

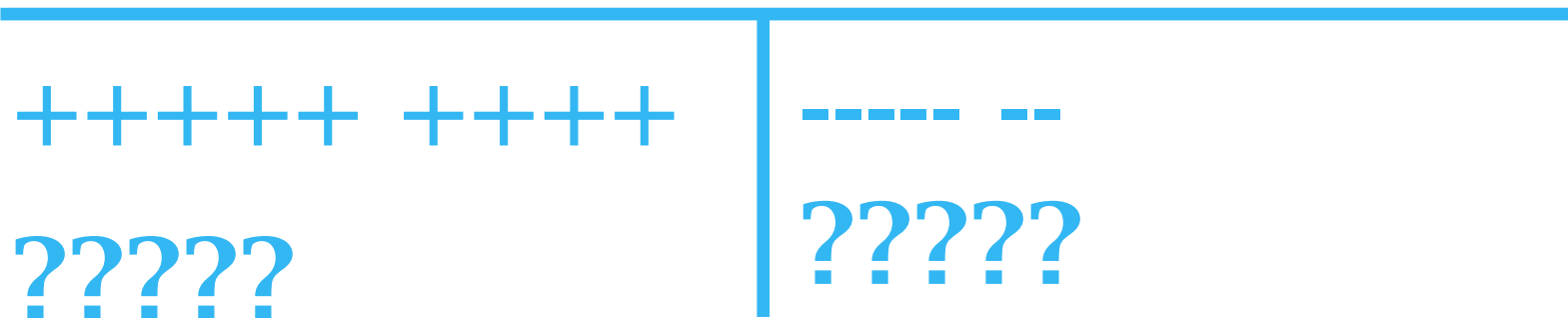
Are you happy with your life

or

**can it be improved?  
– a choice...**

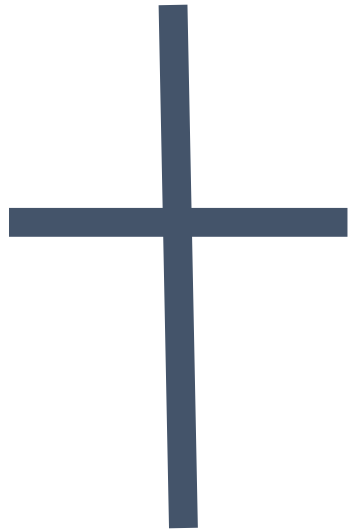
Rolf Kenmo, Humankonsult AB

You know how it is today,  
but if I change...



Rolf Kenmo, Humankonsult AB

# One example...



Gardener assistant Anders

Vilhelm Karlsson

Din farfar

\* 7 sep 1857 • Skedevi,  
Östergötland, Sverige

📅 13 jan 1928 (vid 70 års ålder)

(My paternal grandfather died, when my father was 16 years...)



**=> No studies for my father!**

My case: Choose next school... (& 12 years old)  
**My father saw it as a *crucial strategic decision!***



We went by bike 2x15 km to get assist!

# We (no-yes...) decided:

- ◆ Practical school...

(I was 12 years old, so not so easy to decide, but if I didn't like, then easier to get a job...)

# The next choice:

- ◆ Technical high school...

(I am still on a similar track, but focus on electronics. Better had probably been technical business, but then I had to move to another city. Could we afford that?)

# The choices – the results...

- ◆ Never worked as an engineer...
- ◆ 1968 Instead IT...
- ◆ 1975 Cooperation with psychologists
- ◆ 1981 Humankonsult AB
- ◆ 1986 Started to develop the HumanGuide test
- ◆ 1999 Started to cooperate with Brazilian psychologist G Welter, we met at university in Belgium

# Why?

- ◆ 1975 Cooperation with psychologists

I worked for a big IT consultant company. We investigated the development of three big IT-systems in the government.

=>MANY problems?

My mission: Improve our methods!

◆ 1986 Started to develop  
the HumanGuide test

**=> Conclusion - a growth method:  
(step by step since 1986...)**

1- Do the **HumanGuide test**

2- Figure out your **StrengthStrategy**

3- Decide your **3 Powergoals**

# Today status (2022): The HumanGuide test...

- ◆ > 500,000 tests done in Brazil since 2010
- ◆ Approved by SATEPSI in Brazil 2009
- ◆ Available in 15 languages
- ◆ Big customers: u-blox AG, Switzerland; Kroton, Brazil; etc

”This” is a big problem ...

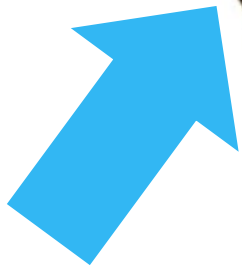


”This” is a big problem ...



= most people can't see clear  
on their and other's personality

# My life mission!

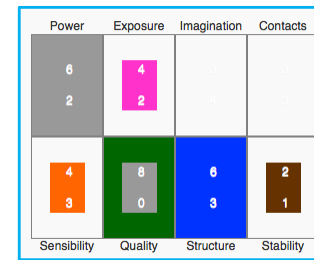


with the HumanGuide concepts  
– a better compass



# Personality tests...

Increasing ambition...











**HumanGuide**  
**(eight basic dimensions**  
**& many unique tools)**

**Five Factor Model (five basic dimensions)**

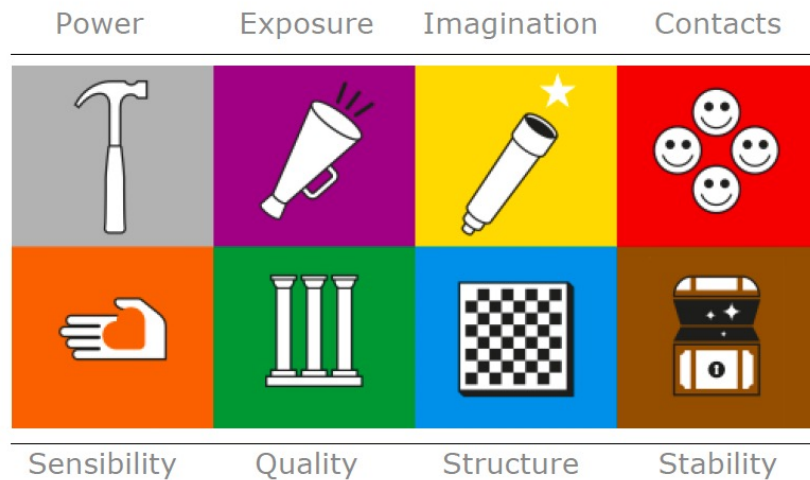
**DISC and similar (four basic dimensions)**

**MBTI and similar (16 types for every human being...)**

Factor	Symbol	Characteristics
Sensibility		Perceptive, considerate, careful, accommodating, complaisant, sensual, diplomatic, obliging, likes closeness
Power		Energetic, speedy, driving, eager, competitive, strong, active, result-orientated, straightforward, fearless
Quality		Reliable, quality-conscious, conscientious, supportive, persevering, comprehensive, thorough, unselfish, caring, dutiful
Exposure		Spontaneous, charming, witty, proud, likes attention, trendy, charismatic, colourful, dramatic, ready-witted
Structure		Orderly, methodical, likes planning, neutral, distinct, correct, realistic, objective, disciplined, forethoughtful
Imagination		Imaginative, inventive, improvises easily, clever, likes to experiment, ingenious, development-orientated, freedom-orientated, visionary, artistic
Stability		Stable, economical, wary, creature of habit, thrifty, down-to-earth, tradition-bound, conservative, cautious
Contacts		Outgoing, sociable, open-hearted, easy-going, playful, humorous, food-loving, contact-orientated, optimistic, cheerful

# 8 Boxes Personality Theory

# Core: 8 Boxes Personality Theory



Driving factors

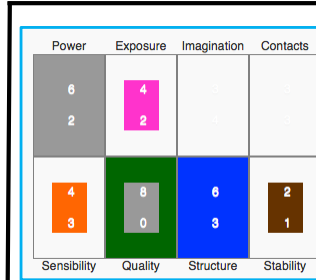
Reflecting factors

**8 factors => more nuanced!**

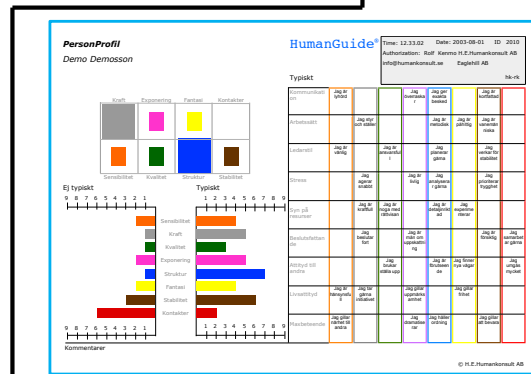
# Assess & testresult

Increasing ambition...

