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

©EMERGENETICS, LLC

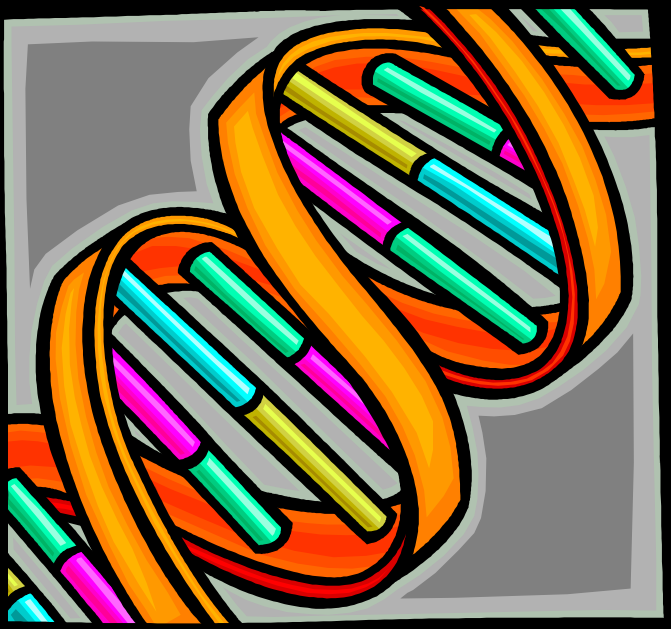
emergenetics®

(emerge genetics)

Patterns of thinking and behaving that emerge from your genetic blue-print and life experiences.

©EMERGENETICS, LLC

Nature vs. Nurture

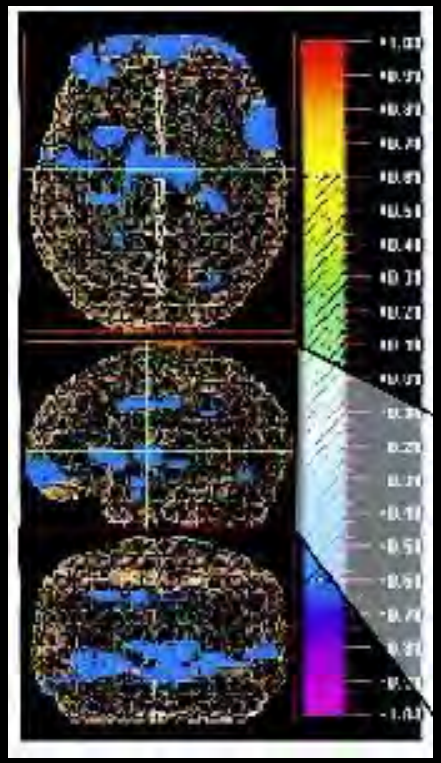


©EMERGENETICS, LLC

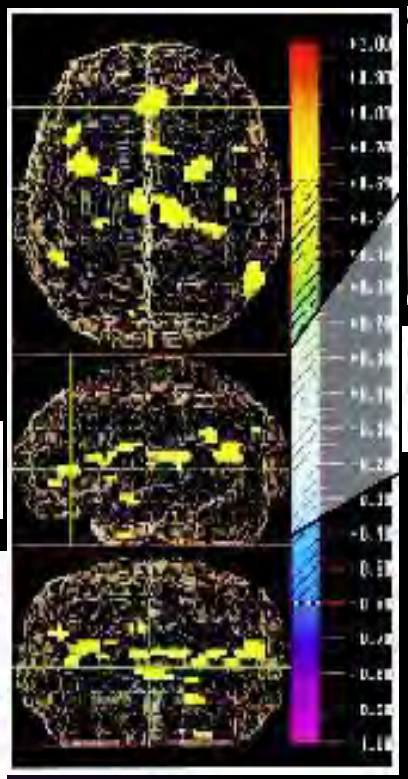
PET Scans (positron emission tomography)

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.

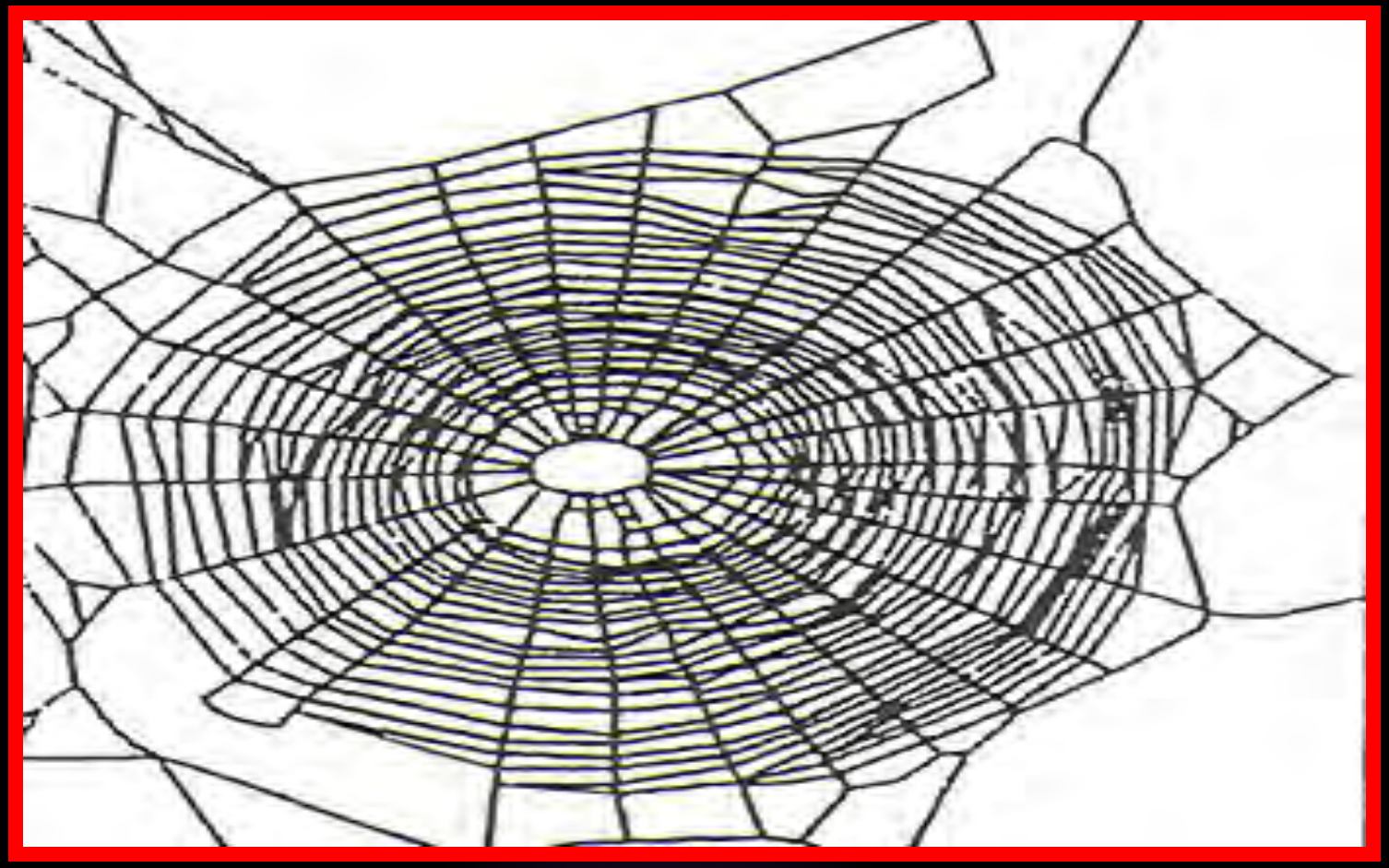


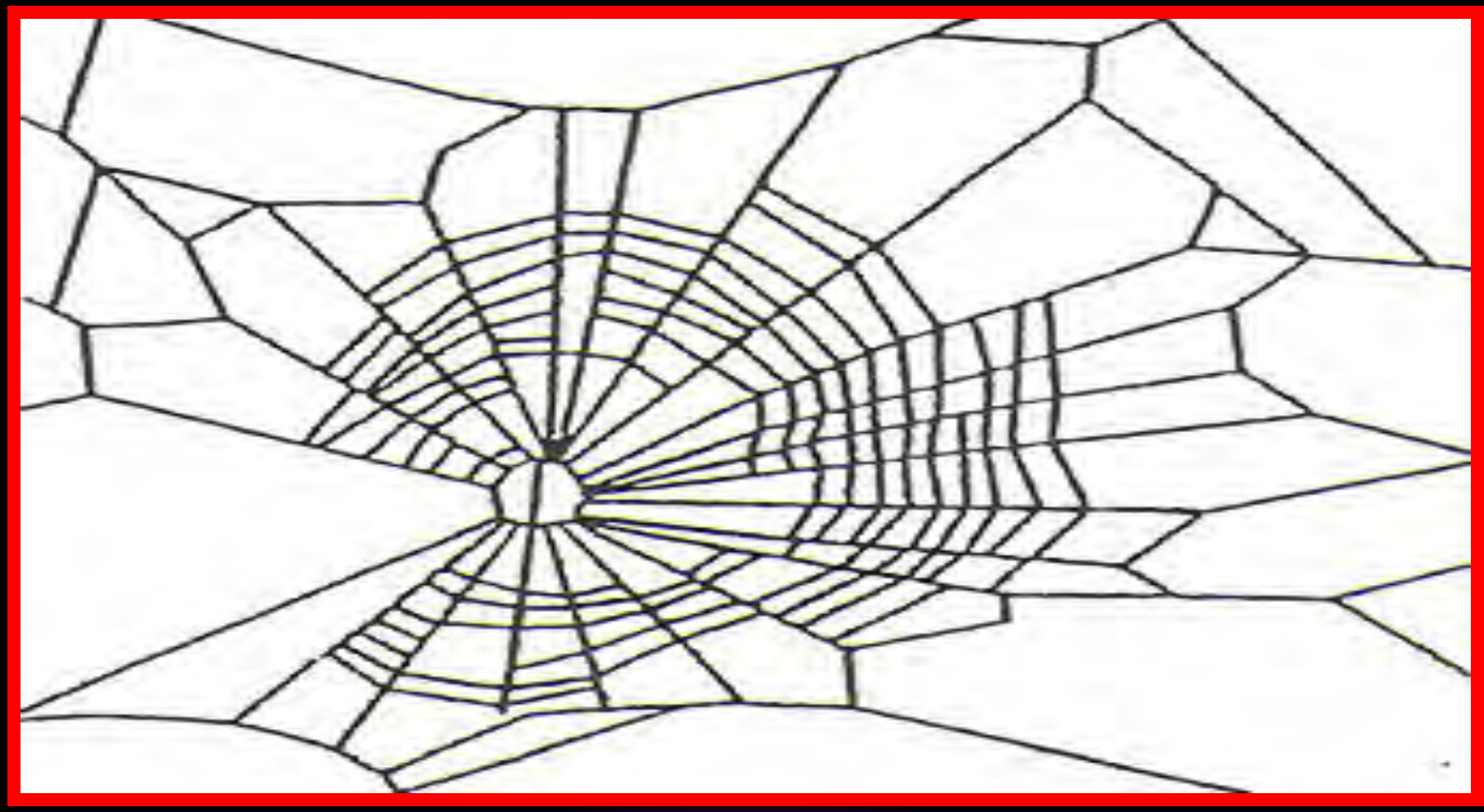
Introverts have more activity in parts of the brain that are associated with internal processing.



