

A YOU CONSULTING GROUP White Paper



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SUSTAINING OPTIMUM HUMAN PERFORMANCE

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Executive Summary

Improving the Assessment process using ULT Technology

SUSTAINING OPTIMUM HUMAN PERFORMANCE

Creating opportunities for productivity.

Thoughtful Residence

Where thoughts live.

The Nature and Evolution of Behavior

Keeping up with man's evolutionary changes.

Weakness VS Strength

Meeting the flip-side of man.

About The ULT

YCG,LLC and The YOU Institute

EXECUTIVE SUMMARY

This paper is two in a series of papers that address the importance of utilizing advanced human assessment technology for purposes of Talent Management (TM), specifically the cutting edge eco-friendly aspects of The ULT Technology. Where the first paper discussed how polarity influences human potential, the second topic to be addressed focuses on the sustenance of human performance and the variables that compromise delivery and productivity in the workplace. The goals set forth by HR and TM entities is a monumental one in that they are often faced with a new rendition of the same song when it comes to psychometrics. Often times they are forced to try yet another assessment only to discover that the outcome leaves little to be applied at work or at home. Most of the time employees are given good bills of mental health based on their thoughts and values versus their true nature. Understanding the role that Nature and physical law plays in expressing behaviors, motivations and communication style is but a very small piece of the puzzle when it comes to developing human potential and increasing productivity.

The YOU Institute aka The YOU Consulting Group delivers real programs in real time. Their methods identify the true nature of each employee and what they need in order to thrive within a work environment as well as within their personal life.

The physicality of human nature holds 70% of the answers in validating an individual's role and potential in this lifetime. Today's psychometric assessments address the remaining 30% using psychology (thought driven aspects of performance).

This paper introduces a second layer of human understanding as we attempt to sustain the performance of human real estate. Many misconceptions have been adopted over the last fifty years as truth simply because the role that one's physicality holds in human behavior is completely based upon quantified psychological opinions. Nature has no opinions...it just is and human nature subscribes to the same order of life understanding. We know that there is the color green and it was first assigned an audible voice or noted description through visible and sensorial observation. We do not expect the observer to provide a breakdown of reasonability and calculated expression of elemental aspects. It just is and can be seen by the naked eye which is afforded us via physical law. In validating the metrics used in the ULT, the same criteria for fact is used. Meaning, if it can't be validated in nature, the outcome and generic recommendations will likely produce a solution that doesn't work or worse yet is short-lived. Unfortunately, in today's world we now have to calculate the metrics behind our observations because we no longer can rely on the rhetoric being provided. In studying the works of Delgado and his abstract "Human Evolution" addressing the science

behind the origin of language it is made apparent that at the very least one can feel confident in recognizing that we have abused language by enlisting it to shortcut having our needs met, thus resulting in the blind leading the blind. To date, there are over 2500 psychometric tools diligently poised for helping man to regain his sight and SEE himself authentically, however they too need a place to live. When used following the ULT instrument, other psychometrics gain greater value as each begins to find a place to live in the metric matrix of this lifetime. When we revisit the fundamental organics of nature and physical law, specifically gravity, electromagnetism and nuclear force we begin to gain access to an objective visual that impacts our understanding of WHAT stands before us versus WHO. The 16 years of research behind the ULT reflects an intense application of physical law and where it lives in each archetypical and visibly obvious 3 dimensional architectural expression of life. The first step in seeing the truth of man or anything for that matter, begins with knowing how the universe is wired and how the metric system is a formula designed to aid us in restoring our sight so that we may place reasonable versus false expectations upon those that interface with our life. Today the fundamentals of physical law is missing from the foundation of psychometric analysis as it only relies on thought driven analytics. We must first know WHAT we are much like primitive man before our thoughts were word driven. We are so much

more than our gender, nationality, ethnicity, religion, education, resume, birthday, family and friends. And to add more to this equation, we are as unique as our thumbprint. There are no two people alike. Fortunately, the ULT is designed to provide an extraordinary multi-dimensional visual of the human that stands before us. Using the physical metrics of life and simple rhetoric in questioning we are able to produce a printout that moves and relates morning, noon and night.

To achieve key business objectives and maintain a competitive edge, companies must refine and optimize their infrastructure. Operations, Manufacturing, Risk Management, Leadership and Customer Service all require very unique human applications. Because humans possess strengths and weaknesses, knowing what to expect when an employee arrives at work beat up by life prior to his arrival, can play a key role in who to place where. With the ULT technology Talent Management is presented with an opportunity to choose the lesser of two evils by making conscious decisions based on a multi-dimensional presentation of each individual assessed.

