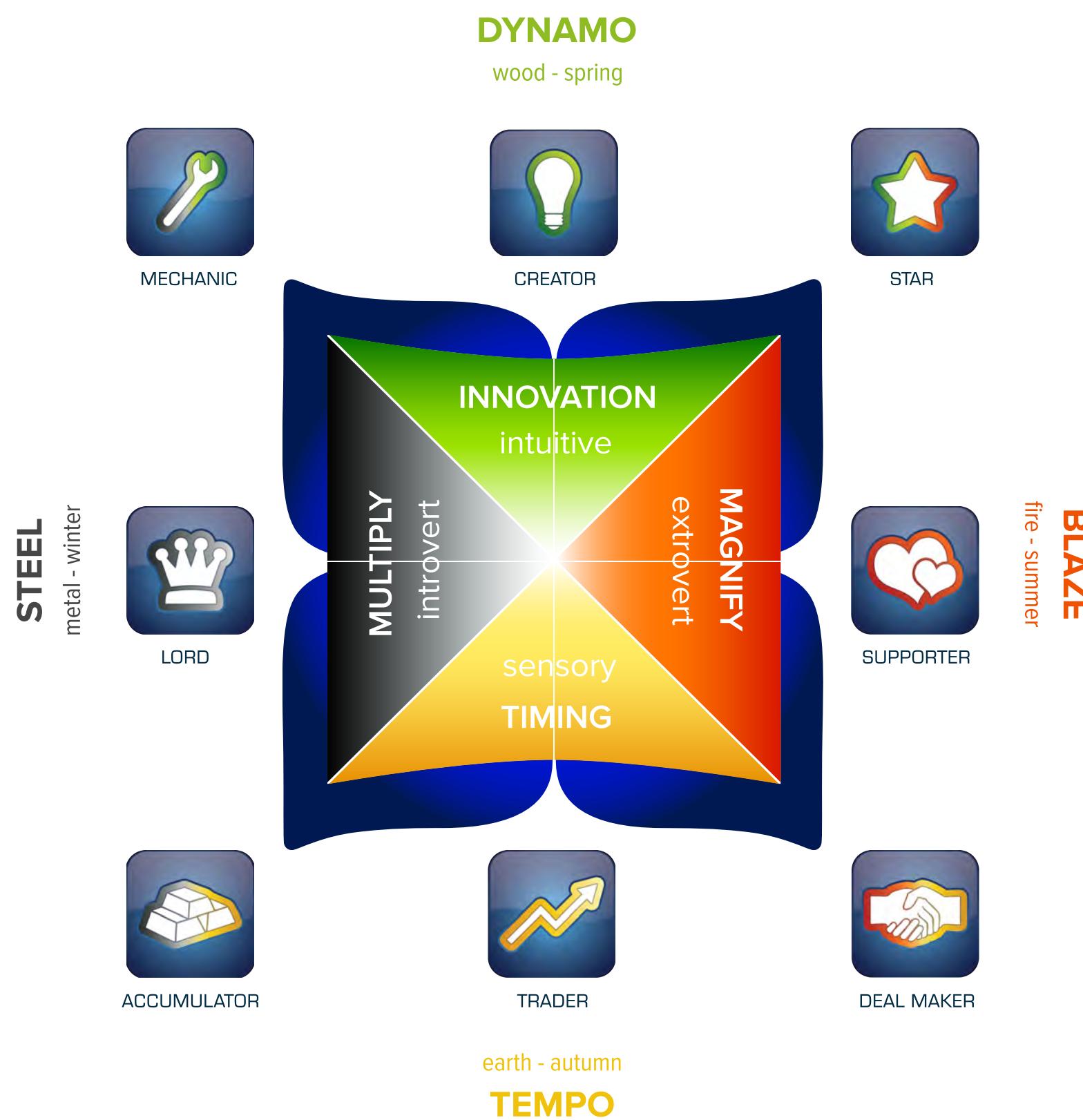




The profiling system for teams to find their flow

Profile Report



YOUR TALENT PROFILE IS:

Accumulator





The profiling system for teams to find their flow

My Talent Dynamics Graph

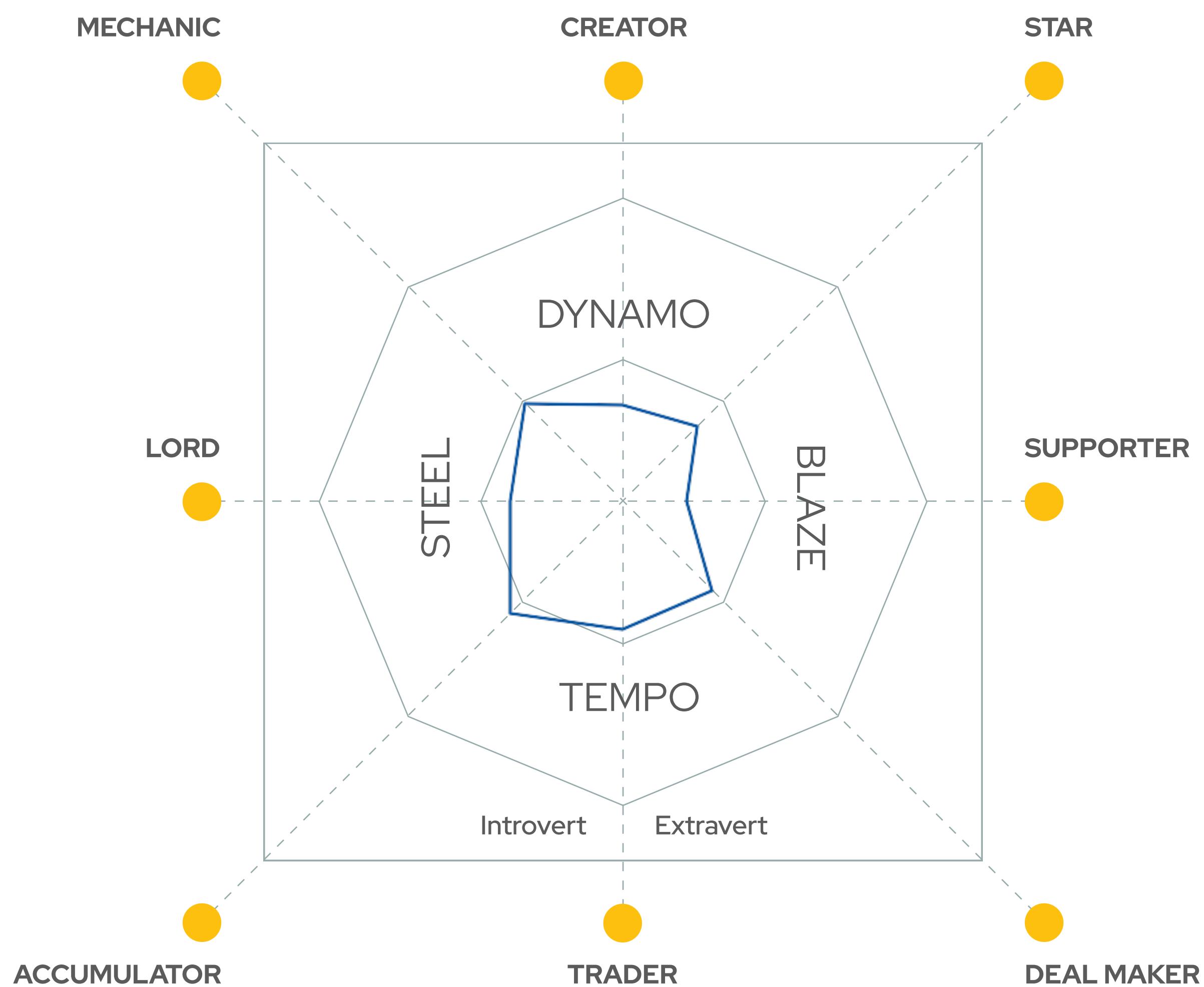
Name: Manoj Nair

Primary Profile: Accumulator

Secondary Profiles: Trader, Lord

TALENT FREQUENCIES

| | | | | | | | |
|---------|-----|--------|-----|--------|-----|--------|-----|
| Dynamo: | 24% | Blaze: | 16% | Tempo: | 32% | Steel: | 28% |
|---------|-----|--------|-----|--------|-----|--------|-----|