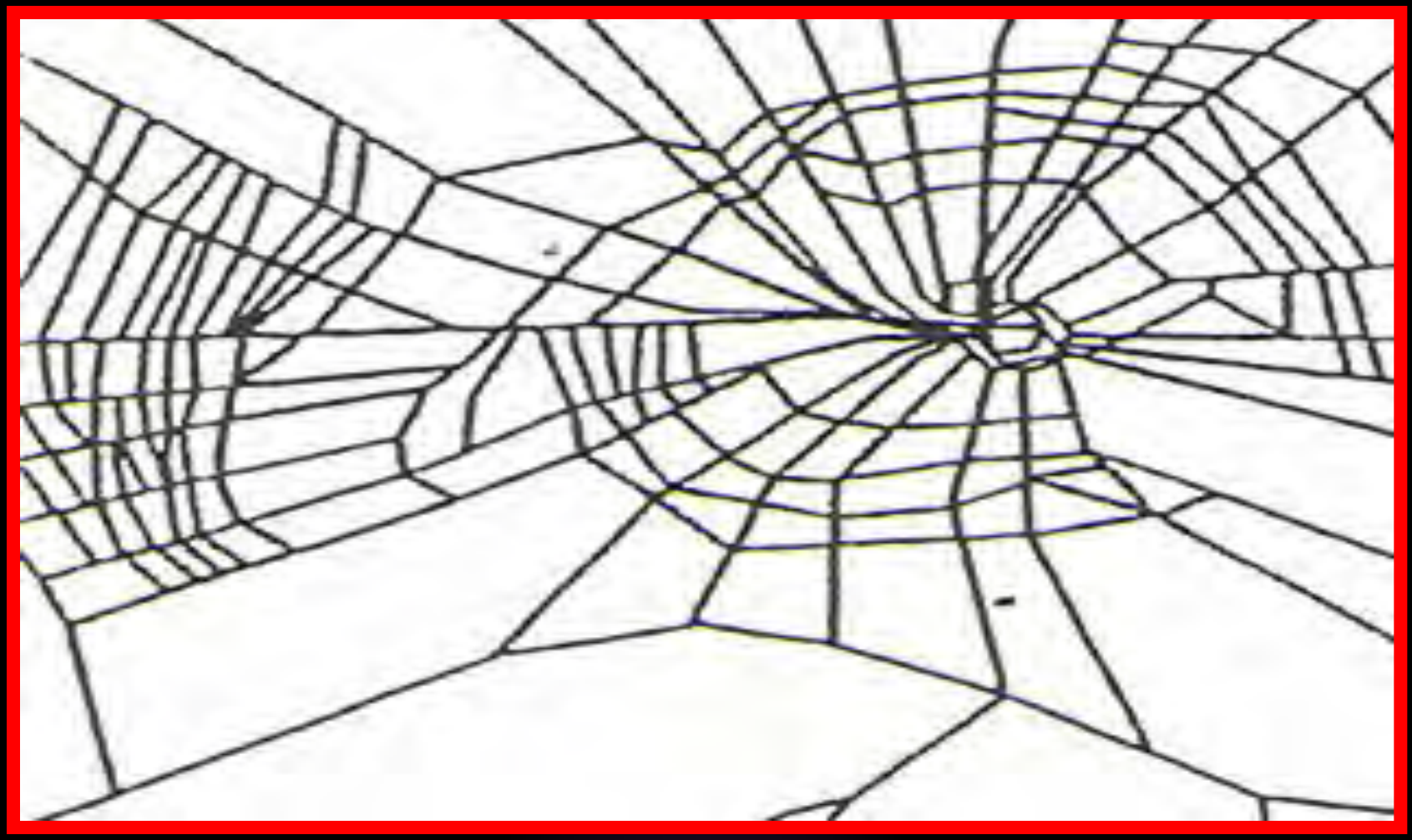
Extroverts exhibit more activity in the parts of the brain that are involved with sensory or external processing.