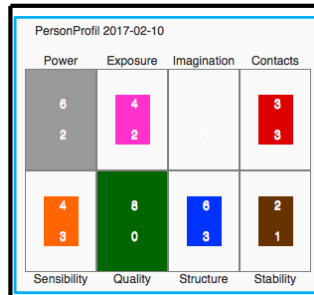
=> This means that every company/org can afford the test for all employees!



3= CoreProfile  
(via a personal meeting)  
=> Recruitment/Coaching



2= MultiProfile  
("self-explained")  
=> Recruitment/Coaching



1= AppProfile  
(a calculated profile, i.e. a Syntprofile...)  
=> "When you test many at the same time..."

As a cup...  
- a pedagogic turbo!

# Many do personality tests, but...

- ◆ Exciting, but now what?

=> They don't understand how to use it for personal development - every day!!!

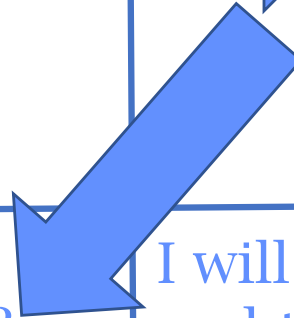
# Conclusion – easier job choice, when doing a personality test?

- 1- Could be crucial...
- 2- In my case, No!
- 3- But for sure with a  
*StrengthStrategy!!!*

My **strengths** (typical) are and should be used for?

My biggest **exaggeration** is and should be handled like this?

Start...



My **unneed/-s** are and they I handle in this way?

I will **improve** and then I do like this?



My **strengths** (typical) are and should be used for?

*Imagination, Structure, Quality and Power (from the eight basic factors in the personality theory “Eight boxes” – these are my strengths).*

*Jackpot activity is: To solve complex problems for a better society, i.e. an activity in principal, which uses all my four strongest factors in this case. More info in the book “Let the Personality Bloom”.*

*I do this as concept developer for HumanGuide.*

*I have three powergoals (more info in the book “Power Goals”). Two for my work and one private...*

My biggest **exaggeration** is and should be handled like this?

*Expansion exaggeration (Imagination).*

*It is very important to have a well-defined goal picture, because then it is easier to say no to not relevant actions. It is also easier to figure out how actions can be handled in the smartest way.*

*Care about goals and follow up them.*

*Check that people understands you...*

My **unneeds** are and they I handle in this way?

*Exposure and Stability.*

*Exposure is no problem today. When I was younger it was a strength (primary factor), which I can pick up today – when needed;-)*

*Stability is a problem. My strategies are*

- *to avoid*
- *to use my Imagination in order to handle such actions in a smarter way*
- *to apply positive thinking in order to increase motivation*
- *to be aware of costs...*
- *to do risk analysis, when needed*
- *5 - 4 - 3 - 2 - 1 - Go!*

I will **improve** and then I do like this?

*Use only extensive answers, when it is relevant!*

*To be more interested in the worlds of other people – my enthusiasm for my interests has to be governed;-)*

My **strengths** (typical) are and should be used for?

*You fill in here your primary factors (strengths) from your PersonProfile and the theory Eight boxes.*

*It is then wise to fill in your jackpot-activity, if you have done one. More - look in the book "Let the Personality Bloom". Or at least your preferred job...*

*Finally it is smart to have three powergoals. More - look in the book "Power Goals".*

My biggest **exaggeration** is & should be handled like this?

*You fill in here your worst exaggeration, which most often has its origin from your corefactor (the strongest strength).*

*You then fill in the actions you need to do in order to handle your exaggeration. There are proposals in the book "Let the Personality Bloom".*

*Note! You will never get rid of your exaggeration, because if you can succeed with that, then will also the strength disappear. It is important to be aware of your exaggeration, then you can reduce its influence, as much as possible.*

My **unneeds** are and they I handle in this way?

*You fill in here your unneed/-s, i.e. the factors, which are on the lowest level (=uncoloured).*

*Finally you fill in how to handle your unneed/-s.*

I will **improve** and then I do like this?

*You fill in here what you ought to do in order to develop your strengths. What is most crucial!*

# Step 3: Your 3 Powergoals!

- 1- My business 1 (this is an example...)
- 2- My business 2
- 3- Private...

(according to the book "Powergoals")

1 => life will be a tunnel...

10 =≤ there will be no focus...

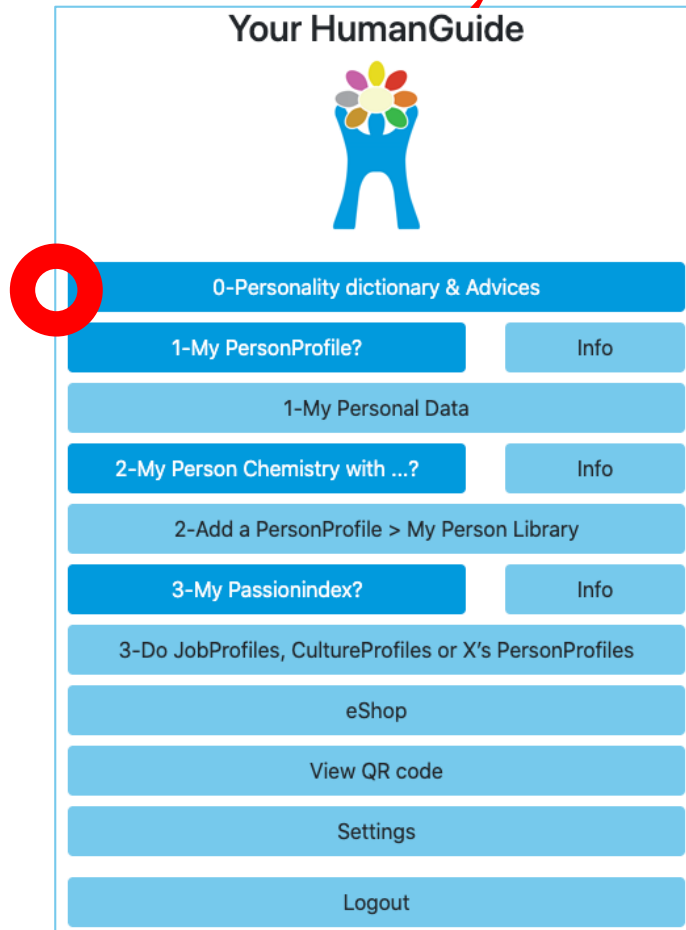


Supportive slides...

