



Uncover Your Natural Genius.

Complete Strengths Analysis for a Lifetime of
Fulfilment, Happiness & Success!

Kate De Jong

Fempire.
COACH

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UNCOVER YOUR Natural Genius

Hello and welcome!

Congratulations on taking the time to get to know your strengths more specifically and intimately so that you can consciously and proactively make better choices that allow you to THRIVE in your professional life. The three things we'll work through in this Resource Guide are:

1. An overview of the **4 essential components of a STRENGTH** [1].
2. **Targeted questions** to help you uncover clues about your natural genius that can be found in your childhood [2].
3. A link to **The Gallup-Clifton Strengthsfinder** assessment to determine your top 5 areas of strength out of the 34 most common human strengths.
4. Two profound questionnaires to help you self-assess your most **NATURAL TALENTS** and your most **NATURAL ROLES** [4].

With all of this insight and information combined, you'll be ready to fully leverage your very own natural genius and start thriving professionally!

REFERENCES:

[1] From Marcus Buckingham's (2007) *Go Put Your Strengths to Work: 6 Powerful Steps to Achieve Outstanding Performance*, Free Press, New York.

[2] Adapted from Barbara Sher's revolutionary book *Wishcraft* (1987): <https://wishcraft.com>

[3] Strengthsfinder 2.0: <http://strengths.gallup.com>.

[4] Taken from: Nicholas Lore (2012) *THE PATHFINDER: How to choose or change your career for a lifetime of satisfaction and success*, Touchstone, New York.



Everyone is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing it's stupid.

ALBERT EINSTEIN

Introduction

A large and essential part of finding your path and purpose is uncovering your zone of NATURAL GENIUS. Starting with – and building on – the natural, innate abilities you already possess is the most fruitful and promising place to find your purposeful work and path. As you'll find out in the following pages, the way our brains grow and develop means that there's significantly more growth potential in the brain areas where we already have a natural affinity.

In the following guide I'll be using the following terms interchangeably: Natural genius, talents, gifts, strengths and innate abilities. But they all mean the same thing, which is this:

An area of strength, genius, talent, or innate ability is something that you do with ease, that brings you joy and satisfaction, that uplifts and energises you and allows you to grow and become the most fully expressed, unstoppable version of yourself possible.

In this workbook I'm going to help you figure out exactly – and very specifically – what they are for you! Then watch your life transform as you find ways to increasingly live and work from your zone of natural genius. The changes will be truly transformational.

Some background

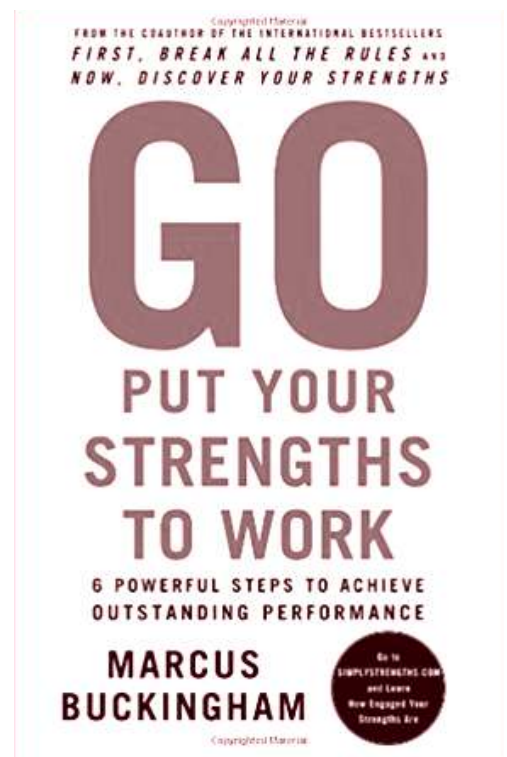
Marcus Buckingham has been studying and working in the field of strengths and natural genius for more than 30 years. His philosophy is that "Work and love must forever be linked." Over his long career of working with hundreds of thousands of people, helping them identify and work with their strengths, he's observed: "What I've learned is that the most successful people, the happiest people, the people who make the biggest impact — they intentionally carve their lives, their careers, by playing to their strengths." In his book **GO PUT YOUR STRENGTHS TO WORK: 6 Powerful Steps to Achieve Outstanding Performance**, Marcus says:

“ Your strengths can be found in those activities in which you exhibit 'consistent, near-perfect performance.' They are those specific activities at which you do well and for which you still retain a powerful appetite for doing them.

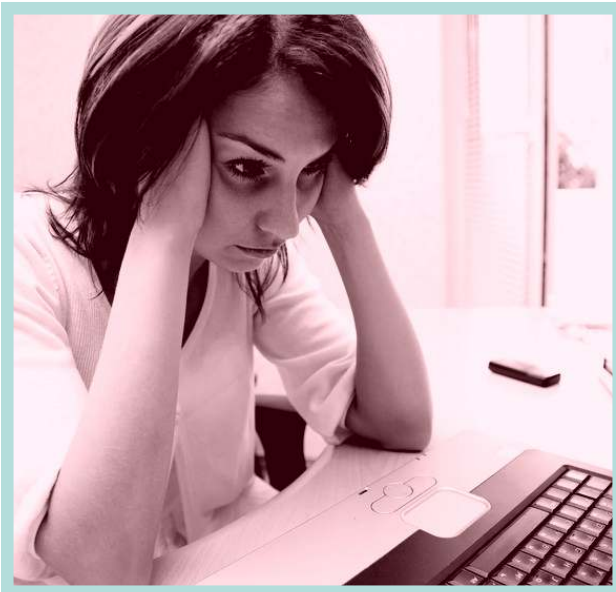
You weren't always so distanced from your strengths. When you were young, you knew which activities drew you back again and again. You knew which situations thrilled you, and you sought them out. You felt your yearnings and passions intensely, and they fuelled your innocent belief that the world was going to wait for you, and one day you would emerge from your home or school and be able to make your unique mark on the world.

How old were you when you still felt like this? 8? 10? And then somehow, sometime between now and then, your childish clarity faded and you started listening to the world around you more closely than you did to yourself. The world was persuasive and loud, and so you resigned yourself to conforming to its demands.

You had to get into college, study what your parents and teachers advised you to study. You had to get a job to pay your way and with the job came a description and a performance appraisal and a career ladder and set of customers – and, to manage all of this for you, a boss. In the midst of all these expectations, your strengths became, if not irrelevant, then merely a curiosity, to be touched on briefly during your annual review before the serious business of your performance and your development needs and your career were discussed. ”



What Marcus describes is EXACTLY what happened to me. When I was young it was very clear to me that my strengths and natural abilities were in languages, literature and creative fields. But somehow I got coaxed into studying science and engineering at University because I was good at them - but only through hard work and dedication; they didn't come naturally to me and they definitely didn't feel joyful to do. I was told by many people that if I wanted long-term job security and financial freedom, science and engineering was the way to go. And they might have been right. But it wasn't what made me happy and it certainly didn't uplift me or energise me.



Like so many of us who choose studies that aren't aligned with our natural strengths, my natural talents were forced to take a back seat while I slaved away at University in subjects such as microbiology, biochemistry, thermodynamics, physics and calculus, all because I thought I had more chance of being 'successful' by doing what those around me thought was best for me.

And because I was good at what I did, working as a consulting engineer designing water treatment plants, it seemed strange to my colleagues that I felt so unhappy. "But you're so good at it", they would say. I was getting fast promotions and salary raises, but I felt miserable. As Marcus Buckingham says "Fate blessed you with an ability but forgot to charge this ability with positive emotions." Over time I started developing chronic illnesses that wouldn't go away. It got to the point where I realised that if I could quit tomorrow and never work as an engineer again, my life would be none the worse. It took me 15 years of dissatisfaction and emptiness, endlessly climbing my way through the ranks of academia and up the corporate ladder, to finally realise at age 35 that I had my ladder up against completely the wrong building.

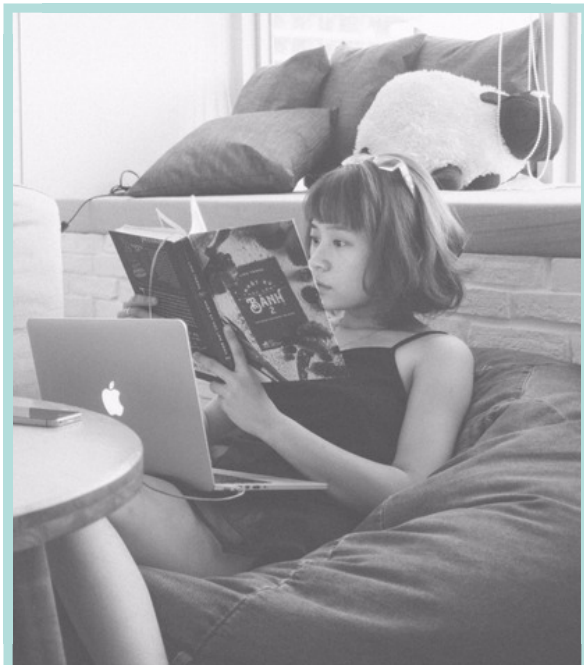
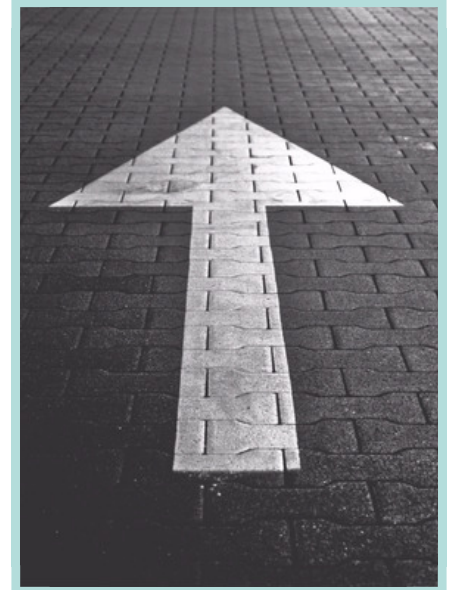
Your strengths are more than merely what you're good at.