Radioactive marker that is metabolized by active neurons

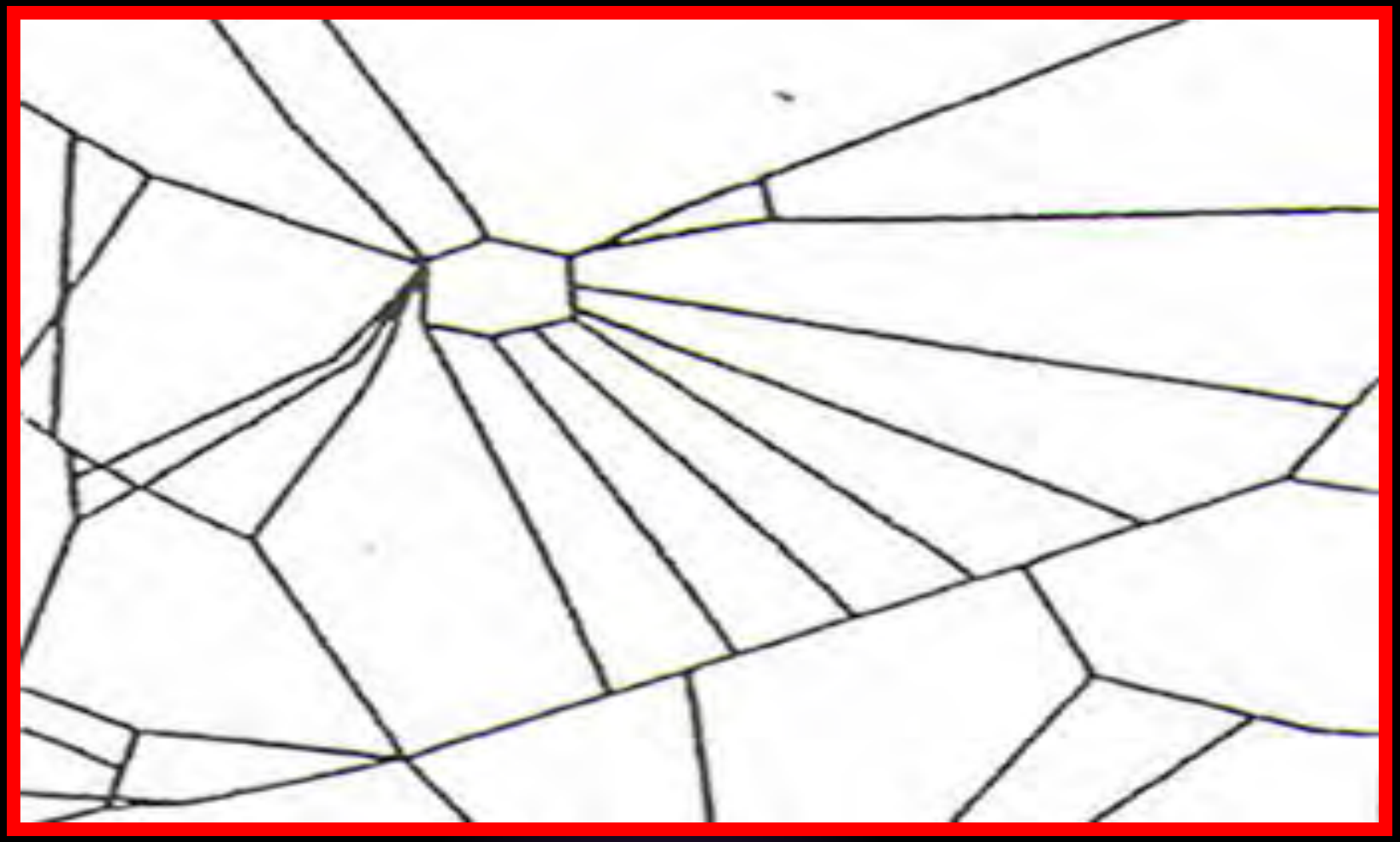




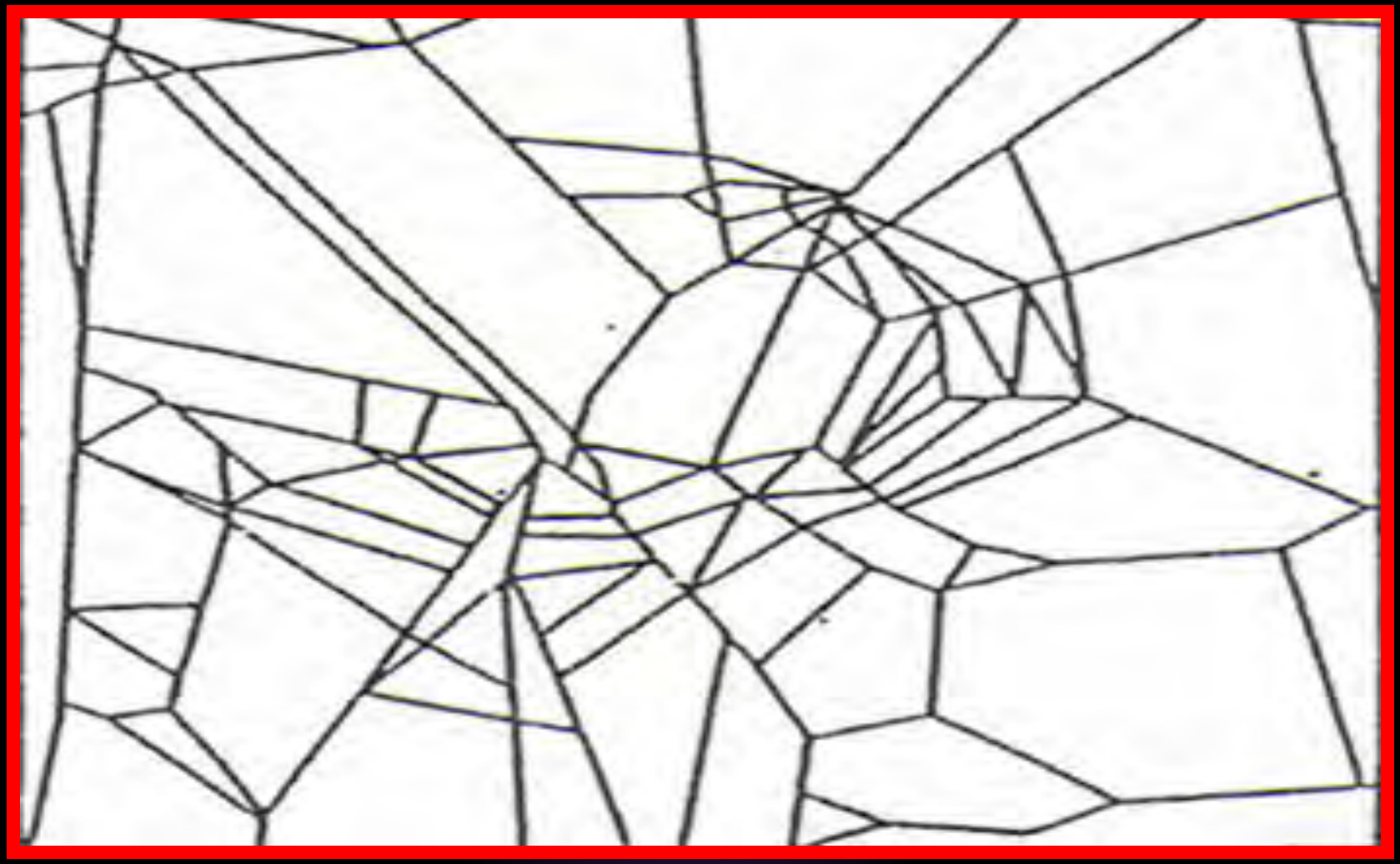
M



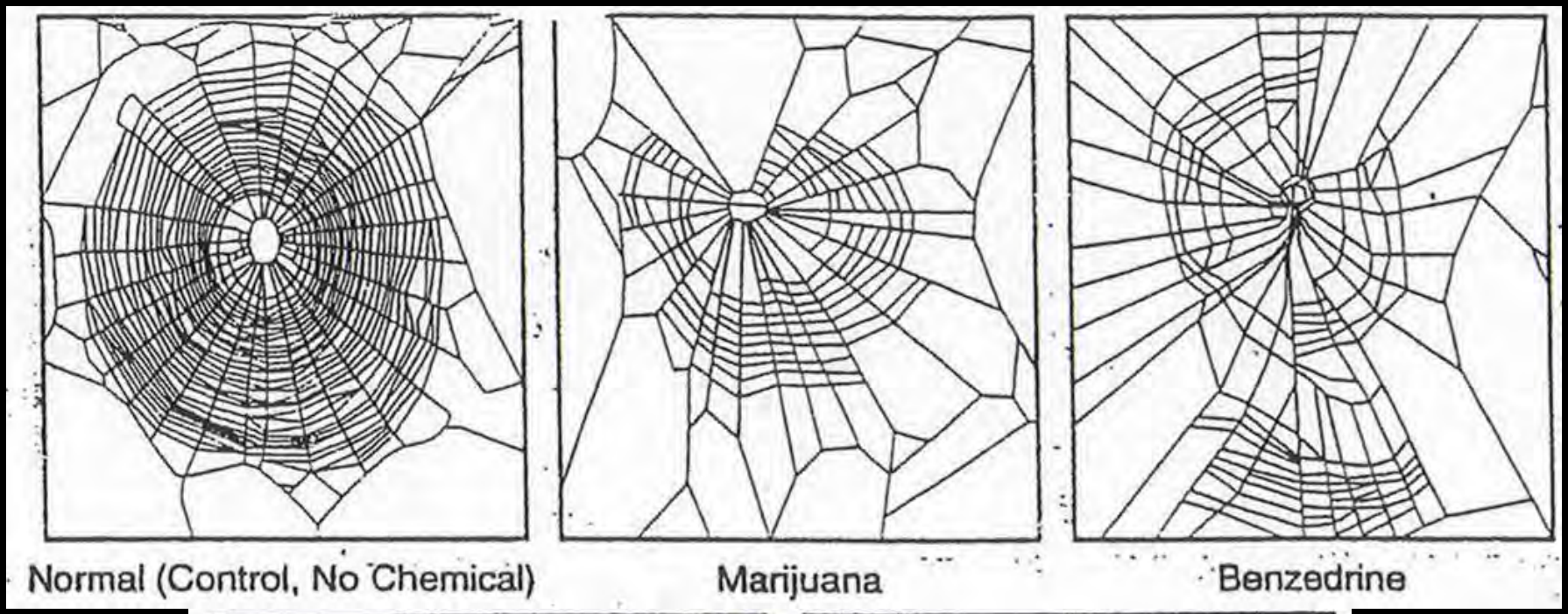
B



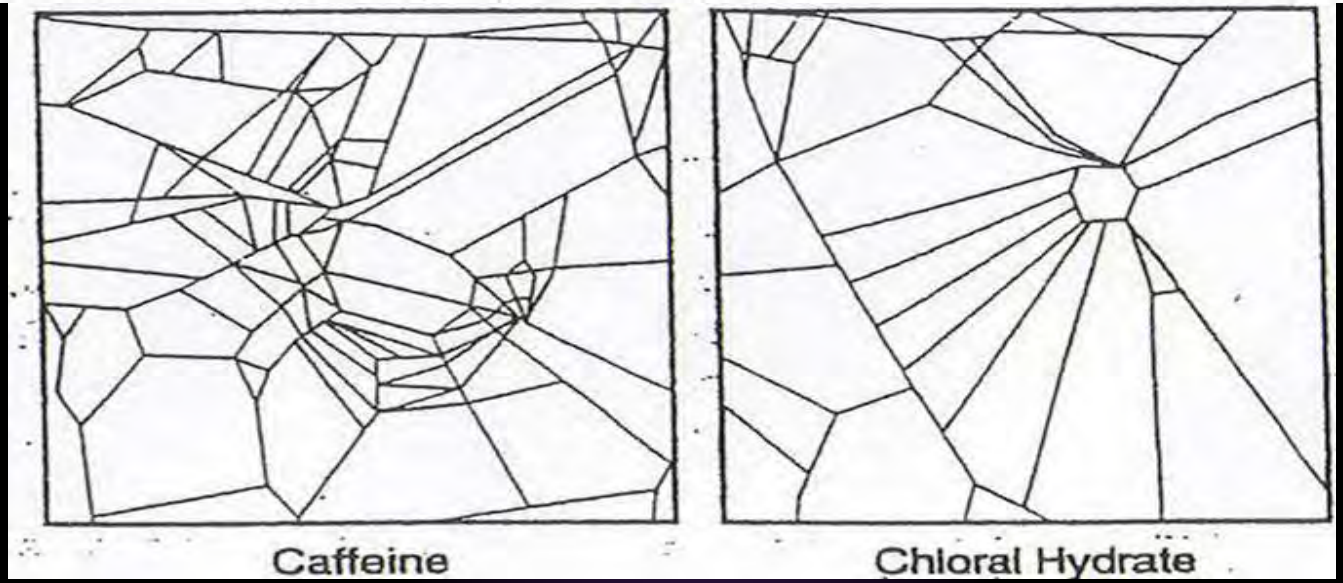
C H



C



Speed



Sleeping pill

Araneus Diadematus (House Spider) - Webs are altered when spider is exposed to chemicals.
Source: NASA Tech Briefs, April 1995

LEFT HEMISPHERE

Logical

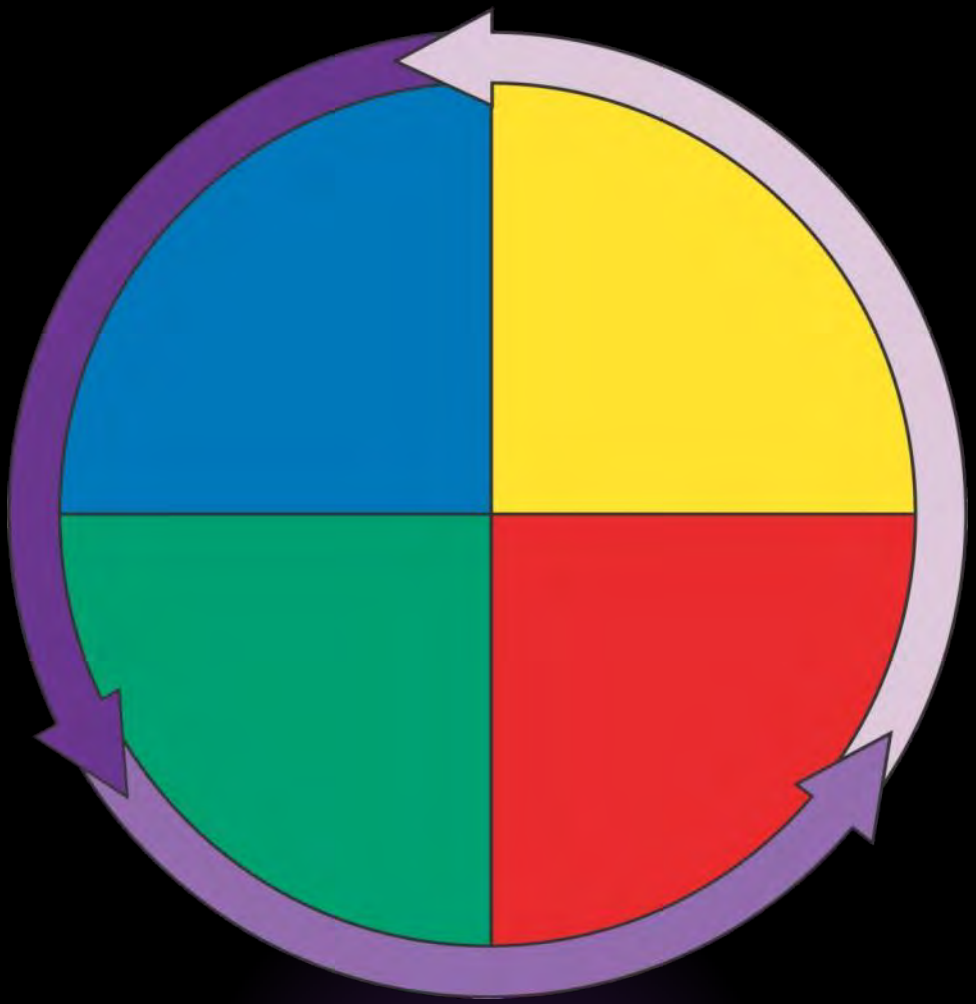
Verbal

Linear

Sequential

Analytical

Systematic



RIGHT HEMISPHERE

Intuitive

Emotional

Nonverbal

Spatial

Big Picture

Conceptual

©EMERGENETICS, LLC

Left

Works Alone

Works in a Quiet Place

Narrow Your Options

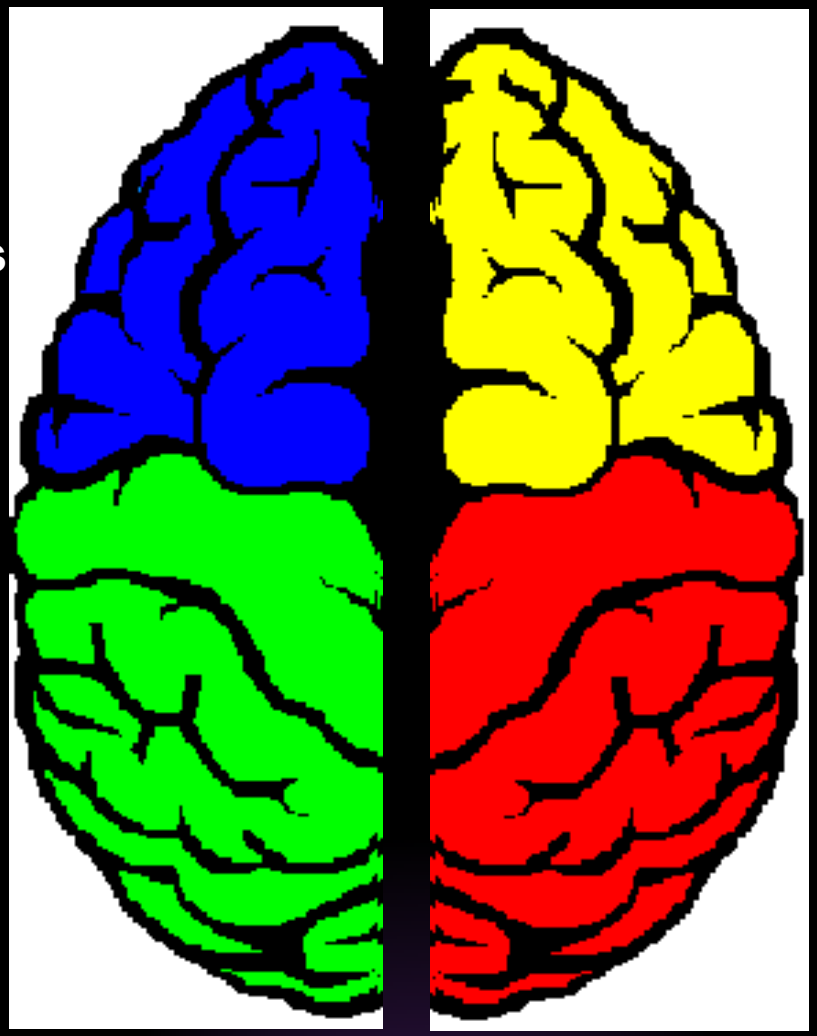
Brings Job to Closure

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

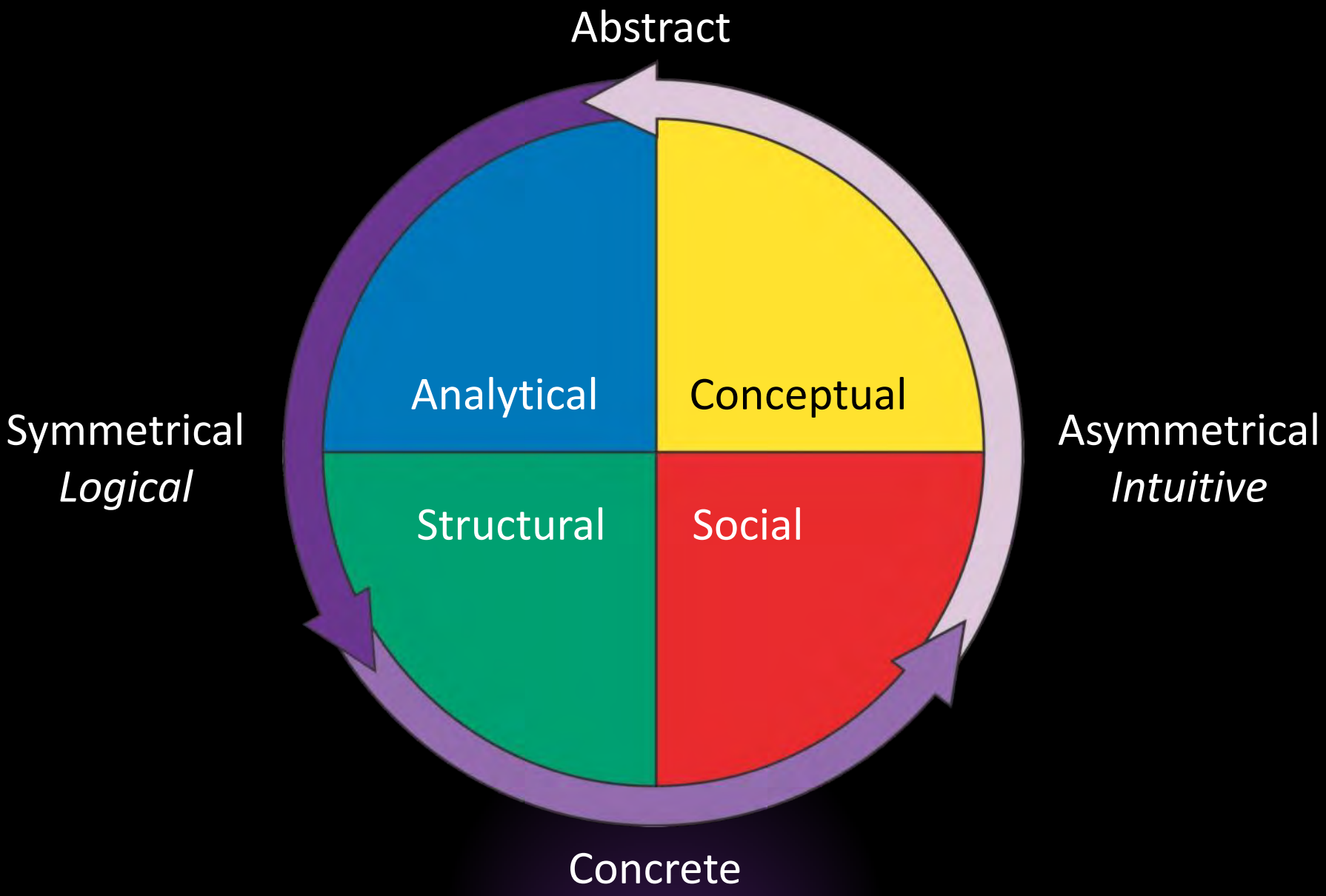
Knows It's Never Finished

Leaves Things Out Where They Can Be Found "File by Pile"