The profiling system for teams to find their flow

Welcome to Talent Dynamics

Talent Dynamics is part of a family of profiling tools that have been used by over 500,000 people around the world to find and follow their flow. In the following pages you will learn what it means to be a Creator profile, and how to use this information to grow your effectiveness as a leader, by growing trust and flow in the way that is natural to you.

"Everyone is born a genius, but if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid."

In this report you will recognise how you naturally create value, and how you naturally grow that value through people and processes. You will see how your own natural path directly links with how you lead, how you perform best in a team, and how you can most effectively impact the organization that you work in.

Most importantly, you will gain a deeper understanding not just of your natural leadership path, but the natural path of your team members, your partners and your customers.

After reading this report, I recommend you follow the [**Talent Dynamics mission**](#) on GeniusU, our online education platform, for the best steps to find your flow. This comes free with this report. You can also get guidance from our global community of Flow Consultants, who can coach you based on your current situation to get the most out of your profile and natural path.

Then, when you are ready, you can choose to get more involved within our Entrepreneurs Institute community and courses to build your business. For the greatest benefit, use the steps at the end of this report. Learn about our other tests, and our various programs to build trust and flow in your organization.

Once you have begun using this report to grow your own trust and flow, please share Talent Dynamics with your family, friends and colleagues. When we collaborate to grow our trust and flow, we become an active part of the growing global trust movement. I look forward to sharing the journey ahead

Keep shining brightly,

Roger

Roger James Hamilton
Creator, Talent Dynamics



The profiling system for teams to find their flow

The power of Talent Dynamics

The principle behind Talent Dynamics is that individuals, teams and companies are at their best when they are in flow. Put simply, flow is your path of least resistance. While many profiling tools exist, Talent Dynamics provides an explicit path to building trust and flow. Here are the biggest benefits to focus on when using Talent Dynamics:

Find your flow, reclaim your time

When you understand your profile, you can reorganise your time to focus on what you love most and do best. You can know what to say no to. When you do this, your fulfillment and effectiveness goes up, and your stress and struggle go down. That's what happens when you find your flow.

Clarify your natural path

Your profile is not a box to get stuck in, but a path to follow and a game to play. Each of the eight profiles have different playgrounds and different rules to the game. By knowing your natural path, you can know what role models to follow, what advice to take, and what advice to ignore.

Grow a high performing team

Each of the eight profiles attracts, builds and leads a team in a different way. Having a high performing team is the key to scaling your business. Building the right team, with the right people in the right place begins by using Talent Dynamics to know yourself, and then to know your team.

Accelerate your financial success

At the heart of Wealth Dynamics is the wealth equation: Understanding how flow is created through value and leverage. Once you know how to create value and leverage it in your natural way, you can control not just the flow of time, but the flow of money, accelerating your financial success.

Achieve your true potential

How much do you believe you are currently achieving your true potential? Most of us are only achieving a fraction of what we are capable of. Using the entire system of Wealth Dynamics allows us to leverage our own value far more effectively, to make the difference we can in the world.

When you take the [Talent Dynamics mission](#) on GeniusU, you will find an assessment to measure your current flow factor: how much you are experiencing and living a life in flow. Return to this assessment in the coming months to see how your flow grows as you follow your natural path.

The importance of trust and flow

"Be still like a mountain and flow like a mighty river."

The Invisible Thread

In a world of rapid change, some individuals and teams consistently succeed while others are in a never-ending struggle. Talent Dynamics identifies a common denominator that separates the two - like an invisible thread that you can keep growing when you are aware of it:

The Invisible Thread = Sustainable Trust

When your company is trusted by its customers, it naturally attracts repeat business and word of mouth. When you are trusted by your team, you naturally attract new opportunities and resources.

As you will see within Talent Dynamics there are five different factors of trust, and within every brand, team and person our reputation is built on the factor in which others trust us the most. There are also five different factors of leverage, which is how we magnify or multiply this trust most effectively:

The Talent Equation

Within Talent Dynamics, the DNA of this invisible thread comes down to a simple equation:

$$\text{TALENT} = \text{VALUE} \times \text{LEVERAGE}$$

Talent is what you naturally do well. The extent to which talent shines depends on the combination of two parts:

Leverage is the width of the river, and so determines the volume of money flow. If I had a widget that I sell for \$100, I can double money flow by increasing value (a widget worth \$200) or increasing leverage (two widgets worth \$100 each).

Greater value leads to more trust

Value is the level to which your talent is being applied to be of value to those around you. Value results in attraction. Wherever you see people getting attracted – whether to a product, person or company – you will find value.

Trust is the measure of value. You will find your team trusts you in some areas more than others, and this directly relates to your Talent Dynamics profile. When you grow a team where each person is placed to make the most of their profile, you quickly get a rapid growth in trust both inside and outside the team.

Greater leverage leads to more flow

Leverage is the level to which your talent is being used to 'do more with less'. In a body, one healthy cell is value. A million interconnected cells is leverage. Leverage is about doing more with less, and this is where profit comes in. Leveraged value ensures that you not only have attraction, but the attraction results in profitable results for everyone involved.

Flow is the measure of leverage. Wherever you see flow, whether communication flow, work flow or cash flow, it is following the path of least resistance.

Through your Talent Dynamics profile, you will learn the natural way you create value (and grow trust), and the natural way you leverage value (and grow flow).



Accumulator

Your primary profile in a nutshell

The best ambassador

| THE ACCUMULATOR | | |
|--------------------|----------------|------------------|
| Dominant Frequency | Action Dynamic | Thinking Dynamic |
| Tempo / Steel | Introvert | Sensory |



Strengths: Reliable, careful, delivers on time, organized, looks for a time and place for everything, sees what can go wrong, keeps the team together.

Challenges: Often finds it difficult to decide, easily distracted by details, worried about getting things wrong, collects clutter, walks away from chaos.



Successes: When left to work at their own pace, Accumulators are the tortoises that win the race. They are slow to get started, but pick up the pieces others leave behind. They deliver results by putting the leg work in.

Struggles: Accumulators will often wait for enough information or direction. Like a goalie in a football game, they are the best defenders because they are so careful, but they don't see the need to lead up front.



The best roles in teams: Keep the project on time, keeping the team detailed research, organization, activity-focused leadership, learning through measurement and observation, communicating through data and reports.

The worst roles in teams: Creating change in chaos, creative design, creative writing, networking, people-focused leadership, learning through debate and discussion, communicating through visuals or conversation.