THE FOUR 'SIGNS' OF A TRUE STRENGTH

So what are the signs of a true strength and how do you know what yours are? The following is from Marcus Buckingham's book 'Go put your strengths to work'.

S is for SUCCESS

Marcus says: "Starting with the things you know you're good at is a sensible place to start. However, the conventional definition of a strength as 'an activity you're good at' is incomplete. It leaves out many important clues about your potential. You already know what you're good at, because it's in the past. And you don't just want to know about the past; you want to also know about the future. **You want to know where you will improve the most as you train and practice. You want to know where you will be at your most creative and generate the best ideas. You want to know which activities will fulfill and sustain you as you march through life. These are the most helpful questions because the answers will help you understand where you will sustain the greatest performance over time.**"



I is for INSTINCT

Your strengths have an 'I-can't-help-but' quality to them. You can't quite articulate why, but you find yourself drawn to particular activities repeatedly. For example, even though I was studying science and engineering at University, I always loved going into New Age bookstores to read anything and everything I could about spirituality, philosophy and personal growth. I did Reiki courses in my spare time and I was constantly drawn to anything that discussed psychology, finding your path & purpose and/or metaphysics. It wasn't until much later that I could see how all of these seemingly (to me) unrelated topics formed the basis for my love of coaching. What are some of the things you find yourself being drawn to repeatedly?

G is for GROWTH

Buckingham (2007) discusses how, from a neurological perspective, 'intelligence' in a certain area develops through the creation of thick branches of 'synaptic connections' in your brain. Neuroscientists have now established that a strength is an area where your brain made large connections very naturally and easily; larger than other areas. Nature has a habit of piggy-backing on existing infrastructure, meaning that you'll grow the most new 'synaptic connections' (i.e. brain capacity or ability) in those areas where you already have the most existing ones. You will learn the most, come up with the most new ideas and have the best insights in areas where you already have a natural affinity.

Since you can't peer inside your brain to see where these thick branches of brain connections already exist and what they relate to, you have to look for the signs yourself. What does a thick branch of synaptic connections feel like? According to Buckingham it feel like this:

"It feels easy. It feels like you're not trying very hard. It feels like an activity that, for some reason, proved quite simple for you to pick up. You learned it quickly and you find it easy to concentrate on it. You naturally stay focused on it and it feels like time speeds up, and you still stay focused and time speeds up some more. You have to remind yourself to look up at the clock, and when you do, whole hours have flown by while you've been completely absorbed in the activity and really enjoying it. It feels like interest, and more, it feels like inquisitiveness. It's an activity you want to practice, to read up on, to refine with new tricks and techniques, to grow. **It feels like true happiness.**"



It's not that these activities are without effort. There is almost certainly effort, but it is, seemingly, effortless. You feel challenged, but in just the way you like to be challenged. You actually want to concentrate. And when you do, you lose your regular perspective and you become immersed. You are lost in the activity, for a long moment.

N is for Needs

The final sign of a strength stands for needs. Whereas the Instinct sign refers to how you feel before you engage in the activity, and the Growth sign to your feelings during the activity, the Needs sign points to how you feel right after you've done it. Some activities just seem to fill in an innate need of yours. When you're done with them, you may feel physically tired. But you don't feel psychologically drained. Instead you feel fulfilled, empowered, restored, the exact opposite of drained. It's a satisfying feeling, but it's also much more than mere satisfaction. It feels authentic, correct.



Buckingham (2007) says "This all-is-right-with-the-world feeling is addictive. Your need to feel it again and again is, to return to the I (Instinct) of SIGN, which creates the Instinct in you to look forward to the activity, to volunteer for the activity, and to seek out situations where you can do it. You want this feeling again, and you'll put yourself through a lot to get to it."

Your strengths are those activities that make you feel strong.

In summary, the four signs of a true STRENGTH are:

1. When you do it, you feel effective, proficient, competent:
The S (Success) of SIGN.
2. You actively look forward to doing it:
The I (Instinct) of SIGN.
3. You feel inquisitive, focused and satisfied while doing it:
The G (Growth) of SIGN.
4. You feel fulfilled and authentic after completing it:
The N (Needs) of SIGN.

Was your Natural Genius nurtured while growing up?

You - like all of us - were born with a very unique and specific set of innate talents and abilities. Barbara Sher (1987), in her famous book *Wishcraft*, refers to this set of abilities as your 'seed' of natural genius. It contains the maximum potential of your fully expressed life; a bit like the acorn contains the blueprint of the fully developed oak tree. But the acorn cannot become a fully developed oak tree unless it's nurtured in the right conditions with nutritious soil, water, sunshine, and air. Your particular genius also needed a special kind of nurturing with regards to the environment you grew up in and lived in.



Did you know that well-known geniuses like Einstein, for example, were fortunate to have their particular genius carefully nurtured by the environment in which they lived? When Einstein's parents noticed his interest in the natural world at age 5, they bought him a compass, which started his fascination with magnetic fields and how they work. Whenever he showed interest in something, his parents would stimulate and feed his curiosity. Most importantly, they treated him as though he had a unique kind of genius that was loved and respected (instilling a deep sense of belief in himself) and they told him he could be anything he wanted, and that he would be loved and admired no matter what that was.

In *Wishcraft*, Barbara Sher explains that all accomplished geniuses received the soil, air, water and sunshine to nurture their genius from their environment.



Who you are isn't passive or static, it is a vital design that needs to unfold and express itself through your whole life. Unique patterns of talents and gifts lie hidden in the things you love and is also the map of your life path.

BARBARA SHER, WISHCRAFT



Exercise 1: Your Original Genius

To uncover some clues about your own 'original genius', let your mind wander back through your childhood and reflect on the following questions.

1.1. What especially attracted and fascinated you as a child? Which things were you naturally drawn to?

A large, empty rectangular box with a thin grey border, intended for the user to write their reflections on the question above.

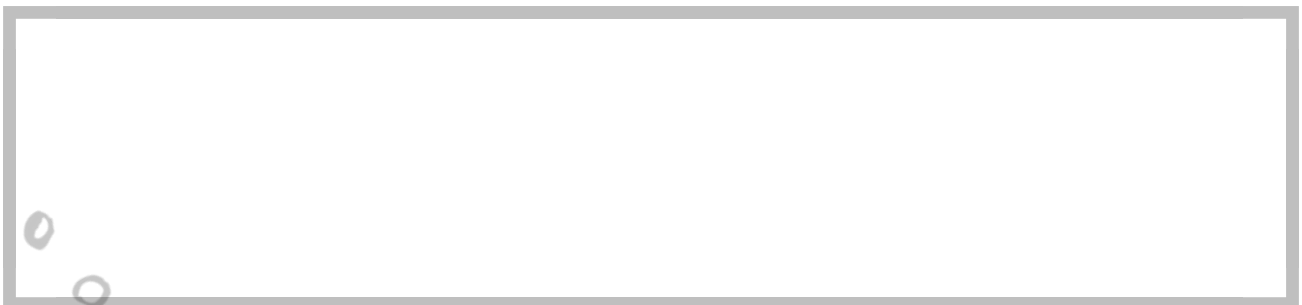
1.2. Which sense did you use most? (sight? hearing? feeling?) What kinds of activities did you do that made full use of your sense?



1.3. What did you love to pretend, imagine or daydream about? Did you have a secret fantasy or games you would play?



1.4. What talents or abilities might all your answers point to?



Exercise 2: Was your unique genius nurtured while growing up?

To find out whether your natural genius was fully nurtured and supported to blossom into its full potential, try to answer the following questions with either a YES or NO.

2.1. Were you treated as though you had a unique kind of genius that was loved and respected?

Yes

No

2.2. Were you told you can do or be anything you want, and that you'd be loved and admired no matter what it was?

Yes

No

2.3. Were you given real encouragement in finding out what you wanted to do, and how to do it?

Yes

No

2.4. Were you encouraged to explore all your interests and talents even if they changed regularly?

Yes

No

2.5. Were you allowed to complain and were given sympathy when the going got tough?

Yes

No

2.6. Were you bailed out without reproach when you got in over your head?

Yes

No

2.7. Were you surrounded by winners who were pleased when you won?

Yes

No

Exercise 3: What did other people know about your strengths?

The people who knew you well as you were growing up often have a very clear and/or different perspective of your natural strengths. In this exercise, you are going to ask two (2) people who knew you as a young person to tell you what your unique strengths are.

Approach two people and ask them the following questions:

- 3.1. What was I particularly good at as a young person?
- 3.2. What would you say are my top three abilities?
- 3.3. What types of things would you ask me to do when I was younger, because you knew I would do them well and had a natural affinity for them?

Exercise 4: What could you have been?

