



HYPER ISLAND

Learning Journey **2023**

**PERSONALITY PROFILING &
SIX WORKING GENIUS
SEPTEMBER 29th 2023**

HYPER ISLAND

WELCOME BACK TO THE ISLAND



Stockholm — Karlskrona — New York — Manchester — London — Singapore — São Paulo

REMEMBER



Check your
name is
correct



Use Gallery
Mode in Zoom



mute when not
speaking



Share your thoughts
in the Chat but feel
free to open the
mic!



Camera on...
let us see that
smile!

Your facilitators

Hi again from the team that will facilitate and conduct these sessions where you will be the main actors



Beni



Vero

DAY	DATE	TIME (BR, ARG)	DURATION		Phase
Tuesday	5th	11-13	2	<input checked="" type="checkbox"/>	Kickoff
Tuesday	19th	11-13	3	<input checked="" type="checkbox"/>	Uncover
Friday	29th	11-13	2	<input type="checkbox"/>	Uncover
Monday	2nd	11-13	2	<input type="checkbox"/>	Unlock
Monday	9th	11-13:30	2.5	<input type="checkbox"/>	Unlock
Friday	20th	11-13:30	2.5	<input type="checkbox"/>	Unlock
Friday	27th	11-13	2	<input type="checkbox"/>	Unlock
Friday	3rd Nov.	11-13:30	2.5	<input type="checkbox"/>	Unleash
Friday	10th	11-13:30	2.5	<input type="checkbox"/>	Unleash
Friday	17th	11-13	2	<input type="checkbox"/>	Unleash
Friday	24th	11-13	2	<input type="checkbox"/>	Unleash
Friday	1st Dec.	11-13	2	<input type="checkbox"/>	Pitch
Friday	8th	11-14	3	<input type="checkbox"/>	Retrospectiva
Friday	15th	11-13	2	<input type="checkbox"/>	Extra session

The Disney Learning Journey

UNCOVER - EXPLORE THE PROBLEM SPACE

5 Sept.

Welcome to
the program &
intros

Mash-Up
Innovation

2hrs

19 Sept.

IDOARRT /
Stinky Fish

Inclusive
Innovation for
Disruptive
ideas

High
Performing
Innovation
Teams

3 hrs

29.9.23

MBTI
PROFILING

SIX
WORKING
GENIUS

2 hrs

**Thriving through
Mattering**

**Future
Foresight**

**Rapid
Rapport**

**Creativity
&
Innovation**

**Agility
& Adaptability**



CHECK-IN

Where you able to complete your MBTI test?

Yes! GREAT! Let's check-in

No! Take 15 minutes to complete both exercises

Where you able to Complete your 6 Working Genius?

Yes! GREAT! Let's check-in

No! Take 15 minutes to complete both exercises



**Share a
mundane,
unimportant
thing that
irritates you,
see some
examples**

- houses that still have the Xmas lights & decorations dangling on their porch or windows in July
- People that put 'shoes' on dogs

PROFILING

Your Mental **Mode &** **Collaboration**



A woman with dark hair and a black headscarf is holding a torn, dark, rectangular piece of film or paper over her face. She is looking directly at the camera with a serious expression. The background is a solid, warm orange color. The lighting is soft, highlighting her features and the texture of the film.

**We don't see things as they are, we see them
as we are.**

Anais Nin

MBTI

HYPER ISLAND



**“Everyone can see
what you look like,
but few know what
you really are**

**NICCOLÒ MACHIAVELLI
Chapter XVIII, The Prince**




How many personality tests are there?

<https://discovermyprofile.com/tests>


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All Tests Feedback Search All Tests




MY PERSONALITY 100-ITEM
Measures five fundamental dimensions of personality and gives detailed feedback on BIG5 and Jungian Type

25 min Start >




MYIQ INTELLIGENCE TEST
Intelligence test measuring cognitive skills and logical reasoning. Find out your IQ score!

60 min Start >




WHAT IS YOUR TEAM ROLE?
Perfectionist, Pragmatist, Mediator, Innovator or Motivator? Find out your team role (and symbolic bridge type) with this short and enjoyable test.

10 min Start >




CREATIVE POTENTIAL
Explore your creative side in this multi-trait measure. Feedback on BIG5 personality is provided.

30 min Start >




ENTREPRENEURIAL PERSONALITY
How entrepreneurial are you? This assessment is suitable for both business owners and employees

7 min Start >




LEADERSHIP STYLES
What kind of leader are you? Get feedback on 5 aspects of transformational leadership

10 min Start >




VOLUNTEER PERSONALITY SCALE
People vary in their motivation to volunteer and the skills they bring. Which profile describes you best?

15 min Start >



SCHWARTZ PORTRAIT VALUES
Measures goals, aspirations and wishes that drive behaviour.

25 min Start >




SATISFACTION WITH LIFE
Short measure of general life satisfaction. Diener, E. et al. (1985).

2 min Start >

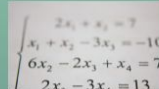
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All Tests Feedback Search All Tests




GENERAL SELF-EFFICACY SCALE
Measures how you perceive your ability to perform novel or difficult tasks, and to cope with hardship.

2 min Start >




NUMERICAL SEQUENCES
Test your numerical reasoning ability with this challenging Concerto test. Feedback provided.

30 min Start >



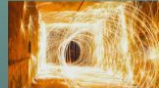
SHORT PERSONALITY TEST
The Mini-IPIP is a popular 20-item measure of BIG5 personality, used in academic research.

5 min Start >




SENSATION SEEKING
What kind of thrill seeker are you?

25 min Start >




MULTI-FORMAT SPATIAL REASONING ASSESSMENT
Test of spatial reasoning combining 2D, 3D and double-3D items. Provides raw score feedback.

40 min Start >




SINGLE 3D SPATIAL ROTATION
Test of spatial reasoning in 3D, using automatically generated items

35 min Start >




THING-PERSON ORIENTATION
What do you pay most attention to in your surroundings?

5 min Start >



CROWDSOURCED PERSONALITY TEST
Concerto test with OCEAN feedback, developed from crowd-sourced items

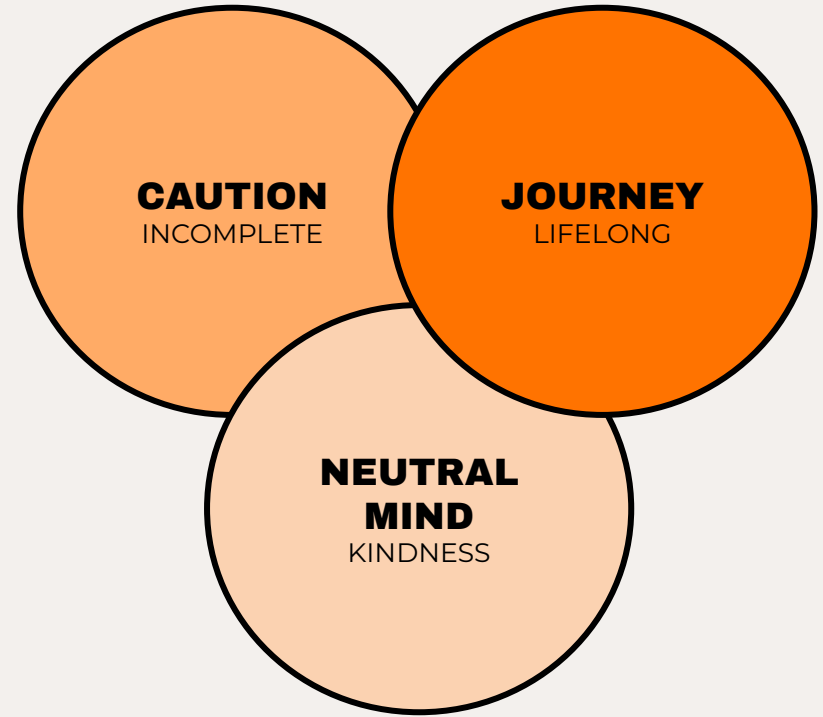
10 min Start >



MENTAL ROTATION TEST
Cognitive test assessing mental rotation ability and providing feedback on number of correct answers.

10 min Start >

How to approach personality testing?



MBTI: ¿Qué es?



CORONAVIRUS

OPEN SOURCED

RECODE

THE GOODS

FUTURE PERFECT

THE HIGHLIGHT

MORE ▾



Why the Myers-Briggs test is totally meaningless

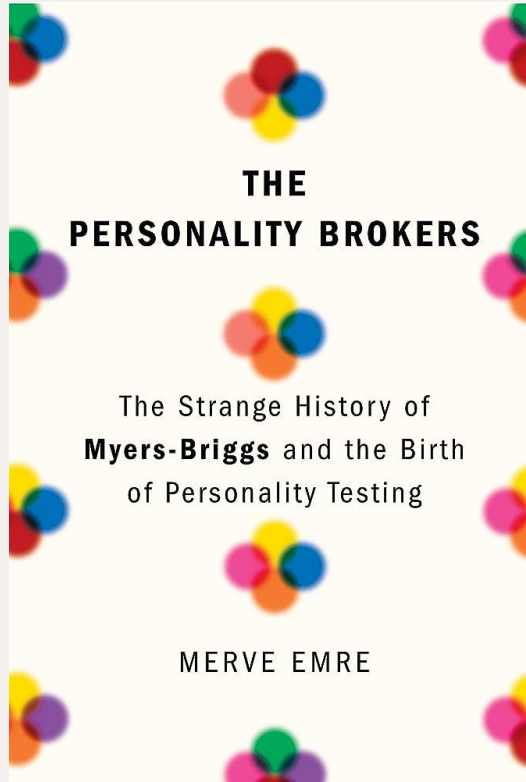
By Joseph Stromberg and Estelle Caswell | Updated Oct 8, 2015, 8:30am EDT



SHARE



MBTI: ¿Qué es?