The best roles in life: Project management, scientific research, market research, calculation, organization, time keeping, jobs that require accuracy.

The worst roles in life: Networking, negotiating, creative design, creative writing, strategic leadership, public speaking.

Accumulators to learn from: Benjamin Graham (Graham Newman Corporation), Warren Buffett (Berkshire Hathaway), Carlos Slim Helu (Telmex), Li Ka Shing (Cheung Kong Holdings), Gina Rinehart (Hancock Prospecting), Helen Clark (UNDP), Leonardo Del Vecchio, Joseph Safra, Aliko Dangote, Wang Jianlin



Accumulator

Your primary profile description

Summary



Accumulators are your best ambassadors. They are reliable, get things done on time, and don't make rash decisions. Accumulators make the best project managers, when a task or a project needs to be delivered reliably on time and budget. They are the reliable organizers in the team.

Accumulators always prepare and the most successful ones can be found doing their homework. As Warren Buffett said in an annual report, "Noah did not start building the Ark when it was raining." Steady and dependable, if the profiles were compared to a football team, the Stars would be the strikers while the Accumulators would be the goal keepers.

While Stars are quick to spend, Accumulators are quick to save. Accumulators often fail as a result of keeping too much to themselves, rather than building the team who will network and speak on their behalf. They rarely act on impulse, and fail if they have not set the rules to take action. Often accused of procrastinating, they simply need more data to make an informed decision

When Buffett appeared on the TV program, Money World, he was asked what investment advice he would give a money manager starting out. "I'd tell him to do exactly what I did 40-odd years ago, which is to learn about every company in the United States that has publicly traded securities." Moderator Adam Smith said, "But there are 27,000 public companies." Buffett replied, "Well, start with the A's". Successful accumulators include Warren Buffett, his mentor Benjamin Graham, Sandy Weill, Hong Kong's richest man, Li Ka Shing, and Microsoft co-founder, Paul Allen.

In for the long haul



Accumulators sit on the bottom left of the Talent Dynamics square. The Accumulator is the safest of the profiles, relying on a system of small steps to achieve success. The best plans often go wrong when we wander off the beaten path. The natural Accumulator becomes successful by patiently sticking with what works, and taking the steps better than others.

Successful Accumulators are happy to remain down-to-earth, holding the kite strings while others fly high. The natural Accumulator becomes successful by patiently sticking with it. Accumulators don't need a lot of people to achieve a big difference. They can be happily hands-off, seeking out the next gem to add to their collection, while the others grow in value with little more than the occasional polish.



Accumulator

Your primary profile description

Doing your homework

As they expect to be hands-off, Accumulators will take longer to do their homework and to decide on when is the right time to act. They will look for talent or assets that need little maintenance. After Buffett has invested in a company he won't interfere in the operations, saying, "At Berkshire we don't tell 400% hitters how to swing."

Accumulators often struggle if they attempt to start up companies and create products, but once a plan is in place, they are the best at keeping things on track and on time, collecting and attracting the people and resources they need to succeed. Accumulators who wake up to their profile often find they have spent their entire life collecting, and they did it naturally. When this ability is redirected to collecting data and resources, success soon flows.



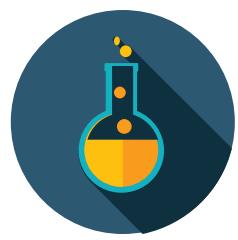
How Accumulators lead best

Their analytical skills and sense of timing make Accumulators excellent project managers who will find the way to deliver what is needed on time. This ability to be extremely reliable has led many Accumulators up the ranks in areas that are not their passion. Many end up being faced with office politics, which they have little interest in and are ill equipped to handle. Accumulators lead best when they have the power to choose their team, as they will ensure that they only choose those reliable enough to get the job done.



How Accumulators communicate best

Accumulators need quiet time to be at their best, and so get annoyed when there is too much conversation or stories that don't help them to concentrate. They don't like to get things wrong, so are not as willing to volunteer a wrong answer, and would rather write things down and get clear feedback on how they can improve. Accumulators communicate best when writing down and presenting clear concepts, data and numbers.



How Accumulators get into flow

Accumulators are the opposite of Stars, who get into flow from instant feedback and performing to a crowd. Accumulators would prefer to be recognised for the results of their hard work and are happy being on their own until they are ready to present what they have been doing. When they are in a team, they get into flow by being the anchor for the team, and to be the one that people go to for dependable, objective advice. Accumulators get into flow by knowing everything is manageable and in order.



Accumulator

Your Leadership Strategy

You have one primary profile and two secondary profiles (one profile step clockwise and one profile step anti-clockwise on the Talent Dynamics Square). The following steps help you realign yourself within your team to maximize your time in your primary profile and to use time in your secondary profiles to manage your pace of flow. The more you are able to maximize the value you create and deliver, through yourself and your team members, the more you will find your trust and flow grow.



1. Focus on your primary profile

How much of your time as an Accumulator each week is dedicated to collecting data and resources? How much less value do you deliver when you are working on areas that are not in your flow? Use the Flow Factor test in the GeniusU mission to measure the ten milestones that determine your flow. Work with your team to redesign your time to increase the amount of time in your flow. Set your milestones based on how much you are converting your creativity into cash flow.



2. Use your secondary profiles

Your secondary profiles are like wings. If you need to slow down, because you are 'over-trading' and the team can't keep up, shift your time to play in your secondary profiles: Your secondary profiles are Trader and Lord. As a Trader, focus on the transactions. As a Lord, focus on analyzing the details.



3. Use the 1-2-3 formula to build your team

As a general guide, the most powerful team for an Accumulator is to have a Mechanic (2 steps along the square) to create the systems and a Supporter (another 3 steps along the square) to connect with the team. This 1-2-3 formula works for all profiles. If you are looking to join a team rather than create your own team, Accumulators are very valuable in project management. Stay in your flow by using your strengths within the teams you join.



4. Tune in to your team members

Each profile has a different natural way to lead, learn, communicate and get into flow. Help others to know how to best work with you, and connect with your team members, partners and customers in the way that works best for them. To do this takes an understanding of each of the profiles, which follows in this report.



5. Grow your trust and flow

Accumulators create value through their analysis and timing. People trust you for your ability to sense the right timing based on the details. Accumulators leverage naturally by multiplying through systems. As people see you master the art of resource and data collection and action, they flow more responsibility and resources to you. You can measure your trust and flow through the PSR 360 Assessment, which our global community of Talent Dynamics consultants can guide you through.



Trader

Your secondary profiles in a nutshell

The best negotiator

| THE TRADER | | |
|--------------------|-----------------------|------------------|
| Dominant Frequency | Action Dynamic | Thinking Dynamic |
| Tempo | Introvert / Extrovert | Sensory |



Strengths: Balanced, observant, grounded and always clear in what is fair. Takes time with people, gets to the point, and often sees things that others miss.

Challenges: Needs direction to get results, happier with existing routines than new things, needs to see it to believe it, often loses direction or clarity.



Successes: Works best when in the thick of the action. Traders need to be hands on and actively engaged. When they are in charge of making moment-by-moment decisions they are at their best, and are the best to lead in a crisis.

Struggles: Traders fail when they are in charge of creating or directing from a blank sheet. They will take on too much or forget to delegate effectively. They also need much more information before being comfortable with new directions



The best roles in teams: Keeping the team together, keeping things fair, activity monitor, time keeper, activity-focused leadership, learning through hands-on experience and observation, communicating one-to-one.

