

Core Operating Gift (COGs) – An innate skill within an individual that governs how a person operates, processes information and emotions, driving functional behavior patterns and daily habits. Collectively with other COGs, they form the multi dimensional talents, often considered soft skills, that forms the identity and personality of an individual.

Manifestation – This is how the skill is applied, "shows up", in the real work through interactions, situations, the environment, and/or opportunity

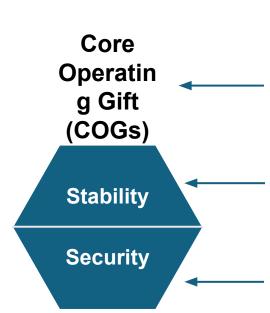
Core Skill – A foundational talent / gift that exists with the individual that may or may not be visible to others. The strength of the foundational core skill will vary by individual based on their level of awareness and subsequent development of the talent as they may or may not be aware that this innate talent exists within themselves.

Manifestation

Core
Skill

Leading Core Operating Gift (LCOGs) – An innate skill within an individual that comes natural to the individual. The strength if the talent is naturally strong and the individual usually has some level of awareness of the skill at an early age. This leading skill shines through the individual effortlessly and forms the basis of the personality and how the other COGs interact with one another.





Core Operating Gift (COGs) – An innate skill within an individual that governs how a person operates, processes information and emotions, driving functional behavior patterns and daily habits. Collectively with other COGs, they form the multi dimensional talents, often considered soft skills, that forms the identity and personality of an individual.

Manifestation – This will show up as an individual looks and feels put together. There is a sense of the person's identity that is visible to others.

Core Skill – The skill of have a sense of security deals with one's level of grounded-ness in oneself. There is an awareness of what safety feels like within themselves and/or through close relationships.

Manifestation

Core
Skill

Leading Core Operating Gift (LCOGs) – An innate skill within an individual that comes natural to the individual. The strength if the talent is naturally strong and the individual usually has some level of awareness of the skill at an early age. This leading skill shines through the individual effortlessly and forms the basis of the personality and how the other COGs interact with one another.





Core

Skill

Leading Core Operating Gift (LCOGs) – An innate skill within an individual that comes natural to the individual. The strength if the talent is naturally strong and the individual usually has some level of awareness of the skill at an early age. This leading skill shines through the individual effortlessly and forms the basis of the personality and how the other COGs interact with one another.

Purpose & Alignment

- I felt a clear connection to my work's larger purpose.
- I reflected meaningfully on my long-term path.
- My values were aligned with my decisions in that moment.
- I felt a sense of peace or fulfillment regardless of the outcome.

Confidence & Leadership

- I felt confident in expressing my point of view.
- I handled the situation with composure and control.
- I took initiative without relying heavily on others.
- I felt empowered and aligned with my role.

Creativity & Adaptability

- I stayed emotionally balanced as the change unfolded.
- I accessed creative solutions to move forward.
- I was open to new approaches without resistance.
- I felt emotionally connected to the work/team during the change.
- I was aware of my emotional reaction in the moment.
- I remained calm and focused despite the disruption.
- I took action or sought clarity to restore my sense of security.
- I felt psychologically safe within my organization.