Our take on MBTI leitura



PREFERENCE

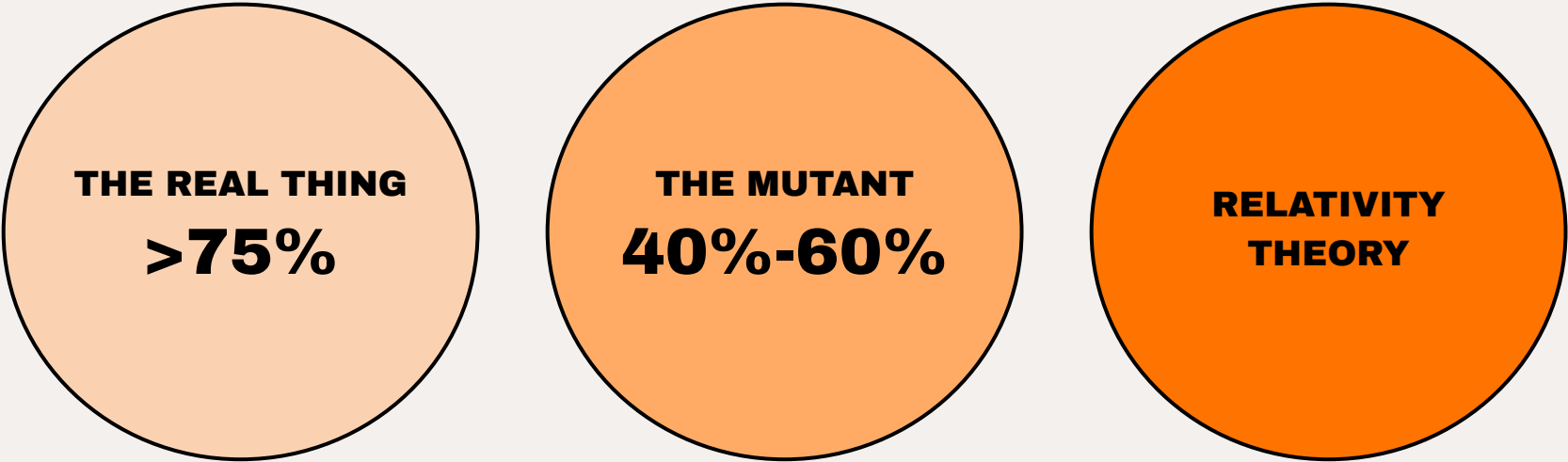


FLEXIBILITY



BIG DATA

MBTI: Degrees

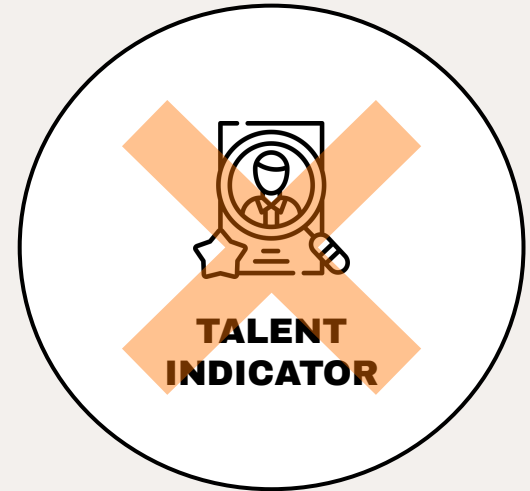
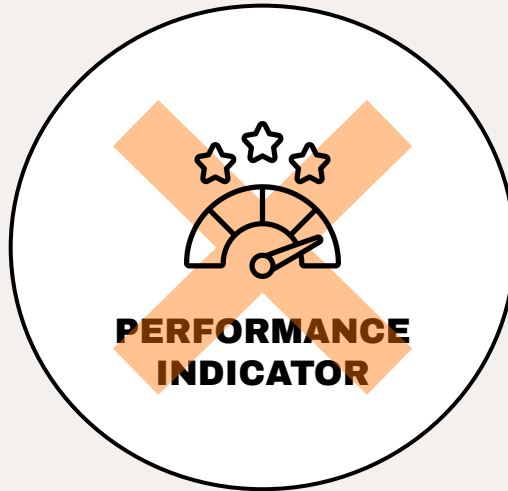
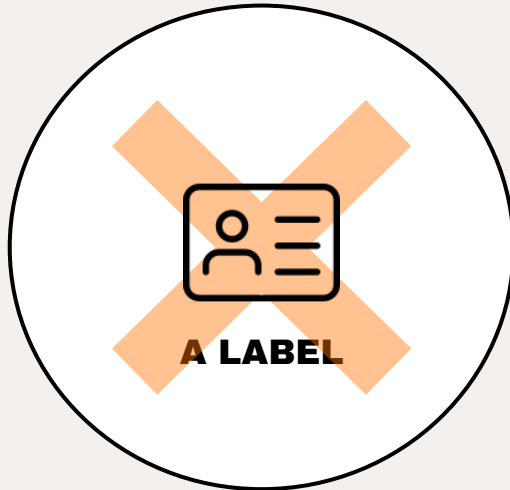


THE REAL THING
>75%

THE MUTANT
40%-60%

RELATIVITY
THEORY

What MBTI is NOT



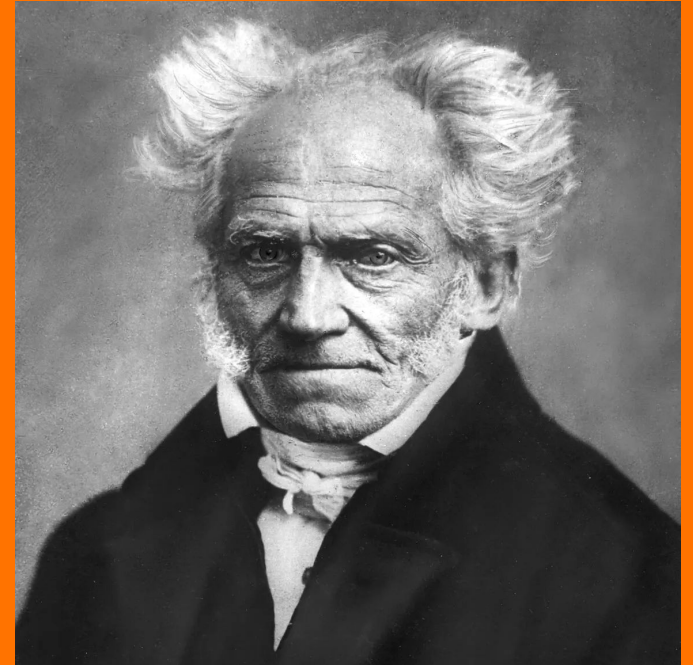
Manual Shine Turbinate Integrate

Team results

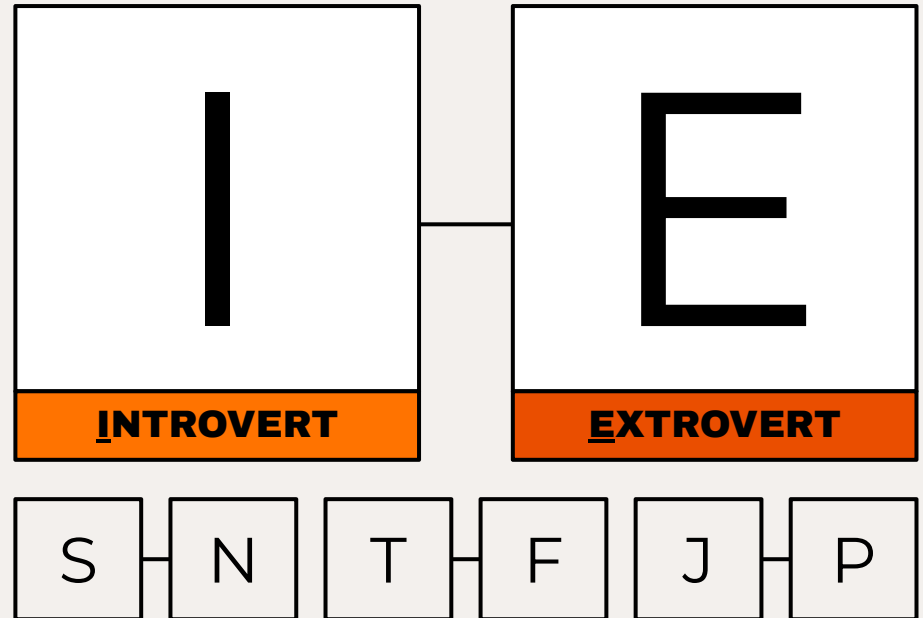
“

**...it's not so much
seeing what no one
has seen, but
thinking what no
one has yet thought
about what
everyone sees**

ARTHUR SCHOPENHAUER



How you interact with your environment



HOW TO LEAD EXTRAVERTS

1 Let them **dive right in**

2 Encourage their **enthusiasm**

3 Let them **speak to think**

4 Listen to their **many ideas**

5 Let them **multi-task**

6 Respect their **independent nature**

7 LET THEM SHINE

Não Entendeu

Não Está Engajado

Não gosta de mim

HOW TO LEAD INTROVERTS

1 Let them **think to speak**

2 Give them **time** to make **decisions**

3 Respect their **private nature**

4 Appreciate their **need** to work **alone**

5 Carefully **listen** to them

6 Help them **learn** at their **own pace**

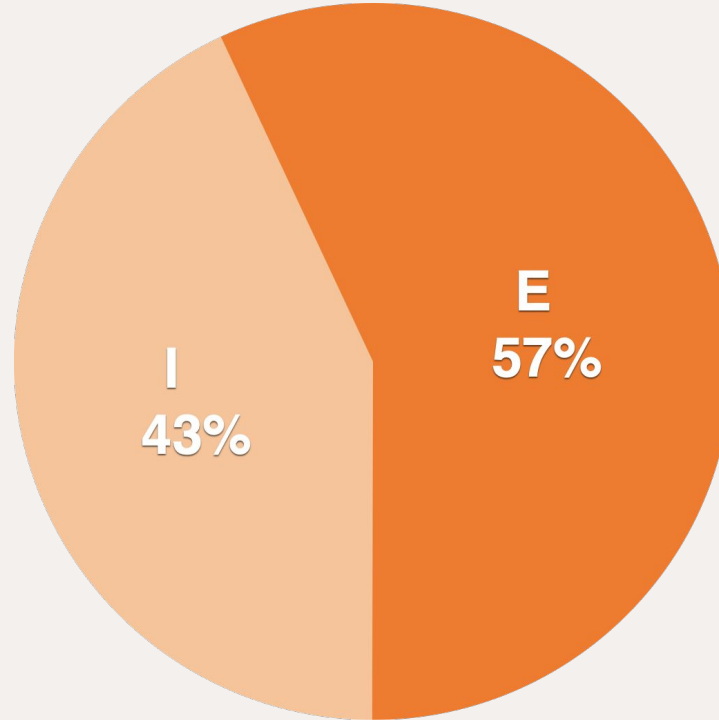
7 LET THEM SHINE

How you interact with your environment

**"Stay with me, I like
to think out loud"**

**"I need a minute to
think about it"**

How you interact with your environment



"Stay with me, I like to think out loud"