The worst roles in teams: Public speaking, creating new ideas or plans, creating change, task-focused leadership, learning through visuals, communicating through visuals or presentations.



The best roles in life: Customer care, emergency services, market trading, market research, time keeping, human resources, team harmony.

The worst roles in life: Creative design, strategic leadership, public speaking, marketing, financial accounting, system design

Traders to learn from: George Soros (Quantum Fund), Jim Rogers (Rogers International Commodities), Carl Icahn (Icahn Enterprises), Azim Premji (Wipro), Melinda Gates (Gates Foundation), Joanne Liu (Doctors without Borders), Ray Dalio (Bridgewater), Jason Simons, Peter Lynch, John Templeton



Lord

Your secondary profiles in a nutshell

The best analyst

| THE LORD | | |
|--------------------|----------------|---------------------|
| Dominant Frequency | Action Dynamic | Thinking Dynamic |
| Steel | Introvert | Sensory / Intuitive |



Strengths: Cautious, organized, very detailed, analyzes every situation, sees many details that others miss, only comfortable when everything is covered.↑

Challenges: Often very controlling, little patience with small talk, always worrying about the detail, can often miss the big picture or miss the party.



Successes: focused on the detail in the back end, and freed from the front end, Lords rule. Once the systems are in place, Lords will make sure things run smoothly. Lords are behind every bank and big business, watching the numbers.

Struggles: Lords like to control, which makes them good with numbers but not so good with people. They don't have time for small talk and stories, but they are the ones to get down to the facts. Left to start things on their own, they often are at a loss.



The best roles in teams: Controller, treasurer, data management, score keeper, data-focused leadership, learning through measurement and calculation, communicating through data and reports.

The worst roles in teams: Creative design, creative writing, networking, negotiating, people-focused leadership, learning through debate and discussion, communicating through visuals or conversation.



The best roles in life: Financial management, detailed operations, analyst, auditor, proofreading, measurement, jobs that require accuracy.

The worst roles in life: People management, motivation, networking, negotiating, marketing, product development, performance, public speaking.

Lords to learn from: Andrew Carnegie (Carnegie Steel), Sergey Brin, Larry Page (Google / Alphabet), Robin Li (Baidu), Angela Merkel (Politician), Janet Yellen (Federal Reserve), Indra Nooyi (PepsiCo), Mukesh Ambani (Reliance Industries), Sri Mulyani Indrawati (World Bank), John D Rockefeller (Standard Oil)



The profiling system for teams to find their flow

Background of Talent Dynamics

"Focus at your strengths, not your weaknesses, and follow your flow."

The No.1 Test to grow Trust and Flow

Roger James Hamilton developed Talent Dynamics in partnership with Michelle Clarke in 2010 to grow Trust and Flow in companies and teams. This was following the success of Wealth Dynamics, originally developed as a pathway for entrepreneurs and small business owners.

Integrating the five energies, seasons and elements, this system has now been used by over 500,000 people in the last 10 years to grow their trust and flow.

The growth of the Trust Movement

Talent Dynamics is the corporate division of Entrepreneurs Institute, with over 4,000 partners and 500 trained consultants in 20 countries supporting companies, government organizations and the nonprofit sector to grow trust and flow.

The Talent Dynamics test, and the Talent Dynamics Pathway, are a key contributor to the growing Trust Movement, where trust is being understood as a currency that increases staff and customer loyalty, lowers marketing costs and grows sustainability.

What makes Talent Dynamics unique

Most employees have been through the experience of taking personality tests of one kind or another. Talent Dynamics is unique compared to other personality tests in the following five ways:

Tailored to trust

Talent Dynamics doesn't put you in a box, but highlights a formula and path specifically for you to grow trust, with role models to follow.

Synchronized to time

In fast changing times, Talent Dynamics is the only personality test which shows you how your strengths link to the cycle of time.

Intuitive and easy to follow

While many personality tests are not easy to explain to others, once you know the eight profiles and how they link to the way we create value and leverage it, it's easy to explain and apply to others.

Linked to your flow

You can use Talent Dynamics immediately to directly grow your flow, and use the GeniusU mission to measure your flow.

Linked to team spirit

Through its link to the I Ching and the five Chinese elements, Talent Dynamics links to the fifth element - spirit, your purpose, and the question 'why'.

The Talent Dynamics Square

Two challenges that companies face today are walking the paths of sustainability and growth. Look at a company as a living system. In the same way that the health of a living structure like the human body can be reduced to the health and growth of the cells in the body, the health of a company can also be measured and improved through these two aspects.

Two opposites of value

On the Talent Dynamics Square, there are two different ways to create value:

Within Talent Dynamics sustainability is maintained through value, and this is measured through trust. The moment we lose trust we cease to see value and flow ends.

Every Talent Dynamics profile has a different area in which they are naturally trusted and specific areas where trust breaks down. For example, a Creator can always be trusted to come up with new ideas but not always to complete on time or to reliably follow through on routine tasks.

It just so happens the area we are most trusted in is also the area we naturally move to because it's what we love most. Building teams that enable us to trust each member's natural strengths while supporting each other on their weaknesses grows trust to the level of the team and further to the company. This builds value which leads to sustainability.

Two opposites of leverage

There are also two different forms of leverage. Leverage is the driver of profitable growth and comes from an understanding of how to achieve more with less.

Within Talent Dynamics, growth is achieved through leverage, and this is measured through flow. Every Talent Dynamics profile has a different area in which they provide flow to others.

Every profile also has an area where they can block flow. For example, a Creator will add flow to the creative process but is also the most likely to cause a block in the flow of timely execution.

Too often teams and companies have paths of flow to get things done that are far from the best. They must navigate around people or entire departments that often block flow.

With Talent Dynamics these paths can be unblocked and adjusted with radical changes to efficiency and productivity. This provides measurable growth in revenue and profit.

The power of flow

Talent Dynamics begins by looking at the flow of talent to ensure each team is maximising the talent in each member.

It then extends to the impact on the flow of communication, knowledge and resources. This expands to the flow of commercial value, cash and capital

