

Motivation Factor—Pleasure or Pain - If you can zoom in and really grasp a person's true motivations, you can understand them so much better, perhaps even to the point of being able to predict how they might act in the future.

1. When it comes to the *pleasure principle* (choice gaining pleasure over avoiding pain), *Emotion beats logic*
2. *Survival overrides everything*. When our survival instinct gets activated, everything else in our psychological and emotional makeup turns of

#### Maslow's hierarchy of needs

1. Physiological fulfillment-food, water, and shelter
2. Safety-secure source of income or resources to increase the certainty and longevity of their safety
3. Love/Belonging-relationships with your friends and family and socializing
4. Self-esteem-accumulated certain achievements or earned the respect of others
5. Self-actualization-able to live for something higher than yourself and your needs. You feel that you need to connect with principles that require you to step beyond what is convenient and what is comfortable. This is the plane of morality, creativity, spontaneity, lack of prejudice, and acceptance of reality

Defense mechanisms -ways that we avoid responsibility and negative feelings, and they include denial, rationalization, projection, sublimation, regression, displacement, repression, and reaction formation.

#### Body language -

people who spread out are relaxed, secure, and confident

People who bundle themselves signal low confidence and assertiveness

#### Body Patterns

Crossing, closing in, or shutting off – could signal guardedness, suspicion, shyness

Expanding, opening, loosening – signals friendliness, comfort, trust, relaxation

Forward, pointed, directed – may speak to dominance, control, persuasiveness

Preening, touching, stroking – shows romantic intentions

Striking, abruptness, force, loudness – signal energy or violence, sometimes fear

Repeating, agreement, mirroring – shows respect, friendliness, admiration, submission

#### Personality :The Big Five

OCEAN: openness to experience (trying new things), conscientiousness (being cautious and careful), extroversion (drawing energy from others and social situations), agreeableness (warm and sympathetic), and neuroticism (anxious and high-strung).

1. Openness to experience-determines how willing you are to take risks or try something new
2. Conscientiousness-makes you careful and cautious. You're vigilant in your actions and often think twice, or three times, before making a decision, especially if it wasn't in your original plans.
3. Extroversion-defines how outgoing or social you are.draw their energy from being around other people and thrive on being the center of attention

4. Agreeableness- identifies how kind and sympathetic you are and how warm and cooperative you are with others.
5. Neuroticism-how emotionally stable you are, identifies your ability to remain steady and balanced versus anxious, insecure, or constantly distracted

#### Personality Tool :Myers-Briggs Type Indicator (MBTI)

1. For personality, the spectrum is extroverted (E) to introverted (I)
2. For perception, the spectrum is sensing (S) to intuition (N)
3. For judging, the spectrum is thinking (T) to feeling (F)
4. For implementation, the spectrum is judging (J) to perceiving (P)

Eg: ESFJ would stand for extroverted, sensing, feeling, and judging

#### Personality Tool :Keirsey's Temperaments

1. Temperament One: The Guardian - sensor, judger, concrete and more organized. Seek security and belonging while still being concerned with responsibilities and duties. Logistics (Greatest Strength) ; they are excellent at organization, facilitation, supporting, and checking. Two roles - administrators and conservators.
2. Temperament Two: The Artisan - sensor, perceiver, completely adaptable. Seek out stimulation and virtuosity. Tactics (Greatest Strength) ; extremely proficient in troubleshooting, problem solving, and agility. Two roles - operators and entertainers.
3. Temperament Three: The Idealist - intuitive, feeler, abstract, compassionate. Seek significance and meaning in almost everything. Diplomacy (Greatest strength) ; clarifying, unifying, individualizing, and inspiring others. Two roles-mentors and advocates.
4. Temperament Four: The Rational - intuitive, thinker, objective, abstract. Seek to be masters of their craft and have self-control. Strategy (Greatest Strength) ; ability to logically investigate, engineer, conceptualize, theorize, and coordinate. Two roles - coordinators and engineers

#### Personality Tool :Enneagram

reformer, helper, achiever, individualist, investigator, loyalist, enthusiast, challenger, and peacemaker

1. Type One-always being right, high level of integrity, judgmental, self-righteous. Eg:priests and doctors
2. Type Two-yearn to be loved, appreciated, generous, manipulative, prideful. Eg:mothers and teachers.
3. Type Three-love to be praised, applauded, narcissistic. Eg:actors and students
4. Type Four-search for meaning, unique, moody. Eg:musicians and painters
5. Type Five-strive to be knowledgeable, competent. Eg:researchers
6. Type Six-thoughtful in planning, loyal. Eg:survivalists and police officers
7. Type Seven-like adventure, energetic. Eg:thrillseekers and actors
8. Type Eight-be in control, power. Eg: military people, overbearing parents

9. Type Nine-stable, easy going. Eg:grandparents

They are simply models, nothing more and models have limitations

#### Lie Detector - It's All About the Conversation

1. You can ask questions, steer the discussion, and subtly put pressure on the person so that they offer you rather than you having to seek it out.
2. Watch for how the information is presented in general. Liars will usually offer a complete and highly detailed account all at once, but have little to offer beyond that when questioned. After all, they've rehearsed it all in their heads already, but haven't rehearsed answers to questions they haven't thought of.
3. Liars also generally take longer to respond to questions and pause more often while narrating their response.
4. Truth-tellers may struggle to remember a detail, but they'll be far more comfortable saying "I don't know" whereas a liar can often be seen to be rushing to make up some detailed nonsense to fill their perceived gap in knowledge.
5. People caught out in lying may get angry or shut down, whereas a person who is telling the truth may merely act a little confused, and will simply keep repeating the same story.
6. Surprise Questions- Watch for any sudden changes in confidence, speed of speech, or eye contact
7. Signs-pursed lips, angling the body away, touching the neck or face, or ventilating—i.e., doing things to cool off, such as opening the top button of a shirt or brushing hair off the neck and face.
8. look at how the person responds in general to shifts in the conversation, especially at junctures where you believe they may be having to concoct a story on the fly.
9. Questions help analyze-Does the narrative seem rehearsed? Would you have been more expressive than them while recounting the same details?
10. Will display less emotions while speaking than they or an average person normally would in their situation.

#### How to Increase Cognitive Load

1. Be casual but keep the person talking. Listen closely and apply gentle pressure to parts of the story that seem a little thin.
2. Begin by talking directly about how honest the other person feels they are. This cues people to be more honest later on
3. Behind the cognitive fact of the lie, is an guilt, nervousness, fear, or even a secret thrill at getting away with things

Making Smart Observations : Look at the Words People Use

Read People like Sherlock Holmes Reads a Crime Scene-Clothes, Home and Possessions—Extensions of the Personality

Observation can be Active- *Knowing yourself is the beginning of all wisdom*

### Questions

1. What kind of prize would you work hardest for, and what punishment would you work hardest to avoid?
2. Where do you want to spend money, and where do you accept skimping on or skipping altogether?
3. What is your most personally significant and meaningful achievement and also your most meaningful disappointment or failure?
4. What is effortless and what is always exhausting?
5. If you could design a character in a game, what traits would you emphasize and which would you ignore?
6. What charity would you donate millions to if you had to?
7. What animal best describes you?
8. What's your favorite movie?
9. What would you rescue from a fire in your home?
10. What scares you most?