"I need a minute to think about it"

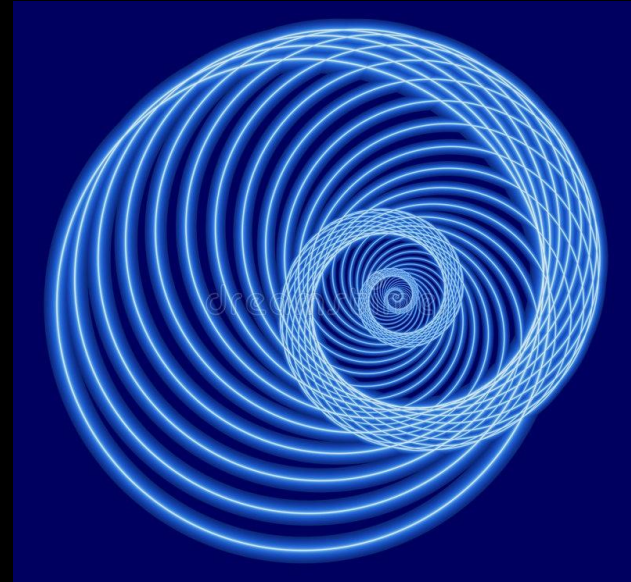
HYPER ISLAND

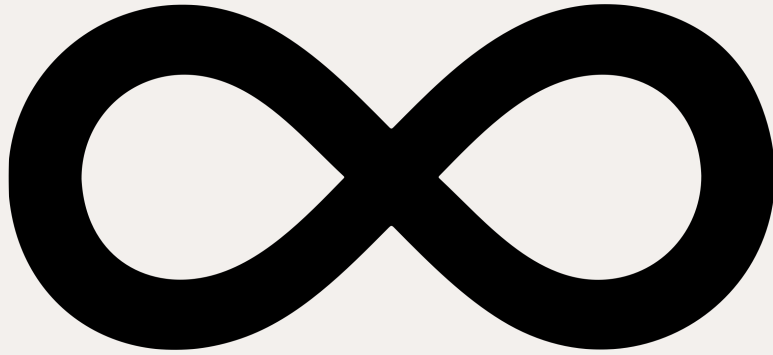


DIALÉTICA:
alguém ganha



DIALÓGICA:
balanço das polaridades





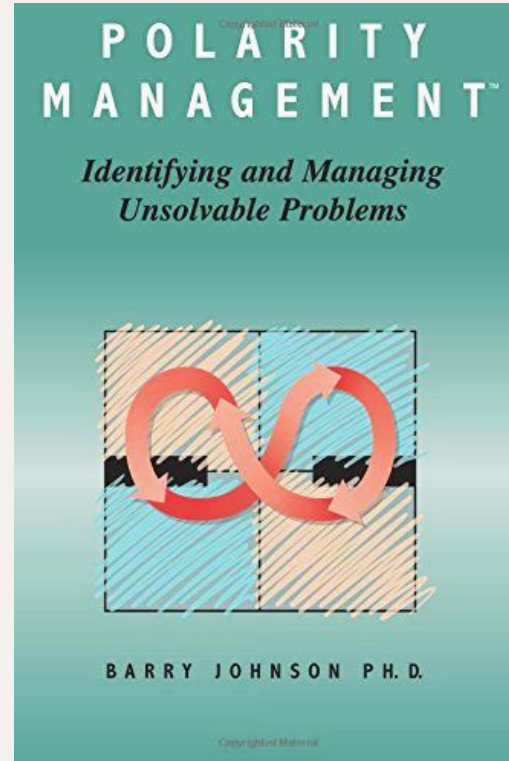
When we experience an internal inconsistency between two thoughts, it leads to an unpleasant dissonance. We want things to fit together, we don't want tension; we avoid information that challenges our bias.

BARRY JOHNSON



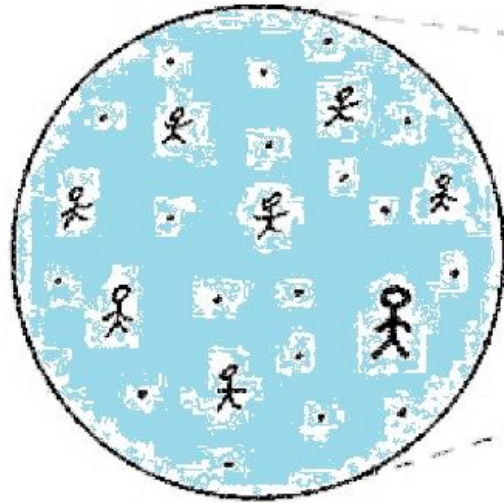
Polarity Management is about putting yourself in a healthy tension, a balance between polarities without having to choose one or the other.

BARRY JOHNSON



THE SOCIALISED MIND

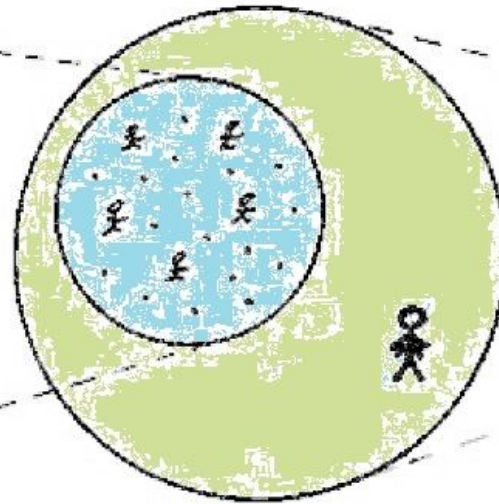
Stage 3 - 58% pop.



"I am my relationships,
I follow the rules"

THE SELF AUTHORIZING MIND

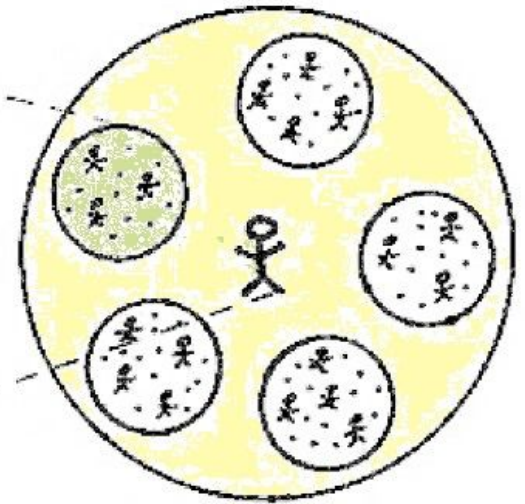
Stage 4 - 35% pop.



"I have an identity,
I make choices"

SELF TRANSFORMING MIND

"Stage 5 - 1% pop.



"I hold many identities,
I embrace paradox"

Excerpt: Constructive Development Theory - Robert Kegan "In Over our Heads"

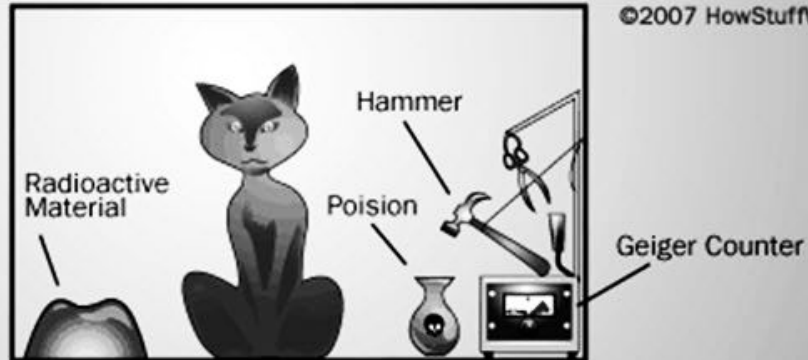
HYPER ISLAND



Schrödinger's Cat

HYPER ISLAND

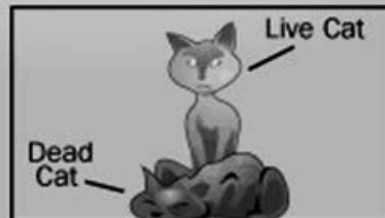
©2007 HowStuffWorks



The material does not decay; the cat lives.



The material has decayed; the cat has been killed by the poison.



According to the Copenhagen interpretation, the cat is both alive and dead. It exists in a state of "superposition."



What you need to be a quirky cat!

SCHRÖDINGER DIXIT



**"I need a minute to
think about it"**

**"Stay with me, I like
to think out loud"**

The Empathy Game

Draw a table with 5 columns and 6 rows

Reserve the first column and the first row.

- Put your name on the first line
- Write the names of the other 4 people in the team on the other lines