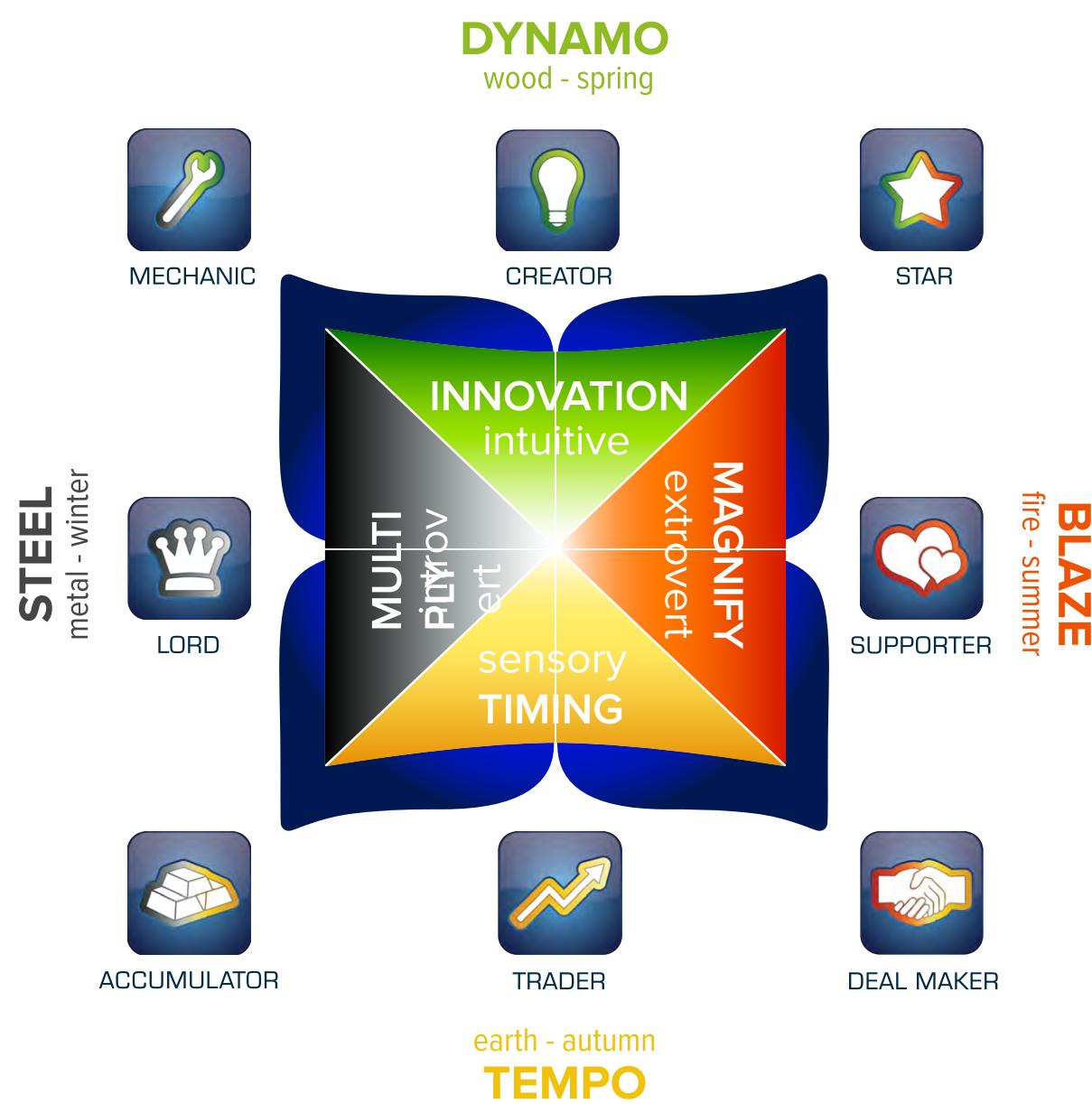
As in a living body the flow within each cell will have a direct impact on the flow and health of the entire system.



The profiling system for teams to find their flow

The Eight Profiles

The Talent Dynamics Square gives us the relationships between the eight Talent Profiles. Think of it like an eight-sided mountain, where there are different rivers flowing down each side. Each of us has our own flow, with natural ways in which we think and act.



The square shows the two opposites in the way we think and the way we act.

Some of us think more with our 'head in the clouds', where we are more 'creative'. We depend on our imagination. This is the 'Dynamo' energy on the top of the square. Dynamo profiles create value through innovation and strategy.

Some of us think more with our 'ear to the ground' and are more 'sensory'. We depend on what we see around us. This is the 'Tempo' energy at the bottom of the square. Tempo profiles create value through timing and service.

Some of us act more through people and are more extroverted. This is the 'Blaze' energy on the right side. Blaze profiles leverage by magnifying through teams and relationships.

Some of us act more through data, and are more introverted. This is the 'Steel' energy on the left side. Steel profiles leverage by multiplying through systems and processes.

The eight Talent profiles fit around the Talent Dynamics Square. Each has a different balance of how they most naturally think and act. You will find that everyone in your team has a profile and a natural path to success.

These four energies are also related to the four seasons, spring, summer, autumn and winter.

Best team roles for each profile



Creator

Creators are the best initiators, and although they can be quick to create chaos, they can also be surprisingly innovative at finding ways out of chaos. Always put them in charge of new projects, but move them on to the next creation once their job is done.



Star

Stars are the best promoters, but need to lead from the front. Give them the chance to shine, and give them the space to deliver results without tying them down. Give them the systems and support to enable them to focus on building new business.



Supporter

Supporters are the best leaders, but don't expect them to come up with the plan. Build a plan and set the goals with a Supporter, and then let them lead the team towards the plan. Let them set their own management style, and their own agenda.



Deal Maker

Deal Makers are the best peacemakers, and will leave everyone feeling good. Don't expect them to go out cold calling, as they thrive on building the relationships they have. Work with Deal Makers to nurture the customer and relationships you have.



Trader

Traders are your best negotiators. They will always get you the best price, in both what you buy and what you sell. They want to be given the parameters in which to work. Traders will have their ear to the ground in your market and your team.



Accumulator

Accumulators are your best ambassadors. They are reliable, get things done on time, and are not prone to making rash decisions. Accumulators make the best project managers, when a specific task needs to be delivered reliably.



Lord

Lords are your best analysts. Give them the space to study the detail, and to deliver the data. Don't ask them to go out and network, as they are strongest when focused behind the scenes.



Mechanic

Mechanics are your best completers. They will wrap up the process and find smart ways to do it better next time. Don't ask a mechanic to start from scratch, but do give them an existing process or product to improve on.

When we place a team member out of their flow, we really only have ourselves to blame. When others are not in their flow, it is only a matter of time before you are pulled out of your flow as well.



The profiling system for teams to find their flow

How to help Creators get in their flow



Creators are the best at getting things started, and although they can be quick to create chaos, they can also be surprisingly creative at finding ways out of chaos. Always put them in charge of new projects, but move them on to the next creation once their job is done.

Creators are best when their heads are in the clouds. At altitude, they can see the big picture, and will rely on their intuition more than any market research to guide them. Their over-optimism is their greatest strength when it comes to their vision and their greatest weakness when it comes to what they believe others can achieve. As a result, many Creators succeed in their creation, only to fail in their execution, taking on too much and expecting too much of others.

To get the most out of Creators in your team, put them in positions for where they build trust most: In their innovation. Support them in other areas, including their level of communication, service and detail. Allow them the space to grow flow through their initiative, with the freedom to feedback on the big picture and creative detail.

Creators are task-driven leaders and are visual communicators with short attention spans, so present all communications with brevity and impact. To get into flow, Creators need to stay focused on creating, and surrounding themselves with a team or partners who can execute better than they can. In this way, they create far more value for everyone.

Examples of Creators



Richard Branson, Virgin

Richard Branson has used his visionary thinking to grow multiple businesses with the Virgin Group, building self-managing teams within each business



Steve Jobs, Apple / Pixar

Steve Jobs co-founded Apple and bought Pixar, and through his innovation revolutionized the computer, music, and mobile industries.



Sara Blakely, Spanx

Sara Blakely began the company, Spanx, in her apartment while selling fax machines, and used her creative thinking to create a global fashion business.



The profiling system for teams to find their flow

How to help Stars get in their flow



Stars are the best promoters, and need to lead from the front. Give them the chance to shine, and give them the space to deliver results without tying them down. Give them the support and encouragement, and they will be the best spokesperson for the group. Discourage them, and they will be the biggest critic.