Empathy & Relationships

Insights & Strategic

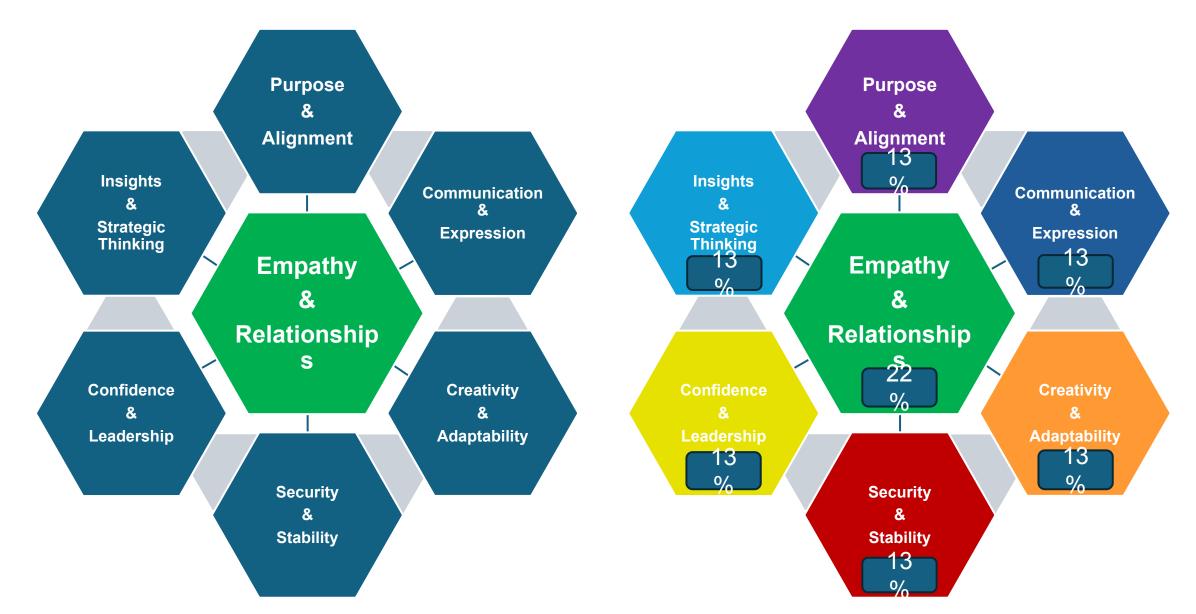
**Thinking** 

Communication & Expression

- I recognized the emotions the other person was experiencing.
- I responded with empathy and emotional intelligence.
- I maintained trust in the relationship despite the issue.
- I felt emotionally connected to my team afterward
- I trusted my intuition in addition to logical reasoning.
- I had a clear vision of potential long-term impacts.
- I stayed mentally focused and avoided overthinking.
- I felt confident in the clarity of my decision.
- I clearly expressed my thoughts and feelings.
- I listened to the other person's perspective actively.
- I adjusted my tone or delivery to maintain respect.
- I felt understood and heard by others.

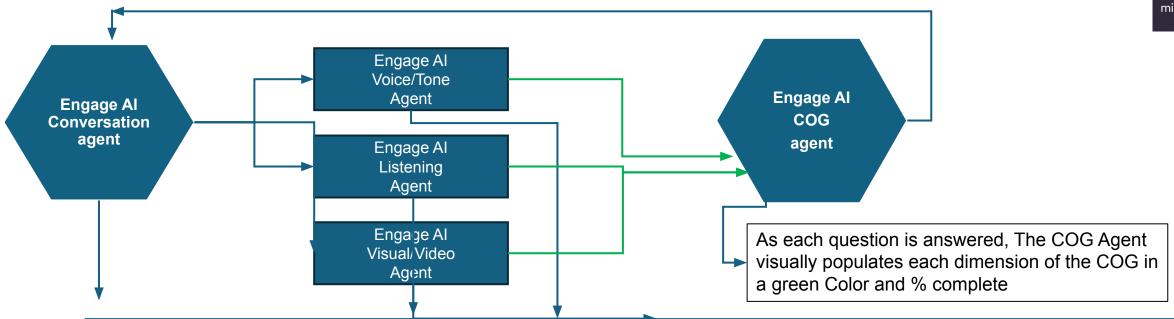
Security & Stability These core emotion centers (CEC) are fundamental to the human experience, influencing our thoughts, reactions, and interactions.





### **COG Capture Work-Flow**





#### **Conversation Agent:**

Hi, Lets get started. I'm going to ask you a series of questions. Don't worry, this is not a test. There is no right or wrong answer. These questions will help me get a better understanding of you and your Core Operating Gifts.

Are you comfortable with your camera being on? Response:

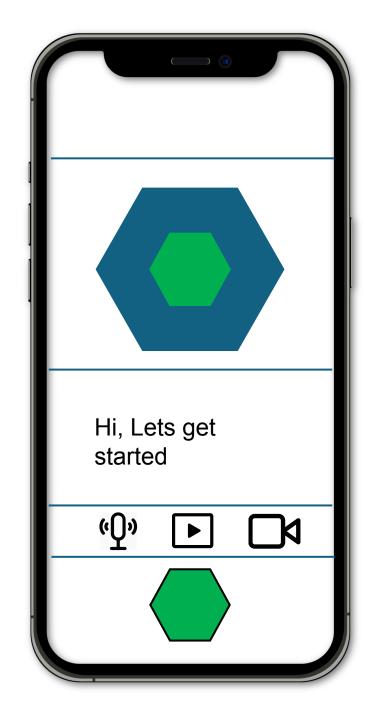
Ready?

