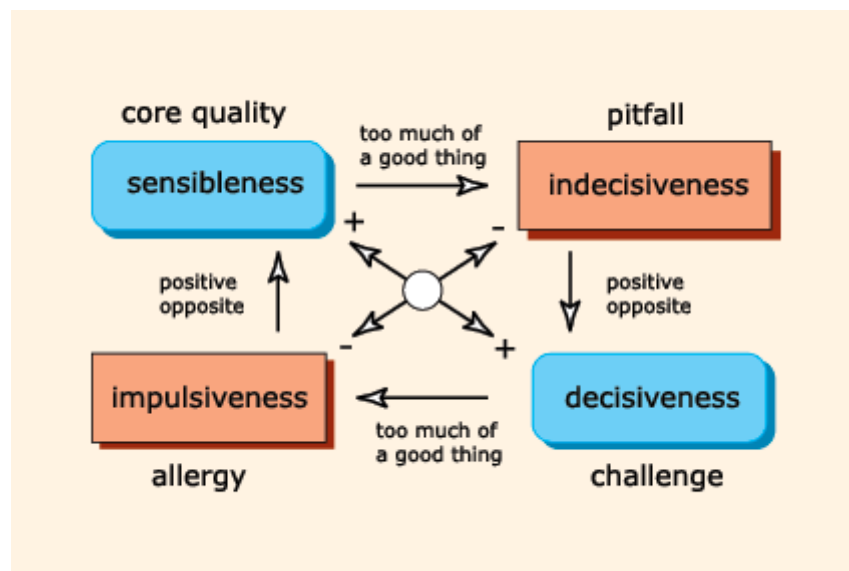


The Core Quadrant

The core quadrant theory offers an insight into the factors that influence the personal effectiveness of people.

The core quadrant in the perspective of SELF-development

CORE QUALITY is defined as the quality that guides the way a person is inclined to behave. The core quality can be considered as a 'magnet field' that attracts all other qualities (magnets). The core quality is the central quality that a person possesses since the day he was born. An example of a core quadrant is given below. The core quality is one of the four mental elements of the core quadrant.



It is quite remarkable that most people are not aware of their core quality. An explanation will have to be sought in what psychologists call constancy-phenomena and in Western culture that is strongly influenced by the Calvinism.

One is inclined to do what he's good at. Unfortunately, this can easily lead to a situation where he's not functioning according to his pure core quality, but to the so-called **PITFALL** or *distorted core quality*. The pitfall can therefore be considered as 'too much of a good thing' of the core quality. Such 'too much of a good thing' appears to be the source of annoyance to other people. Pitfall-behavior can lower the productivity of the interaction. The other party can easily get the impression that he will only waste his energy in the interaction. And even worse is that it can make an impression of opposition. So in general pitfall-behavior is very dysfunctional. The pitfall-actor usually feels the resistance from the other party in his subconsciousness, but he actually means to function in a natural way and he can't really help it. He is not aware of his core quality but confuses core quality with pitfall.

Getting to know your own pitfall is not an easy task. People can often point out other people's flaws with impeccable precision. However, people have the tendency to reject criticism unless they trust the ones who criticize them; unless they know that the other accepts them just as they are, including their less pleasant characters. Such true friends can bring someone to recognize his own pitfalls.