The apps & tools

*...beyond just a test*

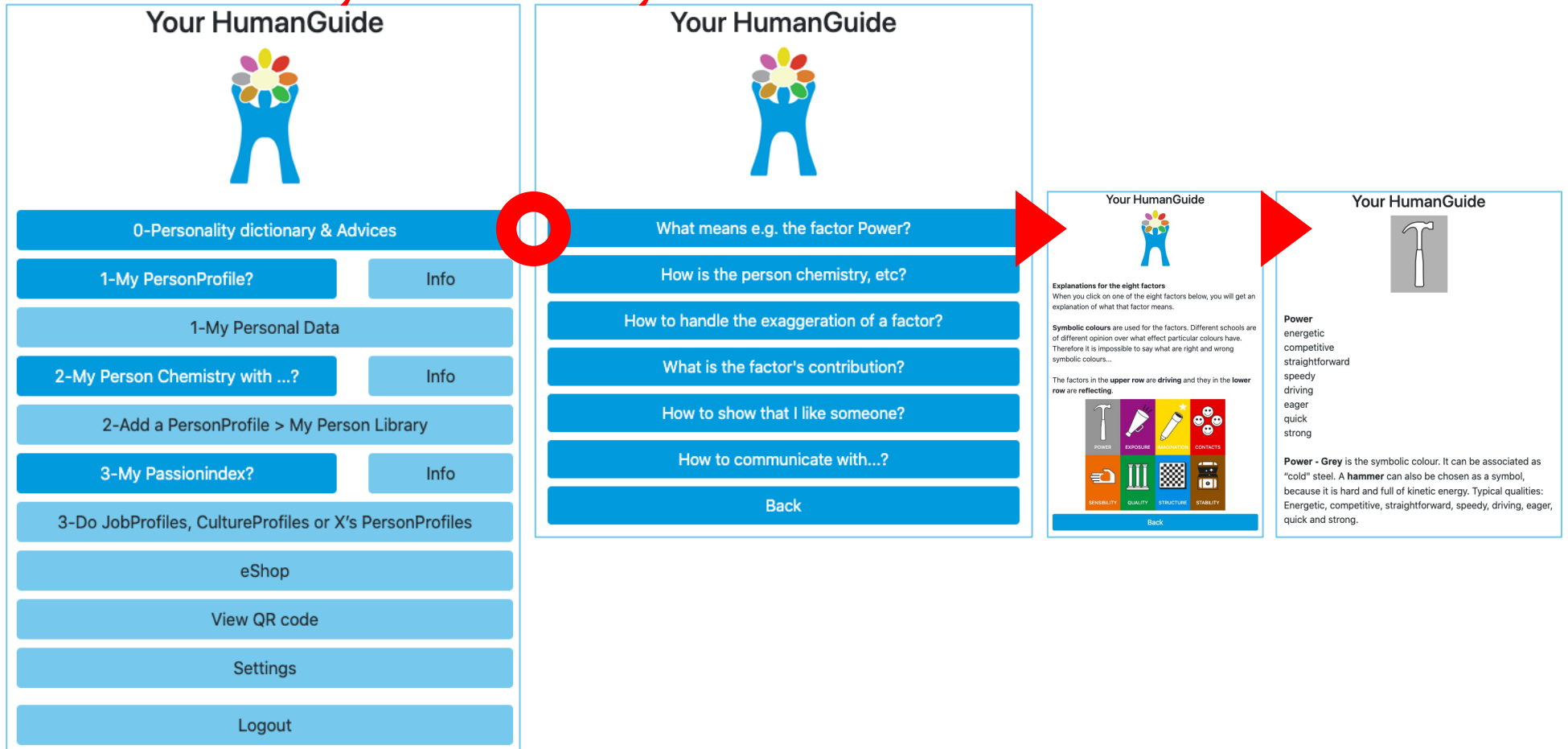
## 0-Personality dictionary & Advices



& Webb app  
[your.humanguide.se](http://your.humanguide.se)



(when someone  
has done the test,  
then they can use this app...)

# 0-Personality dictionary & Advices



## 1-My PersonProfile?


### Your HumanGuide



- 0-Personality dictionary & Advices
- 1-My PersonProfile? Info
- 1-My Personal Data
- 2-My Person Chemistry with ...? Info
- 2-Add a PersonProfile > My Person Library
- 3-My Passionindex? Info
- 3-Do JobProfiles, CultureProfiles or X's PersonProfiles

## 1-My PersonProfile?

Your HumanGuide



0-Personality dictionary & Advices

1-My PersonProfile? Info

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3-My Passionindex? Info

3-Do JobProfiles, CultureProfiles or X's PersonProfiles

Your HumanGuide

**My PersonProfile...**  
Your PersonProfile is shown below as a so-called AppProfile, i.e. you see your

- **primary factors** (*your strengths*), when it is filled with a symbolic colour in the whole square
- **secondary factors**, when it is filled with a symbolic colour in half of the square

**NOTE! If you click on a square**, then you will come to a page, where the factor e.g. Power is explained. Click on the Back-button in order to come back.

If you like to have more information, then you click on the button **Info**.

Info


PersonProfile 2001-05-17 CP

Power	Exposure	Imagination	Contacts
6 1	0 5	9 0	5 2
Sensibility	Quality	Structure	Stability
4 1	5 0	6 1	1 8

Back

Logout

Your HumanGuide




**Power**  
energetic  
competitive  
straightforward  
speedy  
driving  
eager  
quick  
strong

**Power - Grey** is the symbolic colour. It can be associated as "cold" steel. A **hammer** can also be chosen as a symbol, because it is hard and full of kinetic energy. Typical qualities: Energetic, competitive, straightforward, speedy, driving, eager, quick and strong.

## 2-Add a PersonProfile...

Your HumanGuide



0-Personality dictionary & Advices

1-My PersonProfile? Info

1-My Personal Data


2-My Person Chemistry with ...? Info

**2-Add a PersonProfile > My Person Library**

3-My Passionindex? Info

3-Do JobProfiles, CultureProfiles or X's PersonProfiles

Your HumanGuide



**NOTE!** You can add PersonProfiles - as the login below, with an e-mail address and password for the other person or via a QR code. If you use the code, then both persons have to be logged in the app. Next step is that person A click on the button "View QR code" in the main menu. Then person B activates the camera in her/his smartphone and scans the QR code and allows access. Done and you can cooperate better;-) If this connection isn't needed longer, then you can delete it.

**Username** (the login email address for the other person):



**Password** (from login for the other person):

DEMO, if you use the login-info below, then you can see how this works...

Username: info@humankonsult.se  
Password: 15662

**Add this PersonProfile**

Your HumanGuide




Back

(the app can handle person chemistry)

## 2-Add a PersonProfile...

**Your HumanGuide**



0-Personality dictionary & Advices

1-My PersonProfile?

Info

1-My Personal Data

2-My Person Chemistry with ...?

Info

2-Add a PersonProfile > My Person Library


Info

3-My Passionindex?

Info

3-Do JobProfiles, CultureProfiles or X's PersonProfiles

**Your HumanGuide**



**NOTE!** You can add PersonProfiles - as the login below, with an e-mail address and password for the other person or via a QR code. If you use the code, then both persons have to be in-logged in the app. Next step is that person A click on the button "View QR code" in the main menu. Then person B activates the camera in her/his smartphone and scans the QR code and allows access. Done and you can cooperate better;-) If this connection isn't needed longer, then you can delete it.

**Username** (the login email address for the other person):

rolf.kenmo@humankonsult.se

**Password** (from login for the other person):



....

DEMO, if you use the login-info below, then you can see how this works...

Username: info@humankonsult.se  
Password: 15662

Add this PersonProfile


**Your HumanGuide**

Back

## 2-My Person Chemistry with...?

**Your HumanGuide**



0-Personality dictionary & Advices

1-My PersonProfile?

Info

1-My Personal Data

2-My Person Chemistry with ...?

Info


2-Add a PersonProfile > My Person Library

3-My Passionindex?

Info

3-Do JobProfiles, CultureProfiles or X's PersonProfiles

**Your HumanGuide**




Anders Jemal X

Anders Skogsmo X

Andreas Kenmo X


# & Webb app your.humanguide.se

## Your HumanGuide



- 0-Personality dictionary & Advices
- 1-My PersonProfile? Info
- 1-My Personal Data
- 2-My Person Chemistry with ...?** Info
- 2-Add a PersonProfile > My Person Library
- 3-My Passionindex? Info
- 3-Do JobProfiles, CultureProfiles or X's PersonProfiles

### Your HumanGuide



Anders Jemail	X
Anders Skogsmo	X
Andreas Kenmo	X

## Your HumanGuide

**Our Chemistry...**  
On this page you can see how your person chemistry is together. What your strengths (drives) are and your risks in your particular cooperation. At first remember that talent is an overestimated idea, i.e. where you have your strongest drives (strengths), there you have your strongest motivation and then you can be a talent...

Below there are explanations for the eight factors and their "chemistry". **When you click on one of the eight factors below (the column in the middle)**, you will get an explanation of what that factor's "chemistry" means and then not only person chemistry - also job chemistry and culture chemistry.

Similar factors like each other, except *Exposure*, who can be rivals about being in focus. Different factors can sometimes create irritation and conflicts. Good self-esteem reduces the risk...

**Your PersonProfiles**  
It is shown below as a so-called AppProfile, i.e. you see your

- **primary factors (your strengths)**, when the whole square is filled with the symbolic colour
- **secondary factors**, when half of the square is filled with the symbolic colour

**NOTE! If you click on a square in your profile (the first column) or the other's profile (the third column)**, then you will come to a page, where the factor e.g. *Power* is explained. Click on the Back-button below in order to come back.

If you like to have more information, then you click on the button **Info**.