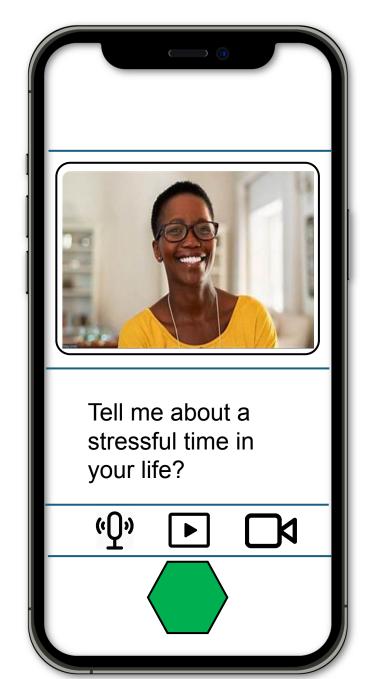
Response:

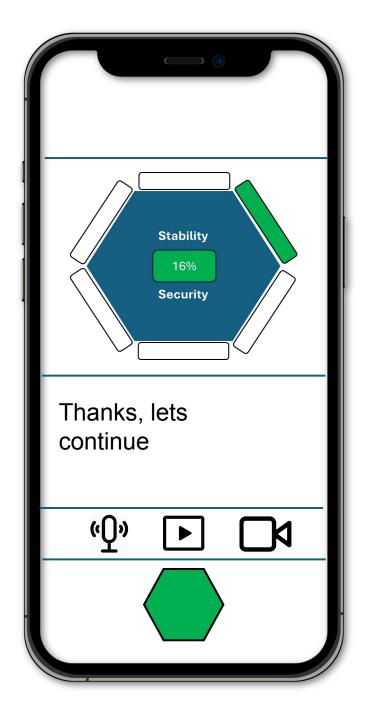
Tell me about a stressful time in your life?

Response: {video or audio response from individual}



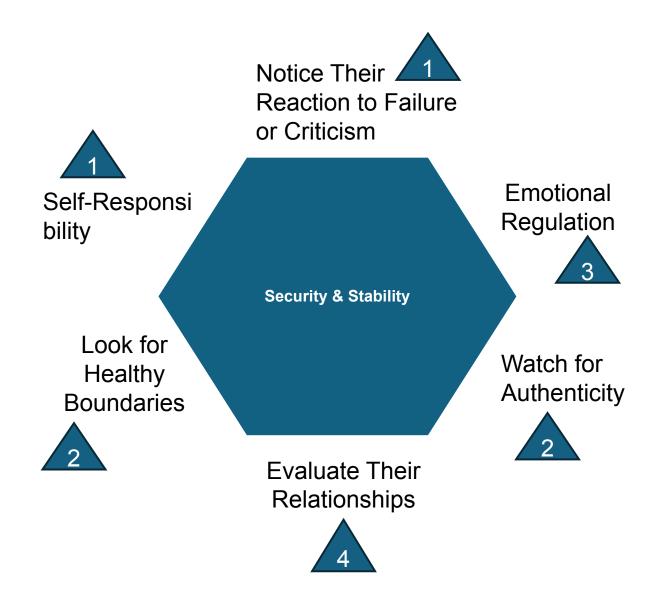






## Core Operating Gifts (COGs) of Security & Stability





Ask the following questions as a conversational piece while assessing communication style



Tell me about your oldest friend. What makes that relationship special?



Tell me about an experience where you felt you learned a lesson? What was your biggest takeaway?



Tell me about a time when you told someone no?

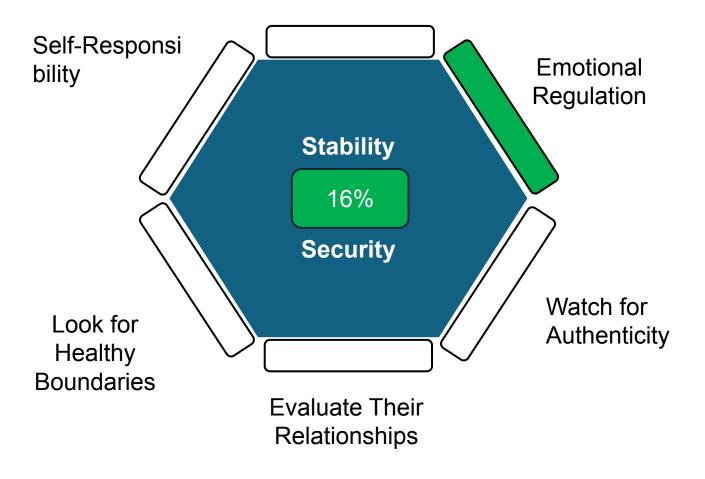


Tell me about a stressful time in your life?

# Core Operating Gifts (COGs) of Security & Stability



Notice Their Reaction to Failure or Criticism



Ask the following questions as a conversational piece while assessing communication style



Tell me about your oldest friend. What makes that relationship special?



Tell me about an experience where you felt you learned a lesson? What was your biggest takeaway?



Tell me about a time when you told someone no?



Tell me about a stressful time in your life?



#### **Conversation Agent:**

Hi, Lets get started.

I'm going to ask you a series of questions. Don't worry, this is not a test. There is no right or wrong answer. These questions will help me get a better understanding of you and your Core Operating Gifts.

Are you comfortable with your camera being on. ?

Response:

Ready?

Response:

Tell me about a stressful time in your life?

Response: {video or audio response from individual}