Stars, naturally, are the easiest of the profiles to spot. After all, the value is in the person. Obvious Stars can be found in the sports, music, film and entertainment industries. The highest profile CEOs, salespeople and trainers also achieved their success by following their natural path as a Star. Naturally extroverted, Stars are happy around others and are quite comfortable being the centre of attention. In fact, their creativity comes faster in conversation than when sitting alone.

To get the most out of Stars in your team, put them in positions where they build trust most: In their innovation and communication. Support them in other areas, including their level of service and detail. Allow them the space to grow flow through connecting with respect, with the freedom to take the stage and connect with the market.

Stars strive for high standards and will often switch things at the last moment to suit the occasion. Their leadership is by inspiration and leading from the front. Help them get in flow not by cutting their light, but by helping them to shine it on others. Stars get in flow when they have a great idea or project to focus on and grow, so get them directed and then give them the space to shine.

Examples of Stars



Oprah Winfrey, Harpo

Oprah Winfrey has built a media empire by building a personal brand that doesn't steal the light, but that shines a light on others.



Arnold Schwarzenegger, Actor

"Arnie" has risen to the top of three disciplines, in bodybuilding (7 time Mr Olympia), in Hollywood (Action star), and in politics (38th Governor of California)



Hillary Clinton, Politician

Hillary Clinton is former U.S. First Lady and U.S. Secretary of State, and one of a long line of Star Profiles who has run for US President.



David Beckham, Footballer

David Beckham, captain of the England Football team for 6 years, built his brand through his career, and earns more now than when he was playing.



The profiling system for teams to find their flow

How to help Supporters get in their flow



Supporters are the best leaders, but don't expect them to come up with the plan themselves. Build a plan and set the goals with a Supporter, and then let them lead the team towards the plan. Let them set their own management style, and their own agenda. Always give them an environment of fun, variety and celebration.

Supporters are outgoing, loyal and fantastic networkers. Their value is in the heat of the moment – the relationships they create and the enthusiasm they can offer. Left to themselves they often get indecisive and lost – like fire without wood. When given the opportunity to build their own team, the team can outpace, outsmart and outperform the most quick-witted competitor.

To get the most out of Supporters in your team, put them in positions where they build trust most: In their communication. Support them in other areas, including the creative strategy, service and detail. Allow them the space to grow flow through connecting with respect, with the freedom to grow the team and nurture partnerships.

Supporters are hands-on, people-based leaders who inspire loyalty and motivation. Their leadership is by inspiration and leading from the front. They communicate best through casual conversation and concepts brought to life through stories and participation. Help them get in their flow through appreciation and giving them a chance to appreciate and value others.

Examples of Supporters



Jack Welch, GE

Jack Welch was named Fortune "Manager of the Century" after a 40 year career building GE into a global company through his people-based leadership style.



Meg Whitman, eBay / HP

Meg Whitman has proven herself an adept leader of two companies that she has built, first eBay as President and CEO and now Hewlett-Packard as CEO.



Sheryl Sandberg, Facebook

Sheryl Sandberg has supported Mark Zuckerberg in the growth of Facebook as COO, and her book "Lean In" describes her hands-on leadership philosophy.



Howard Schultz, Starbucks

Howard Schultz has grown Starbucks from a small Seattle coffee house to a global brand. He also shares how he leads in his book "Pour your heart into it".



The profiling system for teams to find their flow

How to help Deal Makers get in their flow



Deal Makers are the best peacemakers, and will leave everyone feeling good. Don't expect them to go out cold calling, as they thrive on building the relationships they have. Work with Deal Makers to nurture the relationships within the team and, when things get too hot in the team, Deal Makers will cool it down.

Deal Makers are natural communicators, influencers and negotiators. They have a great sense of timing. As a result, they can easily become intoxicated by their own success, looking for each deal to be bigger than the one before. This trend, however, is often the undoing of a good Deal Maker, who will go one deal too far and get burnt badly before they learn their limits.

To get the most out of Deal Makers in your team, put them in positions for where they build trust most: In their communication and service. Support them in other areas, including their level of long-term strategy and detail. Allow them the space to grow flow through their sense of respect and presence, with the freedom to be in the moment and react accordingly.

Deal Makers lead best when they are able to be in constant conversation with their ear to the ground, not isolated from the crowd or stuck in the back office. They need to hear all sides so communication is always in stereo. To get into flow, let Deal Makers shine when they have a project or task to gain support or enrollment for, when they can speak on behalf of the team.

Examples of Deal Makers



Susan Wojcicki, YouTube

Susan Wojcicki has led some of Google's biggest deals, including DoubleClick and YouTube, where she is now bringing her people skills as head of YouTube.



Lynda Resnick, Roll Global

Lynda Resnick has built a global company buying and growing branded companies including Fiji Water, Interflora and Franklin Mint.



Masayoshi Son, Softbank

When we bring together the right team, we build the power of great vision. Through vision, we can turn our thoughts to action. With great vision, we can turn great thoughts to great action. We can turn dreams into reality. Making magic is a team sport.

How to help Traders get in their flow



Traders are your best negotiators, as they are looking for balance and fairness. They will always get you the best price, in both what you buy and what you sell. Traders will have their ear to the ground in your market and your team, and they will always look for harmony and equality in the team.

As Traders are sensory, they are also the best at customer service and market research, finding balance by seeing both sides. They are also great at managing ongoing projects by bringing people and systems together to deliver results. They are sensory, reacting to events as they take place. They are also likely to make the next step based on how everyone around them is feeling and thinking and what is most needed, rather than simply following the steps in a plan.

To get the most out of Traders in your team, put them in positions where they build trust most: In their sensory skills and service. Support them in other areas, including their level of detail, innovation and communication. Allow them the space to grow flow through their sense of presence, with the freedom to listen, get a feel for the situation, and act accordingly.

Traders lead far better through daily activity than long-term milestones, and where they have ongoing input to inform their decision-making. They need time to communicate and are happier when what they say is backed up with research and examples. To get into flow, let Traders be hands-on, in the center of the action, with everyone doing what is needed, as it's needed.

Examples of Traders



Joanne Liu, Doctors without Borders

Joanne Lui is President of Medecins Sans Frontieres (Doctors without Borders) and as with many service-based Traders has spent her life in health care.



Azim Premji, Wipro

Azim Premji converted his family business, Wipro, from trading soap into one of the largest IT service companies in the world.



Nelson Mandela, Politician

Nelson Mandela used his determination and patience to transform South Africa and end Apartheid, beginning as an activist and ending as President.



Mother Theresa, Missionary

Mother Theresa remains today as a role model of a life dedicated to service. Her hands-on, service-based energy and presence is typical of Traders.

How to help Accumulators get in their flow



Accumulators are your best ambassadors. They are reliable, get things done on time, and don't make rash decisions. Accumulators make the best project managers, when a task or a project needs to be delivered reliably on time and budget. They are the reliable organisers in the team.

Accumulators always prepare and the most successful ones can be found doing their homework. The natural Accumulator becomes successful by patiently sticking with what works, and taking the steps better than others. They often fail as a result of keeping too much to themselves, rather than building the team who will network and speak on their behalf.

To get the most out of Accumulators in your team, put them in positions for where they build trust most: In their service and focus on measurement. Support them in other areas, including their level of innovation and communication. Allow them the space to grow flow through their sense of presence and discipline, with the freedom to measure the present and act accordingly.