Info

PassionIndex

Demo	Demo	Demo
Demossion	Demossion	Demossion
hgyocl	hgyocl	hgyocl
PersonProfile	PersonProfile	PersonProfile
2017-02-10	2017-02-10	2017-02-10

Sensibility	<b>Chemistry</b>	Sensibility
4	Sensibility	4
3	Info	3
Power	<b>Chemistry</b>	Power

## Your HumanGuide



**PERSON CHEMISTRY - Sensibility**  
In general, it is rare that others have issues with *sensibility* because of the thoughtful and caring nature of the factor. This, on the other hand, can cause *sensibility* trouble. The issue others can express with *sensibility* is indecisive and that it is difficult to get a clear message from *sensibility*. This is because *sensibility* prefers to avoid conflict.

*Sensibility* likes when you need to stimulate all senses e.g. being caring, being warm and similar. Moreover, if you be kind and sensitive! It is also good if you care about health and the environment. Strive also after harmony.

**PERSON CHEMISTRY - Sensibility - Sensibility**  
A very caring and friendly atmosphere. Low tempo.

**PERSON CHEMISTRY - Sensibility - Power**  
*Power* can be perceived as blunt by *sensibility*. The indecisiveness and low tempo of *sensibility* can annoy *power*. *Sensibility* should then adopt a firmer stance towards *power* to be accepted.

**JOB CHEMISTRY - Sensibility**  
Have physical contact and be considerate. Care for others and use senses and body. Give service.

**METHOD CHEMISTRY - Sensibility**  
Use hand and ones senses.

**HOBBY CHEMISTRY - Sensibility**  
Body caring in many ways, riding, animals, cooking and wine tasting

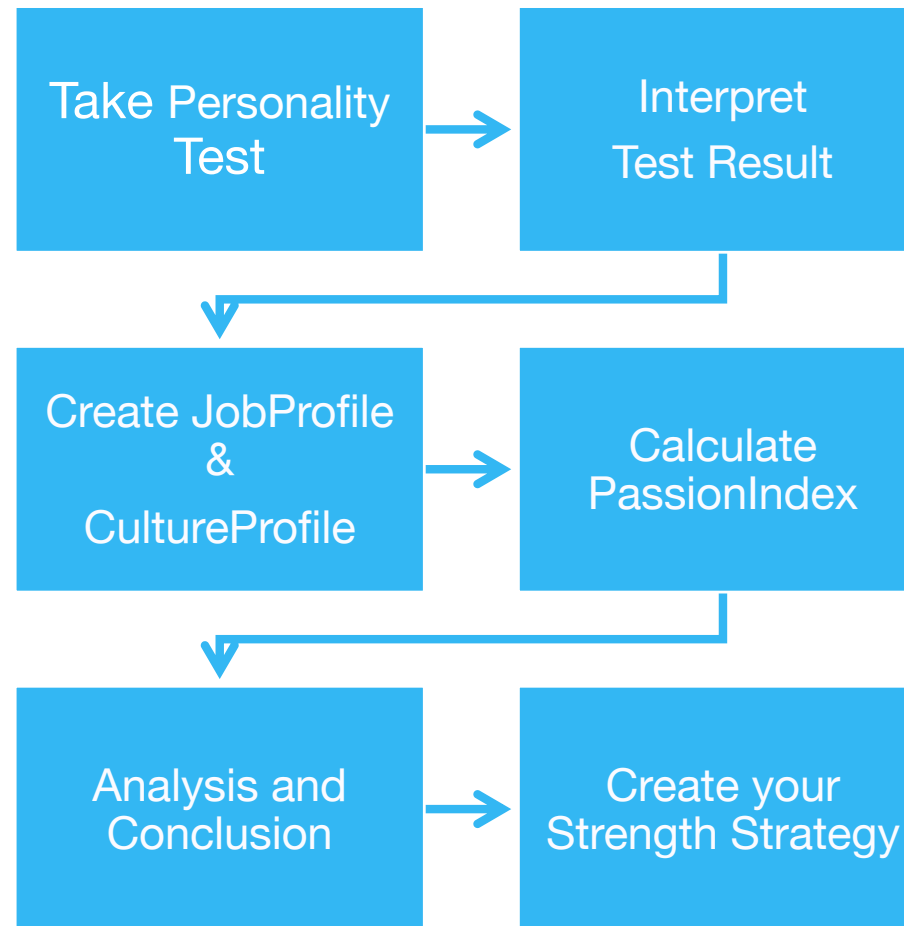
**CULTURE CHEMISTRY - Sensibility**  
(Organization culture)  
Responsive, Tactful, Friendly, Sensibly, Gentle, Accommodating, Gentle, Humble, Intimacy

More info about the HumanGuide®-concepts - look at [www.humanguide.com](http://www.humanguide.com) or buy the book "Let the Personality Bloom" via [www.adlibris.com](http://www.adlibris.com).

## Latest: Calculate PassionIndex...


- “matching results” the personality and a person, a job or a culture
- The higher the **PassionIndex**, the better...
- Via a **StrengthStrategy** you can figure out the best way to use your strengths

# Talent Process



# & Webb app your.humanguide.se

Your HumanGuide



0-Personality dictionary & Advices

1-My PersonProfile? Info

1-My Personal Data

2-My Person Chemistry with ...? Info

2-Add a PersonProfile > My Person Library

3-My Passionindex? Info

3-Do JobProfiles, CultureProfiles or X's PersonProfiles


(the app can  
also handle  
Passionindex)

# & Webb app your.humanguide.se

## 3-My PassionIndex?


## 3-Do JobProfiles...

**Your HumanGuide**



- 0-Personality dictionary & Advices
- 1-My PersonProfile? Info
- 1-My Personal Data
- 2-My Person Chemistry with ...? Info
- 2-Add a PersonProfile > My Person Library
- 3-My Passionindex?** Info
- 3-Do JobProfiles, CultureProfiles or X's PersonProfiles**

**Your HumanGuide**



Info

Max 10 profiles can now be registered






- Do a JobProfile
- Do a CultureProfile
- Do a X's PersonProfile
- How to assess the personality?
- Back
- Logout

**Your HumanGuide**

**Calculation of your Passionindex, i.e. how your personality matches different profiles**

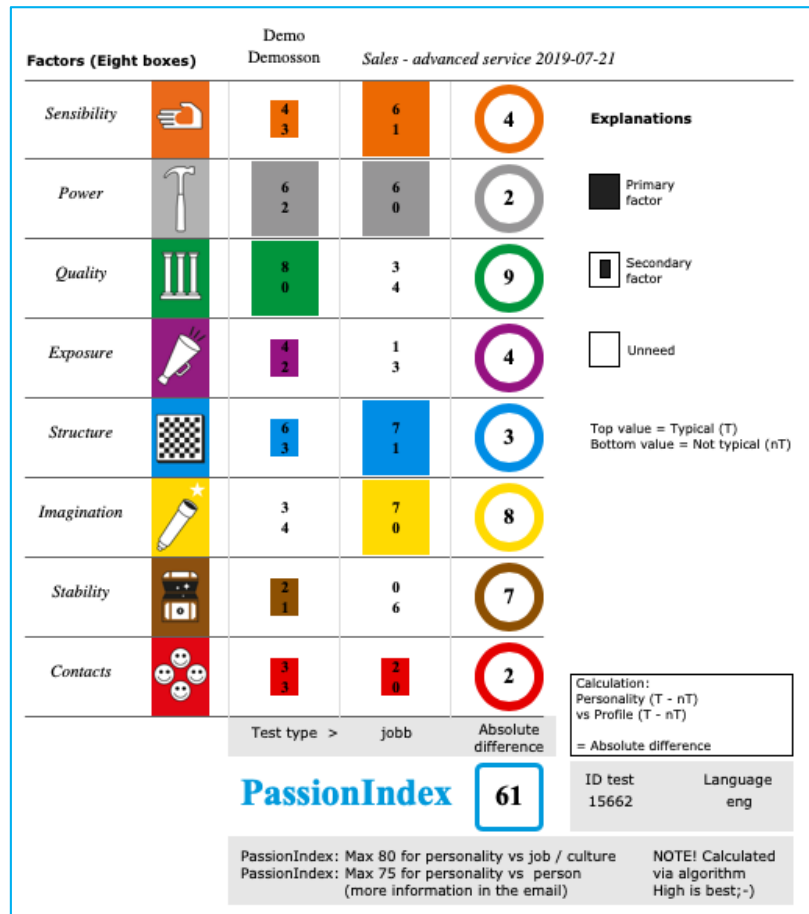
Here you see all the profiles, which you have done. When you start as a user, then you have a quota with maximum 10 profiles. Then you have to buy more, but the price and other conditions are not yet decided. We are now pilot testing. When that is finished, then there will be answers about prices for subscription and other conditions. You can then choose one of the three service levels.