This paper emphasizes the difference in assessing human nature through the use of the ULT Technology. In comparison to the 1000+ psychometrics on the market, the ULT is a physicalogical interpretation of man's authenticity as it includes and interfaces with the already existing

repetition of psychoanalytical assessments on the market today. Both are vital but the latter needs The ULT to identify natural human potential. This is why we are called the first GREEN Human Assessment technology. We use nature in our scientific approach in creating real methods of validating human nature while expanding upon its ever evolving uniqueness.

SUSTAINING OPTIMUM HUMAN PERFORMANCE

Sustaining optimum human performance in a work environment is not nearly as difficult as it might seem. Up until now, HR specialists likely have tried all kinds of programs addressing culture conflict, leadership development, or providing the all too familiar favorite, "stress management" courses in hopes to develop employee performance, raise morale and increase the bottom line. When it comes to getting the best out of employees these programs are all very helpful but without addressing the individual nature of each employee, the probability of their being applied long term beyond their presentation, is not very likely. This assumption is derived from a variety of comments provided by CEO's that have invested large sums of money in assessment and employee performance programs in the past, with each program's representation professing to be better than their predecessor. This pre-existing condition does not exactly set up others that follow for success. In fact, this mindset hinders a timely introduction to the next generation of highly refined state of the art advanced human assessment technologies; one that provides answers to questions and solutions to problems based not solely on behavioral assessment but on the dynamics and physicality of an entire organization and all of its living components. Furthermore, the input provided with these more advanced methods of assessing human nature

include not only the dynamics but the interface or predictable interactions that are likely to occur given a certain set of circumstances. Wouldn't you like to know if your precisely chosen, two highly qualified candidates could work effectively on the same team...before you put them together? The ULT technology leads the way in offering more sophisticated, pertinent and advanced applications in assessing a company's greatest asset, their employees.

When addressing a person's individuality, it is vital that there be a ratio recognition of personality to physicality. Personality is essentially a layman's term for psychological behavior and represents roughly 20% of a human being's potential where physicality is actually where the force and the significance of one's personality becomes a reality. Understanding the interface that exists between physicality, a 3 dimensional expression of significance, and personality or behavior, a "mind full" expression (which may or may not be outwardly available) is where success in Talent Management (TM) begins. Without fully comprehending the connection between the seen and the unseen objectively, TM may choose to continue to deliver 1, 2 and 3 hour mindful methods of assessing one's personality only to fall prey to the same internal challenges a month or two down the road.

THOUGHTFUL RESIDENCE

It's important to note that psychometrics are largely thought driven as is our society. It is the hope that by dissecting one's thoughts and trying to quantify them we can control or enhance human performance. Unfortunately, this is like trying to measure and understand raindrops during a torrential downpour in hopes to calm the storm. Few individuals truly recognize the natural placement of a person's thoughts and fully comprehend how they serve to enhance human performance, including the person that is doing the thinking. In very simple terms, a gentle rain nourishes the soil it falls upon but too many drops in a given moment can erode the very soil it nourishes. Thoughts are very similar in that too many in a given moment can infringe upon one's ability to function reasonably or in alignment with their thought activity relative to their colleagues. This outward appearance of dysfunction or displacement can breed false judgment that often leads to disappointment and termination. Like raindrops, the origin of thoughts can only be traced back so far and then the rest is left up to speculation. It is, however, in tracking that we come to identify where thoughts live and how each can be reduced to a source living in a particular physical presentation of self. Just as in tracing rain to its original residence in Cumulonimbus clouds, Plato, Jung and others shared their observations in describing the philosophical and psychological

archetypical nature of man, leaving man's archetypical behavioral physical residence unknown. It wasn't until Leonardo da Vinci started anatomically illustrating the different parts of the brain that we arrived at the notion that it may be home for thoughts.



Neurologists exploring how man's electromagnetic potential influences thoughts reveal that thoughts are electrically stimulated by neurons. Neurons obviously are a part of brain matter and a human's brain plays a key role in the thought processes. These speculations date back to the days of Hippocrates. Aristotle however, believed that thoughts were housed in the heart, hence the saying, "to memorize by heart". Organizations such as Heartmath explore this aspect of behavioral influences. But, what if both organs played an equal role in the transmission of thought and actually shared this responsibility with the entire physicality of the human being? The reason for posing

this question, is to assist TM in understanding that man's behavior is a by-product of the health of his physicality. There is not one or two definitive areas that influence behavior or thoughts but rather it is a totality of understanding man's physical makeup that affords ULT experts the opportunity to see just what fuels a person's desire to perform. Because man's health is at risk daily by external as well as internal attack, the probability of performing at the height of one's potential is but a dream. The good news is TM can make an enormous impact on performance once these motivators are identified and, more importantly, validated by one's physical makeup. By creating dream jobs, jobs that make everyone want to work, work becomes exciting and a place that people prefer to go. This attitude promotes economic growth and a company's future desires effortlessly become a reality.