Their analytical skills and sense of timing make Accumulators excellent project managers who will find the way to deliver what is needed on time. They communicate best when writing down and presenting clear concepts, data and numbers. To get into flow, don't put Accumulators on the spot, but give them the space to first study the details and get everything in order. Then judge them by their results rather than their presentation.

Examples of Accumulators



Warren Buffett, Berkshire Hathaway

One of the most widely quoted Accumulators, Warren Buffett is known for his careful and detail-focused leadership and investment philosophy.



Gina Rinehart, Hancock Prospecting

The wealthiest person in Australia, Gina Rinehart's no-nonsense leadership has expanded her mining company into cattle stations and media stations.



Helen Clark, UNDP

After serving three consecutive terms as New Zealand Prime Minister, Helen Clark is currently the Administrator of the United Nations Development Program.



Li Ka Shing, Cheung Kong Holdings

Li Ka Shing's companies make up 15% of the Hong Kong stock exchange, and has grown his teams through his data-driven, analytical leadership style.

How to help Lords get in their flow



Lords are your best analysts. Give them the space to study the detail, and to deliver the data. Don't ask them to go out and network, as they are strongest when focused behind the scenes. When you need to keep count or keep score, give the job to a Lord and they will always be the most reliable to keep track.

Lords love the detail, and are renowned for their thriftiness. They don't have time for politics or niceties, and would rather deal with simple legwork than fancy footwork. Lords love certainty and hate risk. They also prefer to keep to themselves, careful to study all the details, with their analytical skills, risk aversion and need for control as their greatest strengths.

To get the most out of Lords in your team, put them in positions where they build trust most: In their measurement of the details. Support them in other areas, including their level of innovation, communication and service. Allow them the space to grow flow through their natural control and discipline, with the freedom to analyze the details and fine-tune with their findings.

Lords are great at finding inefficiencies because they analyse the detail and stay in fanatical control. In communication, Lords want to see all the detail and instructions in writing, and will be the first to put things in writing themselves. To get into flow, give Lords certainty and a set routine, where they know what comes next and they have a chance to check the results to see if they came out as predicted. Given them clear feedback and scores that they can improve on.

Examples of Lords



Indra Nooyi, PepsiCo

Indra Nooyi became CFO and President of PepsiCo in 2001. Today, she is Chairperson and CEO, using her detailed focus to keep PepsiCo growing.



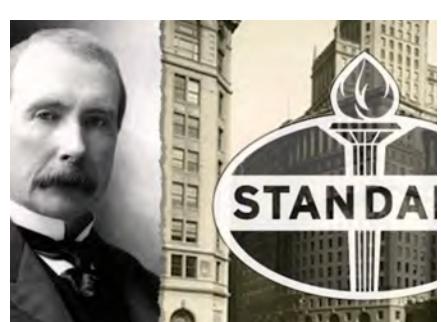
Larry Page, Alphabet / Google

Co-founder of Google with Sergey Brin, Larry is known for his attention to detail. He has taken on the role of CEO of Google's new holding company, Alphabet.



Angela Merkel, Politician

Angela Merkel is a former chemist and scientist who became Chancellor of Germany in 2005. She has been named Forbes most powerful woman 7 times.



John D Rockefeller, Standard Oil

John D Rockefeller was America's first billionaire through the growth of Standard Oil, and had a famous analytical, controlling leadership style.

How to help Mechanics get in their flow



Mechanics are your best completers. They will wrap up the process and find smart ways to do it better next time. Don't ask a mechanic to start from scratch, but do give them an existing process or product to improve on. They work fine on their own and often find social situations uncomfortable.

What they build tends to be built to last. Endless perfectionists, the Mechanics will keep finding ways to improve their system or process, making things simple and smart. They get hands-on with their systems and prefer to study how to improve things with their hands dirty. As they pass over people management to others and focus on efficient operations, they find their flow.

To get the most out of Mechanics in your team, put them in positions where they build trust most: In their detail focus and creativity. Support them in other areas, including their level of long-communication and service. Allow them the space to grow flow through their sense of measurement and initiative, with the freedom to continually fine-tune the systems and processes.

Mechanics lead best by staying out of the fray and seeking ways to perfect a process or system, and then have a team implement it with thorough training. They communicate best when they have information that they can show in new and interesting ways, and when they have the time to prepare properly for their presentation. To get into flow, give Mechanics a series of smaller projects than one big project that never gets done, and acknowledge the small wins as they occur.

Examples of Mechanics



Mark Zuckerberg, Facebook

Mark Zuckerberg has kept focused on his strength at system building to grow his company, Facebook, to over 1 billion daily users.



Marissa Mayer, Yahoo!

Studying Symbolic Systems at Stanford, Marissa Mayer joined as Google's first female engineer. Today, she is President and CEO of Yahoo!.



Jeff Bezos, Amazon

Jeff Bezos is the founder and CEO of amazon.com, and has kept focused on building the system within Amazon to make it the most efficient in the world.



Christine Lagarde, IMF

Christine Lagarde is the first female finance minister of a G8 economy (France) and is currently the Managing Director of the International Monetary Fund.



The profiling system for teams to find their flow

The Five Frequencies

Synchronizing with the seasons

Our primary profile is the game we play when we are in our flow. Each of us has a primary profile based on the balance of our frequencies. We were all born with a different mix of five ‘frequencies’, first identified in the Chinese ‘Book of Changes’: The I Ching. Through Richard Wilhelm’s translation of the I Ching, passed to Carl Jung as he was devising ‘Psychological Types’, these frequencies have become the basis of modern psychometric tests, as well as the basis of Chinese disciplines such as Chinese Medicine, Martial Arts and Feng Shui.

The four base frequencies form the four sides of the Talent Dynamics Square. Each of these four frequencies is a state of change, like the four seasons. When you take the Wealth Dynamics profiling test, you identify how much of each frequency you hold.

The balance determines which of the eight games you play most naturally: the one that creates the greatest resonance and harmony with your natural frequencies. The more time we invest in harmony with our strongest frequency, the sooner we get into our flow. Here are the five frequencies:

| Frequency | Season | Element | Characteristics |
|-----------|------------|------------|--|
| Dynamo | Spring | Wood | Energized, dynamics, great at getting things started. Getting things finished can be a challenge. |
| Blaze | Summer | Fire | Passionate, outgoing, great at networking and meeting new people. Easily distracted from the task at hand. |
| Tempo | Autumn | Earth | Compassionate, great team player and reliable at getting things done. Will often seek direction from others |
| Steel | Winter | Metal | Orderly, systems oriented with a good eye for detail, strong at completing. Can find it difficult to start new things. |
| Spirit | Transition | Transition | Connected, tranquil and spiritual. Focused on the ‘why’ behind everything. |

The fifth frequency is what Aristotle called ‘The First mover’, being the source to the rest. This is the water energy, which is the basis of flow. This frequency is outside of time.

The five frequencies form a cycle that begins and ends at water. They chart also shows the relationship with the five Chinese elements, which represent states of change. Every project, business, industry, country goes through these frequencies as they cycle from creation to completion to creation again. You are currently going through this natural cycle with each relationship you have and each journey you embark on.