Think back to the gifted child you were. What/who might you have been if your unique, specific genius was nurtured? Reflect on these questions below:

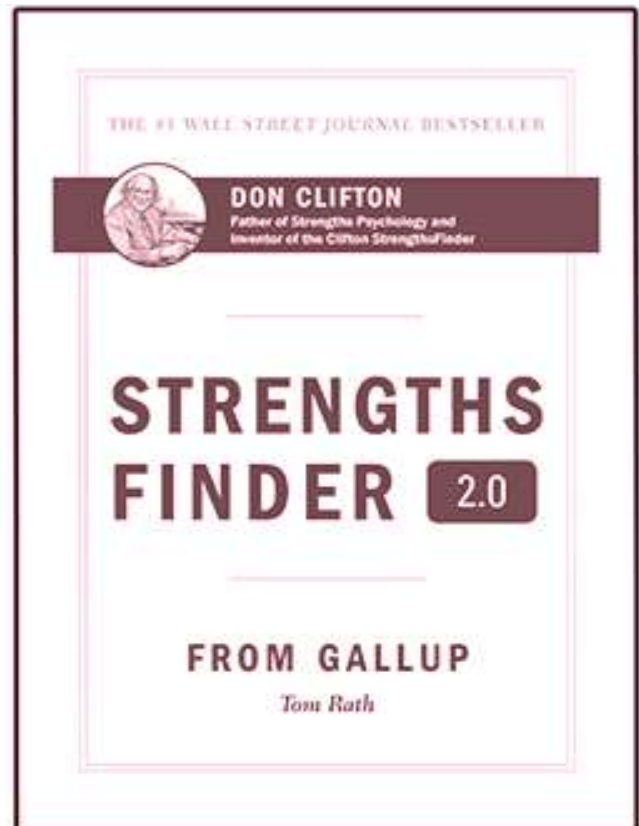
- 4.1. If you were given all the environmental support you needed to nurture, develop and express your natural genius, what would you be doing now?
- 4.2. What would you already have done?
- 4.3. What kind of person would you be?

Exploring your areas of Natural Genius using the Gallup-Clifton

Strengthsfinder 2.0.

Sometimes we need some help in assessing our own strengths. The Gallup Strengthsfinder 2.0 was developed originally by Donald Clifton (1924-2003), who is recognised widely as the Father of Strengths-Based Psychology. His lifelong intention was to "start a conversation about what's right with people." Tired of living in a world that revolved around fixing our weaknesses, Clifton worked with a team of scientists to develop a simple test that could help people identify their unique strengths. Based on their 40-year study of human strengths, including interviews and tests on hundreds of thousands of people, they created an overview of the 34 most common human talents and their test allows you to figure out easily which ones yours are. When you complete the questionnaire, they provide you with a report that gives you guidance and advice on how to best leverage and express your unique talents through your work, in order to thrive in every sense.

The 40-year study by Gallup found that people who are actively engaged in using and developing their strengths are **6 times more likely to be engaged in their jobs and more than 3 times more likely to report having an excellent quality of life in general.**



It will cost you \$19.99 USD to complete the basic Gallup Strengthsfinder 2.0 test, which will tell you your top 5 areas of strength. I personally believe it's worth every cent. Understanding your top 5 human strengths will help you understand where to focus your time and energy and it will also help you understand in which areas of your professional life you will grow the most, experience the most satisfaction and fulfillment, and be able to express your full potential. I highly recommend doing the test!

The following is from Gallup's website:

Knowing your strengths gives you...

The language to live the life you were meant to. You are unique. You are powerful. Your strength lies in your talents. You sense them; you always have. But you've never been able to name them, confidently talk about them, intentionally use them. Until now.

Clifton StrengthsFinder tells you how you're talented. It identifies what you naturally do best. It provides customized results that name your unique talents. It shows you how you're special and how to succeed by turning your talents into strengths.

Clifton StrengthsFinder is your first step to living your best life. At work. At home. In your community. No matter what you want to achieve, your infinite potential rests in what you naturally do best.

**TAKE THE GALLUP-CLIFTON TOP 5
STRENGTHSFINDER 2.0 TEST HERE**

<https://www.gallupstrengthscenter.com/product/en-us/10108/top-5-cliftonstrengths-access>

Exploring your areas of Natural Genius using Nicholas Lore's 'Natural Abilities and Natural Roles Self-Assessments

The following is an excerpt from Nicholas Lore's book THE PATHFINDER: How to choose or change your career for a lifetime of satisfaction and success.

“ Our culture, fortunately, provides us with the tools to learn about some aspects of our individual abilities. For example, after years of gym classes at school, with the opportunity to participate in almost every imaginable kind of sport activity, you probably know a great deal about your innate sport talent or the lack thereof. And yet there are many other areas that we don't get to explore at all while growing up. Few of us have done more than scratch the surface with regard to recognising and appreciating our unique profile of talents.

What you know of your talents is based only on what you have done before. If you're in mid-career and plan to choose a new career direction, it makes sense to look at a broader and deeper range of possible career options than would be evident by simply sticking to the same kind of options you normally would. Often we're the most proud of skills we possess that took a lot of effort and dedicated practice to develop. At the same time, we often take for granted the things we're best at doing, because these things come so naturally and easily to us. ”



"If you met a fish who could play the piano, he would most likely be very proud of his incredible ability to play the piano, since he doesn't have hands! He would probably not consider his gift for swimming and breathing and seeing underwater as anything special because these talents come so naturally to it. All of these influences tend to confuse our own perception of our unique, innate abilities."

- Nicholas Lore

Self-Assessing Your Areas of Natural Genius

Mother Nature dealt each and every one of us our very own specific hand of natural talent and personality cards. Throughout our lives, we play various combinations of these cards in our work and elsewhere. These combinations are what we recognise as our talents and strengths. Recognising and understanding the individual 'cards' allows us to combine them in new ways instead of limiting ourselves to playing the same combinations over and over again.

The best way to understand your innate abilities in a way that helps you design a career that will fit you perfectly is to get down to the deepest level; to the basic abilities that combine to make up your unique profile of talents. Below is a description of 20 different areas of natural 'intelligence, developed by Lore (2011). You were born with thick branches of 'synaptic connections' in your brain in some of these - i.e. they're the things that feel natural and easy to you. Browse through the descriptions below and take a note of which ones feel like 'strengths' to you (refer back to the 4 signs of a STRENGTH if you need to). And you will definitely NOT feel at home in others. At the end, you will have a chance to rate yourself in each of the different areas.

1. Diagnostic Reasoning

Diagnostic reasoning is a gift for quickly seeing a relationship between apparently unrelated factors; for forming an accurate conclusion from a few scattered bits of evidence. It is the ability to leap to accurate conclusions without using a logical, step-by-step approach. It allows a person who possesses it to perceive instantly a link between seemingly unrelated bits of information. It is especially useful in situations where there is no way to solve the problem logically; where an accurate diagnosis must be made without having all the facts available. Scientists use this ability to create new theories by perceiving relationships and connections between discrete bits of evidence.

In many careers, this ability feels like a liability. For example, in traditional corporate management and other careers that place a premium on maintaining the status quo, the diagnostic problem solver's drive to ferret out unworkability, get to the heart of every problem, and bring these problems, along with suggested solutions, to the attention of senior management – who didn't even recognise there was a problem – is usually considered to be unwanted boat rocking and complaining.

2. Analytical Reasoning

People high in analytical reasoning ability think systematically and logically. They can easily organise information within a set of existing rules and theories. People who have this ability solve problems by organising concepts, information, or things in a logical sequence. They bring order to chaos, analyse, systematise, organise, prioritise, solve logical puzzles, synthesise, categorise, schedule, plan, and boil down information to the most important components. Most people with this talent have gifts for some but not all the different ways of expressing it. Analytical reasoning is absolutely essential for careers such as engineering, computers and editing, for example.

Analytical reasoning is the most used and trusted problem-solving talent in our computer-centred world. Practically every aspect of business, science and technology requires planning, systematising, and organising people, information and things. Executives use this aptitude to plan and implement strategies and writers use this ability to organise and synthesise ideas and information.

The Spatial <-> Non-Spatial Scale

Each of us is born with our own natural way of understanding the world around us. The spatial/non-spatial scale provides some important basic information about how you experience and understand your environment, how you perceive the world, and what you understand and work with most naturally and easily. Deciding on a career without being aware of this important distinction has caused untold havoc in the careers of millions of people (myself included!). The range of this ability is best described on a continuum from non-spatial to tangible, to spatial, as below.



Non-Spatial ←<<< Tangible >>> → Spatial (3D)

To figure out where you fit on this scale, look at what you do well, what you think about, what you talk about, your hobbies, and so on. Women often score very high in spatial orientation, yet they may not easily find evidence of this talent is, as children, they were not encouraged to pursue activities that were considered more ‘boyish’ – building things, for example. A rough but helpful way to look into this for women is to remember how you played with your toys. Girls on the spatial side tend to concentrate on the physical world your dolls inhabit: e.g. The Barbie Beach Bungalow with real pink sand and tiny margaritas. The non-spatial girl usually gets into acting out relationships, such as “Ken! Malibu Stacy and I are leaving. We’re going to her place on the beach without you.”

3. Spatial Orientation

High spatial orientation is an aptitude for visualising in three dimensions. People with this talent are usually happiest in careers where the work is concerned mainly with thinking about or working directly with 'things' (objects), especially where they spend significant time solving three-dimensional problems. Both a biologist and an architect (for example) spend most of their time at work thinking about three-dimensional objects even though they may not come into physical contact with the actual objects. Architects without a natural talent for perceiving and working with three-dimensional reality would, in time, almost certainly grow to dislike their careers. Most people with this talent would experience a profound lack of fit with careers that are not spatial.

Businesses appropriate for a spatially gifted person include landscaping and construction management. Even though the manager of a construction company performs many of the same functions as any other businessperson, much of their day involved three-dimensional thinking.



4. Tangible Orientation

A tangible orientation, in the middle of the continuum between spatial and non-spatial, often suggests work involving the physical (tangible) world that does not require 3D problem-solving. Detectives use this ability to pull together real-world facts and evidence to solve a criminal case. Most medical specialities (except perhaps radiology and surgeons, who require a high degree of 3D orientation) do not require thinking in 3D and may be a good fit for some people with tangible orientation. Antique dealers choose and surround themselves with objects. Criminal attorneys and prosecutors depend on physical evidence with a chain of tangible events.

5. Non-Spatial Orientation

Those scoring high in the non-spatial scale are especially gifted in understanding nonphysical, conceptual reality and life occurs mainly as concepts that have little to do with three-dimensional reality. When spatial people look at a house, they usually concentrate their perceptions on the structural, physical aspects of the house whereas a nonspatial person may think mainly about the lives of people who live or have lived in the house, its value as an investment, the feeling it projects or any number of nonphysical perceptions or concepts about the house. People with an MBA use this ability to run and improve business operations.