VIVI				
A				
B				
C				
C				

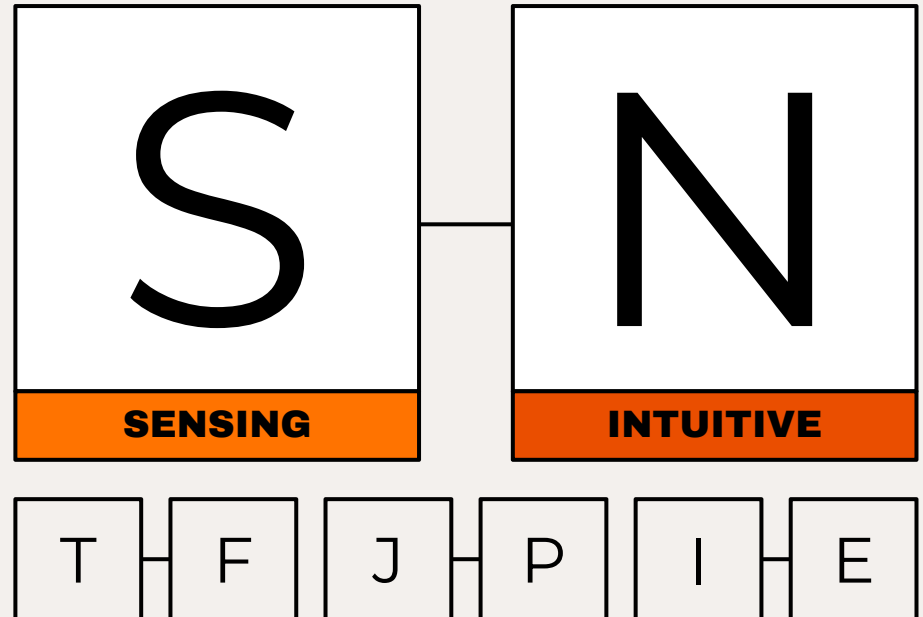
The Empathy Game

Benito				
John				
Louise				
Jenny				
Lu				

The Empathy Game

	E/I			
Benito	E			
John	E			
Louise	E			
Jenny	E			
Lu	I			

How you see the world and process information



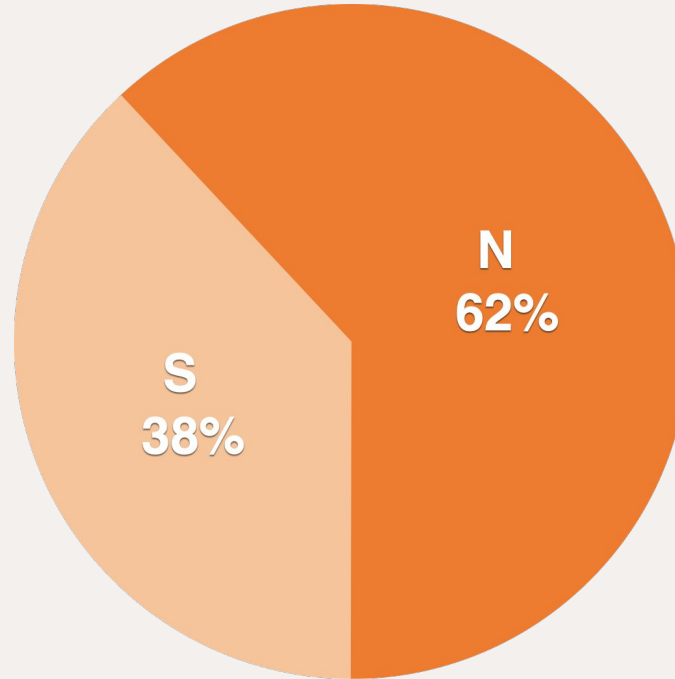
How you see the world and process information

"Seeing is believing

Believing to see

How you see the world and process information

"Seeing is believing"



"Believe to see"

"Ver para creer"



"Crer para ver"

The Empathy Game

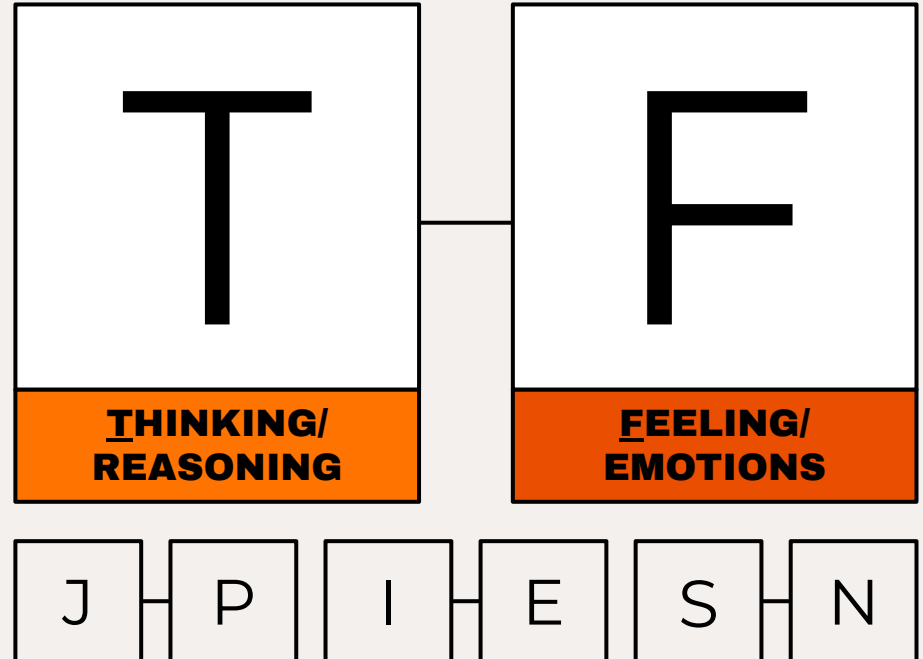
	E/I	S/N		
Benito	E	S		
John	E	N		
Louise	I	N		
Jenny	E	S		
Lu	I	N		

Systems Thinking Practice	E/I	S/N	T/F	J/P
1. Considering both short and long-term consequences of one's actions		N		
2. Looking at multiple perspectives of an issue		N		P
3. Looking at the "big picture"	E	N	F	P
4. Looking for patterns in data		N		P
5. Looking for trends over time		N		
6. Being comfortable with ambiguity		N		P
7. Checking results for lessons		N	F	
8. Looking for interconnected issues		N		
9. Looking for small actions that can make big differences		N		
10. Considering the impacts of accumulations over time				
11. Being comfortable with questioning one's deep assumptions		N		
12. Being aware of boundaries				
13. Thinking critically about causation, not just correlation				
14. Being cautious of adopting a win/lose attitude		N		P
15. Considering unintended consequences				
16. Seeing self as part of system under study			F	
17. Recognizing that a system's structure drives its behavior		N		P

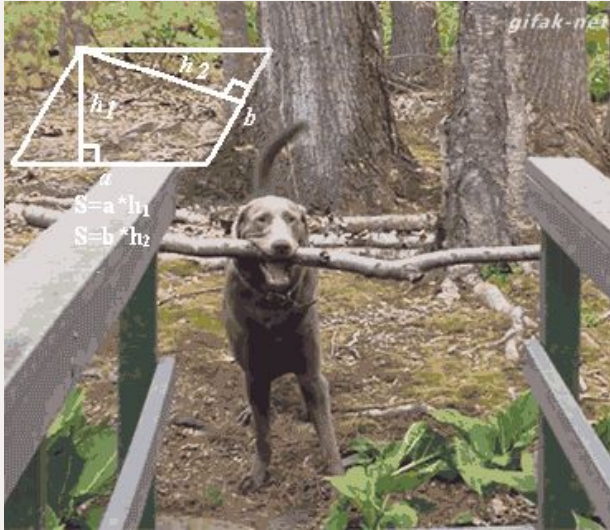
Note: all $p < .05$.

Letter denotes statistically significant difference among the respondents for the dimension preference.

How you make decisions and deal with emotions



You want:



SOLUTION

OR



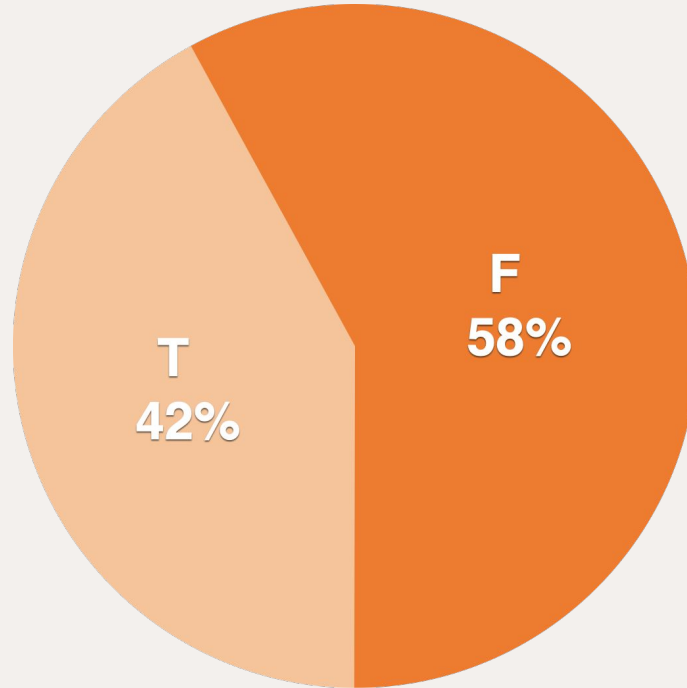
EMPATHY

How you make decisions and deal with emotions

"We need to understand what's happening with the staff"

"We need to be more logical and firm in our decision"

How you make decisions and deal with emotions



"We need to understand what's happening with the staff"

"We need to be more logical and firm in our decision"



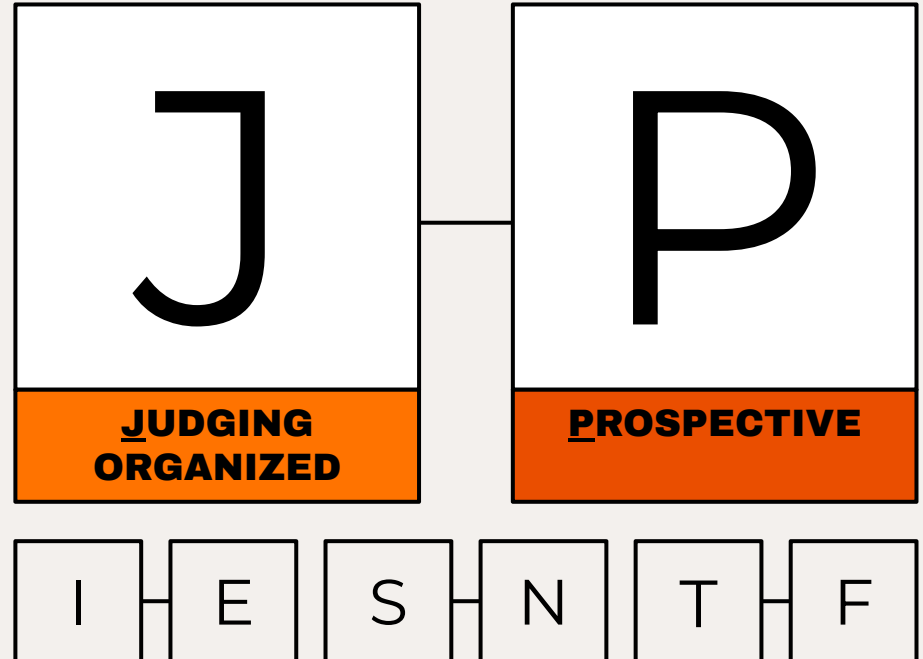
"We need to be more
logical and firm in
our decision"

"We need to
understand what's
happening with
the staff"

The Empathy Game

	E/I	S/N	T/F	
VIVI	E	S	T	
CARLOS	E	N	T	
FLOR	I	N	F	
JULIA	E	S	F	
LUCIANO	I	N	T	

How you work and planning



“

**Above all, I wanted to
have the wisdom to give
chance a chance
Because the best
encounters I've had The
best things that have
happened I couldn't even
have wanted to.**

