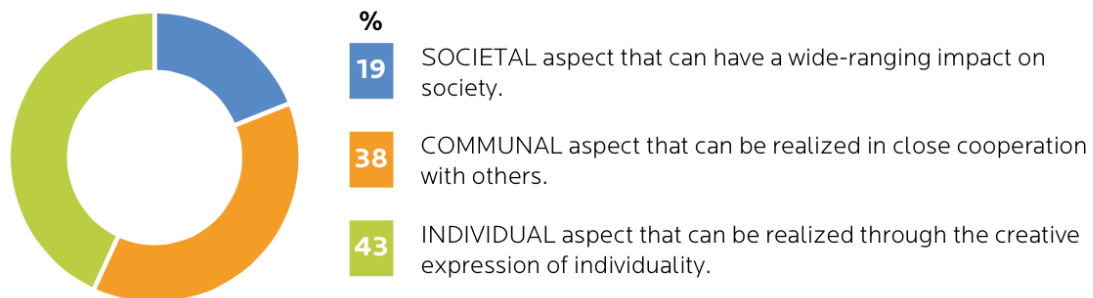
The more texts and thus fixed specializations, the higher the degree of a person's specialization in those talents.

If there are fewer texts and thus fewer fixed specializations, the level of perception is higher and one's development strongly depends on the specific context.

The shape of the Genius Force Field on page 1 and the number of specializations are directly related to one another. Each orange connection line in the Genius Force Field represents at least one specialization.

### 3 REALIZATION - TEAM ROLE - IMPACT

#### 3.1 HOW I CAN FULFILL MYSELF



This diagram shows the percentage of whether a person can achieve his or her goals individually, in a familiar community or in society.

A high proportion of individuality means that it is important for this person to complete tasks in his or her own creative way.

A high proportion of the communal aspect indicates that this individual can evolve well in loyal communities among peers, and is also actively looking for such familiar communities.

A high proportion of society means that this person wants to have, or can have, a far-reaching effect within society.

Conversely, one can also see in which area a person can be influenced and to which extent:

An individualist can be influenced by other individualistic people.

A person who flourishes in communities is open to being shaped by the values and principles of communities.

A socially oriented person is open to being shaped by social trends, the spirit of the times and collective media.

### 3.2 MY PREFERRED TEAM ROLE

The GeniusReport differentiates between 9 team roles:

**INITIATOR, independent, effective, result-oriented**

I prefer to tackle assignments independently and then bring the results into a team process. Feedback from others is important for me and I incorporate it into my result-oriented work. I try to avoid unfocused or unproductive team processes.

**TEAM PLAYER, present, cooperative, process-oriented**

For me team work is a very appropriate way of working. Exchanging views with others is important to me and I am aware that team work yields results that I could not achieve alone. I feel comfortable and can maintain a presence in teams. The right composition of a team is, however, important and determines whether I can unfold and develop in the team.

**TEAM SUPPORTER, supportive, communicative, process-oriented**

While working in a team I can make valuable contributions and support the team process. Temporary team work is satisfying to me when all involved act in concert and good results can be achieved. When being part of a team, I don't necessarily have to have a leading role in the team process.

**TEAM GUIDE, coordinating, empathic, efficient**

Team work is productive for me when I can incorporate my contributions well, and these contributions are then recognized. When being part of a team, I pay attention to efficiency. It is also important to me that each team member can unfold in a satisfying manner.

**COORDINATOR, coordinating, reflective, discerning**

I am rather hesitant when it comes to working in teams, intervening only when I realize that the team is heading in the wrong direction or when productivity or success are at stake. Only then can I incorporate my contributions in my capacity as a coordinator.

**MOVER & SHAKER, effective, activating, implementation-oriented**

I like to participate in teams as an expert to find out how I can contribute to the team's success. When implementing, I prefer to act independently so that I am able to fulfill my assignments rapidly. If team processes or meetings take too long, I may become impatient or occupy myself with something else simultaneously.

**TEAM LEADER, present, activating, implementation-oriented**

In team work I maintain a presence, eager to advance the process energetically. I can thus tend to become impatient or take on very much work myself. Usually, my share in the team's results is considerable.

**EXPERT, individual, specialized, engaging**

While I engage well in team processes, team work is, in the long run, not my preferred way of working. I enjoy working at an energetic pace and in my unique and individual way. Often, teams seek my expertise.