Works With a Partner or Group

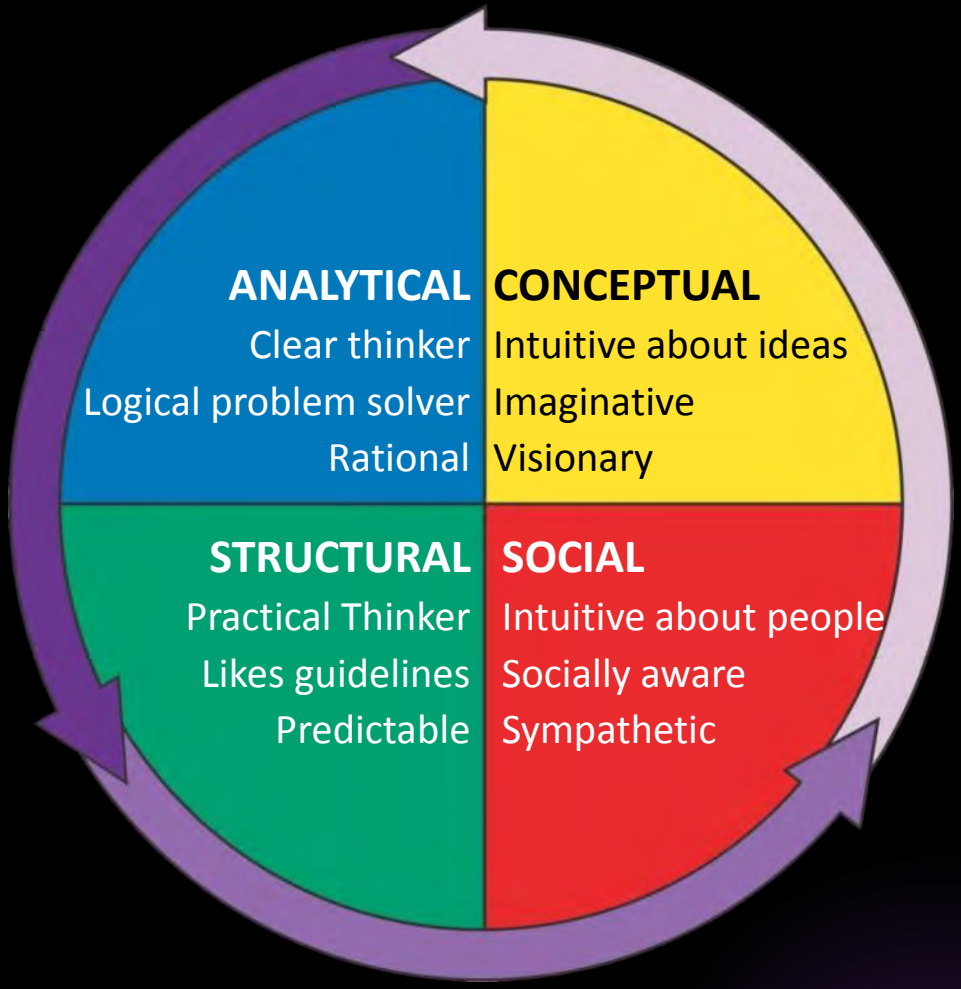
Takes Frequent Breaks

Laughs Through the Process



©EMERGENETICS, LLC

Emergenetics 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

Thinking and Behaving…

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.

©EMERGENETICS, LLC

KЯAZY KONTRAPSHUNz

"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

©EMERGENETICS, LLC

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?

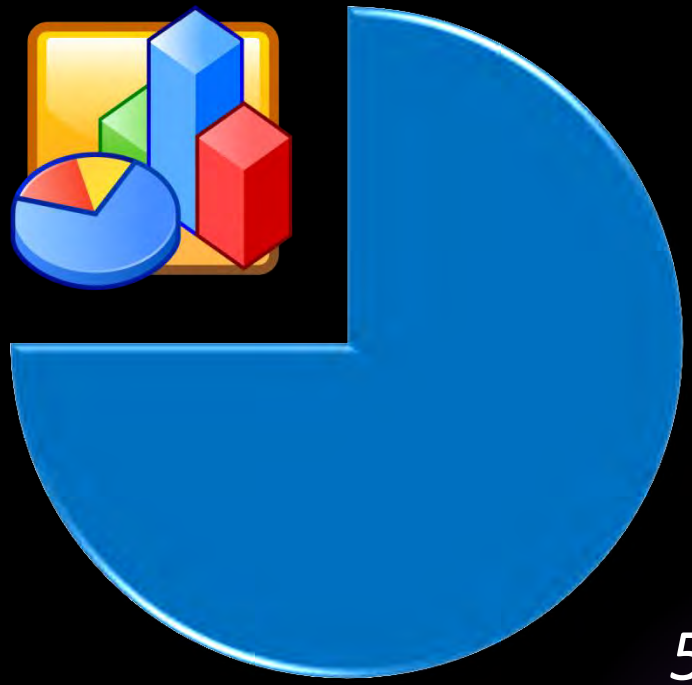
Who was the facilitator?

Were you a team?

©EMERGENETICS, LLC

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

©EMERGENETICS, LLC

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.

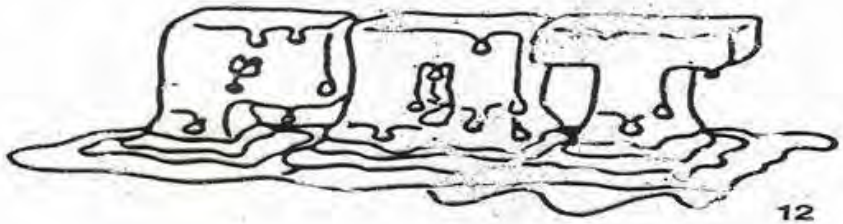
LEAGUE 7

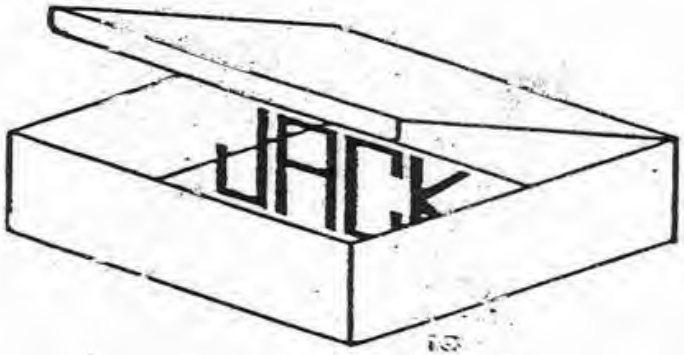
Footwork 8

wine 9

RUBBER 10

CODE 11


12



13

guarter 14

1
WRITERS
2
FEVER
3
ME
4
5
MACKEREL
6
7
TEST
8
THUMB
9
10
ROLLS

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

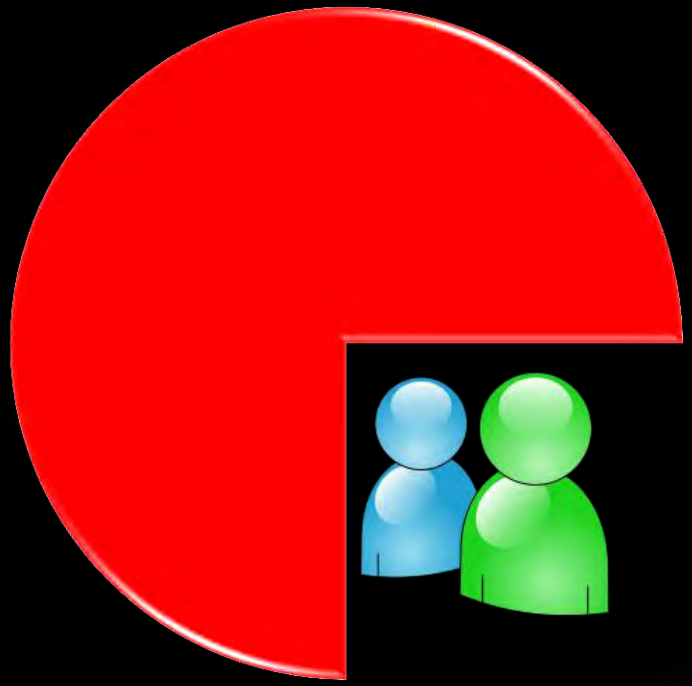
©EMERGENETICS, LLC

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

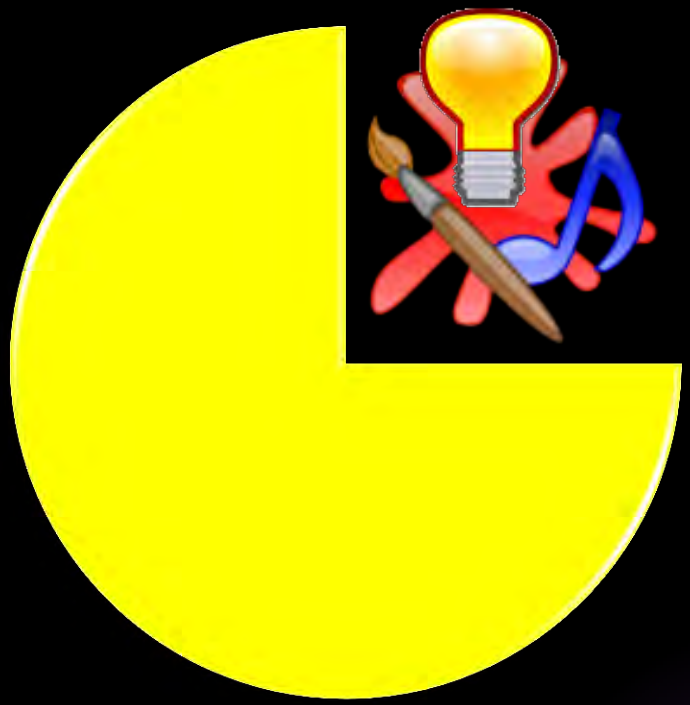
©EMERGENETICS, LLC

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

©EMERGENETICS, LLC

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

©EMERGENETICS, LLC

red
chair
PARACHUTE
CANON
BUNGEE
BIG TOP
wow. Psychedelic!

Let’s go shopping!

©EMERGENETICS, LLC

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

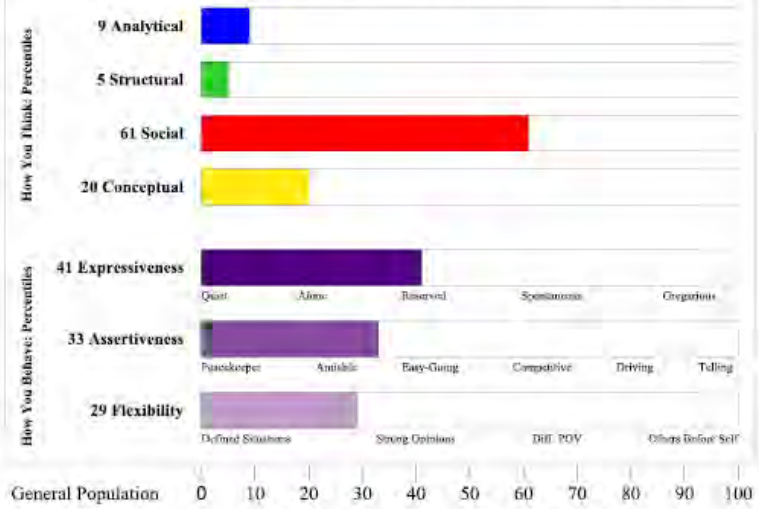
Analytical = 10%
- Enjoys Technical problem solving
- Logical
- Likes math and science
- Understands concepts and ideas
- Likes exploring how things work

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

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

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 - 11:00am - 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

STEP™

SAMPLE GREEN - AGE 15

HOW YOU THINK:PERCENTAGES

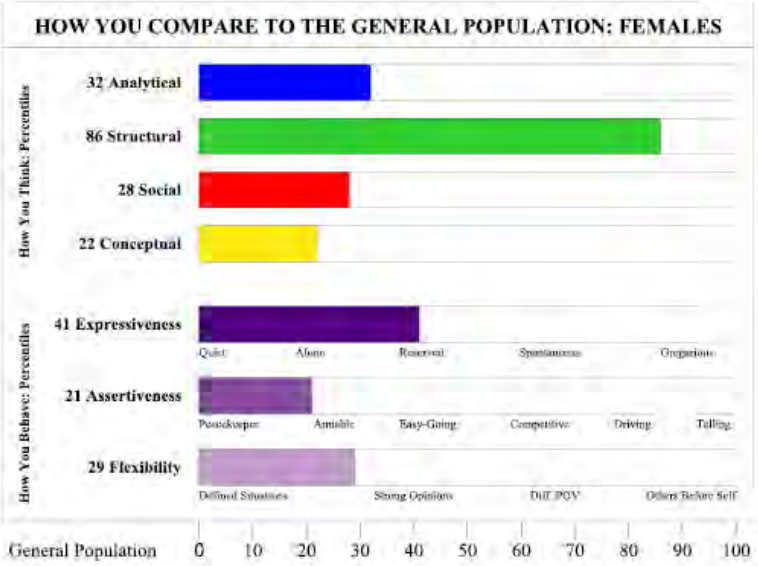
Analytical = 19%
- Enjoys Technical problem solving
- Logical
- Likes math and science
- Understands concepts and ideas
- Likes exploring how things work

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

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

Social = 17%
- 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.