TAMARA KLINK



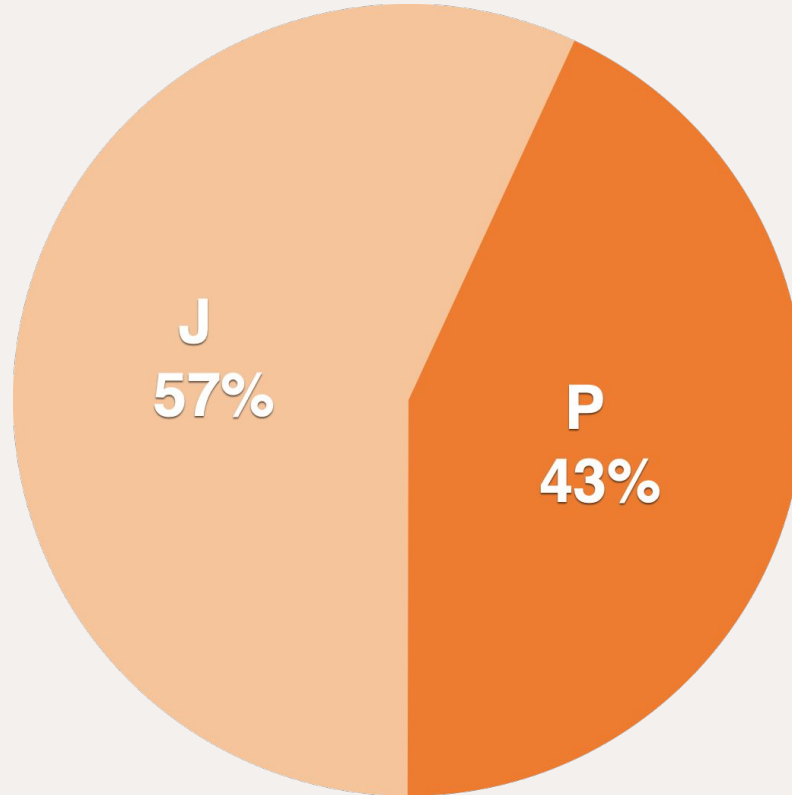
How you work and plan

"Let's plan"

"Let's see what
happens"

How you work and plan

"Let's plan"



"Let's see
what
happens"

"Let's plan"



**"Let's see
what
happens"**

The Empathy Game

	E/I	S/N	T/F	J/P
VIVI	E	S	T	J
CARLOS	E	N	T	J
FLOR	I	N	F	P
JULIA	E	S	F	P
LUCIANO	I	N	T	J

Empathy Index

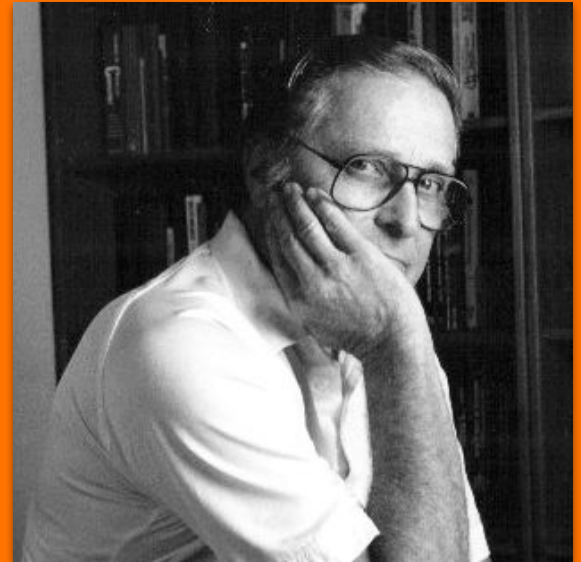
	E/I	S/N	T/F	J/P
VIVI	E	S	T	J
CARLOS	E	N	T	J
FLOR	I	N	F	P
JULIA	E	S	F	P
LUCIANO	I	N	T	J



**Discuss the main
insights in groups**

5 MINUTES

From 16 to 4: Keirsey temperaments



MBTI

ISTJ
ISFJ
ESTJ
ESFJ



SJ



Guardian

ISTP
ISFP
ESTP
ESFP



SP



Artisan

INFJ
INFP
ENFJ
ENFP



NF



Idealist

INTJ
INTP
ENTJ
ENTP



NT



Rational

Temperaments
Keirsey

Communication & action

CONCRETE

Talk about reality

COOPERATIVE

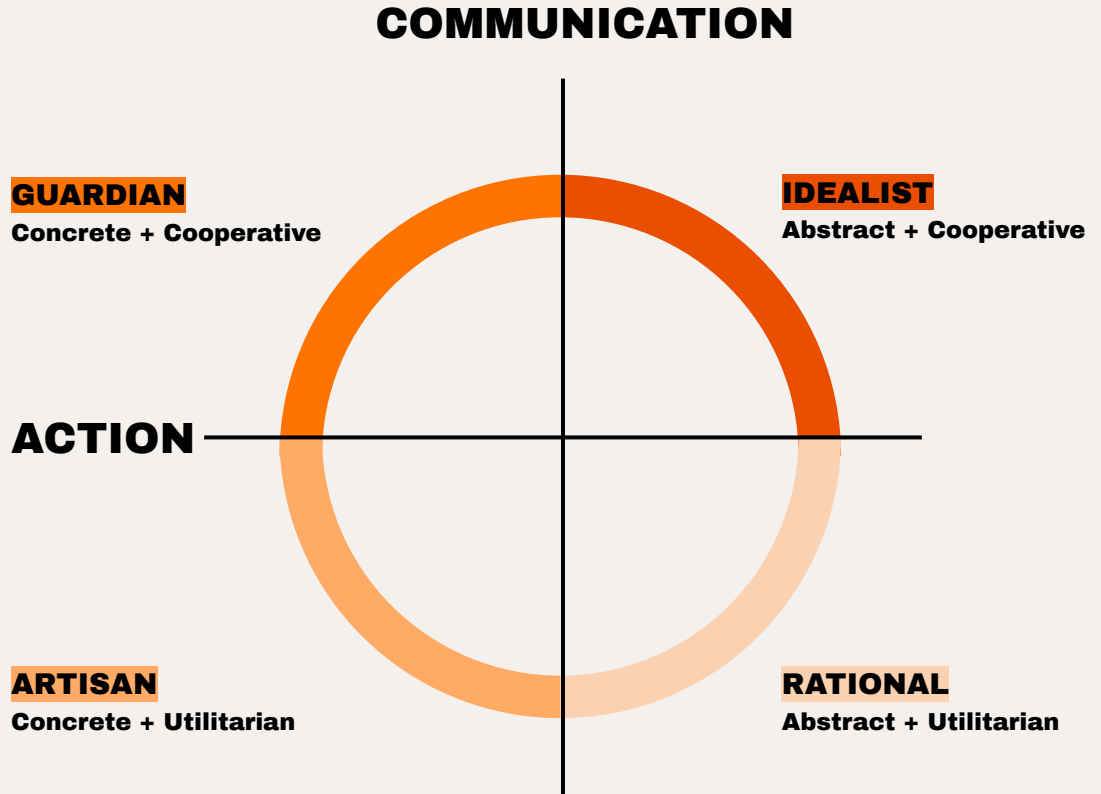
Do the right thing

COOPERATIVE

Do what works

ABSTRACT

Talks about ideas



Temperamentos

SJ: **GUARDIANS**

Traditionalists

Responsible citizens.
They need hierarchy,
organization and rules to
flourish.

Good to perform
and make it happen

Main goal:
security

SP: **ARTISANS**

Experiment and create.

Are in contact
with the 5 senses.

Presents in the now.

Sometimes so
irresponsible and
entrepreneurial.

Main goal:
sensations

NF: **IDEALISTS**

Fight for causes aligned
with
their values.

Very creative

Ease of thinking outside
the box.

They can be quite
disruptive.

Main goal:
purpose

NT: **RACIONALS**

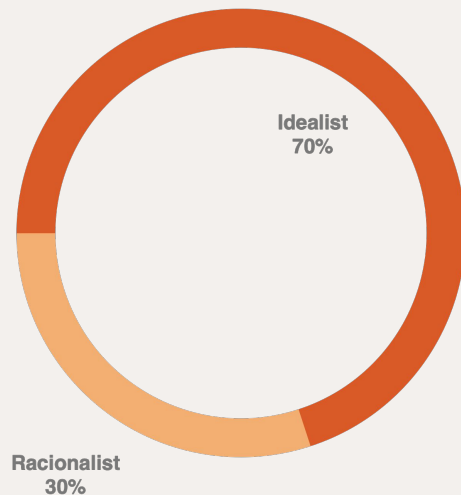
Academics at heart.

They love to think,
understand the big
vision.

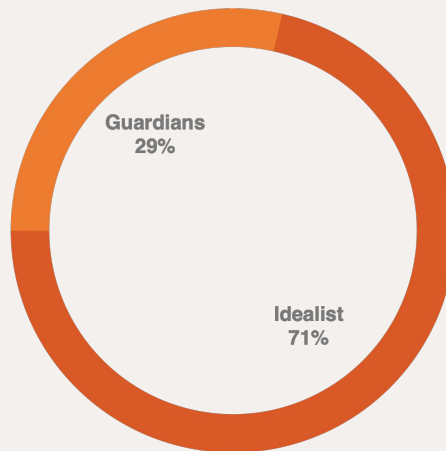
When it comes to
strategy, those are the
ones who look at the
market and decide
where the company
should position itself.