**OBSERVER, observing, reflective, freethinker**

I can perceive a team's energy and spirit accurately and enjoy bringing in my own perceptions. But I prefer having an overview of the entire situation. Teamwork in regular teams is only temporarily appropriate for me as I prefer irregular and diverse ways of working.

### 3.3 MY POWER BASE (which organizational forces I support)

The GeniusReport differentiates between 6 areas of an organization, on which a person can exert influence by being present. In this case influence does not mean having to be active in this area, nor is it about a personal quality or ability. It rather means that this person — simply through his or her presence — strengthens the respective area in an organization.

A low proportion in one aspect, in this example "promoting communication and interaction", therefore does not mean that this person is not communicative, it just means that this person has less effect on an organization in this area than, for example, in the area of innovation.



The term „POWER BASE" is of central importance when consulting organizations.

A person's power base is their most pronounced area. Thus, the power base supports all individuals in an organization with the same power base. In this example, the areas are INNOVATION and MAINTAINING, which are equally strong.

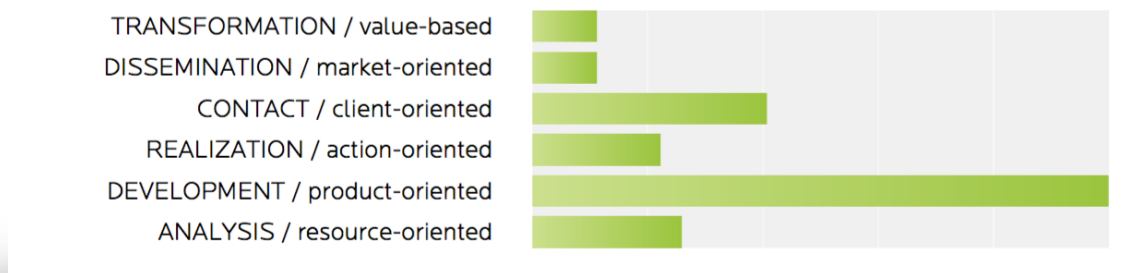
Every boss intuitively tends to hire or promote people with the same power base or one similar to their own. This is generally good as it strengthens their position, but it also threatens the balance within the organization and some areas may get neglected. Every organization should have a balanced power base, whereas it is also important that the boss is supported in his or her power base.

A change in the leadership position can therefore lead to changes in the employee hierarchy, as every new leader intuitively promotes those employees with similar a power base. This is an aspect that becomes noticeable with every change of leadership and should therefore be given attention when recruiting.

## 4

## HOW I CAN UNFOLD AUTHENTICALLY

### 4.1 MY TALENT PROFILE



The **TALENT PROFILE** of a person shows the areas in which an individual can contribute and unfold more or less strongly, and what they focus on.

The greatest talent is the one that can be refined in the course of one's life.

The 6 areas of the talent profile, read from bottom to top, form the stages of each value-creation process:

The first step is about **analysis**, the fundamentals and the available resources are examined. Then, a product or service is developed. Then they are **implemented** respectively produced. When products or services are available, they will be offered and sold to customers in personal contact. If this is successful, further **market penetration** can take place and the product can also be expanded into new markets. Slightly outside the value-creation process is the **transformation** stage, in which the purpose of an action is being questioned, or how this action can take place in a new, better or different way.

Keywords regarding the talent "ANALYSIS":  
resource-oriented, creating fundamentals, safeguarding, investigative,  
e.g. investigation, research, project planning, purchasing

Keywords regarding the talent "DEVELOPMENT":  
product-oriented, quality-conscious, passionate, user-related,  
e.g. creation, concept, design, perfection, inventiveness

Keywords regarding the talent "REALIZATION":  
action-oriented, strategic, trying, improving,  
e.g. production, implementation, application, materialization