We start fulfilling such seemingly lofty dreams when we address a person's physical nature; not so much in a medical examination but rather a natural examination. In doing this, archetypes are not discarded but instead they actually provide a residence for the very thoughts that psychology has been trying to harness since 400BC. Assigning obvious or natural physical residence also provides a framework from which to see the very architectural versus archetypal nature of a person and what they are built to do. What we are meant to do does not necessarily fall

into a man-made directory of simplified categories. Instead we are far more diversified and complex than most assessments give us credit for. After all, we are an evolving species. Thus, making it wise to use evolved living (less static) assessment methodologies in maintaining human performance levels. We wouldn't put a 1950 357 engine in a Toyota hybrid in an attempt to improve its fuel efficiency and performance. The same holds true for keeping up with the intelligence of man as he evolves both physically and mentally today. Understanding the physical nature of man, just as in the nature of trees or animals, provides a relative schematic or an architectural impression of what a person's house of self can and cannot do given its physicality. An elementary example would be to say that you cannot house a family of ten in a pup tent. One would not need to ask a lot of questions in arriving at an accurate assessment. It is clearly something that can be seen by the naked eye. Yet we often expect performance from people who obviously would lose energy given their size and physical capabilities. This occurs because the ever propagation of cellular input creates subtle differences in human physicality. It is these minor differences that have made it difficult to determine what a person is and isn't capable of. In brief, we each, over the centuries of time have become a kaleidoscope of colors, sounds and calculations of measureable humanness. We are not nearly as easily defined as we were 700,000

years ago. Our separateness melds into what seems to be a likeness and this generates a generic expectation and blanket opinion.

However, we are not alike.

Additionally we continue to add to our humanness with each generational invasion of hereditary influence, more colors, more variations on a theme, all of which, subtly change the needs of each human being in terms of what we need to thrive. We cannot be pigeon-holed as we are all as unique as our thumbprint. We may look like another but we are not like them.

Consequently, we use testing to extract more information in hopes to better see a person's true potential, overcoming our inability to see the slight derivations and the alternative gifts they have to offer. Our greatest mistake is in establishing norms to address a generalized problem comprised of a multitude of different circumstances and variables; each ultimately deserving of unique diagnosis treatment requirements.

Consequently, applying the homogenized so-called manufactured solution to a blended problem is like throwing spaghetti against the wall. Frequently, we are called to treat the squeaky wheel first. A good example would be in indentifying that a department manager is overworked and understaffed. Her staff is frustrated as they too are having to work overtime. She is beginning to complain to them about her not being able to get the support she needs from her Superior to help rectify the problem. Complaints begin to emerge inside and outside of the workplace as

well as to the consumers of their products. Meanwhile the manager's Superior is being pressured to cut back on payroll and the Superior's CEO has just been told by his family doctor that he has cancer and is going to have to take some time off for treatment. The home office sees the numbers dropping and brings in an assessment team to evaluate the situation. They test everyone and decide that people are improperly placed according to their ABC report. Well, that may be true but there are other areas of serious concern permeating the fiber of this company's success. Given it's current state, changing job responsibilities will definitely shift things but not fix them.

NATURE AND THE EVOLUTION OF BEHAVIOR

Psychologists and human behaviorists have been writing and revising human assessment methods for 70 years. As early as 1935, the Thematic Apperception Test, or TAT, was used as a projective measure intended to evaluate a person's patterns of thought, attitudes, observational capacity, and emotional responses to ambiguous test materials. No consideration of their physicality and how it impacted a person's reasoning capability was ever considered. Yet, opinions were formed, norms established and treatment administered accordingly. A more objective portrayal of this concept would be one where everyone that touched a cactus was surprised that it punctured their skin or that it never

provided shade. Conversely, this could have become grounds for opinion defining a cactus as prone to inflicting pain and deemed not a good candidate for a garden where other plants reside. If truth be known, metaphorically speaking, after pro-creating for thousands of years, we all have a little cactus in us. We as human beings trying get closer to the truth do so by establishing norms that by and large are not reasonable for our ever evolving species and cannot be validated in nature. Human Resource professionals need to know what they are looking at before making assumptions based on quantified popular psychological opinion. ULT professionals are trained over hundreds of hours and through constant continued education following their certifications to know what stands before them, simply by looking at a person. In many ways primitive man had easier access to intelligence in that he did not have a university or encyclopedia to consult before deciphering the nature of what stood before him. Yet, he survived so that we may be alive today. Up until now, the assessment industry has overlooked the fact that our physical appearance means something as it relates to our innate capabilities and talent. We did not show up looking like this by mistake. Our looks tell others something very valuable about us; something that has nothing to do with man's beliefs, religion, opinions or judgments. It is in understanding our physicality that we are allowed to see what a person thinks, where his thoughts are likely to go and why he

performs as he does.