Analytical Shopping

- list
- calculator
- check receipts
- coupons
- budget
- time management
- Examine products
- Likes superstores
- Do-it-yourself Gadgets

STEP™

SAMPLE BLUE - AGE 15

HOW YOU THINK:PERCENTAGES

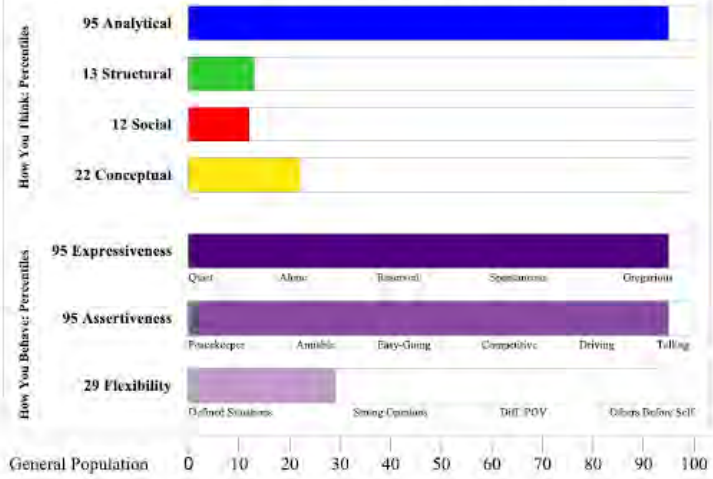
Analytical = 67%
- Enjoys Technical problem solving
- Logical
- Likes math and science
- Understands concepts and ideas
- Likes exploring how things work

Conceptual = 16%
- 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



© Emergenetics, LLC, 1991.

Geil Browning, Ph.D. / Wendell Williams, Ph.D.

wet seal!
go wherever
new things
Everything goes
coffee
unique
IMPORTED STUFF
unusual
sparkle
unique
looks for "one-of-a kind" items!
GLAMOUR
BRIGHT
yellow
Mix Match!
Rinestone
trendy
stuff!
WOW!
Pick out
kinda
la la
ooh
Three high balls
new
looks!
BCBG
Huing
Mechanical
toys
POSH
sexy style!
cutting edge!
designer
on the edge
different unusual unique
Glitter
Put unusual combinations together
clothes

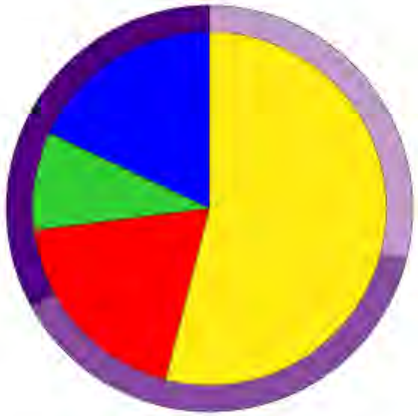
STEP™

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

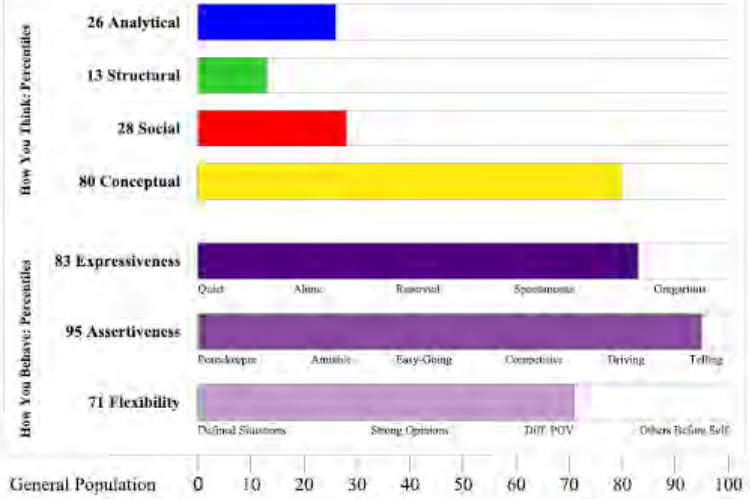
Conceptual = 54%
- Enjoys creative process
- Imaginative
- Likes the unusual
- Solves problems intuitively
- Likes to try new things



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



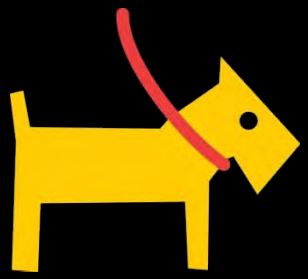
© Emergenetics, LLC, 1991.

Geil Browning, Ph.D. / Wendell Williams, Ph.D.

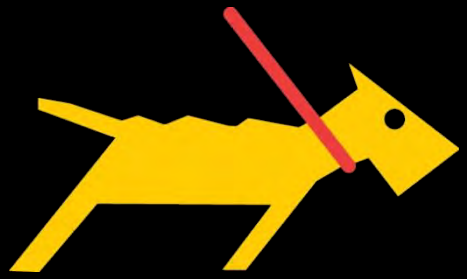
Emergenetics Behavioral Attributes Defined

©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

©EMERGENETICS, LLC

Expressiveness

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

45% *33%* *22%*

©EMERGENETICS, LLC

Assertiveness

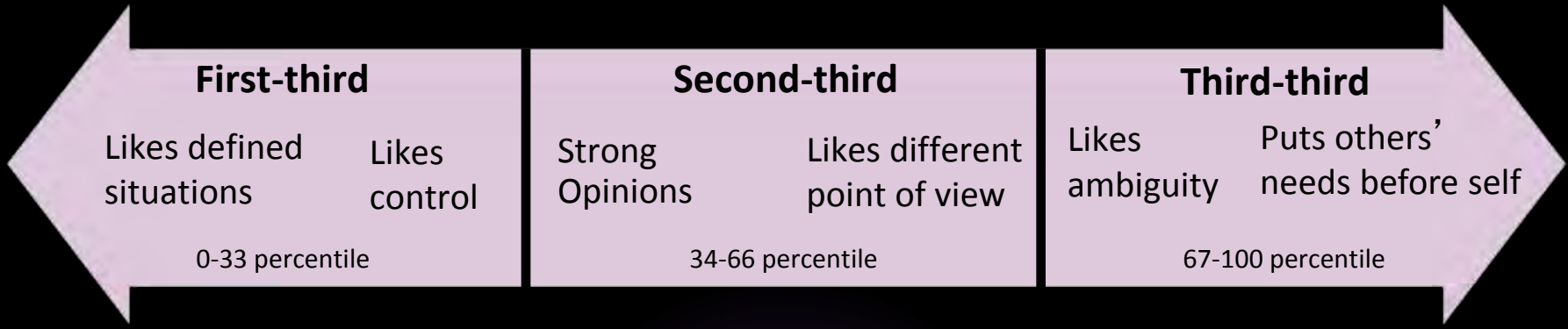
The degree of energy invested in expressing thoughts, beliefs and feelings

52% *39%* *9%*

©EMERGENETICS, LLC

Flexibility

The willingness to accommodate the thoughts and actions of others



19% *48%* *33%*

©EMERGENETICS, LLC

What does this group look like?

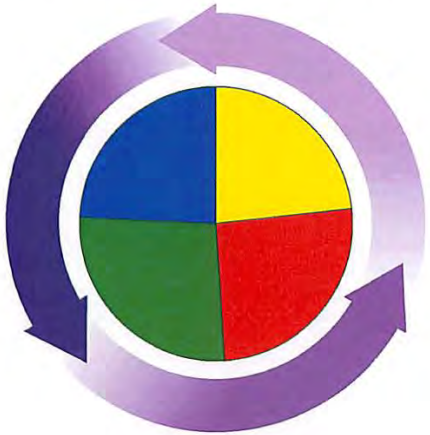
EMERGENETICS®| GROUP

GXRWMT - MAY 22, 2014

HOW YOU THINK: PERCENTAGES

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

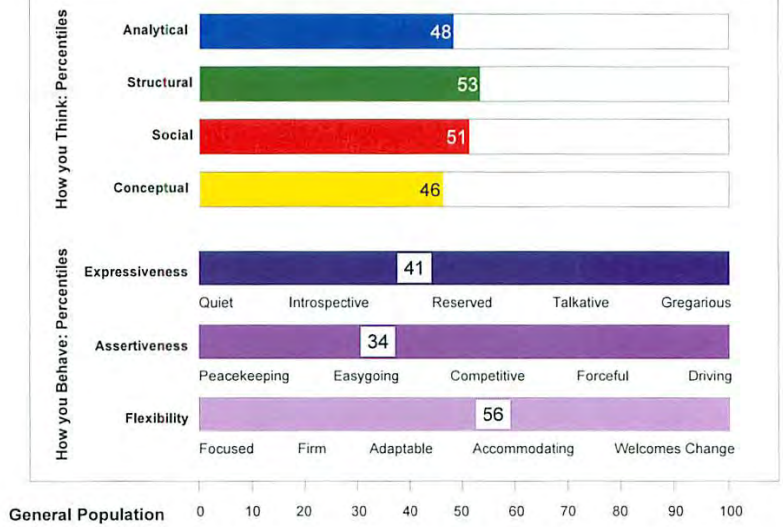
CONCEPTUAL = 23%
- Imaginative
- Intuitive about ideas
- Visionary
- Enjoys the unusual
- Learns by experimenting



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

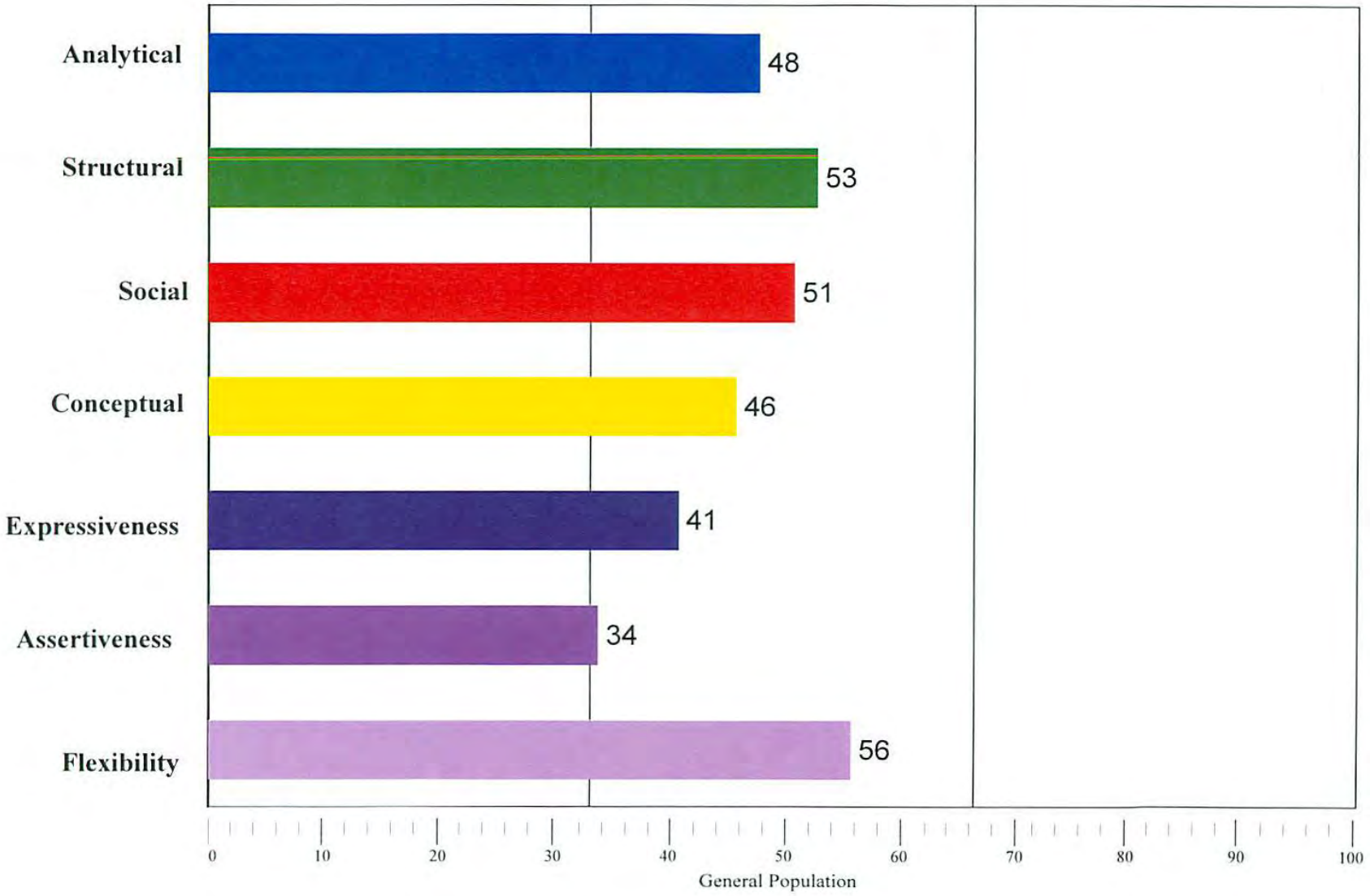


© Emergenetics, LLC, 1991, 2014

Geil Browning, Ph.D. / Wendell Williams, Ph.D.