If you don't yet have done any test, then it will of course be no profile on the list below.

-  VD HK 2019-05-10
-  HG guide 2019-05-13
-  HG-kulturen 2019-05-13
-  K. AB (A S) 2019-05-13
-  Svensk 2019-05-27

# PassionIndex

## Person A vs Job Profile of Company Y



Quality      9 = Not good: High difference!

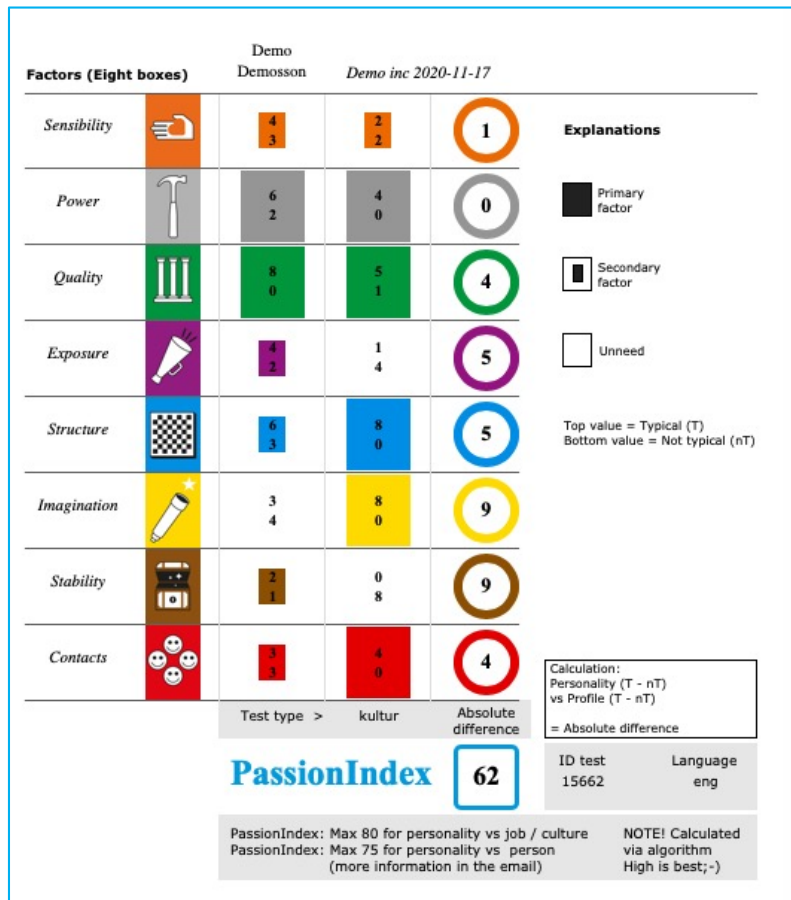
Imagination 8 = Not good: High difference!

Stability      7 = Not good: High difference!

Index 61 (80 is maximum and best)

# PassionIndex

## Person A vs Culture of Company X

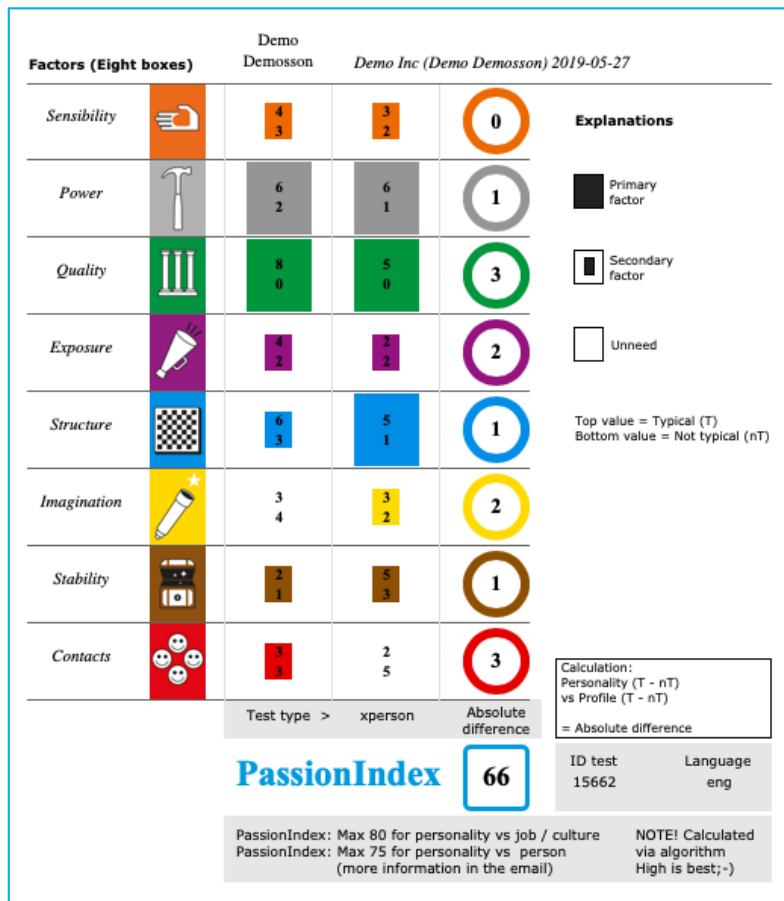


Imagination 9 = Not good: High difference!  
 Stability 9 = Not good: High difference!

Index 62 (80 is maximum and best)

# PassionIndex

## Person A vs Person B



Index 66 (maximum 75 is best)

HumanGuide®  
Profile Analysis

Demo Demosson	Demo Demosson Egleman	Demo Demosson	Demo Demosson	Demo MiniProfile	Demo Demosson
4 Sensibilitet	4 Sensibility	4 Sensibility	4 Sensibility	6 Sensibilitet	4 Sensibilitet
4 Kraft	4 Power	4 Power	4 Power	4 Kraft	4 Kraft
4 Kvalitet	6 Quality	6 Quality	8 Quality	5 Kvalitet	3 Kvalitet
4 Exponering	3 Exposure	3 Exposure	4 Exposure	5 Exponering	5 Exponering
5 Struktur	5 Structure	5 Structure	6 Structure	7 Struktur	7 Struktur
3 Fantasi	3 Imagination	3 Imagination	3 Imagination	4 Fantasi	4 Fantasi
9 Stabilitet	6 Stability	6 Stability	2 Stability	4 Stabilitet	6 Stabilitet
3 Kontakter	3 Contacts	3 Contacts	3 Contacts	2 Kontakter	2 Kontakter
person	xperson	person	person	cards	person

For Teams  
or Comparison  
of Profiles

## Another way: HumanGuide® Cards...

11

Vara rättfram

Be  
straightforward

HumanGuide®

12

Ge utförliga svar

To give full  
answers

HumanGuide®

13

Vara lyhörd

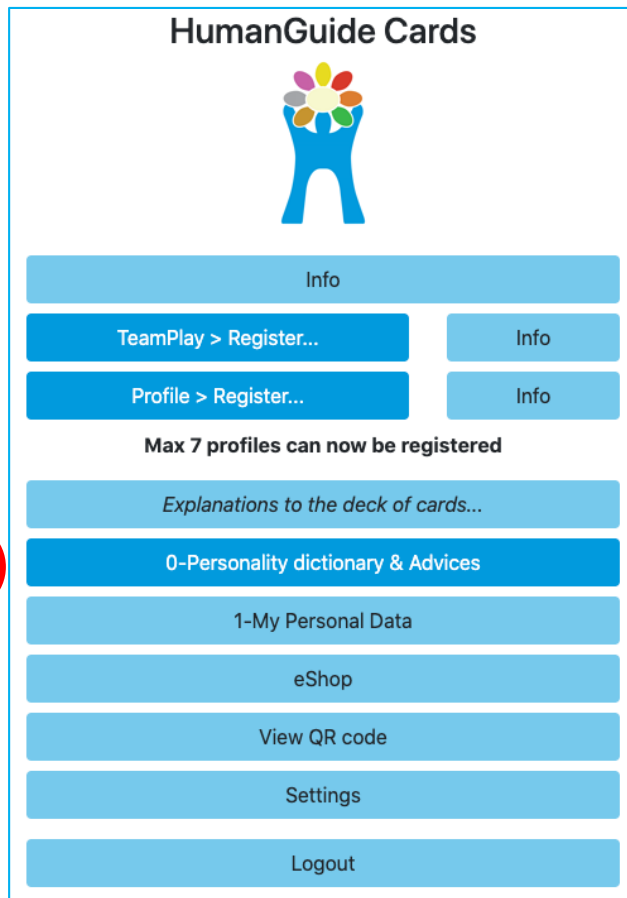
Be perceptive

HumanGuide®

# HumanGuide Cards



## & Webb app cards.humanguide.se




(this app is supportive  
for using

HumanGuide Cards)

# & Webb app cards.humanguide.se

**HumanGuide Cards**



Info

TeamPlay > Register... Info

Profile > Register... Info

**Max 7 profiles can now be registered**

Explanations to the deck of cards...