**Keywords regarding the talent "CONTACT":**

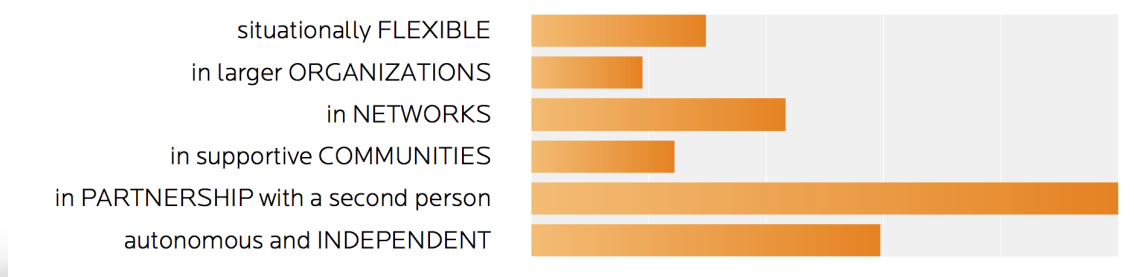
client-oriented, empathic, sensitive, personal,  
e.g. sales, customer service, communication, assistance

**Keywords regarding the talent "DISSEMINATION":**

market-oriented, expansive, conquering, practical, realistic, global,  
e.g. media, marketing, PR, advertising, distribution, administration, logistics

**Keywords regarding the talent "TRANSFORMATION":**

value-based, visionary, individual, transforming, humanitarian, philanthropic,  
e.g. human resources, social welfare jobs, outside of the value creation chain

**4.2 MY COOPERATION PROFILE**

Every person behaves differently in different types of organizations.

Some people, for example, will benefit from working as a lone warrior, others develop best with a second person or in a larger organization.

The cooperation profile shows which types of cooperation are most beneficial for a person in the long run, or in which form of cooperation their talents can best develop and unfold.

Of course, every person can work in any cooperative mode, if the circumstances warrant it. And of course one needs this flexibility in one's life. But if someone knows that they achieve the most productive results, for instance, in partnership with a second person, one can align the focus of one's cooperation to this.

The 6 cooperation modes and the respective analysis texts from the GeniusReport:

**autonomous and INDEPENDENT**

I can unfold best when able to fulfill my duties in a self-determined and independent manner. I can motivate myself very well, set goals and accomplish assigned tasks with personal responsibility.

**in PARTNERSHIP with a second person**

I can unfold best when working with a second person. Depending on the project, these can be different, specialized persons. Cooperating and working closely with a second person is inspiring and productive for me.

**in supportive COMMUNITIES**

I can unfold optimally when cooperating with others in communities. I like group processes and the mutual support in a familiar working environment. When cooperating, I attach special importance to mutual trust and appreciation.

**in NETWORKS**

I can unfold excellently in networks in which independent individuals work together in alternating cooperative settings. I am especially successful when I am on friendly terms with those I cooperate with.

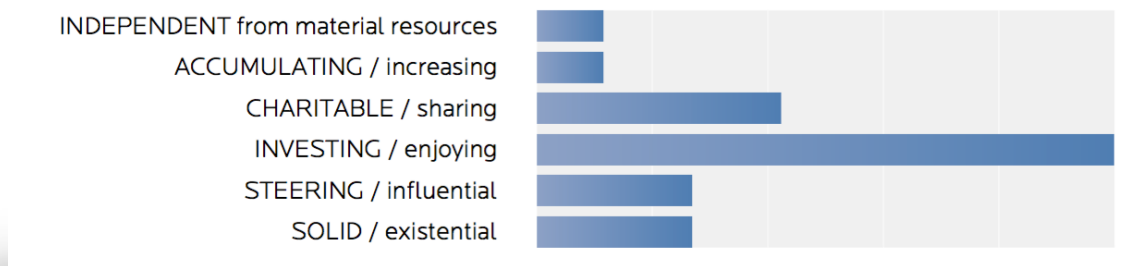
**in larger ORGANIZATIONS**

I can unfold my talents best when cooperating in larger organizations. I appreciate work-sharing processes in which every individual has his or her defined area of tasks and responsibilities and pursues his or her goals and interests.

**situationally FLEXIBLE**

I can unfold well in any form of cooperation because it is important for me to be flexible and to bring in my contributions according to the situation. In doing so, I can have a wide-ranging collective impact.

### 4.3 MY PROSPERITY PROFILE



This part of the analysis is about material prosperity and how it unfolds. However, it is not about how to get to as many resources as possible, but about the authentic way to let resources flow as well as the way people use material resources and how they handle them.