Emergenetics® Mean Scores

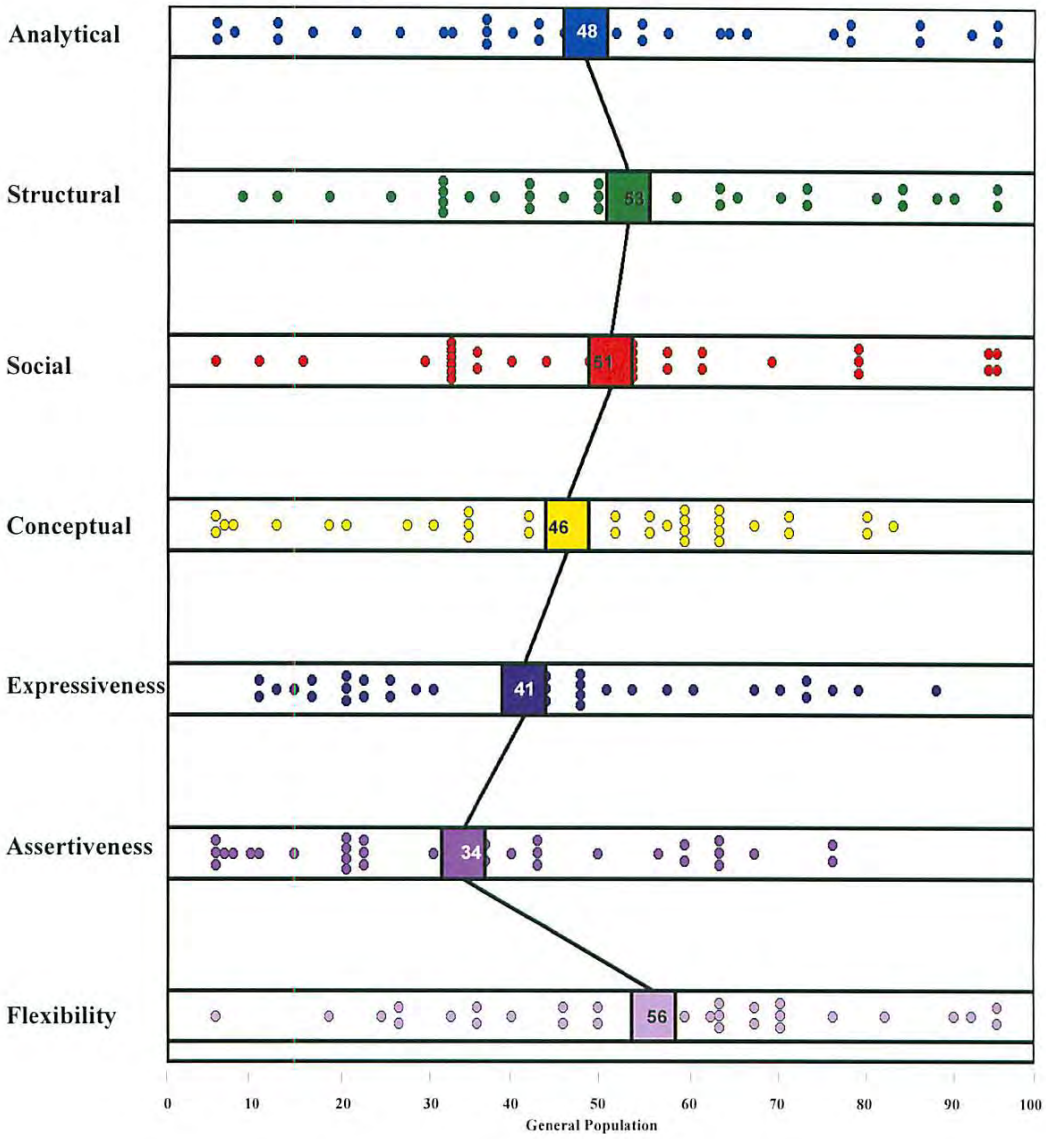
GxrWmt - May 22, 2014



© Emergenetics, LLC, 1991.

Emergenetics® Combined Scores

GxrWmt - May 22, 2014



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

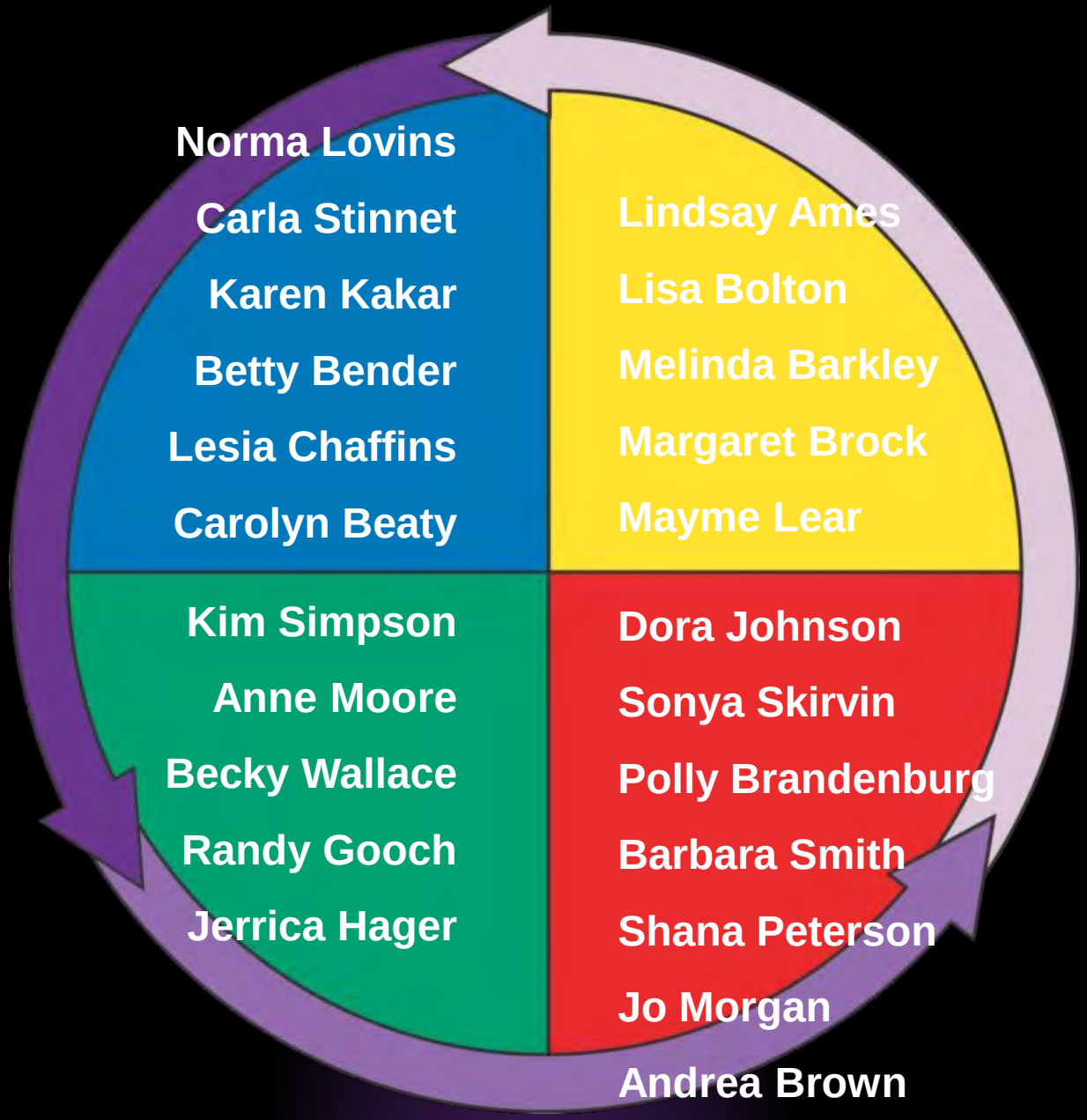
Shana Peterson

Jo Morgan

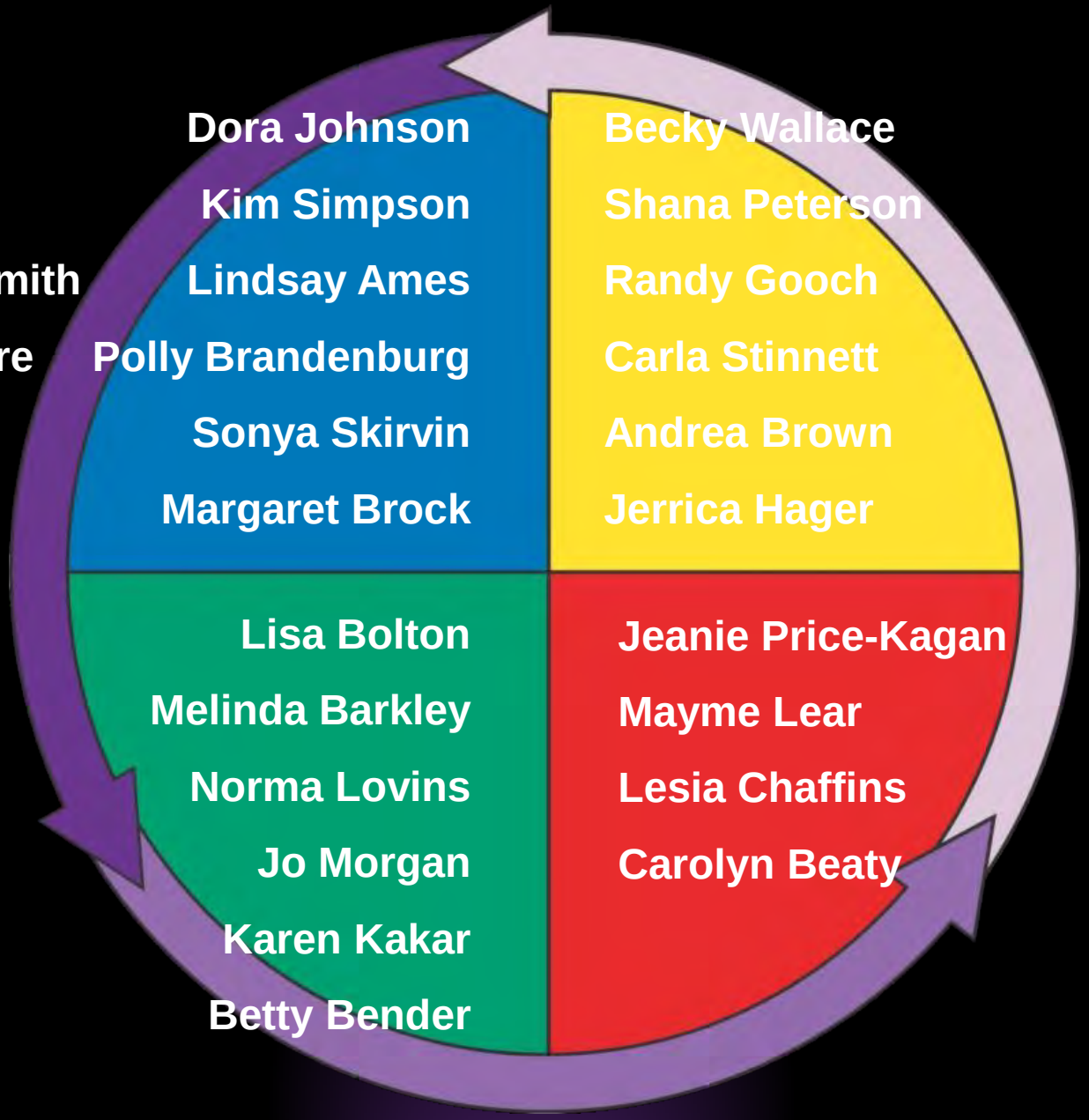
Andrea Brown

©EMERGENETICS, LLC

MOST Preferred Attribute



LEAST Preferred Attribute



Barbara Smith

Anne Moore

Where shall we go to lunch?

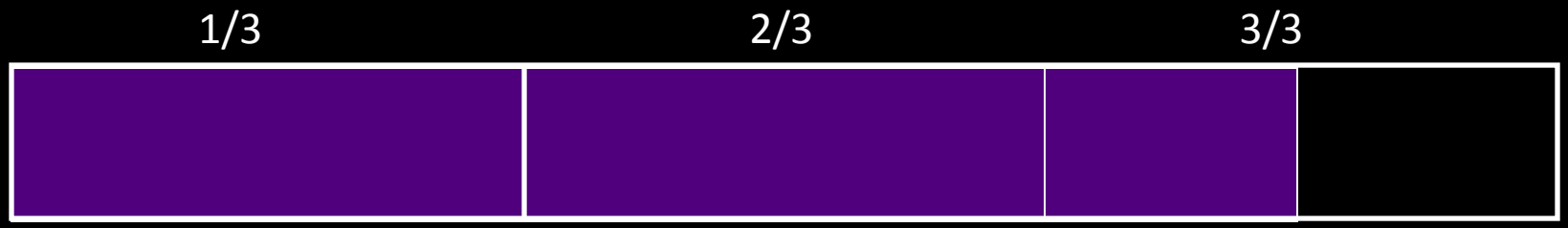
Scenario:

Your "assigned set of behaviors" person wants to go to a Chinese Restaurant. Everyone else wants to go to an Italian Restaurant.