Most lawyers test as non-spatial, with constitutional lawyers fitting on the far end of the non-spatial scale. Sociologists work with ideas about group behaviour, and economists construct conceptual models of consumer trends. Linguists, psychologists, diplomats and philosophers are all non-spatial, to name a few.

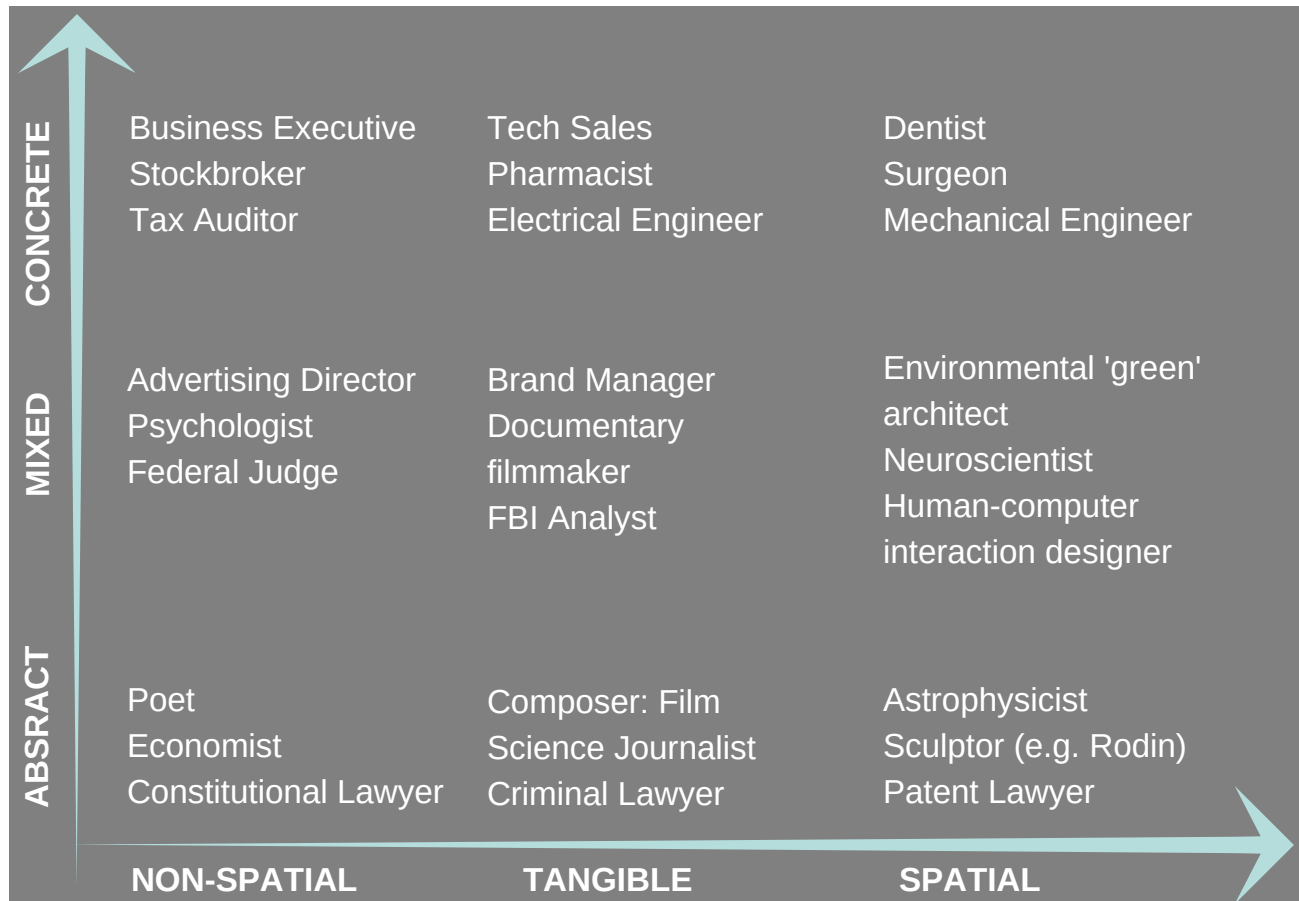
I personally am very non-spatial and yet as I mentioned, I went to University to study Science & Engineering. I wish I'd known that the fatigue and exhaustion I eventually developed was caused simply by the fact that my work was misaligned with my natural strengths. It could have saved me many years of heartache, not to mention all the doctors and therapy bills! Knowing your natural orientation to life on the spatial-non-spatial scale helps you find the areas where you will feel most happy, natural, 'at home' and fulfilled.

The Abstract <-> Orientation Scale

6. Abstract Orientation and 7. Concrete Orientation

Some people are naturally results oriented and driven to seek concrete results; an important trait for anyone in a “get the job done” business. Others are happy to reflect eternally on abstractions. People who score highly on the abstract end of the scale are usually happiest in work that is theoretical or concept-oriented. Their work does not need to produce tangible results in the world of physical reality. When you combine your position on this scale with your position on the spatial-tangible-nonspatial scale, you get some excellent clues as to what sort of careers fit you best. Career difficulties and lack of satisfaction are almost always due to the fact that your natural abilities do not match the field of work you're in. Doing business with people whose profiles do not align with your own can also cause untold grief, if you're not aware of how and why. For example, many people who become psychotherapists score highly in the non-spatial-abstract areas. They might be very helpful for someone seeking understanding or a sounding board, but they might not be helpful to someone seeking to produce concrete changes in reality quickly.

The two different scales of Abstract-Mixed-Concrete and Non-Spatial-Tangible-Spatial are shown together on the figure below to help you understand how the two different scales combine, and the professions that best fit the positions on the scales. See if you can determine where you most naturally fit in the overall scheme of things. Which quadrant do you feel most at home in?



8. Rate of Idea Flow

Have you noticed that some people never seem to run out of ideas, plans or things to say? Idea flow involves the rate at which your mind generates thoughts and ideas. Idea flow is a gauge of the quantity, not the quality, of your ideas. A fast flow of ideas doesn't mean that you necessarily have brilliant thoughts or ideas; it just means they come quickly. Your position on the scale is a good indicator of how much 'flow' you need in your work during the course of each day. People with high idea flow feel more at home with, and are usually better at, work that lets this swift flow of thoughts to continue unimpeded most of the time. Low-scoring people usually enjoy work that involves deep focus and concentration. Your score is a powerful indicator as to what sort of work fits you best.

People with a high idea flow have minds that move quickly from one thought to another. They often have trouble concentrating on one thing for too long, especially if they aren't interested in the task at hand. Many high-idea-flow people have a gift for improvisation and enjoy conversations that involve a continual flow from one subject to another. They are often good at thinking on their feet and responding quickly, although introverted people with this trait may not see themselves that way. Introverts sometimes don't notice they possess this ability because it operates inside their own minds.

People with a lower rate of idea flow can be just as creative as people with a fast flow. It simply means that ideas come more slowly. Often the best ideas come from thinking things through carefully. People with lower idea flow can concentrate their energies on a particular task for a longer period of time.

9. Interpersonal Intelligence

There are several kinds of interpersonal, or social, intelligence. You may have a gift for one or more of them. One form is the ability to accurately perceive and understand others' moods, motives and intentions. Someone with this kind of talent has a kind of interpersonal X-ray vision that enables them to read other people, even if their subjects are attempting to conceal their true thoughts and feelings. Some people have a variety of this ability that only works with individuals, one-on-one. This is an extremely useful ability for counsellors, therapists, salespeople, employment interviewers, managers and police detectives, to name a few. Others have a gift for understanding and affecting groups. The best politicians, seminar speakers, religious leaders and teachers possess this 'group reading' attitude.

A third form of social intelligence is the ability to get along with others. Some people possess all three varieties of social intelligence. Truly excellent managers have a gift for all three. They can 'read people like a book.' They pick up subtle signals that allow them to manage employees with sensitivity and to understand the ever-changing dynamics of the group they lead. They also get along with all types of people easily and effortlessly.

10. Intrapersonal Intelligence

This is your degree of access to your inner life and feelings, a natural ability to perceive and understand your own moods, motives, behaviours. Some people have almost no access to their inner life. They can distinguish pleasure from pain but are completely unaware of the constantly changing tides of their inner life. At the other end of the spectrum are people who are aware of every subtle emotional nuance and who can call upon these distinctions to guide their actions and choices. This keen intrapersonal intelligence is found in the best poets, novelists, actors, painters, therapists and mentors.

Sensory & Perception Abilities

11. Intuition

Intuition is a way of perceiving the world around you through something other than your five senses. While your five senses see factual detail, your intuition sees the nuances, or shades, of meaning. For intuitives the world is full of possibilities, and exploring new ideas, people, places and things is what gives life its zest. They seek what's possible in the future; they aim to understand whole systems rather than just the parts. This is the aptitude used by scientists to raise new questions and think outside the box. Poets use intuition to create metaphors and playfully manipulate the common sense meaning of words. Actors use it to imagine the inner lives and motives of the characters they portray.

12. Sensing

Sensing is a factual way of perceiving the world. Strong sensors trust the literal details perceived by their eyes, ears and sense of touch more than the vague impressions and hunches that come from intuition. Rather than speculating about possible futures, sensors jump in and get the job done. They feel at home with practical ideas and things. As sensors, accountants precisely apply the detailed and static rules. Police officers use this ability as rigorous observers of the physical world.