0-Personality dictionary & Advices

1-My Personal Data


eShop

View QR code

Settings

Logout

**HumanGuide Cards**



What means e.g. the factor Power?

How is the person chemistry, etc?

How to handle the exaggeration of a factor?


What is the factor's contribution?

How to show that I like someone?

How to communicate with...?

Back


**HumanGuide Cards**



**Explanations for the eight factors**  
When you click on one of the eight factors below, you will get an explanation of what that factor means.


**Symbolic colours** are used for the factors. Different schools are of different opinion over what effect particular colours have. Therefore it is impossible to say what are right and wrong symbolic colours...

The factors in the **upper row** are **driving** and they in the **lower row** are **reflecting**.



Back

**HumanGuide Cards**



**Power**  
energetic  
competitive  
straightforward  
speedy  
driving  
eager  
quick  
strong

**Power - Grey** is the symbolic colour. It can be associated as "cold" steel. A **hammer** can also be chosen as a symbol, because it is hard and full of kinetic energy. Typical qualities: Energetic, competitive, straightforward, speedy, driving, eager, quick and strong.

It is important for power to use their strong sides

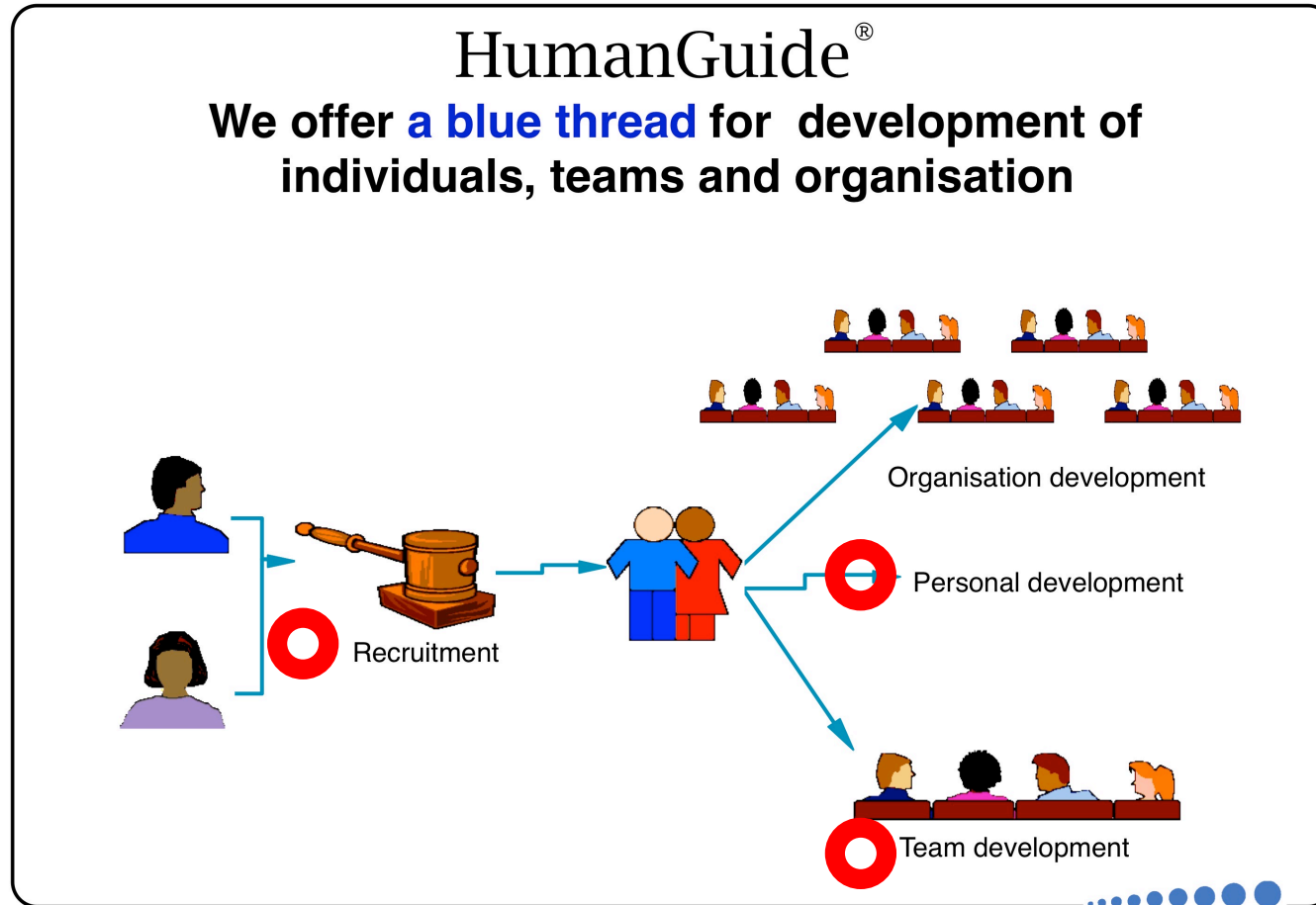


Supportive slides...

Overview of the  
Concepts

*...beyond just a test*





# Crucial Concerns for Business Success

*Mistakes are very expensive!*

How you can **recruit** better?

How to **change staff and start new teams**?

How to recruit candidates to **fit your company culture**?

How to identify what **type of a team** is suitable for a specific mission?

How to describe your **company culture** in a concise and practical way?

How to look for **soft skills** in a candidate?

How to identify **potential leaders**?

How to analyze your **associates' capacity** and development needs?

How to **coach** in an efficient way?

How to control **staff turnover**?

How to analyze why **people quit**?

# Platform

- The core of the HumanGuide® concepts is a personality test, which is today available in **15 languages**, including Chinese...
- HumanGuide® originates from well-known Hungarian psychiatrist **Leopold Szondi's (1893-1986) personality theory**, which was published in the end of 1940-ties
- HumanGuide® **Eight Boxes** is a simplified version of Szondi's theory for the layman in order to enable increased understanding for his/her own personality as well as that of others
- The development of the test and concepts **has started in 1986** and new research outcomes have been added successfully

# Why use?

- HumanGuide® **is UNIQUE !**
- The underlying personality theory consists of **8 dimensions**, providing much more nuanced test results and sharper analysis than any other personality test – such as DISC and similar models with (only 4) and BigFive with (only 5)
- HumanGuide® provides **a holistic toolbox** for success in work and life, combining personality insights including also other people, company culture and providing unprecedented coaching and development opportunities
- HumanGuide® is **a module based test and development system** characterized by its simplicity, precision, speed and simple pedagogics

## Internationally used and checked...

- HumanGuide® is used internationally by companies and individuals  
**>500.000 tests taken since 2010 in Brazil**
- The test has been first of this kind to be **approved 2009 by SATEPSI** the “Psychological Test Evaluation System” founded by the Federal Psychological Council in Brazil
- **Solid psychometric performance** as proved by recent (2016) validation study based on 110.000 tests
- Origin is **Sweden**

# How can you use it?

- Many do personality tests, but they seldom use insights from these personality tests **every week...**
- They do a test and after a while is the test result **forgotten...**
- Most users of the **HumanGuide®** concepts use the insights from the tests **every week!**
  
- **For example:**
  - *“I need to remember, when I cooperate with X that he is very low on Structure”*
  - *“I need to figure out how to handle these routine tasks, because my Stability factor is very low”*
  - *“When I cooperate with X and Y, then I need to act as a bridge, because of their very different personalities, so there will be no unnecessary conflicts”*