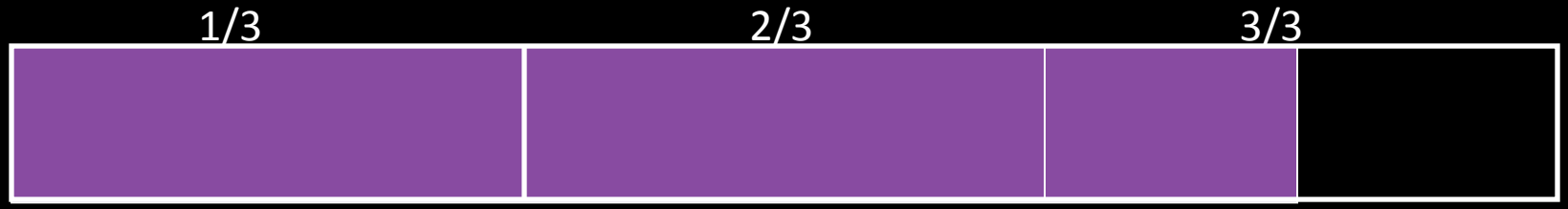
Assignment:

What does your person say during the conversation?

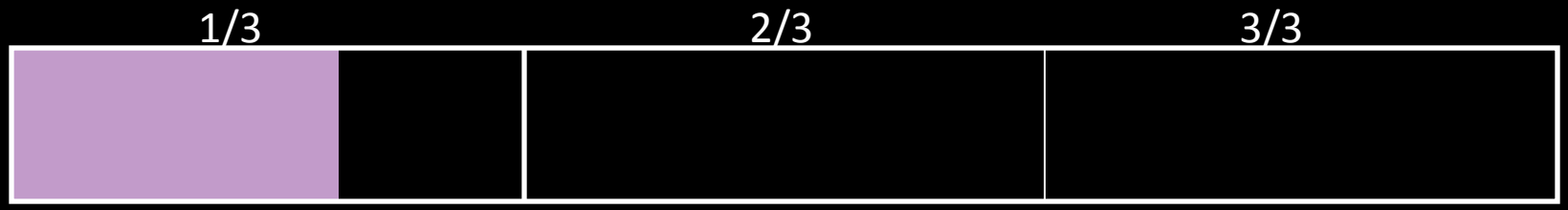
Where does your person go to lunch?