13. Visual Dexterity

A high score in visual dexterity indicates a gift for working quickly and accurately with the clerical tasks and the pen-and-paper details of the working world. It indicates a special ability to deal with the mounds of paperwork that are a part of professions such as editing, accounting, secretarial work, banking and law. If you have a high score in this aptitude, you won't necessarily have a passionate love affair with paperwork, but you will be good at getting it done quickly. Those with high scores are great proof-readers and extremely detail oriented. Those with lower scores are less gifted with picking up typos and dealing with details. As students, they are often penalised for their difficulty in crossing every t and dotting every i correctly. People with a high score often 'miss the forest for the trees.' They tend to divide life into pieces and parts, thereby missing the big picture. They think of the forest as made up of a specific, measurable number of trees. Someone with a lower score usually have a more holistic viewpoint. He or she will easily grasp the impact of the forest but have less ability to view the forest as individual trees.

Memories

14. Associative Memory

This is an aptitude for learning vocabulary in other languages and memorising by association. It can be used to learn foreign languages, technical jargon or computer languages. It is also a useful ability for politicians and others who need to easily remember the names of many people. If you have a low or midrange score in this ability, it does not mean that you cannot learn languages. It will simply take you longer for you to memorise vocabulary. A very low score suggests that you should avoid work that involves heavy doses of memorisation, such as computer programming.

15. Number Memory

A talent for remembering numbers and details easily is useful in accounting, banking, tax law, science and statistics. People with a very high score are usually gifted at remembering a vast range of encyclopaedic facts and details. They are often great at games like Trivial Pursuit. This ability is useful to tax lawyers, inventory workers and all others who need to commit to memory a vast quantity of detailed information.

16. Design Memory

This is the ability to memorise visual information and tangible forms in the world around you. It also plays a role in navigating. Many people who are high in this ability quickly learn their way around a new city and find it very easy to orientate in new places.

17. Mathematical Ability

People who display a natural talent for a specific niche of math may have a mix of several natural abilities working together. For example, mathematics used to solve 3D problems such as geometry and advanced calculus engages a combination of high analytical reasoning, high spatial reasoning, high number memory and a logical temperament – the perfect recipe of strengths for math talent. Adding intuition to this mix of talents can suggest the ability for abstract mathematics such as differential calculus used in theoretical research fields in the physical life sciences.

18. Language Ability

People who display a natural ability for learning languages and using language usually have a mix of several natural abilities working together. People with high associative memory and high analytical reasoning tend to learn languages easily. Adding in some musical talent provides the perfect mix of talents necessary for speaking a second language with perfect inflection.

19. Artistic & Musical Ability

Each artistic expression (music, performance art, dance and other visual arts) engages a different set of innate abilities. In all art forms, from the classical and traditional to the contemporary and improvisational, different talent combinations tend to pull the artist in a direction that comes easily and naturally.

20. Body Kinesthetic Ability

People who excel at gymnastics, athletic sports, dance and performance arts and martial arts have just the right mix of kinaesthetic talents for their specific field of performance. Other fields that require regular use of kinaesthetic talents include modelling, acting, circus performing, exploring, diving, search and rescue and law enforcement, as examples.

Choosing a sport that fits your talents is more complex than it seems. It involves a number of factors, including musculoskeletal makeup, heart-lung capacity, mental-sensory perception and other traits. A world-class cross-country skier needs larger lung capacity than a top-notch tennis player. The skier needs more endurance muscle fibre, whereas the tennis player needs explosive sprint muscle fibre.

Exercise 5. Assessing Your Natural Abilities

Try to assess your own level of natural ability in each of the different areas below and rank it as either 'high', 'mid', 'low' or 'not sure'. Think about the abilities that you think may represent strong natural talents and the ones that you would ideally make full use of in your professional life. Label these ones as 'must-haves' (last column on the right). Filling in this table gives you a very good idea of where your natural genius lies.

Natural Talents & Abilities	High	Mid	Low	Not sure	A 'must-have' in your profession
Diagnostic reasoning					
Analytical reasoning					
Spatial orientation					
Tangible orientation					
Non-spatial orientation					
Abstract orientation					
Concrete orientation					
Rate of idea flow					
Interpersonal intelligence					
Intrapersonal intelligence					
Intuition					
Sensing					
Visual dexterity					
Associative memory					
Number memory					
Design memory					
Mathematical ability					
Language ability					
Artistic and musical ability					
Body kinaesthetic ability					

Once you've identified which areas represent your strongest natural talents, go to the table below to review which professions and career directions most suit your unique combination of abilities. Write down the professions that are well suited to your particular strength set.

Examples of Professions that Suit Different Natural Abilities

Diagnostic Reasoning

Physical, Life & Social sciences; Emergency Medicine and all medicine specialties that present a constant flow of new, non-routine problems; Consulting of all kinds; Litigation and Criminal Law; Investigative Journalism; Forensic Science; Critiquing Professions (comedy, art, food, social satire); Political Pundits; Innovators (inventors, entrepreneurs, all design fields); Troubleshooting Technical Problems; Persuasive fields such as Advertising, Marketing, Product Buying; Quality Improvement; Editing; Coaching.

Analytical Reasoning

Business management; Engineering; Science; Mathematics; Law; Social Sciences; Research and writing; Editing; Planning; Strategizing; Accounting; Finance; Technical Writing; Computer programming; Journalism.

Spatial Orientation

Some Medical Specialties; Forensic Science; Physical Therapy; Chiropractic; Dentistry; Speech Pathology; Architecture; Most Engineering Disciplines; Physics; Microbiology; Organic Chemistry; Robotics; Computer Architecture; Computer Game Design; Microelectronics; Most Design Fields; Hair Styling; Farming; Culinary Arts; Sports; Construction; Interior Design; Auto Mechanics; Carpentry; Navigation; Battlefield Command; Manufacturing; Dance and Choreography; Special Effects in Film; Sculpture.

Tangible Orientation

Computer Programming; IT and Network Engineering; Database Design; Electrical Engineering; Industrial Engineering; Wildlife Biology; Zoology; Botany; Naturalist; Some Medical Specialties; Nursing; Web Design; Display Design; Product Development; Brand Management; Cosmetology; Business Management; Manufacturing and Product Distribution; Retail Store and Restaurant Management.

Non-Spatial Orientation

All business disciplines; Marketing; Advertising; Public Relations; Finance; Accounting; Human Resources; Sales; Management; Social Sciences; Economics; Sociology; Psychology; Political Science; Demographics; Actuarial Mathematics; Statistics; Politics; Cultural Anthropology; Gender Studies; Social History; Humanities; Philosophy; Religion; Language; Literature; Diplomacy; International Relations; Public Policy; Counselling; Psychology; Organizational Behaviour; Journalism; Publishing; Editing; Poetry.

Examples of Professions that Suit Natural Abilities

High Rate of Idea Flow

Advertising; Marketing; Comedy; Acting; Emergency Medicine; Teaching; Consulting; Improvisational Music & Arts; Cartooning; Newspaper Journalism, Sales.

Mid Range Rate of Idea Flow

Business Management; Design Engineering; Architecture; Some Sales; Project Management.

Low Rate of Idea Flow

Dentistry; Surgery; Banking; Accounting; Auditing; Insurance; Computer Programming; House Painting; Engraving.

Interpersonal Intelligence

Film Directing; Acting; Screenwriting; Creative Writing; Psychology Fields; Counselling and Coaching Fields; Nursing; Physical Therapies; Child Care; Teaching; Mentoring; Diplomacy; Training; Organisational Development; People Management; Marketing; Sales; Advertising; Humanities; Social Sciences; Public Policy; Politics.

Intrapersonal Intelligence

Poet; Playwright; Novelist; Musician; Fine Artist; Actor; Journalist; Mediator; Counsellor; Coach; Therapist; Teacher; Professor; Social Scientist.

Intuition

Physical Sciences; Life Sciences; Social Sciences; Humanities; Abstract Arts; Poetry, Acting; Filmmaking; Advertising; Marketing; Design; Psychology; Investigative Journalism; Media Studies; Entrepreneurs; Trend Forecasters.

Sensing

Engineering; Medicine; Dentistry; Business Administration; Dance, Physical Therapy; Cooking; Cinematography; Sales; Accounting; Landscape Architecture; Information Technology; Broadcasting; Journalism; Social Work.

Examples of Professions that Suit Natural Abilities

Visual Dexterity

Accounting; Auditing; Banking; Biotechnology; Business Management; Computer Programming; Finance; Forensic Science; Informatics; Language Translation; Law; Legal Research; Library Science; Medical Research; Microbiology; Nanotechnology; Public Administration; Publishing and Editing.

Associative Memory

Acting; Copywriting; Computer Science; Curriculum Design; Consulting; Creative Writing; Educational Teaching; Humanities; Journalism; Language; Law; Medicine; Museum Staff; Physical Sciences; Life and Social Sciences; Politics; Sales; Training and Development.

Number Memory

Accounting; Allied Health; Anaesthesiology; Auditing; Banking; Informatics; Business Journalism; Business Management; Computer Science; Engineering; Finance and Investing; Financial Planning; Informational Technology; Library and Information Science; Mathematics; Management Information Systems; Nursing; Retail Sales (e.g. auto parts, cashier), Physical and Earth Sciences; Sports Journalism; Statistics; Tax Law.

Design Memory

Architecture; Adventure Guide; Antiques Appraiser; Archivist; Botany; Chemistry; Dance and Performance Arts; Dentistry; Earth Sciences; Engineering; Graphic Arts; Fashion Design; Filmmaking; Forensic Science; Interior Design; Industrial Design; Law Enforcement; Mechanical Engineering; Materials Science; Microbiology, Patent Law; Aircraft Pilot; Physical Science; Medicine (especially Surgery); Tour Guide; Sports Coaching (field strategy); Surveying; Taxi and Truck Driving; Visual Arts.

Mathematical Ability

Actuarial Science; Architecture; Computer Science; Engineering; Financial Engineering; Investing; Marketing Research; Mathematics; Physical Sciences; Earth Sciences; Economics; Operations Research; Research of all kinds; Statistics; Probability.