ULT professionals recognize that nature doesn't make mistakes, instead, man does and it is man that pollutes the minds of others like a virus. This disease-like phenomena is contagious and easily brought on and exacerbated by hunger, anger, loneliness and fatigue. Furthermore, any one of these conditions, directly impacts the thought process and clouds one's ability to concentrate and stay on task. Common variables of toxicity also include opinion and judgment brought on by a lack of human understanding creating misconceptions and alienation. These are areas that TM can easily focus on as it relates to capturing the significance of every employee. YCG aka The Y.O.U. Consulting Group and it's team of ULT professionals have many programs that help employees understand themselves and how their uniqueness must be respected in order to perform as intended. Once an employee truly begins to see himself and how he is meant to function in today's world, a new respect for self and others manifests. This permeates the workplace and home-life adding

new energy and personal value to all aspects of his life. His attitude towards family and work shift having gained a new understanding of self. And more importantly, a new respect for co-workers, an appreciation for employment and a willingness to contribute to the betterment of the whole becomes an expression of a clear conscience. This means that his thoughts have become manageable. Managing our thoughts cannot be achieved day in and day out without having a three dimensional understanding of one's physicality and how behavior reflects the health of our authentic nature. For example, when a person driven by the need to accomplish short term daily goals and becomes hungry, angry, lonely or tired (the HALT concept) he will naturally begin to concentrate on what is not working and use intimidation versus diplomacy as a means of reaching his goals. This behavior is absolutely natural and predictable given that he has embodied certain levels of toxicity coming into the situation.

WEAKNESS VERSUS STRENGTH



Understanding what drives a person is very important. In the case of the previously mentioned Mr. Accomplishment, if he or she were to constantly be given long term projects, eventually fatigue would set in and this could easily spiral into the type of response previously mentioned (resembling the photo). This elementary example of a person's behavioral response tells us quite a bit about this person. In fact, we can guess what they might look like to a certain degree as only certain physical characteristics (eye color, etc) use intimidation under stress. Being able to see where a person is likely to go under duress allows TM to create pathways of success in managing their personnel. Something as simple as creating short term daily goals leading up to a long term desired result may be all it takes to keep this employee fed. This is a very small solution but it is extremely powerful in honoring the



true nature of another. When we do this, they feel respected and reciprocity prevails. ULT practitioners look at many aspects, such as how much energy they have to spend on a daily basis so as not to fatigue them. Some employees need longer breaks while others prefer to work throughout the day. Recognizing where these tendencies live in a person's physical presentation helps to identify and target specific solutions for getting the most out of your staff. It is not unusual to administer standard protocols and procedures creating blanket policies that address each individual as if they were all the same animal doing the same job. Simply because a person holds the same title and takes on the same responsibilities does not mean that they will perform at the same level of efficiency.

In discussing the relationship between physicality and behavior its important to note that every weakness merely represents the flip-side of a strength. If you want to hire someone capable of accomplishing big tasks it would be wise to keep them fed so as not to encounter states of intimidation. When this happens it often contaminates an entire office. Great listeners can be very negligent when malnourished while great organizers tend to fall prey to using manipulation as a means of fulfilling their own expectations. Knowing both and fully understanding both sides of the coin as it relates to the uniqueness of each individual can offer a heads up to colleagues. In healthy work

environments onsite tele-coaching is available so each employee has an opportunity to rid themselves of their toxicity before sharing it with a whole department. ULT practitioners proudly serve Talent Management in this capacity.

ABOUT THE ULT

YCG,LLC (You Consulting Group) is a company comprised of certified professionals dedicated to serving others by delivering a very unique proprietary, patent pending online Advanced Human Assessment Instrument, "THE ULTIMATE LIFE TOOL®". Curriculum used to train individuals in the technology is approved for continuing education by the California State Board of Behavioral Sciences, the Board of Registered Nursing and the International Coach Federation.

The YOU Institute currently offers programs and seminars addressing:

- Surviving Parenthood
- Achieving Business Balance
- Leadership Development
- Employee Performance Enhancement
- Career Discovery
- Families in Conflict
- Divorce Recovery
- And more.