#### **SOLID / existential**

Someone with high scores in this aspect will always seek to have a solid material basis in their lives. Prosperity is created if one's material existence is secured and well established, reserves exist, there is a good overview of income and expenditure, and no major risks are being taken. In this mode, one will rest easier if there are only few liabilities and one only spends what one has earned.

The analysis caption reads:

*It is important for me to have a solid overview of income and expenditure. That is the basis for my existential security. Irrespective of my actual resources, I remain cautious and risk-conscious. I only spend money on things that I can really afford.*

#### **STEERING / influential**

Here prosperity is created when the resources of others can be steered. One's own material needs can then be met. It's not about having large resources oneself, but having an influence on how others use their resources.

The analysis caption reads:

*I know how to steer the resources of others. In doing so, my intention is the effective use of resources for the respective goals. Hereby, I am rewarded with wealth, too.*

**INVESTING / enjoying**

It is conducive to prosperity when available resources are invested wisely. This can also go beyond personal means (e.g., in the form of loans). In this mode one can also generate income through skillful investments and risk-taking, and in addition even create an enjoyable lifestyle.

The analysis caption reads:

*I am aware that resources have the biggest value when properly invested because they then enable further growth and generate fresh benefit. I can handle risk well and know how to enjoy the yields of my investments.*

**CHARITABLE / sharing**

In this case prosperity is created through generously sharing with people who have less than oneself. When sharing charitably, resources will keep being replenished. A strong social streak is useful to see who actually needs and deserves to receive one's resources.

The analysis caption reads:

*To me, material wealth means to have enough resources that I can share with those that have less than I do. This attitude also pays off for me because wise sharing benefits my wealth, too.*

**ACCUMULATING / increasing**

Here, prosperity means gathering resources and building reserves. It will help you sleep better. These resources also lead to influence because others know about them. Accumulating resources and letting them flow should be well-balanced in order to avoid the danger of becoming closefisted.

The analysis caption reads:

*Having enough resources available gives me a sense of safety and independence. I tend to accumulate material resources in order to have reserves. When I use resources I act economically and adequately.*

**INDEPENDENT from material resources**

This prosperity mode is free from material attachments. In this case "living from hand to mouth" and "being in flux" is equivalent to material prosperity. Here, the focus is not on the accumulation of reserves, but on the basic principle of life - to have exactly what is needed at that moment.

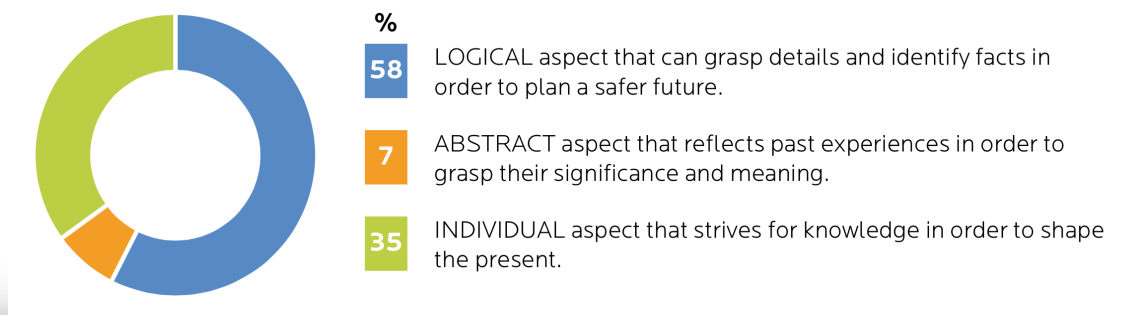
The analysis caption reads:

*As far as resources are concerned, I like to be independent from money and material wealth. I use resources when they are available. Because the meaning of resources is not to accumulate them but to let them flow naturally.*



## DECISION-MAKING

### 5.1 HOW MY MIND WORKS



Each person's mind and the way they process information (cognition) is composed of 3 components.

The **logical aspect** tries to understand events according to the principle of cause / effect and then organizes them in a causal context. This portion is responsible for planning based on facts and details.

A strong logical aspect shows organizational skills, a strong formulation of opinions and a distinct survival orientation (left brain hemisphere).