# It is also used in M&A...

- **For example, T Seiler, CEO, u-blox AG:**
  - *"When integrating a new team that is joining u-blox in the course of an acquisition, HumanGuide is of the utmost value for supporting the **on-boarding process**. Team integration and assignment of new tasks are facilitated thanks to insight into the person profiles of all people involved.*
  - *We began to **use this strategy 2009 for our first acquisition**. When we started 2003 to use the HumanGuide concepts, then we were a startup. The use was mostly for recruitment and staffing. Today we have more than 1 300 employees in 25 countries. We have now (21-09-23) done 3 482 HumanGuide personality tests."*



# HumanGuide®

Improves at work and in life

## Mission

We help people to discover and go for their potential

## Core Values for the Trademark

Simple  
Versatile  
Solid

## Core Values & Company Culture

Respect  
Smart  
Long Range

*...beyond just a test*

# Thanks for your attention! More info...



The screenshot shows the HumanGuide website header with the logo and tagline "improves at work and in life", followed by a navigation menu with items: Start, Services, Products, User authorization, Free knowledge..., Contact & About us, and Login. Below the menu is a main heading: "Only 15% are fully engaged at work – Why so low Passionindex?". Underneath is a row of five images with text overlays: "TEAM?" (two people), "LEADER?" (a man pointing), "INDIVIDUAL?" (a crowd), "COMPANY?" (a cityscape), and "PRIVATE?" (a couple).

Only 15% are fully engaged at work – Why so low Passionindex?

One big reason is that the matching between the personality and the job & culture is bad. When the matching is good, then the job will be almost as a hobby;-)

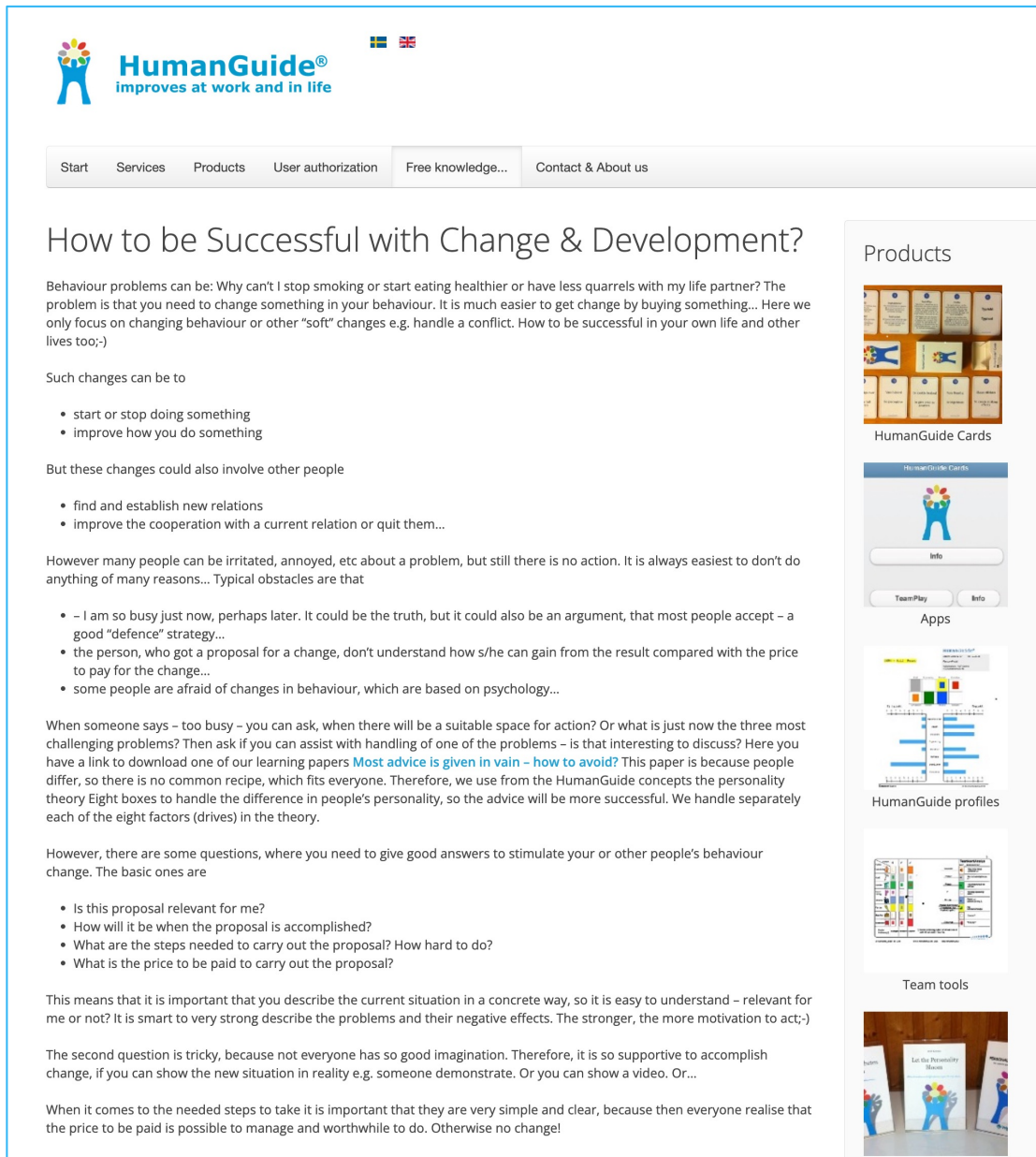
Many companies use questionnaires in order to check how engaged the personnel are. However, most of these questionnaires don't measure how good the match is between the personality and the job & culture. We can measure that. Moreover, we can identify individually more precise, where the misfit is. Then it is easier to figure out how to act in the best way. We call the measurement – Passionindex.

[humanguide.com](http://humanguide.com)

or

[rolf.kenmo@humankonsult.se](mailto:rolf.kenmo@humankonsult.se)

*...beyond just a test*



HumanGuide® improves at work and in life

Start Services Products User authorization Free knowledge... Contact & About us

## How to be Successful with Change & Development?

Behaviour problems can be: Why can't I stop smoking or start eating healthier or have less quarrels with my life partner? The problem is that you need to change something in your behaviour. It is much easier to get change by buying something... Here we only focus on changing behaviour or other "soft" changes e.g. handle a conflict. How to be successful in your own life and other lives too;-)

Such changes can be to

- start or stop doing something
- improve how you do something

But these changes could also involve other people

- find and establish new relations
- improve the cooperation with a current relation or quit them...

However many people can be irritated, annoyed, etc about a problem, but still there is no action. It is always easiest to don't do anything of many reasons... Typical obstacles are that

- - I am so busy just now, perhaps later. It could be the truth, but it could also be an argument, that most people accept - a good "defence" strategy...
- the person, who got a proposal for a change, don't understand how s/he can gain from the result compared with the price to pay for the change...
- some people are afraid of changes in behaviour, which are based on psychology...

When someone says - too busy - you can ask, when there will be a suitable space for action? Or what is just now the three most challenging problems? Then ask if you can assist with handling of one of the problems - is that interesting to discuss? Here you have a link to download one of our learning papers [Most advice is given in vain - how to avoid?](#) This paper is because people differ, so there is no common recipe, which fits everyone. Therefore, we use from the HumanGuide concepts the personality theory Eight boxes to handle the difference in people's personality, so the advice will be more successful. We handle separately each of the eight factors (drives) in the theory.

However, there are some questions, where you need to give good answers to stimulate your or other people's behaviour change. The basic ones are

- Is this proposal relevant for me?
- How will it be when the proposal is accomplished?
- What are the steps needed to carry out the proposal? How hard to do?
- What is the price to be paid to carry out the proposal?

This means that it is important that you describe the current situation in a concrete way, so it is easy to understand - relevant for me or not? It is smart to very strong describe the problems and their negative effects. The stronger, the more motivation to act;-)

The second question is tricky, because not everyone has so good imagination. Therefore, it is so supportive to accomplish change, if you can show the new situation in reality e.g. someone demonstrate. Or you can show a video. Or...

When it comes to the needed steps to take it is important that they are very simple and clear, because then everyone realise that the price to be paid is possible to manage and worthwhile to do. Otherwise no change!

Products

HumanGuide Cards

Apps

HumanGuide profiles

Team tools

Should be an updated goldmine...