Examples of Professions that Suit Natural Abilities

Language Ability

Acting; Screenwriting; Print Journalism; Languages; Law; Poetry; Literary Arts; Literary Agents; Editors; Social Sciences; Humanities; Politics; Publishing; Technical Writing; Scientific Writing & Research; Science Journalism.

Artistic & Musical Ability

Acting; Advertising; Commercial Arts; Architecture; Computer Video Game Design; Dance Performance Arts; Most Design Fields; Filmmaking; Film Editing and Production; Film Scoring; Film Special Effects; Graphic Arts; Music Composition; Musical Performance Arts; Photography; Photojournalism; Literary Arts; Sound Engineering; Speech Therapy; Visual Arts; Website Design.

Body Kinaesthetic Ability

Acting; Dance and Performance Arts; Farming; Fashion Modelling; Law Enforcement; Firefighting; Heavy Equipment Operation; Construction; Military; Paramedic/EMT; Sports; Anything Sports-Related; Search and Rescue, Trades.

Exercise 6: Identifying the professions that would suit your combination of unique abilities.

Write down all the professions that would suit your particular style of natural genius.



Uncovering Your Natural Genius

Hopefully, you now have a much clearer understanding of your natural, innate abilities and the kinds of professions that allow you to fully express your natural genius. When I personally went through this exercise, I found it quite revelational in the sense that it became even more clear that I was completely misaligned with my natural abilities in my previous career. I felt some deep sadness when I looked at the professions that would have suited me much better (for example filmmaking, screenwriting, journalism, languages, psychotherapy, counselling, photography, political journalism etc) because I can now see that with my unique set of abilities, I would have been naturally good at those and really enjoyed them. But it's never too late! The point of this exercise is to get really clear on your natural abilities and to map out a future that allows you to develop and express them fully. Because this is the path of your joy, fulfillment, and abundance!

Next, we're going to look at the roles you naturally play in life, and how these also provide important clues about your natural genius and your path and purpose.



Exploring the Natural Roles You Play

The following is taken from Nicholas Lore's book 'The Pathfinder: How to Choose or Change Your Career for a Lifetime of Satisfaction and Success.' Nicholas says:

“ We tend to think of ourselves as permanent, unchanging entity. But when you look a little closer you may discover that there is more to you than the obvious. We all play multiple roles in our lives. Some of these may be temporary or the result of circumstance. Most of the roles we play are permanent, natural expressions of our true nature. Each of us is inhabited by a cast of characters who appear onstage during the course of our lives, sometimes in a lead role and sometimes in a lesser role. Think of kids you knew who were natural leaders, comedians, rebels, risk takers or artists. These roles, also called archetypes, stay with us for our entire lives. Each of us has several different roles that come to us most naturally. These roles may not have any consistency or relationship among them. For example, a Mafia hit man may be absolutely ruthless at work and a loving, devoted parent at home.

Recognising your natural inclinations can provide powerful clues for deciding what to do with your life. Since there is no single, unchanging “me”, knowing your main roles is one of the best ways to know yourself and where you best fit in the world of work.

Your challenge in the following exercise is to identify your unique collection of roles, how you function in the more dominant roles, and how your roles combine. Because we tend to go through life more conscious of what we do rather than why we do it, you may not have given much thought to the roles you play. We all tend to take ourselves for granted, so it's going to require that you look at yourself with new eyes. This inquiry provides more clues and puzzle pieces about how you and the working world will best fit together. ”

There are two ways you can do this inquiry. The short and simple way is to do it yourself without involving anyone else. Another way is to involve some people you know intimately. Doing it this way may reveal things about you that you might not have noticed if you didn't include their point of view. For example, one lady gave herself a zero for the role of Hero, but those who knew her well scored her highly in this role. She saw herself in a new light after this assessment.

Different Types of Natural Roles

Basic Universal Roles

Child

We all inhabit this role. To some degree, we all carry our childhood with us, for better or worse, throughout our lives. The positive side of this role is the eternal child; the person who remains forever young at heart. They may be light-hearted and fun to be around, preserving a charming innocence, a spirit of playfulness and a vital, energetic youthfulness.

On the negative side, some people never fully grow up, remaining irresponsible as a childish adult. Afraid to face the unknowns and unpredictable aspects of adult life, the Child yearns to be protected and taken care of by others. He/she may only care about fulfilling his/her own needs. They may be bratty, need to always be the centre of attention, or be unable to form mature relationships. When times get tough, nearly everyone has bouts of the Child role; the hope of being rescued from tough choices and dangers is woven deeply into our human nature.

Mother

The nurturer, the vital giver of life. The Mother is protective, devoted, caring, and unselfish. Although most women can biologically function as a mother, this role describes people of either sex who embody these characteristics in their everyday life. They may have their own children or passionately look forward to having a family, or this role may show up in other ways, for example, in a devotion to protecting the environment or the well-being of anything else they care about.

Father

Even beyond the immediate family, some people embody the bold and courageous make patriarch. The Father initiates, takes charge, and leads through the tough decisions in life. People who embody the spirit of the Father role will find ways to apply this talent in the workplace as the wise manager, on the playing field as the nurturing sports coach, and as a parent to their own children as the ultimate 'cool' Dad (or Mum). On the dark side, the Father may abuse his authority by being overly controlling, dictatorial, or a know-it-all.

The Warrior

The Warrior takes a stand and fights for something. The adversary can be anything: other Warriors, an injustice, a disease, a shortcoming of society, a personal weakness, a belief system, an unfulfilled goal. The Warrior is willing to do what it takes to reach the goal, no matter what obstacles arise, no matter how uncomfortable he or she feels. The more evolved Warrior seeks to win without a fight, the objective being the goal rather than the need to go to battle. Men and women drawn to defend their country on the battlefield embody the physical Warrior, willing to put their life on the line for a cause. Others manifest the Warrior in fighting for social injustices, or on the proverbial battlefield of the competitive business world. On the dark side is the Warrior who can't stop; who loves the battle more than the goal.

The Hero

The Hero arises in many forms. The true hero begins as an ordinary person, called to a mission beyond his or her capacities. Out of dedication to the goal, the Hero undergoes difficulties and emerges transformed by the experience. Many tales handed down to us from ancient days follow this theme. The character Frodo in *The Lord of the Rings* is the perfect embodiment of this role in modern literature. The Hero's journey can involve an adventure in the external world or an inner quest for wisdom or personal transformation. The Hero's quest always involves overcoming those very weaknesses or inner demons holding him or her back. Many of your reading this information with a strong desire to find a career you love are on the Hero's journey: You are working against a prevailing belief that not enjoying work is normal ("If it was fun, they wouldn't call it work.")

Comedian

The consummate class clown, prankster, fool and jokester. The Comedian thrives on making people laugh, cry, or think about things differently. They see the humour and absurdity in everyday life. They make us laugh at ourselves and our 'foolish' ways. Some are court jesters, a role that gives them special permission to reveal the truth that most of us, caught up in trying to be politically (or otherwise) correct, aren't seeing.



King/Queen/Leader

Without much effort, some people carry an air of authority, confidence, clarity, vision, or majesty; they are recognised by others as natural leaders. As if born with royal blood, they have natural authority. While Managers administer projects and work the details, Leaders see the whole forest while maintaining a practical eye on the trees. They are at their best when they know the difference between power and force. A truly powerful Leader is benevolent, using wisdom, persuasion and the example of his actions. People follow him because they want to. The best leaders direct their kingdom, company, organisation, family, or team without needing to use force and domination.

Prince/Princess

Deserving, entitled, Princes and Princesses need to be taken care of. They think of themselves as special, born to be honoured and adored. They are vulnerable, seek attention and usually find others to worship them, dote on them, and generally treat them as royalty. Rarely independent or self-sufficient, they often trap themselves in relationships and situations where they are completely reliant on others and never fully develop their own powers to live independently in the real world.

Money Person

Since the dawn of civilisation, some people have had a strong affinity for money: acquiring it, saving it, investing it, understanding the complexities of it, and working with it. Just because you want a lot of it doesn't mean this role is one of yours. Look instead for a real affinity. This may be one of your natural roles if you spend a lot of time looking for the good deal or reading about investing, and enjoy the financial intricacies of business, balancing your cheque book, or doing financial spreadsheets.

Public or 'Social Face' Roles

Extrovert

Naturally talkative, outgoing, sociable, the Extrovert's world revolves around engaging with people. Most Extroverts have a rich outer world of relationships; they'd rather be on the go and meeting new people than reading a book. Extroversion is not the same as friendliness, and despite social conventions, is not any more 'normal' than introversion. Stronger Extroverts do their best work with people, in careers such as salesperson, manager, teacher, broadcast journalist, for example. Everyone is a combination of both introversion and extroversion; it's a matter of degree.

Group Worker/Team Mate

The loyal team mate who works with and through other people, contributing their part to the group goal. Whether introverted or extroverted, leader or follower, about 75% of the population is team oriented, preferring to work as part of a team, company or tribe. These people are happiest being one of a group, in a role where they don't stand out as unique or as an expert. Employees often claim this role, including senior management of service and retail businesses and organisations, government workers and military personnel, as some examples.

Insider

Insiders get much of their identity from their membership in a certain group. Insiders are loyal to the group's values and goals, and measure their success using the group's yardstick. They are usually very protective of the group's values and fiercely defend its traditions.

Outsider

Their identity is based on not being part of the group. Some Outsider's motivation stems from an individualistic or unconventional viewpoint; others turn their exclusion from a group into a badge of honour; and still others simply don't like joining anything.

Marketeer

The natural promoter, public relations, and public affair expert. Marketeers enjoy communicating the value of an idea, product or service to their audience and persuading them to jump on board. They enjoy getting across the benefits and making the sale, which may involve actually selling something or convincing others of something.