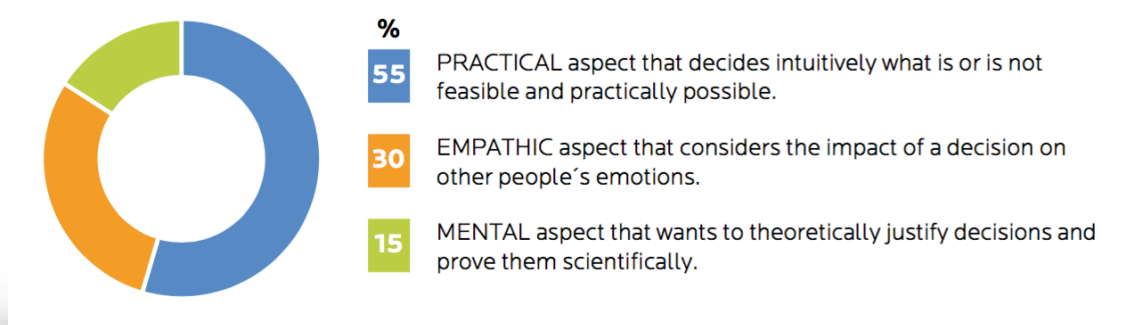
The **abstract aspect** tries to grasp the meaning of experiences. This aspect does not work linearly / causally, like the logical part, but thinks in a cross-linked / systemic manner, includes one's own and other people's emotions to a large extent and is empathetic and experience-oriented.

A strong abstract aspect suggests a high level of processing and reflecting on past experiences, which is also being expressed (right brain hemisphere).

The **individual aspect** seeks to acquire knowledge and also produces individual insights. Here, it is less about planning for the future or the processing of past experiences, but rather the creation of individual knowledge in the now. Knowledge and ignorance are always subjective opposites. I know or I don't know.

On the one hand, a strong individual aspect indicates a thirst for knowledge, but on the other hand also means that individual insights will be created, whose relevance can vary. Creative, ingenious or not immediately evident to others.

## 5.2 THE BASIS FOR MY DECISIONS



Any decision made by a person is influenced by 3 factors.

The **practical aspect** judges whether a decision will result in a realistic, feasible action or in a predictable result. The practical component is strongly linked to intuition and instinct. It is also heavily dependent on personal taste.

The **empathic aspect** takes into account the emotional impact of a decision on one's own mood and which emotions the decision triggers in other people. This portion is relationship-oriented and prefers choices that lead to new emotional experiences.

The **mental aspect** relates to the mind and emphasizes rationality. It examines whether a decision matches one's own mental expectations or general theories, and whether it can be well explained.

## 5.3 HOW I SHOULD MAKE DECISIONS



Each individual has their own decision mode.

This part of the analysis shows whether a person tends to make decisions intuitively or emotionally.

**Spontaneous decisions** are made intuitively and can therefore, if the circumstances change, be revised spontaneously.

**Thorough decisions** always have a strong emotional component. Since emotions can turn into a question, it is advisable to consider the facts in different emotional states. Only then will decisions remain stable under different emotional conditions.



## MY AUTHENTIC LEADERSHIP STYLE

EXEMPLARY / inspiring  
GOAL-ORIENTED / motivating  
CONSENSUAL / convincing  
SITUATIONAL / activating  
DEMOCRATIC / participative  
CONFIDENT / determining

The GeniusReport differentiates between six different leadership styles:

### **CONFIDENT / determining:**

This leadership style is based on being sure of oneself and therefore wanting to enforce one's decision. This can come across as authoritarian, because individual certainty concerning a decision cannot be changed easily. At the same time, such a leadership style gives those being led a sense of security, as one can rely on the quality of the decisions — due to their solid foundation.

This style of management is very task-oriented and less employee-oriented.

This may be problematic when there is no security or the basis of a decision is doubtful, but decisions are still made in an authoritarian manner.

This leadership style may be especially advantageous in difficult situations or when dealing with crises.

### **DEMOCRATIC / participative**

This leadership style takes the opinions and points of view of those being led into account (employee-oriented) and allows them to participate in decision-making. This may prove particularly advantageous when the leader is not certain about a decision, since the collective intelligence is taken into consideration.

This leadership style might present a problem when it is used to delegate responsibility „downwards“ or to "the majority", and when the followers do not have a good basis for decision-making or insufficient information.