...beyond just a test




Supportive slides...

The personality test...

*...beyond just a test*

# The Test System



HumanGuide®

Do a HumanGuide® Profile/-s

<a href="#">svenska</a>	<a href="#">norsk</a>	<a href="#">suomi</a>	
<a href="#">English</a>	<a href="#">Deutsch</a>	<a href="#">Polski</a>	<a href="#">magyar</a>
<a href="#">Italiano</a>	<a href="#">Français</a>	<a href="#">Espanol</a>	<a href="#">Português</a>
<a href="#">Japanese</a>	<a href="#">Korean</a>	<a href="#">Chinese</a>	<a href="#">Hebrew</a>

**More about HumanGuide®**  
[HumanGuide International](#)  
[HumanGuide Sverige](#)  
[Humankonsult AB](#)

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# The Instruction & Test



What is your personality like?

Choose four (4) **Yes** among the alternatives on the menu that correspond best to your personality and select two (2) **No** among the alternatives that correspond least to your personality. Follow the instructions exactly, even if you find it difficult to select.

**I am straightforward**

-  Yes  No

**I give complete answers**

-  Yes  No

**I am perceptive**

-  Yes  No

**I give precise answers**

-  Yes  No

**I am ingenious**

-  Yes  No

**I like to surprise**

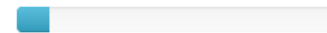
-  Yes  No

**I am brief**

-  Yes  No

**I enjoy talking**

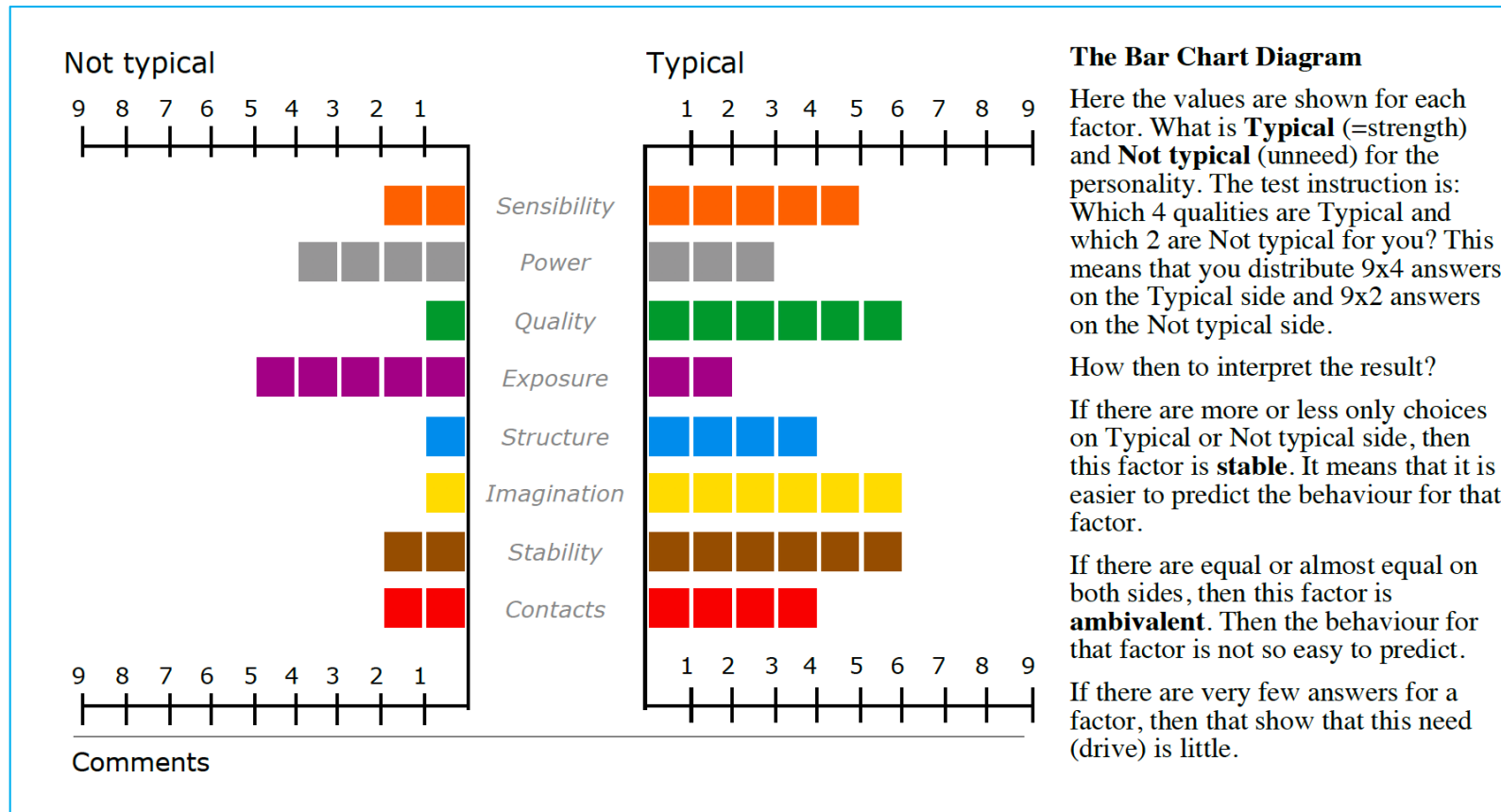
-  Yes  No



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Note! You can't return to the previous page!

# Result: The Bar Chart



# Five Profiles...

- Tests are done **online** and it takes about 15 minutes based on simple forced-choice questions
- There are 5 different profiles in the **HumanGuide®** concepts:
  1. **PersonProfile:** Self assessment of one's own personality
  2. **X's PersonProfile:** Opinion of someone via reference opinion
  3. **PartnerProfile:** Ideal partner who is complementary in some aspect
  4. **JobProfile\*):** Describing personality requirements for a job
  5. **CultureProfile\*):** This is used in order to describe a company/organization culture

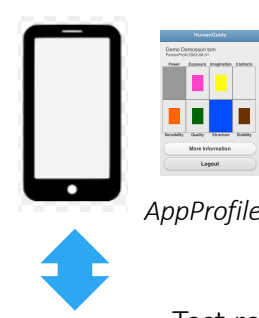
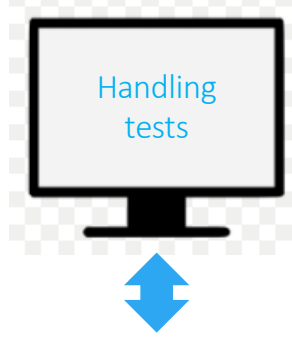
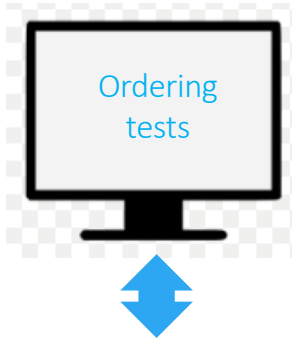
\*) These profiles could also be done with team collaboration and facilitation using **HumanGuide®** deck of cards.



Computer\*):

\*)Log in via  
"https://profiles.humanguide.se/fmi/webd"

Web app:



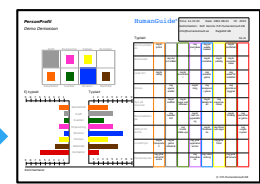
mobile.humanguide.se  
(for humanguides)



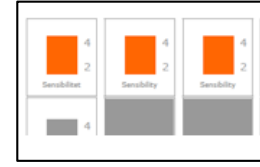
AppProfile



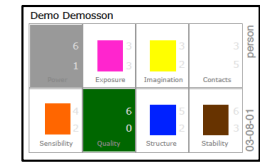
Test result options (some)...



MultiProfile



ProfileAnalysis



ProfileSign

Testinvitation

E-Mail: Do a  
profile like this...



Testee X

Test result options...

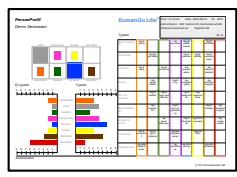
A profile  
via the  
web app

E-mail: A profile  
via an attachment

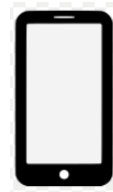
Support  
via the  
web app



AppProfile



MultiProfile



your.humanguide.se (for testees)

cards.humanguide.se  
(for HumanGuide Cards users)