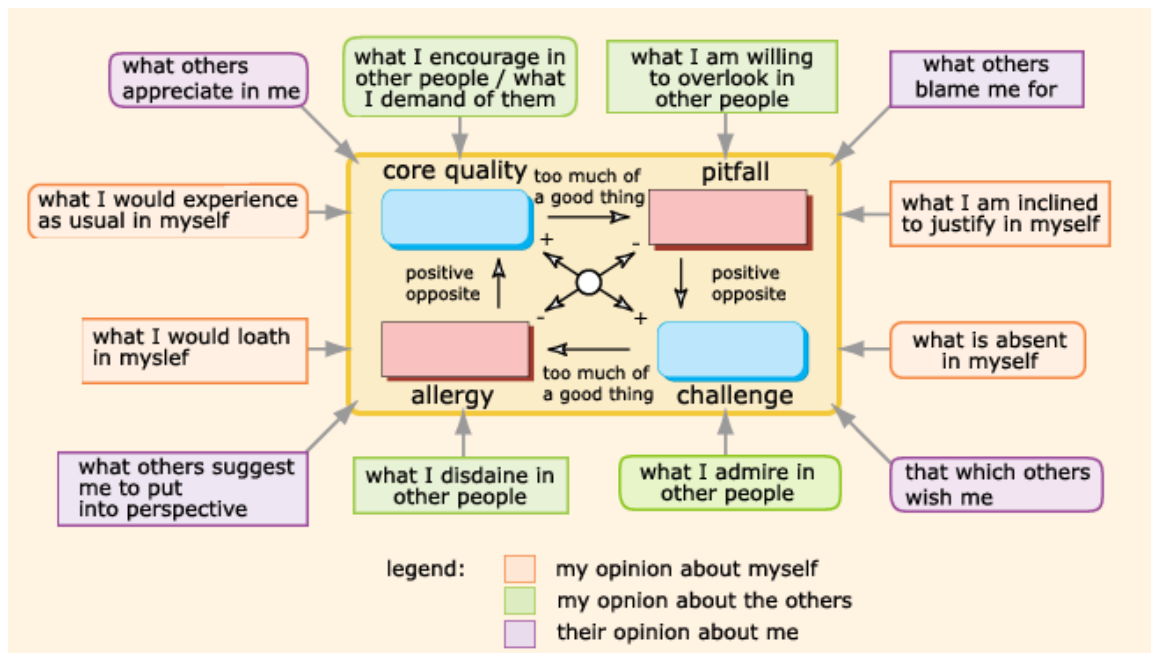
The core quadrant theory introduces another quality as a contrast to the core quality: the so-called *CHALLENGE*. This challenge can be considered as the positive opposite of the pitfall and the complement of the core quality. Thus, core quality and challenge make up a polar pair of qualities. By being aware of the challenge, one will be able to integrate it in his personality, which in turn will increase the effectiveness of the core quality.

The fourth element in the core quadrant is *ALLERGY*. This can be considered as the distortion of the challenge, a 'too much of a good thing' of the challenge. Of the four elements in the core quadrant, this is the one that most people tend to become aware of. The allergy is a part of one's personality. It represents the inferior side of ourselves, i.e. our own traits that we deem unacceptable and wish we never had. Therefore we firmly deny that we actually possess them, but at the same time our subconscious realises and acknowledges the presence of these unacceptable traits. So no matter how hard our consciousness try to deny and banish those traits, it still causes us problems anyway. Human being has found such an excellent 'solution' to this problem: he projects the unacceptable trait to his environment and observes various people in his environment through spectacles of this unacceptable trait. The projector strongly condemns those other people on the basis of the alleged trait.

Although everyone has their own projection mechanism, it is very dysfunctioning if we look at it in the light of the following considerations:

- Those who are treated unjustly by the projector - whether or not they possess the bad trait - will feel denied. This is how the projection mechanism causes damage to the social relationships with the environment.
- By projecting the unacceptable trait to the outside world, the projector actually deprives himself of the possibility to accept his 'inferior' self and to integrate it in his personality. So unconsciously he obstructs his own way to self-realization.

The allergy is in fact the trait of other people that one hates the most. Most people do not have difficulties in putting into words what they don't like in other people. The allergy is therefore the easiest element in the core quadrant for people to recognize. However, it can only happen if one realize that the allergy is actually a part of his own personality. But this realization also means that one has found a powerful key to unlock the door to self-realization!



Awareness of the four mental elements of the core quadrant can be an important contribution to the self-realization. As a matter of fact it is not possible to 'fight off' the pitfall or develop the challenge actively. The integration - and through it the wholeness of the personality - can only be achieved through the road of the awareness. However, awareness in itself is not easy to be accomplished either. Those who are interested in this topic should consider a twosome workshops (Theme III, modules 8a and 8b of business administration courses and trainings provided by), where you will be led to that awareness through an interactive process.