### **SITUATIONAL / activating**

This leadership style decides as necessary, depending on which style is appropriate in a certain situation or for a particular employee. In this case it is important for the leader to have a certain level of experience and that he or she knows the individual capabilities of their employees.

This style is based on situational adaptation, individually inspiring those being led, and enabling them to display a high level of commitment and to do their best.

It is important to ensure that the powers and abilities of employees are seen realistically, so as not to ask too much of them.

**CONSENSUAL / convincing**

This style is based on "getting everyone on board" when making a decision. The various options are weighed against each other, arguments are heard, assessed, collected and discussed. In this process an attempt is made to find the most convincing solution that can be shared by all. If the opinions and views differ considerably, it is important that the manager/ leader, after weighing the arguments, sets the focus, is able to persuade, and does not delay decisions.

**GOAL-ORIENTED / motivating**

The motivational leadership style knows how to generate a buzz about the goal and thus carry their staff and employees along. Here, incentives are promised for achieving the objectives, and when they have been achieved, the contribution of the employees is honored accordingly. The important thing is that the goals are worthwhile for everyone involved and no false promises are made. Otherwise it will be difficult to kindle enthusiasm and motivation again next time.

**EXEMPLARY / inspiring**

This leadership style provides no leadership in the proper sense. The leader is inspired by his or her individual path, and this path does not need the approval of others. Words and actions are identical here ("walk your talk"). This may inspire others to follow this path and the lead. Especially in the pioneering stage of a company or during expansion, this leadership style can prove very successful and attract the right people.

**AUTHENTIC LEADERSHIP:**

Every person has his or her authentic leadership style. It is difficult to consciously change one's leadership style or adjust it, as only the authentic one can unfold into appropriate action.

Knowing one's authentic style of leadership helps to develop and unfold it.

**SELF-PERCEPTION / EXTERNAL PERCEPTION:**

The kind of effect one has on others and the way one sees oneself can deviate from each other more or less considerably. Over time, one can see how one is perceived by others and can correct one's self-perception and behavior accordingly.

In the GeniusReport external perception and self-perception are displayed separately. They show the basic disposition of a person, how leadership is lived and perceived by others.

**LEAD AND BE LED:**

No person will be exclusively in the role of the leader or the follower. You do not only actively show leadership behavior, but you passively have certain expectations about how you want to be led.

Someone who leads in a motivating manner wants to be led in a motivating way as well. Someone who prefers a secure management style also expects others to be certain of their own decisions.

That means that the leadership profile of a person does not only show how to lead authentically, but also which leadership style a person tends to expect from a leader.





## MY AUTHENTIC BEHAVIOR

When analyzing authentic behavior it is important to consider the dimensions in an unbiased manner. There is no good/bad or more/less.

There are two archetypal behaviors for a given area, which are both positive by nature. The slider on the scale indicates which behavior is authentic, healthy or beneficial to the individual.

### 7.1 IN NEGOTIATIONS

**assertive**

**balancing**



Which is better? Assertive or balancing?

Correct, that depends on the task. It may be advantageous to be able to enforce one's will in certain situations. In other situations, it is better to appear balanced and to hold back one's own will.

The position of the slider indicates which behavior a person usually tends to, or what is authentic and therefore beneficial for an individual.

However, if the situation demands, each and every one of us can of course display different types of behavior.

A person who has internalized the steadfast belief that "one must be able to assert oneself", but is actually "balanced" in this aspect, should consider whether this belief is really conducive to their Genius.

If you were socialized to believe that you should not show your will and be more balanced, but this aspect says you're „assertive“, you may be encouraged to stand by your will and realize that you are even allowed to be assertive when the situation requires it.

### 7.2 - 7.5

A similar approach applies to the analysis parts 7.2 to 7.5.

When people work together both archetypal qualities need to be present.

For example:

- > Someone who creates a concept and someone who can assess how well this concept fits into a particular context and can give corrective input.
- > Someone who approaches others actively and someone who is open to the other person's topics.
- > Someone who responds to emotional conflicts in a straightforward manner and someone who can return things to the factual level again.



## MOTIVATION UND COGNITION

These parts of the analysis provide an insight into the personality of a person.

Here, 4 dimensions are being described which are deeply rooted in a human being.

These aspects show how one's aptitudes and talents develop, what one does with them, and how one uses them.