Main goal:
knowledge

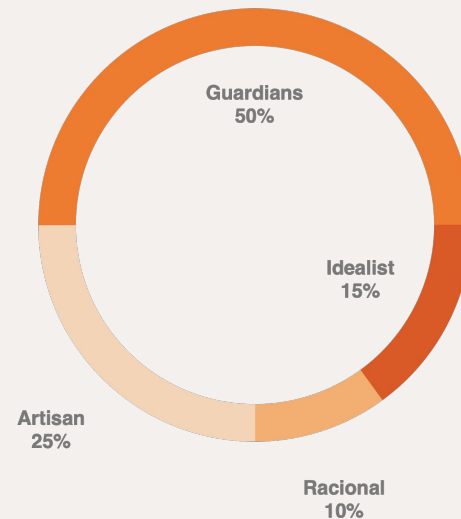
Trainees



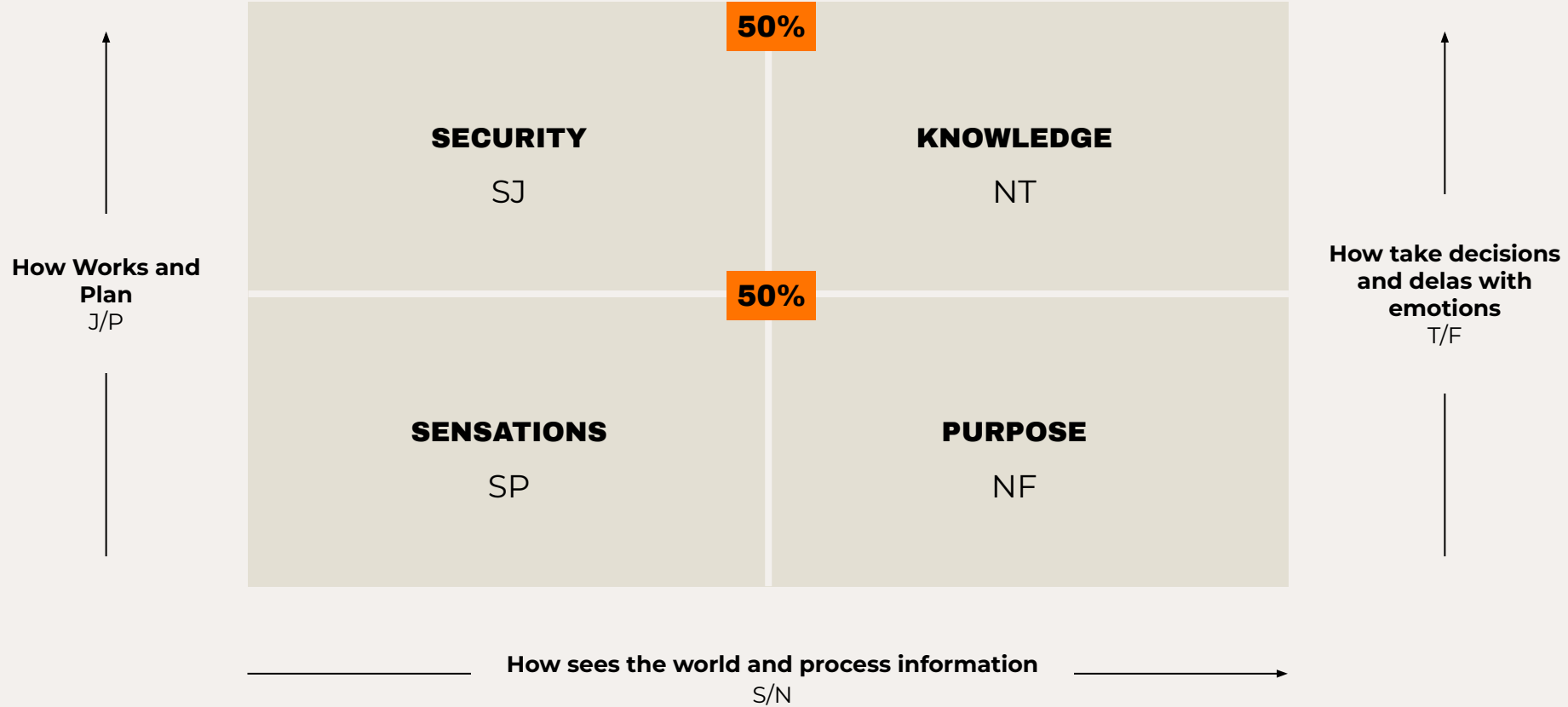
Buddies

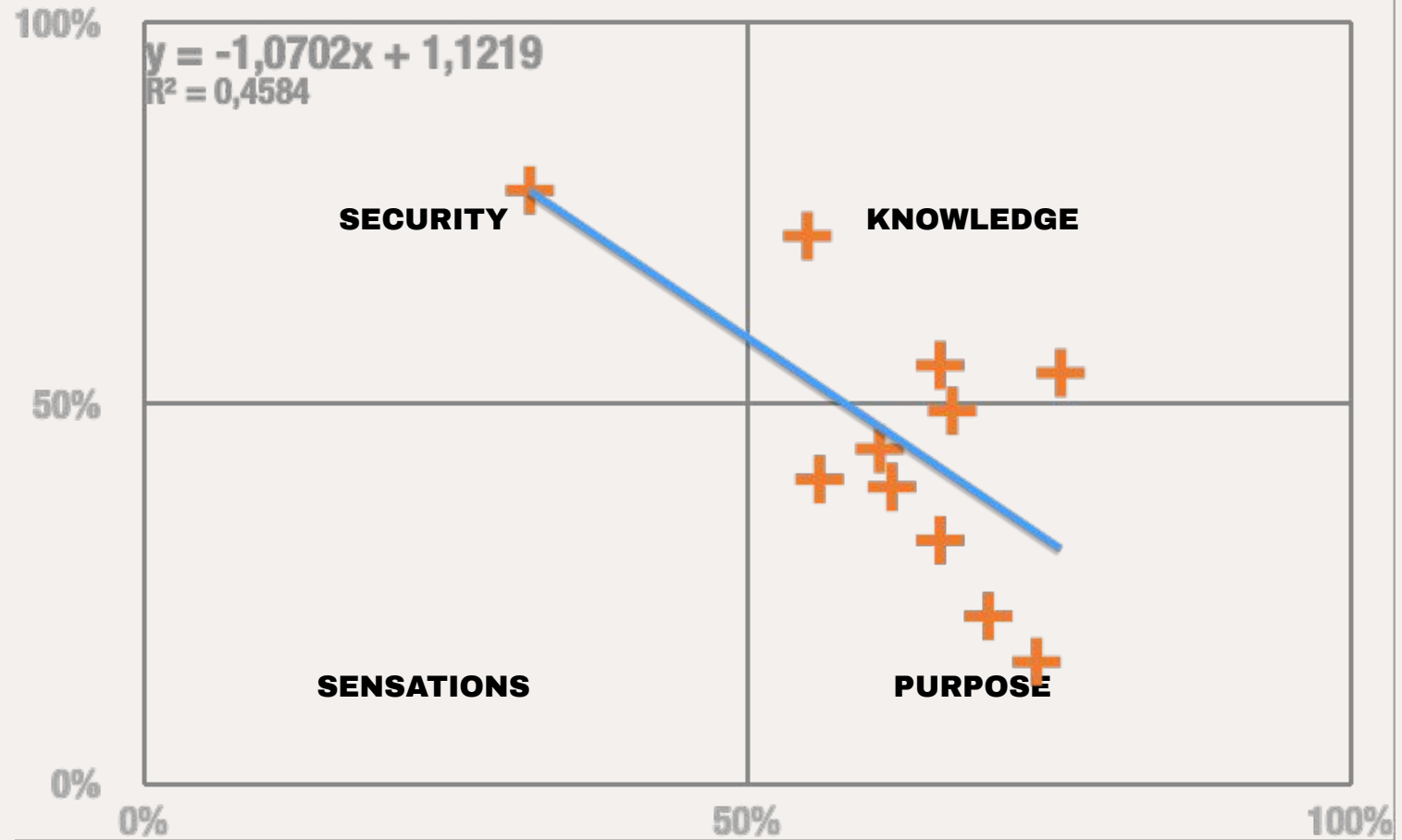


Market



HYPER ISLAND





awareness
trumps profile

empathy
trumps profile







HYPER ISLAND

Experiential blindness



HOMOPHILIA

Our desire to join people with similar interests



Affective Niche

Fall in love with
the problem
Not the solution.

The path of empathy: language

Having a common language helps us understand why we do the things we do and why others act the way they do.

Understanding and knowledge overcome criticism and judgement, the MBTI is just the start of the journey.

“

**You can't fight what you
can't name. And when
you don't know where it
comes from, it's easier
to go where the mask
says you belong.**