Networker

These people continually create and manage relationships with other people who may prove useful in furthering their goals. The skilful Networker gives as much as he gets, so that his relationships are characterised by shared resources and support. Some act as a go-between to bring people together; they effortlessly move in and out of different groups, clubs, social cliques and associations, and connect people to each other.

Bullshooter

Shooting the bull is the ancient role of storyteller. To the Bullshooter, the story is the reality. They don't let facts get in the way of a good story. They enjoy holding forth, gaining the rapt attention of others. Some are happy as salespeople; others are inspiring teachers. Before the advent of writing, the Bullshooter was the carrier and keeper of the tribe's history.

Politician

Their most basic attribute is their relentless drive toward attaining a position of power and/or influence. At their best, politicians are statesmen and stateswomen, dedicated to the public good, able to set aside their own survival strategies in favour of forwarding society. Great politicians express a complex combination of several roles, such as the Leader, Marketeer, Deal Maker, and Networker. On the dark side, many of them are dedicated to partisan causes and personal gain, and are willing to scheme, manoeuvre and lie to gain power.

The Deal Maker

Part Networker, Politician and Marketeer, the Deal Maker can get the deal done and the contract signed. Some are gifted at making friends, building relationships, and proposing the 'win-win' deal. Others have a talent for getting people to agree to deals that favour only the Deal Maker. They understand what makes people tick and know what it takes to motivate others to make up their minds and sign on the dotted line. They often become salespeople and also excel as marketing executives, politicians, and diplomats, as examples.

Introvert

Naturally quiet, introspective, reserved, talks little but thinks constantly. Introverts have a rich inner life and do their best work in their heads or with their hands, such as writers, craftspeople, accountants, lawyers, researchers, scientists, artists, and so on. Introversion is not shyness or lack of confidence. Introverts have an inward focus, which is just as normal as extroversion. Introversion is a natural trait that, if not recognised and managed well, can lead to exhaustion on the job.

Hermit

A small percentage of people are happy to live in solitude. Most introverts are not Hermits. The difference is that introverts have a social life. Hermits don't. Rather, they prefer to live and work alone and consider contact with other people a bother.

Adventurer Roles

Free Spirit

Live and let live, try anything twice, the world is a playground to explore. Open-minded, socially liberal, artistic, uninhibited by social conventions and traditions, Free Spirits don't want to be tied down, they resist or avoid authority, and avoid the domination of others. Career-wise, they are attracted to professions such as the arts, entertainment and travel, as well as consulting and self-employment. On the negative side, they can have trouble settling on something long enough to master it.

Nature-Wise Person

These people pay attention to the natural world and its sights, sounds, smells, and potential dangers. This is an ancient role, one that our hunter-gatherer ancestors lived every day. Like the Street-wise person, they are keenly aware of their surroundings. As the Streetwise person is often clueless in the natural environment, the Nature-wise person can be clueless in the city. Many nature-wise people become bird-watchers, hunters or hikers. This role calls some people so strongly they become foresters, land conservationists, geologists, ecologists, marine biologists and so on.

The Seeker

In search of truth and wisdom, the Seeker looks into the unknown, asking “Who am I?” and “What is the truth?” and “What is the nature of reality?”. Endlessly curious, the Seeker wanders, wonders, and explores. On the dark side, the Seeker may wander on endless, aimless journeys to nowhere avoiding finding whatever they seek for fear that finding it will then end their search.

The Humanitarian

Concerned with helping others to improve the lives or alleviate the suffering of others, they are the good Samaritans. Sometimes practical and sometimes naïve do-gooders, Humanitarians are generous in their devotion to making the world a better place.

Rule Breaker/Rebel

The outsider and maverick who questions conventions and deviates from the norm. Rebel energy often helps society break out of habits that no longer work. Social activists and critics, scientists, comedians, artists and poets, visionary leaders, and change agents who move the world to see things anew or challenge the status quo have the Rule Breaker in their makeup. On the dark side, some Rebels are on a path of destruction, bringing harm to themselves or society as professional criminals, con artists, tricksters, and scammers. This group’s white-collar representatives often show up in the news: Politicians and criminals with MBAs and law degrees, manipulating the public for their own ends.

Risk Taker

The daredevil, willing to do things that most people would consider dangerous, chancy, speculative, or foolhardy. The Risk Taker may take the physical risks, like the mountain climber or stunt person, or thrive on beating the odds, like the day trader or the entrepreneur. Much of human history has been made successful by Risk Takers. Many of the advances and advantages we most cherish exist only because someone took a big risk and won. On the dark side, some get their kicks by trying to beat the system. At the farther end of the spectrum lies the Criminal roles.

Innovator/Pioneer

Goes where no man or woman has gone before, exploring the unknown territories of inner or outer worlds. Innovators bring new ideas, systems, theories, technologies, and discoveries into being. The ultimate 'paradigm shifters', Innovators are drawn to operate on the edge of the unknown. Pioneers are similar, with one difference: Their focus is less on creating something new than on exploring unknown territory or making use of a new technology as an early adopter. Both can operate without the agreement of society. Some play this role on the world's stage, others in their own lives. They are often subject to criticism from defenders of the status quo.

Antisocial Roles

Much of what is commonly considered 'antisocial' may be just pushing the boundaries of what is known and accepted; and that is the engine that moves humanity forward. The roles in this category are different, however. They have no intention of making contribution to society. Their impulse is narrow, in service to the ignoble in humanity or to cause intentional harm.

Sellout

At one time or another, each of us plays this role. Whether it is a dominant role for you depends on how much time you devote to playing it. Sellouts make choices that they know are based on expediency and what's easy rather than right, cashing in their values and dreams for money, power, comfort, security, or status. Common expressions of this role occur when you choose a career you don't enjoy, or marry someone you don't love for security or status. Selling out damages not only you but the fabric of life around you.

Criminal

This role is somewhat different from the everyday use of the word. Most people in prison fit the common definition: someone who commits acts against the law. But not all fit the role described here. The Criminal role includes people without much moral or ethical concern about the damage they inflict on other people as they pursue their own advancement, power or wealth. Computer virus creators fall in this category, as an example.

Bully

The bully dominates others through force – either physical force or just a dominating personality focused on getting its way no matter what.

Roles Grouped by Personality Type

From this point on, the roles are grouped by personality types that are often linked with them. Please consider all of these as possible roles, regardless of your personality type.

Roles Common with Sensor-Thinkers (ST)

This group includes the Myers-Briggs personality types ESTJ, ISTJ, ESTP and ISTP. If you are one of these personality types, read this group with special care.

Manager

The natural organiser and administrator of people and projects. Although often in a leadership position, a Manager is not necessarily a natural authority or visionary leader. They could be a supervisor, captain of a team, or someone who gets the job done. Whether in the workplace or at home, or planning a vacation or dinner party, the Manager brings order to the chaos, sets the agenda, plans the project, orchestrates the activities, and manages the resources to make it all happen.

Builder/Designer

The natural engineer, born to build, tinker, and find practical solutions to tangible problems. Builders show signs of their gift early in life, engineering things out of Lego blocks that often astound their parents. All engineering specialties, the trades, architecture, and the hardware and software sides of information technology are playgrounds for Builders. They are the toolmakers and tool users who build and improve the efficiency of our everyday lives. Crafting and shaping the physical world of objects to serve human purpose is their joy.

Athlete

The embodiment of strength, character, commitment, and determination to push the human body and mind to its limits. The Athlete's spirit is expressed in the relentless pursuit of physical and mental mastery, and in someone less competitive is sometimes expressed as simply loving a sport or other athletic activity for the sheer joy of it.

Streetwise person

Walks the urban landscape keenly aware of what's going on, the intentions of people he/she encounters and potential threats. The Streetwise person's movements and actions are consistent with survival; he knows when to cross to the other side of the street. This is one of the most ancient roles, linked to helping tribes/communities survive against outside threats. People with this trait are often attracted to police work, undercover intelligence, firefighting, and emergency medic/paramedic fields, including animal rescue and disaster relief.

Protector

Keeper of traditions, guardian of the rules, laws, customs, and socially accepted morals, the Protector sees the world through a lens of should and shouldn'ts, judging rights and wrongs, holding life as black and white. Plays by the rules. Defending homeland and honour, Protectors are usually loyal to whatever they identify as their tribe: country, organisation, belief system. Usually socially conservative, they strive to maintain important values and ways of life. Protectors are attracted to professions that enforce and make more rules, as law enforcement personnel, federal agency regulators, and armed forces.

Right-Hand Man

This is the ultimate 'right hand' who helps get the job done. Their strength, dedication, loyalty and supportive nature are often the real backbone of an organisation. Some vice presidents, chief operating officers, general managers, executive assistants and secretaries often say they are not interested in being the main person out front, but they thrive as the one who makes it all work behind the scenes.

Roles Common with Sensor-Feelers (SF)

The next group of roles could fit you no matter what your personality type. They are especially common in people of type ESFJ, ISFJ, ISFP and ESFP.

Teacher/Mentor

Drawn to educate, instruct, and pass on knowledge or wisdom to students and apprentices. Teachers instruct groups of students while Mentors take an individual apprentice under their wing to pass on their mastery.

Healer

The modern-day descendent of our hunter-gatherer ancestor's shamans. The healer is called to heal the sick and restore the well-being to those suffering. Strangely enough, many modern physicians do not identify with this as a dominant role, but practice medicine in a different role.

Caregiver/Helper

This person has an innate desire to take care of other people or animals. Their nonjudgmental, responsive, and nurturing spirit calms people who come into contact with them. With their power of empathy, they nurse others back to health, help them through a crisis, and care for the elderly. They make the perfect nurse, hospice counsellor, or physical therapist. The Helper can't help but help.

Animal Lover

This person has an innate bond with the animal kingdom. They enjoy spending time with animals and often have a special ability to communicate with them. People with this trait will go out of their way to train, care for or rescue animals in distress.