Expressiveness



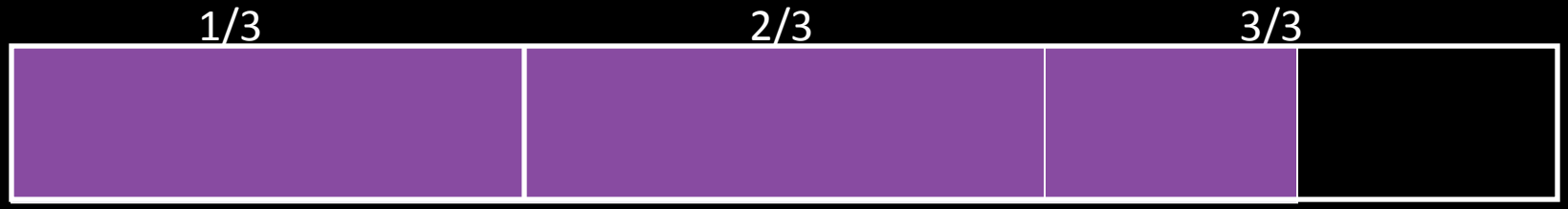
Assertiveness



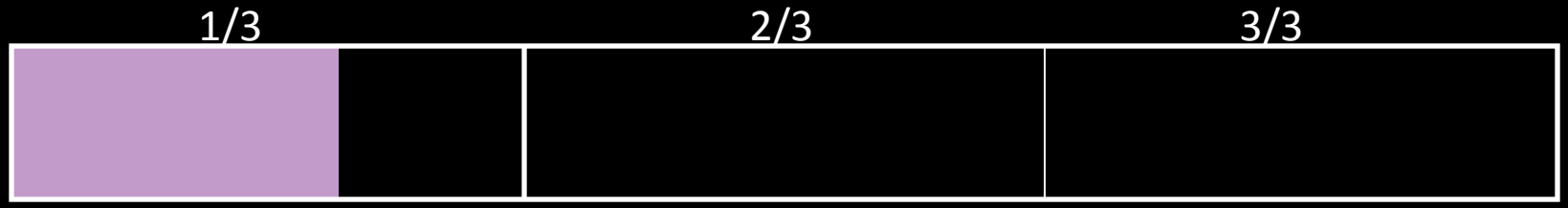
Flexibility

©EMERGENETICS, LLC

Expressiveness



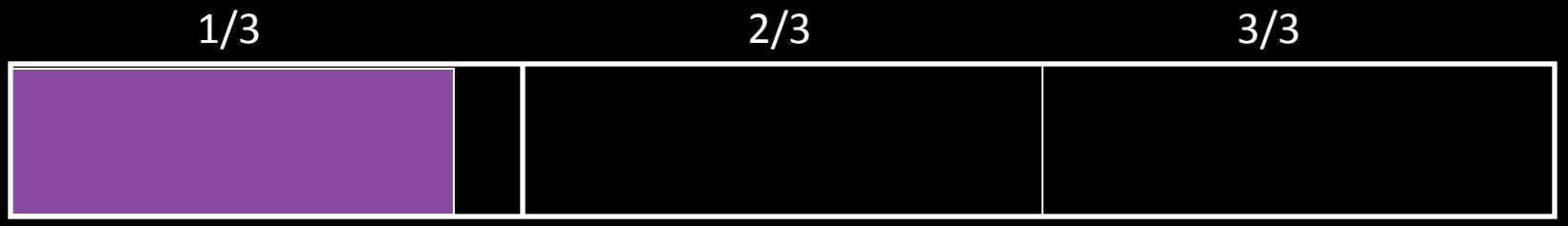
Assertiveness



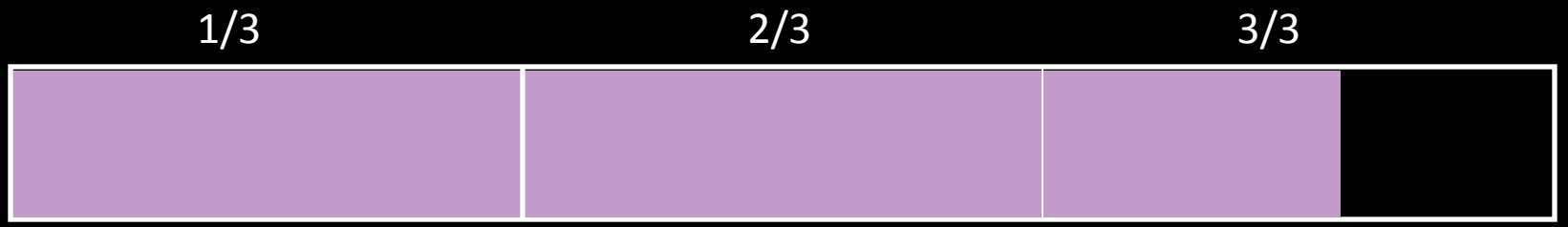
Flexibility

©EMERGENETICS, LLC

Expressiveness



Assertiveness



Flexibility

©EMERGENETICS, LLC

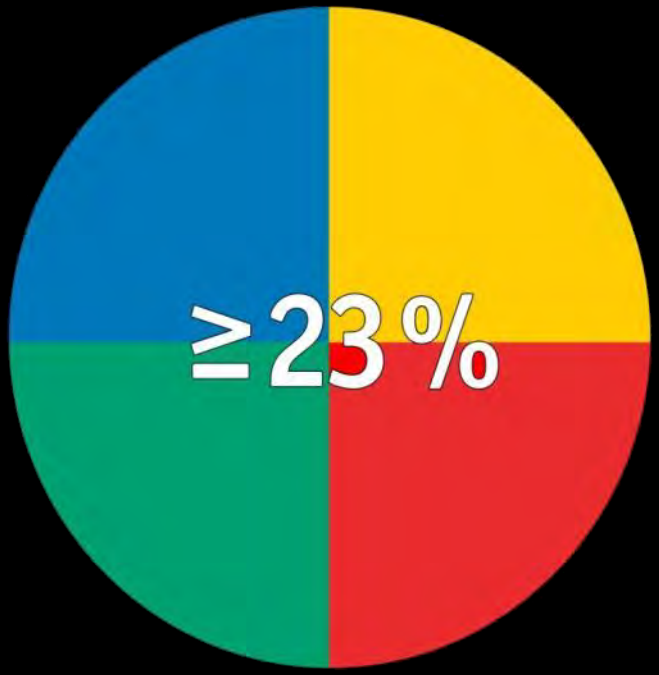
Expressiveness

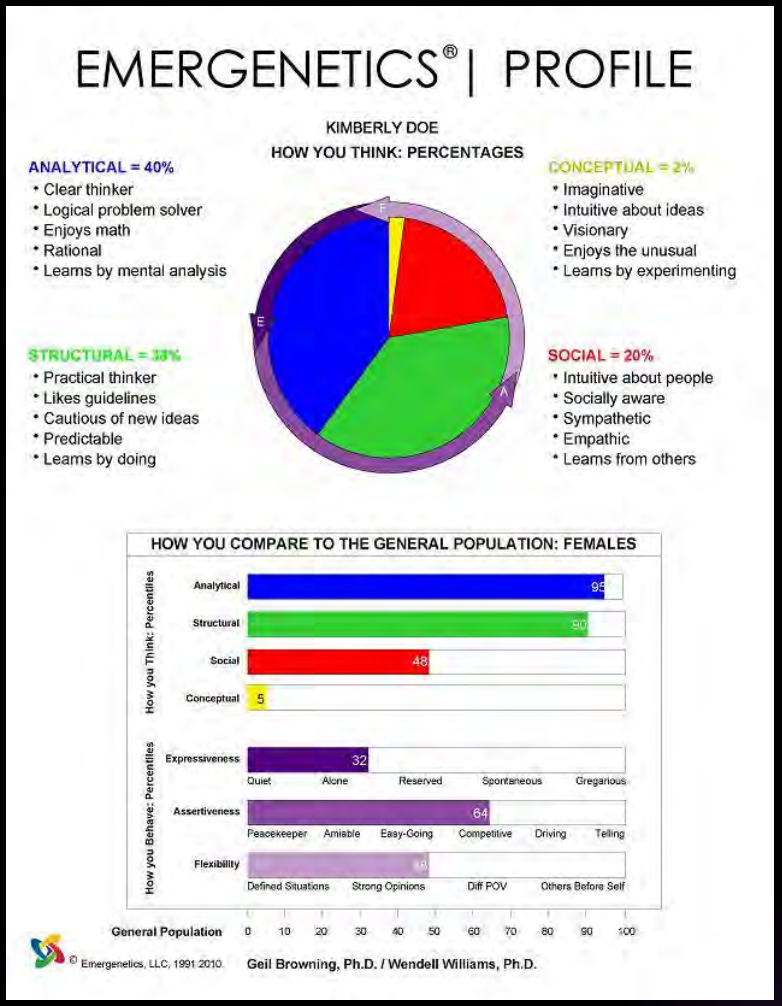
Assertiveness

Flexibility

©EMERGENETICS, LLC

Thinking Preferences

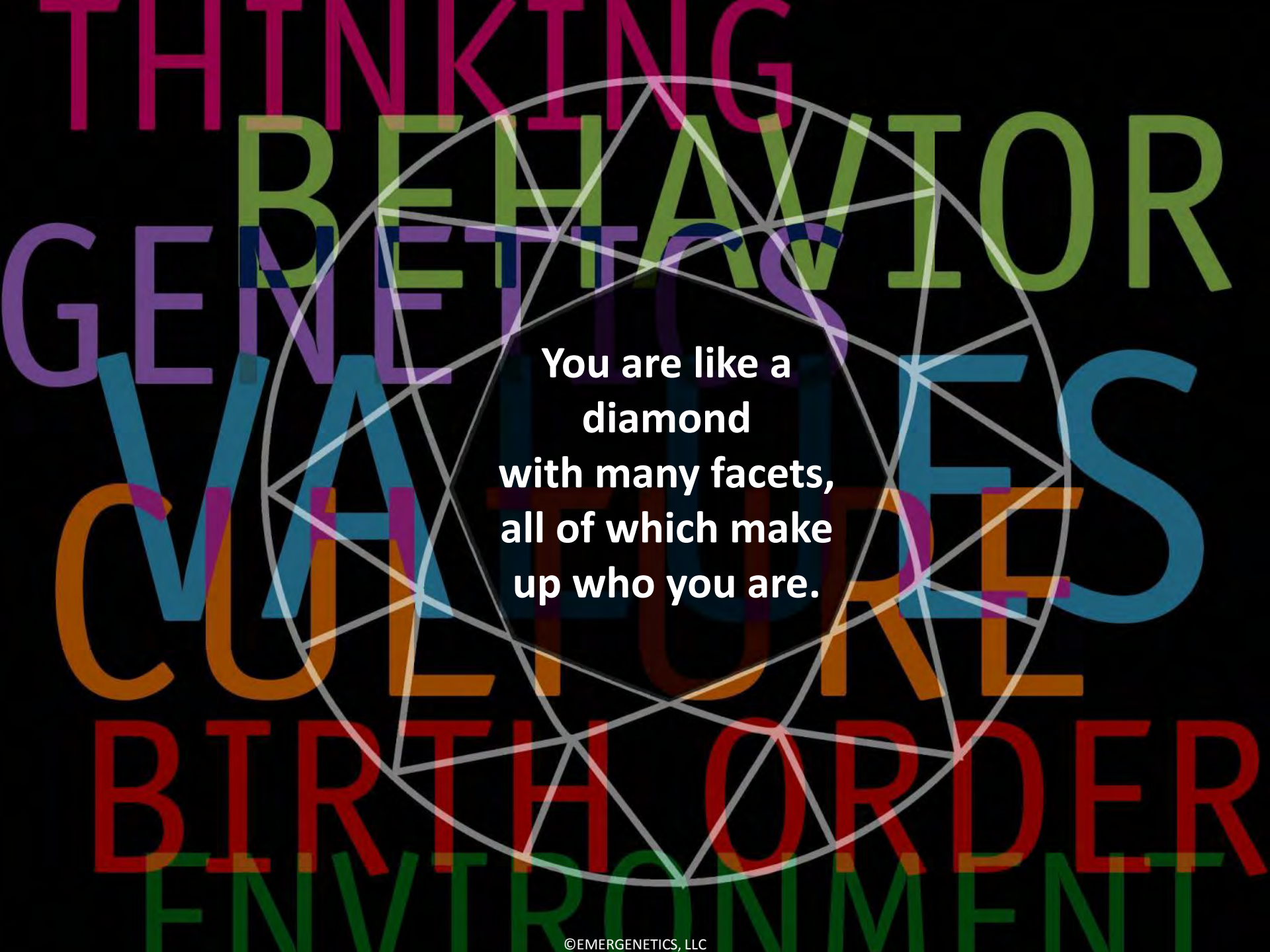




Percentiles

©EMERGENETICS, LLC

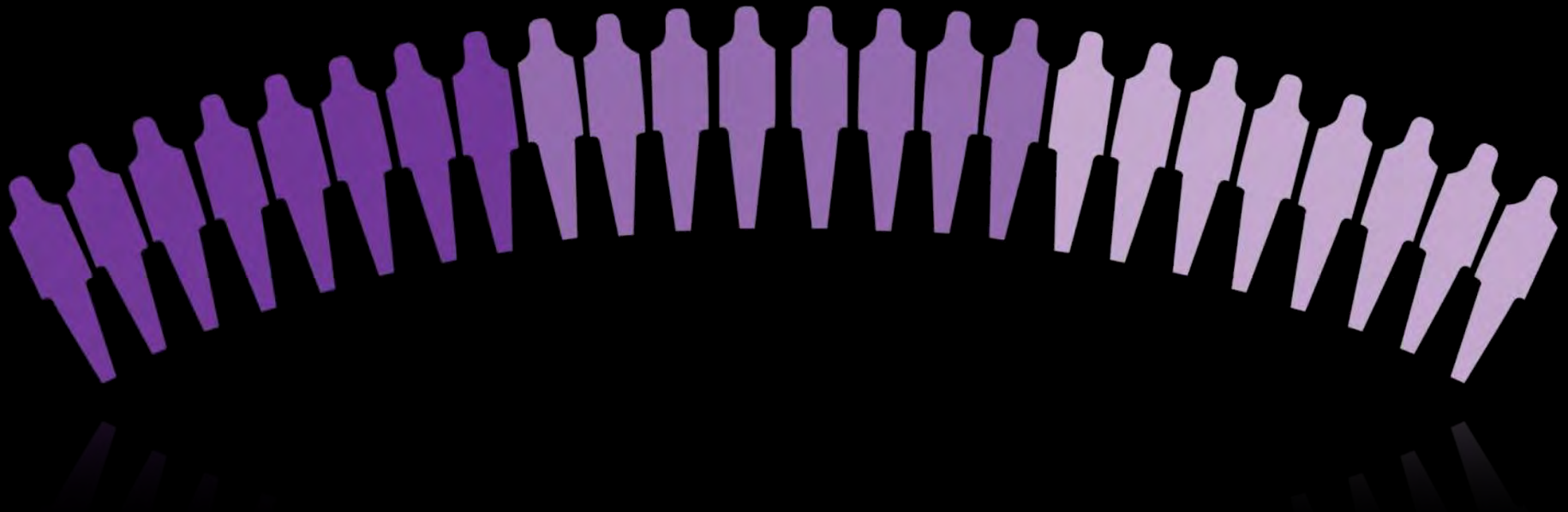
Hand Out Profiles…



©EMERGENETICS, LLC

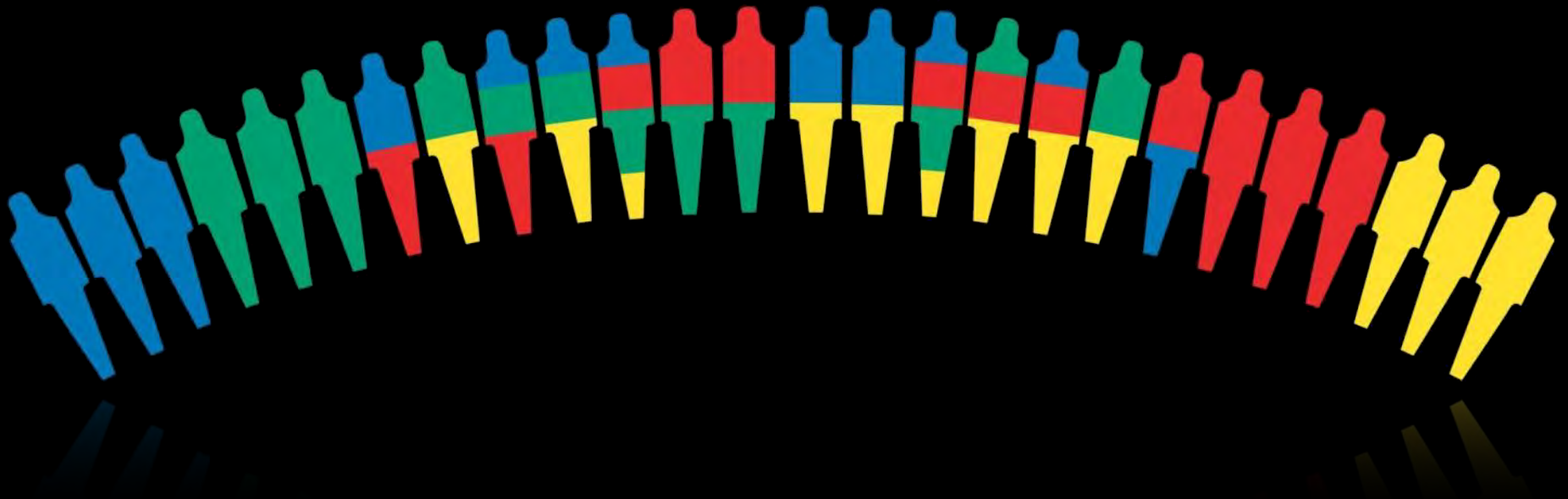
Spectrum Lineup

The Behavior Spectrum



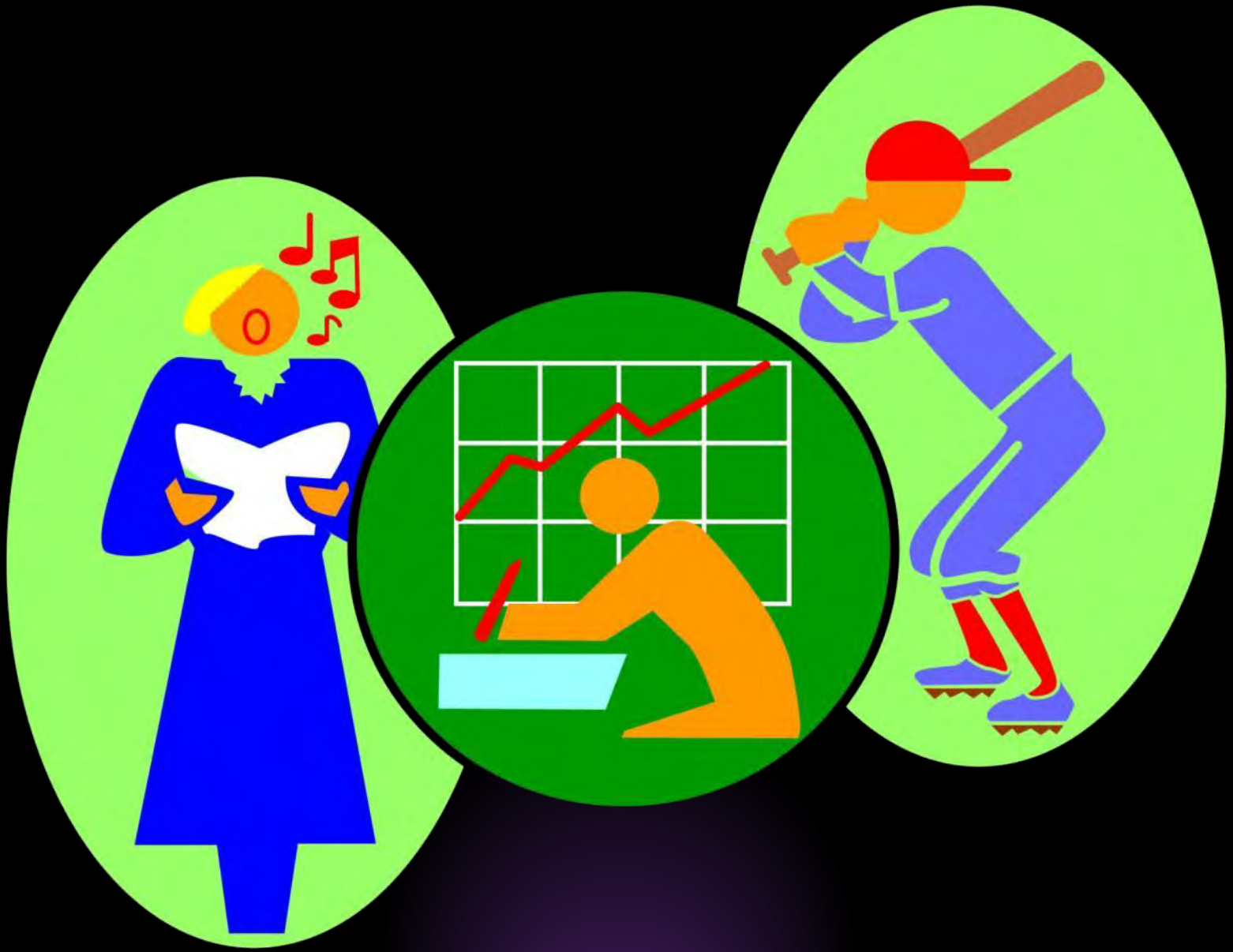
©EMERGENETICS, LLC

The Thinking Spectrum



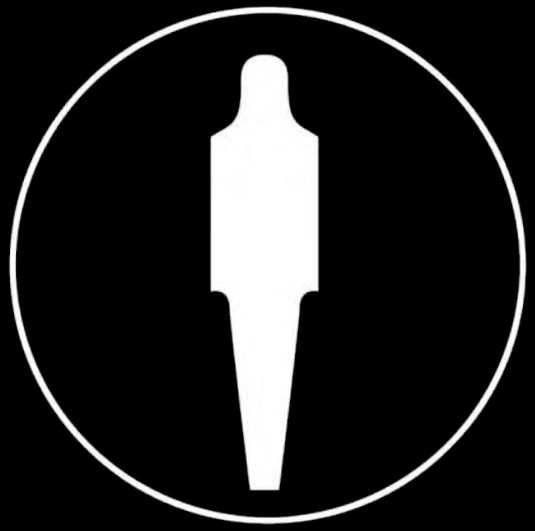
©EMERGENETICS, LLC

Value Your Talents!



©EMERGENETICS, LLC

“None of us…



©EMERGENETICS, LLC

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 WE*team*™
is more creative
and productive.

©EMERGENETICS, LLC