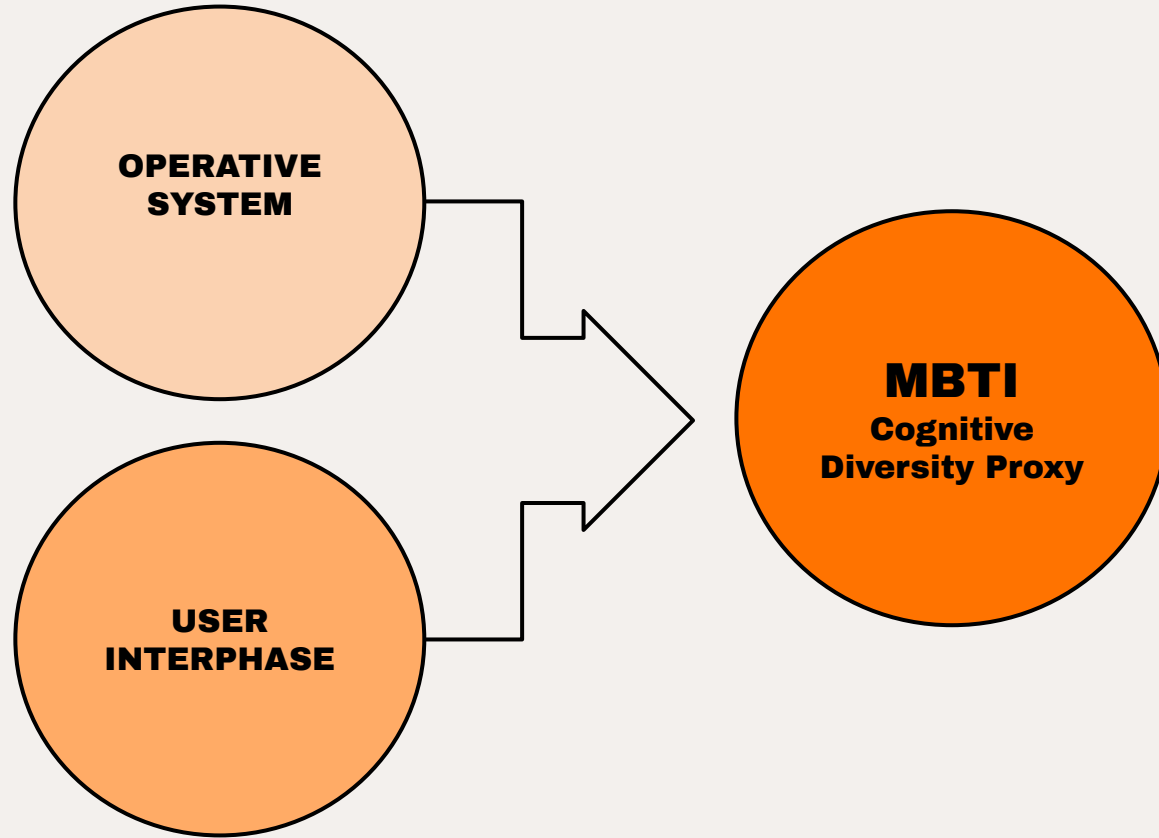
DJAMILA RIBEIRO



**“Diversity is
being invited to
the party.
Inclusion is
being invited to
dance!”**

VERNA MYERS

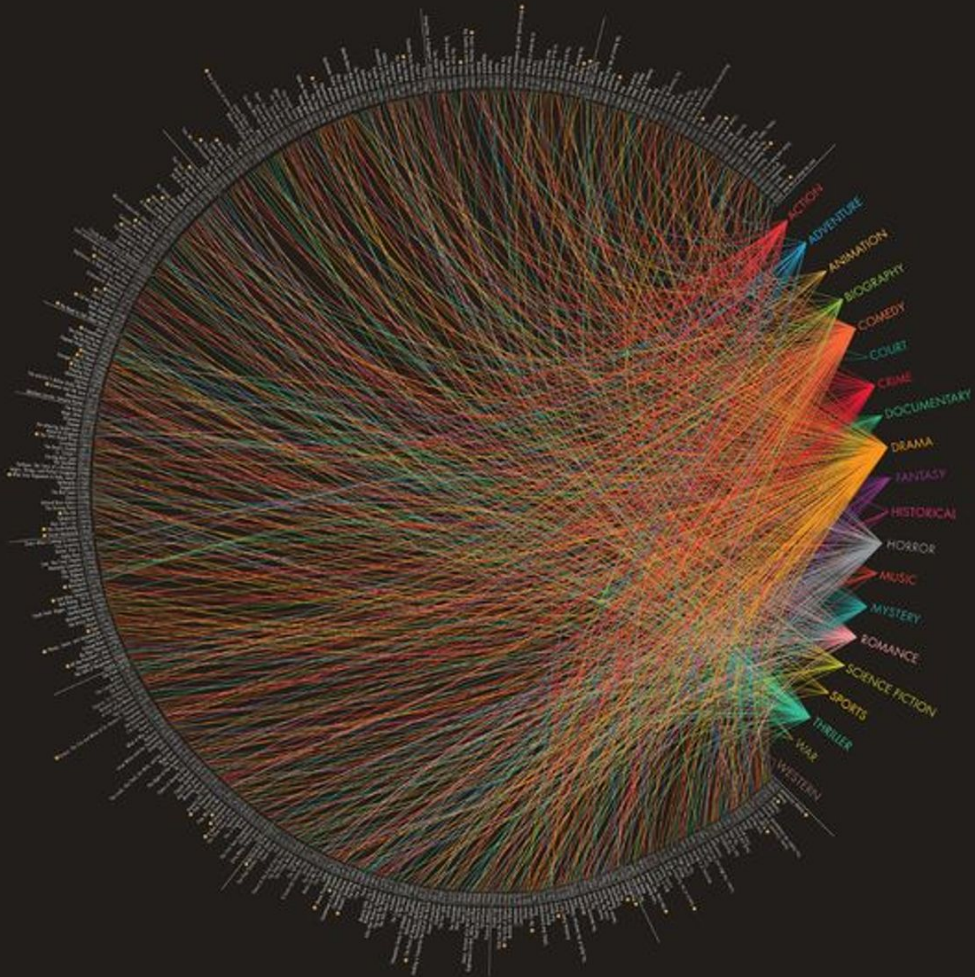




CQ

Collaboration Quotient

Our ability to work
together with those who
think differently

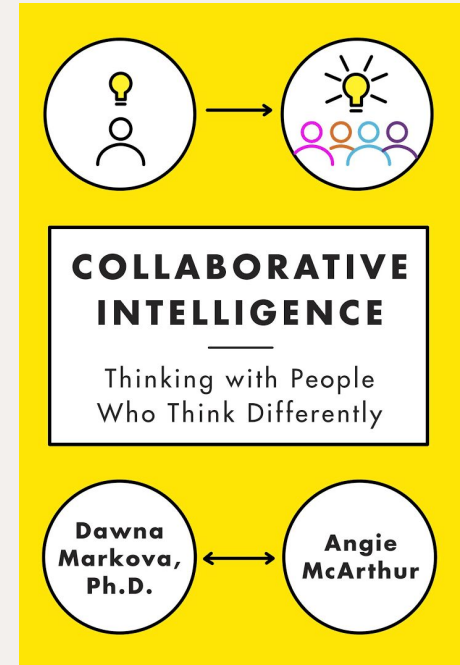




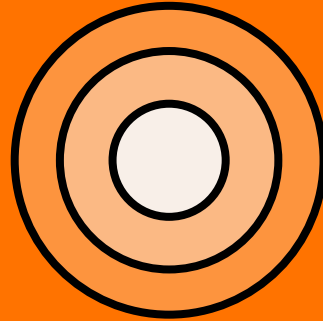
A world of shared minds demands that we learn to use influence with others, rather than exerting power and coercion ...

... Skilful collaboration is needed to create a forward movement. In this way, to lead becomes a verb, to host, rather than a noun or hero ... in a world of shared minds, those who are most flexible in their thinking will have the greatest influence.

MARKOVA, DAWNA



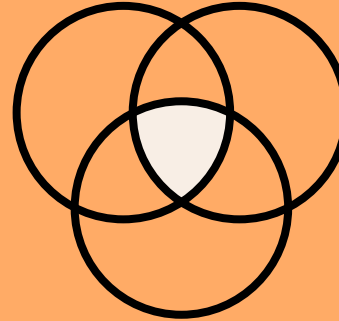
**Monovalent
& Collaboration
Echo Chamber**



Homophilia

Command & Control

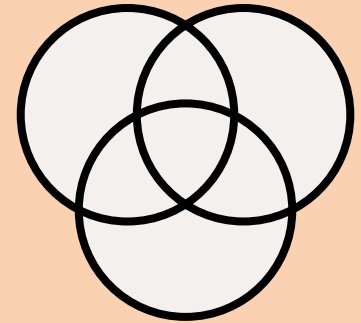
**Multipurpose &
Competition
Silos**



Waste of resources

Laissez Faire Laissez Passer

**Polivalent &
Collaboration**



Inclusion

Autonomy and Alignment

TYPE OF TEAM

LEADERSHIP STYLE

Monovalent

CONNECT

Polivalent

CONTRIBUTE

Monovalent

CONNECT

Polivalent

CONTRIBUTE

Six Working Genius

Identify areas of personal
genius with Pat Lencioni's
6 Work Geniuses

HYPER ISLAND



“

If you want to be successful and feel fulfilled in your work, you must explore your talents. But that can't happen if you don't know what those talents are.

PATRICK LENCIONI

A man with grey hair, smiling, wearing a dark blue suit jacket over a white shirt. He is sitting and his hands are clasped in front of him. The background is blurred, showing what appears to be an office or meeting room setting.

HYPER ISLAND

The 6 types of Working Genius is a model that identifies the six fundamental activities that are required for any type of work and provides a simple framework for how work gets done.

Lencioni says that we all have **two of these 6 areas that are natural gifts or "Work Geniuses"** (natural skills): you are good at it, it gives you energy and joy.

Two other areas are work competences: you can do them well, even very well, but you don't get much joy or energy from them.

Finally, you have **two areas of frustration at work:** These areas are neither natural nor energizing for you, and you probably aren't particularly good at them.

HYPER ISLAND

The Genius of Wonder

People with this type of genius ponder about solving problems. They are always looking to improve things and help people reach their potential. They raise questions, but they don't have any idea about how to solve them. They are obsessed with untapped potential. They ask, "Why?" and "Why not?" a lot. They are driven by the idea that something is not right.

Their motto: Let's think about it.

The Genius of Invention

This type of working genius is all about creativity. They take ideas from the first group and come up with workable solutions. They get energy by looking at an empty whiteboard, and they figure things out. They love coming up with new ideas and new solutions. This statement drives them, "I have an idea."

Their motto: Let's figure it out.

The Genius of Discernment

This type of genius understands how to listen to their guts. They evaluate their ideas and situations by using their intuition. They are good at translating their intuition to decisions. They have a natural ability to evaluate solutions with limited information. They provide inventors with insight and knowledge. They are a feedback machine. They are curators of data without using a spreadsheet. They often say, "What about this?"

Their motto: Let's do this, or let's not do this.

The Genius of Galvanizing

This type of genius understands how to get people together. They take a great idea and move it forward. They inspire and organize others to take action. Most people describe this kind of working genius as initiators. They say, "If this is a good idea, let me get everyone moving in the right direction."

Their motto: Let's move forward.

The Genius of Enablement

This type of genius knows the importance of helping the right people to do the right thing. They know how to connect and cooperate with others. You don't have to ask them to help you. They sense that you need help, and they show up and do the work. They are responders. They respond to the needs of others and help them discover their genius.

Their motto: Let me help you get things done.

The Genius of Tenacity

The world is full of people who start projects but fail to get things done. This group of people despises starting projects without finishing them. They get satisfaction with completed projects. Organizations that do not have this type of working genius struggle to finish projects. They have a To-do list, and they do not lose interest until the project is completed.

Their motto: Let's complete this project.

ACTIVITY

STEP 1



None of us are good at all of them, and everyone is good at least two. Your challenge is to identify:

1. Your two **working geniuses** that come naturally, that are gifts. You're good at them and they energize and bring you joy;
2. Two **working competence** areas you are competent at, you can carry them out quite well, you may even excel at them but they don't bring you much joy or energy;
3. Two **working frustration** areas that are neither energizing nor joyful for you and that you are not particularly good at.