Artisan

The Artisan is the craftsperson who makes beautiful and functional objects by hand. Many have a designer's aesthetic; their finely tuned senses are sensitive to subtleties of design, colour, form, taste and touch. Examples include chefs, fashion designers, interior designers, landscape designers, home re-modellers, stonemasons, antique appraisers, furniture makers, instrument makers, vintners, musicians, massage therapists and hairstylists.

Hedonist

The pleasure seeker whose philosophy is "Why put off what you can enjoy now?" and who lives for the moment. They are the ultimate shoppers, the impulse buyers. The dark side of hedonism is when it interferes with living sensibly, within ones means, attaining long-range goals and forming lasting relationships.

Sensualist

A sensualist considers life a grand feast for the senses, finding delight in the sensual world. Sensualists may love music, art, food, touch, nature, physical pleasures, scent, or beauty. This is different from the Hedonist in that it lacks the 'pleasure, now, now, now' quality.

Roles Common with Intuitive-Thinkers (NT)

The following roles are especially common in people with the intuitive-thinker (NT) personality of Myers-Briggs (ENTJ, INTJ, ENTP, INTP).

Scientist

Seeking understanding and drawn to experiment, Scientists inquire into the mysteries of life to understand and explain the laws of nature or the Universe. Some are interested in the physical universe, others in social or psychological science.

Academic

Often found working at a university or similar setting as researchers and sometimes as teachers. Traditionally considered to have their 'head in the clouds', in fact, some academics have their feet very much on the ground. Most are interested in subjects with a significant theoretical component. When combined with a streak of independence, this role may result in independent academic types who work outside the system.

Investigator

Some detectives solve homicide; others seek a cure for cancer. All Investigators have a nose for a good clue and a mind that can't help looking under the surface to find the truth. They constantly pay attention to their environment with a critiquing ability that allows them to discover clues that might not be obvious to others. Detectives, scientists, inventors, mystery writers, counsellors, lawyers and crime scene investigators are examples of people who embody this gift.

Analyst

An Analyst uses an analytical approach to life and work. Whether or not Analysts have a strong natural gift for analytical reasoning, this is how life occurs for them. They tend to give more credence to logic than feelings and believe that life can and should be organised and rational.

Entrepreneur

Innovative by nature, Entrepreneurs build businesses from the ground up. They make use of a wide range of talents, calling on multiple abilities to create something that didn't exist before. They take pride in being able to do it on their own, counting on their own resources, talents and know-how.

Amateur

An Amateur delights in some specialty without the drive (or sometimes talent) to become a professional. Inspired Amateurs may love sports, the arts, cooking, cars, or any other area. They are often passionately engaged in their interest but happy to let others do it for a living. Sometimes their passion takes so much of their attention that they fail to develop the same level of interest in their own career. It is especially useful to claim this role if it fits you so that you don't get overwhelmed by your hobbies or feel you have failed because your hobby is not your profession.

Critic

The Critic has the eye of the Hawk, the nose of a dog, the sonar of a bat. Nothing gets by him or her. They are born to find flaws or to get to the truth under the surface appearances. They look for 'what's wrong with this picture', sleuth out the hidden agenda, the design flaws, or let us know why we shouldn't bother to see that movie. They have a built-in lie detector and tend to critique everything that comes across their radar screen.

Perfectionist, Stickler

This person demands the highest standards of excellence and rejects anything less, in himself, in others and in his projects. Perfectionists believe that perfection is obtainable – a good trait for someone in the bomb disposal squad. The dark side of this role is setting unrealistically demanding goals or expectations of others. Some find very little in their lives satisfying because for them, one less-than-perfect detail ruins everything.

Geek

Geeks have their attention focused on scientific and technical pursuits, often to the exclusion of other interests. At one time, geek was an insult by non-Geeks confusing geekdom with social ineptitude. These days, the fact that many of these former ‘Geeks’ are billionaires has warmed public perception of the role.

Lifelong Learner

The perennial student, always curious to learn more. You should hope that your doctor is one of these people!

Roles common with Intuitive-Feelers (NF)

These roles are especially common in people with an intuitive-feeler (NF) personality (ENFJ, ENFP, INFJ, INFP).

Guide/Coach/Counsellor/Therapist

These four roles are similar in many ways. They all involve working with a person or group to help them reach a goal or learn something new. The Guide is the highest, most evolved form of teacher, communicating wisdom based on personal mastery of a subject that comes from a lifetime of experience. Guides transmit principles, the heart of the matter, and are often most creative contributors to their field. The Coach assists a proactive, committed person in reaching a goal. The Counsellor provides advice and information, relying on a deep well of knowledge and years of experience to give you the best advice. The Therapist works with people needing some form of help, who are suffering from some problem, and who take the role of patient. What distinguishes this role is that the Therapist helps resolve or cure something that is perceived as a problem or shortcoming.

Charming Enchanter

The person who enchants others with a tale, a tune, an idea, a look. Enchanters are often quick-witted, articulate persuaders who easily influence others with their charisma, charm or wit. Some, like John F. Kennedy and Ronald Reagan, combine the Enchanter with the Leader roles into a powerful political personality. Others use this role to persuade people to buy what they're selling, from CEO to salesperson to the museum director who uses charm to raise funds. On the dark side, Enchanters can manipulate or seduce others into their web of selfish designs.

Romantic

The passionate lover of life, people, culture, art, music, food, sex, science, technology, the unknown, the mysterious, or whatever his or her fancy may be. Floating in a starry sky, Romantics are rarely realistic, always hopeful, forever seeking passion and connection. They may find reality tiresome.

Artist/Poet

The artistic visionary who sees through everyday existence into the hidden world of truth, beauty, comedy, and tragedy and who expresses that vision as a communication to us through many media. William Shakespeare, Pablo Picasso, E. E. Cummings, Bob Dylan, John Lennon and Abraham Lincoln all expressed and communicated their passionate, subjective, sensitive intuitions and truths through their art, whether poetry, drama, lyrics, paintings, photography, film, architecture or other media, and once in a while, politics. The genius of our most creative thinkers, such as Albert Einstein, often comes from their ability to combine the roles of Scientist and Artist.

Visionary

The dreamer who sees beyond the commonplace, everyday reality and imagines new possibilities. These possibilities may be new ideas, points of view, paradigms, methods, forms of self-expression.

Advocate

Committed to furthering an ideal or coming to the defence of a person, group, or cause, the Advocate goes to battle as the champion of something he or she believes in. Many Advocates are idealistic and attracted to fighting injustice and shortcomings in society. Non-profit directors, philanthropists, environmentalists, legislators, and district attorneys often embody this role.

Mediator/Peacemaker

These good-hearted souls find a bridge between the different sides of a dispute. Usually gifted with a diplomatic talent and a knack for bringing groups and people together, they are facilitators who move people toward resolving conflicts.

Use the table below to mark which roles you play in your life.

Role	I play this role...		
	Hardly ever/never	Sometimes	More often than not
Child			
Mother			
Father			
The Warrior			
The Hero			
The Comedian			
King/Queen/Leader			
Prince/Princess			
Money Person			
Extrovert			
Group Worker/Team Mate			
Insider			
Outsider			
Marketeer			
Networker			
Bullshooter			
Politician			
The Deal Maker			
Introvert			
The Hermit			
Free Spirit			
Nature-Wise Person			
The Seeker			
The Humanitarian			
Rule Breaker/Rebel			
Risk Taker			
Innovator/Pioneer			
Sellout			
Criminal			
Bully			
Manager			

Use the table below to mark which roles you play in your life.

Role	I play this role...		
	Hardly ever/ never	Sometimes	More often than not
Builder/Designer			
Athlete			
Streetwise Person			
Protector			
Right-Hand Man			
Teacher/Mentor			
Healer			
Caregiver/Helper			
Animal Lover			
Artisan			
Hedonist			
Sensualist			
Academic			
Scientist			
Investigator			
Analyst			
Entrepreneur			
Amateur			
Critic			
Perfectionist/Stickler			
Geek			
Lifelong Learner			
Guide/Coach/Counsellor/Therapist			
Charming Enchanter			
Romantic			
Artist/Poet			
Visionary			
Advocate			
Peacemaker/Mediator			

Exercise 7: Identifying your Natural Roles

7.1. Zero in on the real you: Once you have marked the roles that you identify with, go through the list again and narrow it down to the main players. Look for roles that play a regular and significant role in your life. List these roles below.

7.2. Prioritise. Now dig deeper and look for the biggest, strongest and most compelling roles - ones that will help to describe what sort of work will be the best fit and allow you to express your natural genius fully. Narrow it down to around 5 roles.

7.3. Choose which roles you want to express more of in your life and career because they allow you to express your true self to its maximum potential.

Congratulations!

You've taken a VERY deep dive into the discovery of your own unique, innate abilities. You now have all the insight and wisdom you need to build a life and career around your very own NATURAL GENIUS, and experience the joy of living a life that allows you to grow and express yourself fully!

It's been such an honour going on this journey with you!

My passion is helping you find your unique path to personal and professional fulfilment and inspiration, so you can make a difference doing work you love, on your own terms.

When you find a way to express your unique self, in your personal life and through your work, in a way that feels truly fulfilling, deeply satisfying and joyful - and that makes you great money - life feels good and deeply satisfying - and isn't that what we all want?!

To find out more about my coaching programs, please visit my website at katiedejong.com or send me an email at my address below.

I look forward to connecting with you!



With love,

Kate De Jong

Fempire Coach

kated@fempirecoach.com.au

www.katiedejong.com

Let's connect!

You can find me on:

FACEBOOK @katiedejongcoaching

INSTAGRAM @katiedejong.fempire

PINTEREST @KatieDJcoach

LINKEDIN @katie-de-jong-9607208/

TWITTER @katiedejong3rd