### 8.1 THE UNDERLYING MOTIVATION BEHIND MY THINKING AND ACTING

What fundamentally motivates a person can become manifest in 6 different specifications. Of course, every person knows all 6 motivators. But there is one motivator that has the strongest effect on a person's actions.

The motivators are:

- > ENSURING SAFETY WITH INTELLIGENCE
- > HOPE AND TRUST
- > DEMANDING THE EXCEPTIONAL
- > SATISFYING NEEDS
- > ASSESSING AND FINDING SOLUTIONS
- > UNBIASED OBJECTIVITY

### 8.2 MY PERSPECTIVE OF THE WORLD

Imagine several people observing a car accident. Although the action has been the same for each of them, different people still perceive different aspects.

While one person is busy processing the suffering of the injured individual, another person is concerned about what else could have happened, while the third is thinking about measures that could have prevented the accident, and if perhaps there were traffic signs missing.

A person's perspective of the world not only determines what he or she selectively perceives, but also influences their actions and, last but not least, their professional development.

The perspectives are:

- > INVESTIGATIVE – IDENTIFYING WHAT IS SUCCESSFUL
- > PHILOSOPHICAL - IDENTIFYING POSSIBILITIES
- > POLITICAL - IDENTIFYING POWER STRUCTURES
- > SOCIAL - IDENTIFYING SHORTCOMINGS
- > REALISTIC - IDENTIFYING WHAT IS FEASIBLE
- > TAKING EVERYTHING PERSONAL

The combination of motivators and perspectives forms the "WHY" of a person's behavior.

### 8.3 MY ACTIVITY MODE AND RELATIONSHIP MODE

Every person has a certain **activity mode**. Do you prefer a relaxed or very active lifestyle? Do your talents unfold better out of relaxation or during physical activity? This analysis part describes this aspect of your development.

#### **What does relationship mode mean?**

Imagine you meet a friend. What will you talk about? About what is going on in his or her life at the moment or what's bothering you right now?

Do you approach other people or do you let them approach you?

In this regard, can you find a pattern in yourself or in others?

Every one of us has such a basic behavior. This is also described in this part of the analysis.

### 8.4 HOW I TAKE IN AND PROCESS INFORMATION

The way the mind functions cannot only be divided into such subcategories as logical / abstract / individual, etc., (see 5.1). The mind can also be very strategic/survival-oriented or receptive/experience-oriented.

The way you process information, whether focused/selectively or extensively/perceptively, is described here.



## **MY DEVELOPMENT POTENTIAL**

On pages 9 and 10 the GeniusReport gets very detailed and, of course, quite personal. Here the report describes personality traits which you will probably know very well. Perhaps you are not equally aware of all these traits, as some are better perceived by others than by yourself.

#### **Under each heading you will find two sentences.**

The first one shows a potential that you should be conscious of.

The second text describes a trait that you might not be aware of.

Therefore, the second text is written in grey.

#### **Where there is light, there is shadow.**

The personality traits are described with a positive connotation throughout the text.

Of course, you may know the less positive side, too.

So if the sentence reads...

"I have the strength to overcome crises by letting go of the old."

... It could very well be that you sometimes find it difficult to let go of the old and are therefore having a hard time in mastering crises.

In this example the personality trait raises the question: Are you still moving in shadow mode or have you already discovered the potential of "letting go of the old"? Can you already live the potential or does this aspect pop up in your life again and again?

That way, all personality traits can be interpreted.

**Please make sure to read the respective headings of the traits.**

With regard to a trait, it can make a big difference whether it is for instance something you communicate (9.6), or something that requires your discipline (10.4).

Feel free to reflect in detail on every development potential described in your GeniusReport. And perhaps it is worth re-reading your GeniusReport from time to time, as some topics are of particular importance in certain stages of life.

## **GENIUS COACHING**

If you wish, you can also talk to a Genius Coach. The GeniusReport includes only the most essential extracts from all the aspects that make up your Genius. Together with your Genius Coach you can take a deeper look and put statements of your GeniusReport into their right context, which you may not have considered in this form at first glance.

The current list of Genius Coaches, including contact details, can be found on the Genius Website: [www.geniusreport.net](http://www.geniusreport.net)

It is our sincere wish that you unfold and develop in harmony with your talents and potentials, and we would be pleased if your GeniusReport could contribute to this.