Choose 2 working geniuses for each area	WORKING GENIUS	WORKING COMPETENCE	WORKING FRUSTRATION
YOUR NAME	2 AREAS	2 AREAS	2 AREAS

Elements of creative thinking

Two types of thinking that are critical to creativity:

DIVERGENT THINKING

- **Taking one simple stimulus** (image, sound, etc.) **and trying to radiate out from** that as many different divergent situations, properties, characteristics, events, things
- Election criteria are vague and vast
- It wanders through of ideas that **you already had in your memory banks**

CONVERGENT THINKING

- **Taking stimulus and combining them** in some way that **makes sense in the real world**
- It accesses our understanding of the outside world and requires more focus and persistence

Dopamine and creative thinking

Dopamine is about motivation, desire, and movement
Four major circuits in the brain release dopamine:

nigrostriatal pathway

- involved in generating eye movement, bodily movement, and thinking about movement
- associated with **divergent thinking**

mesocortical pathway

- involved in motivation and has emotional component
- associated with **convergent thinking**

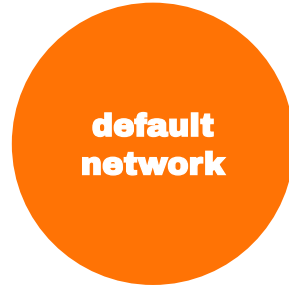
mesolimbic pathway

tuberoinfundibular pathway



Your Brain on Creative Thinking

3 brain networks working together



OPEN: responsible for **spontaneous imagination** based on elements that exist only within our brain (relying on memory of previous experiences) - open monitoring meditation



DISCERNMENT: responsible for **identifying the relevance and importance** of different ideas and concepts



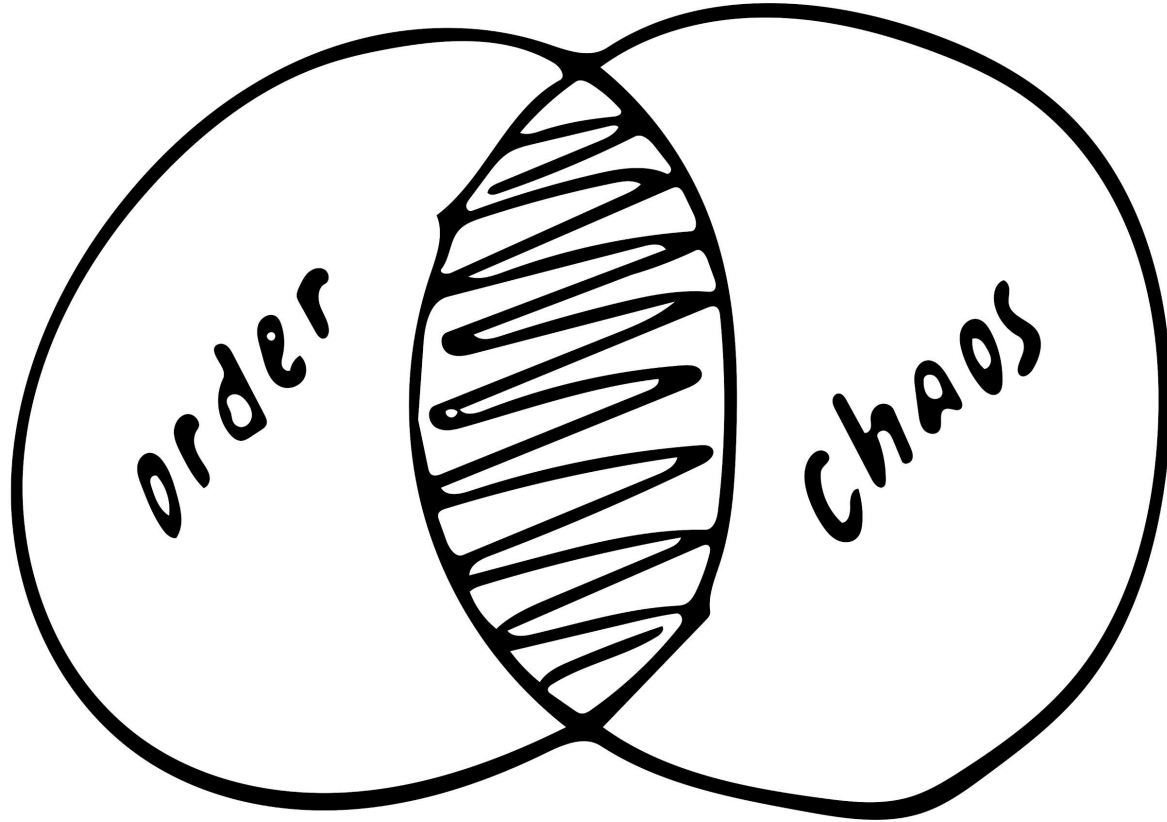
CLOSING: Responsible for **eliminating choices**. Focus attention meditation.

Creativity represents a miraculous coming together of the **uninhibited energy of the child** with its apparent opposite and enemy, the **sense of order imposed on the disciplined adult intelligence.**

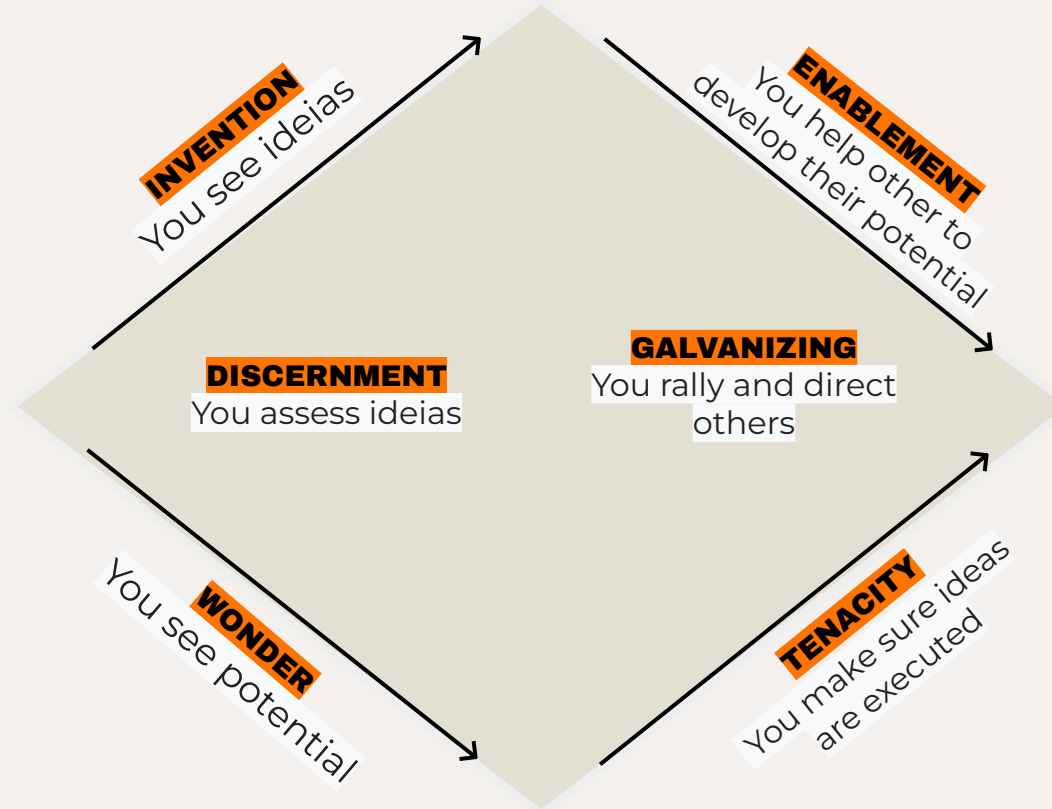


Norman Podhoretz

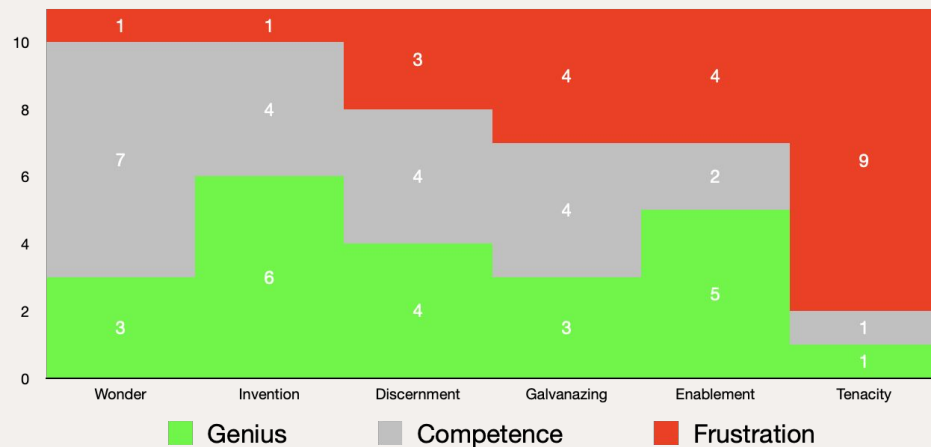
HYPER ISLAND



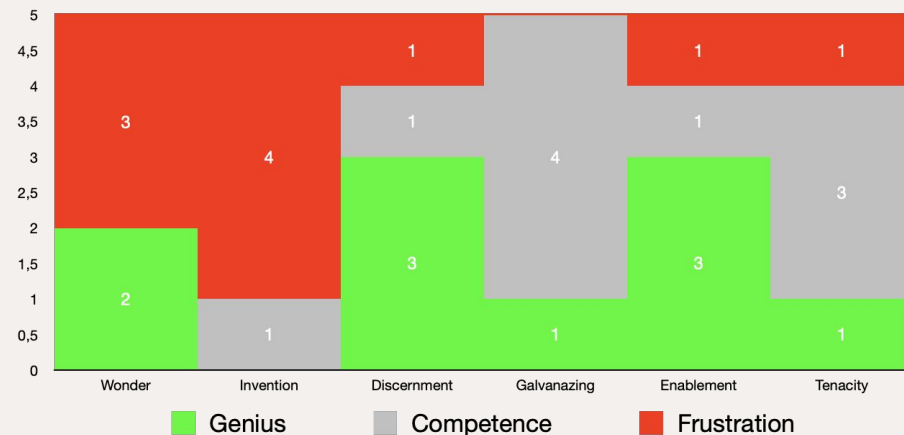
WORKING GENIUSES



TRAINEES



BUDDIES



CHECK-OUT



A TASTY MEAL
AT HOME



A GREAT MEAL
SOME PLACE
OUT



A GOOD GLASS
OF WINE



CHEESE
(NORMAL OR
VEGAN)



WATCH A FILM
OR SERIES



GO FOR A
REFRESHING
RUN



LOSE MYSELF
IN A BOOK



CHILL WITH
FAMILY AND
FRIENDS



HANG OUT
WITH MY
LOVED ONE



SAUNA



WATCH
SUNDOWN



DRINK A
BEER



DRINK MYSELF
SILLY



MASSAGE

“Sextou!”
**WHAT FANCIES YOU
TO END THIS
FRIDAY?**

Thank you