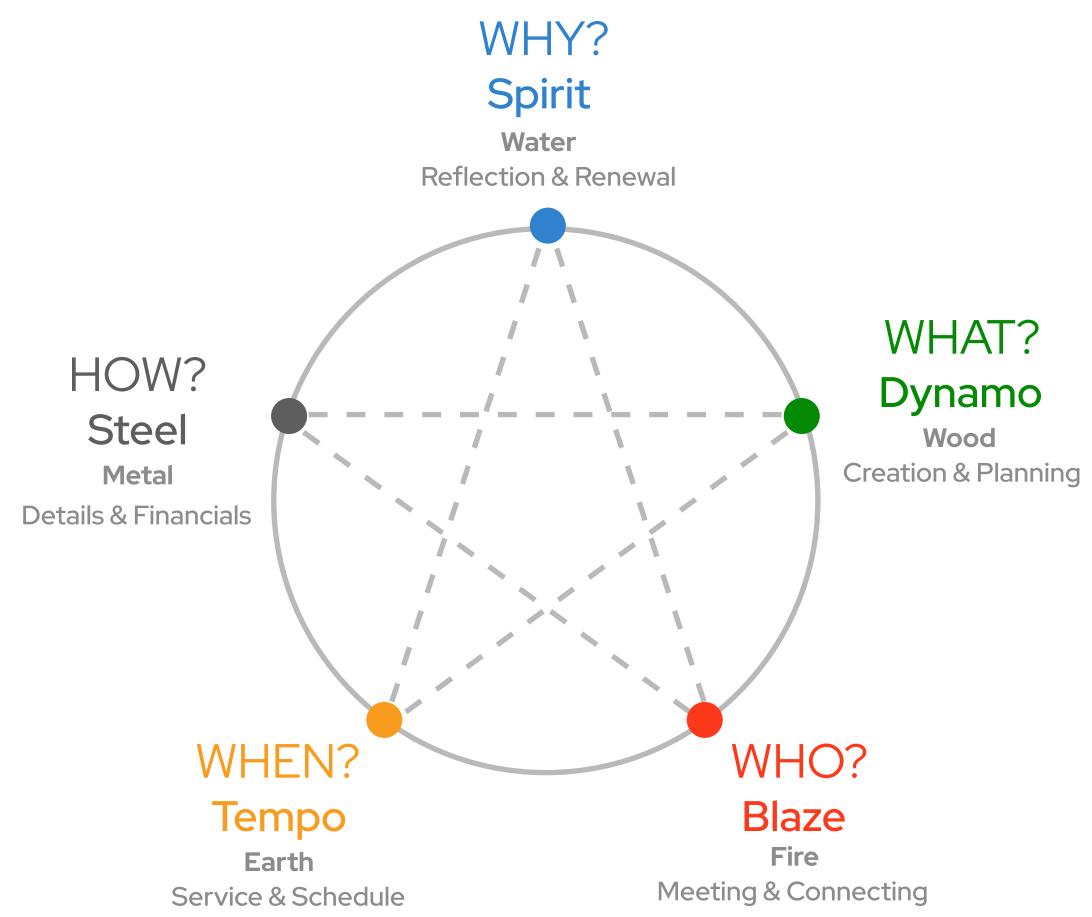
Our effectiveness changes as we resonate with our environment, and also as we resonate with our time. Even in the right environment, as time changes we can lose our flow – our winning formula can become a losing formula. Great entrepreneurs recognize this, and so will move industries and even countries to stay in the flow.

The five aspects of trust

There are five different aspects of trust which match the five frequencies. These aspects are all measurable, and allow us to see where any individual, team and company is most trusted and least trusted.

We are all naturally trusted in the area where we are naturally and constantly strongest. When we know this within a team, we can transform results rapidly by aligning activities to those we trust most in them, and build the team to support each member where trust is lowest

Here are the five aspects of trust.



Innovation (Dynamo)

This is the degree to which your team trusts that you can be consistently relied on to come up with creative solutions and plans. Dynamo frequency profiles naturally create the most trust here.

Communication (Blaze)

This is the degree to which your team trusts that you can be consistently relied on to share information and listen effectively. Blaze frequency profiles naturally create the most trust here.

Service (Tempo)

This is the degree to which your team trusts that you can be consistently relied on to look after customers and team members. Tempo frequency profiles naturally create the most trust here.

Measurement (Steel)

This is the degree to which your team trusts that you can be consistently relied on to measure and refine your own performance. Steel frequency profiles naturally create the most trust here.

Spirit (Spirit)

This is the degree to which your team trusts that you can be consistently relied on to remain resilient and positive. Those who build this on their path through their leadership naturally create the most trust here.

Think of your current team. Where do you and others trust each team member most (including yourself) and what are the areas that are missing?



The profiling system for teams to find their flow

The five aspects of flow

In the same way that trust has five aspects, flow also has five aspects. While we may trust a team member to be great at analysing the details, we may still feel their contribution will slow down the process, and so we will avoid getting them involved.

Trust allows us to rely on others to get things done. Flow allows us to rely on others to help us get things done. There are five aspects of flow, and each of them comes more naturally to each of the five frequencies. Here are the five aspects of flow:

Initiative (Dynamo)

This is the degree to which your team experiences that you consistently contribute your ideas and plans for improvement effectively such that they add to the success of the company. Dynamo frequency profiles naturally contribute the greatest flow in this area.

Respect (Blaze)

This is the degree to which your team experiences that you consistently collect and share suggestions and feedback from customers and partners with the team for effective action, resolution and improvement. Blaze frequency profiles naturally contribute the greatest flow in this area.

Presence (Tempo)

This is the degree to which your team experiences that you consistently invest the time to be present for the team, and to be proactive in seeking and finding solutions to improve the well being and harmony of the team. Tempo frequency profiles naturally contribute the greatest flow in this area.

Discipline (Steel)

This is the degree to which your team experiences that you consistently maintain a high level of caring and sharing in how you manage time, performance, measures and financial responsibility. Steel frequency profiles naturally contribute the greatest flow in this area.

Spirit (Spirit)

This is the degree to which your team experiences that you consistently work with the end in mind and find paths to success for the team and company without giving up. As each profile builds their awareness and mastery of their spirit frequency, they will contribute at increasingly higher levels in this area. This keeps the team in flow through every season and the transitions between them

(To measure the trust and flow of each Team Member, take the Talent Dynamics Barometer - a 360 degree review in which each team member receives feedback in each of these five factors of both trust and flow.)

The five aspects of vision

20/20 Vision

Why do we need a team? Because a team in flow gives us a far better vision for what's coming. Each of our profiles gravitates to one of the five aspects of vision, based on the question each asks most naturally.

Dynamo provides Perspective – Best at asking "What?"

Perspective is related to depth of vision. Perspective gives a deeper view of what is possible. Perspective focuses light and sparks the flame, yet this focus can miss the elements on the periphery. Dynamos are great at providing perspective, but often at the expense of the peripheral issues.

Tempo provides Perception – Best at asking "When?"

Perception is related to breadth of vision. Peripheral vision gives a wider view of what is there. Perception includes more distinction on what already exists, grounding experience in place and time. Tempos see the wood for the trees, but often miss the bigger picture.

Steel provides Clarity – Best at asking "How?"

Clarity is related to the detail of vision. Clarity can see in black and white, and can pick up details that others will miss. Clarity can clearly distinguish between the different elements of a situation. Steels see every detail, but often at the expense of the people involved.

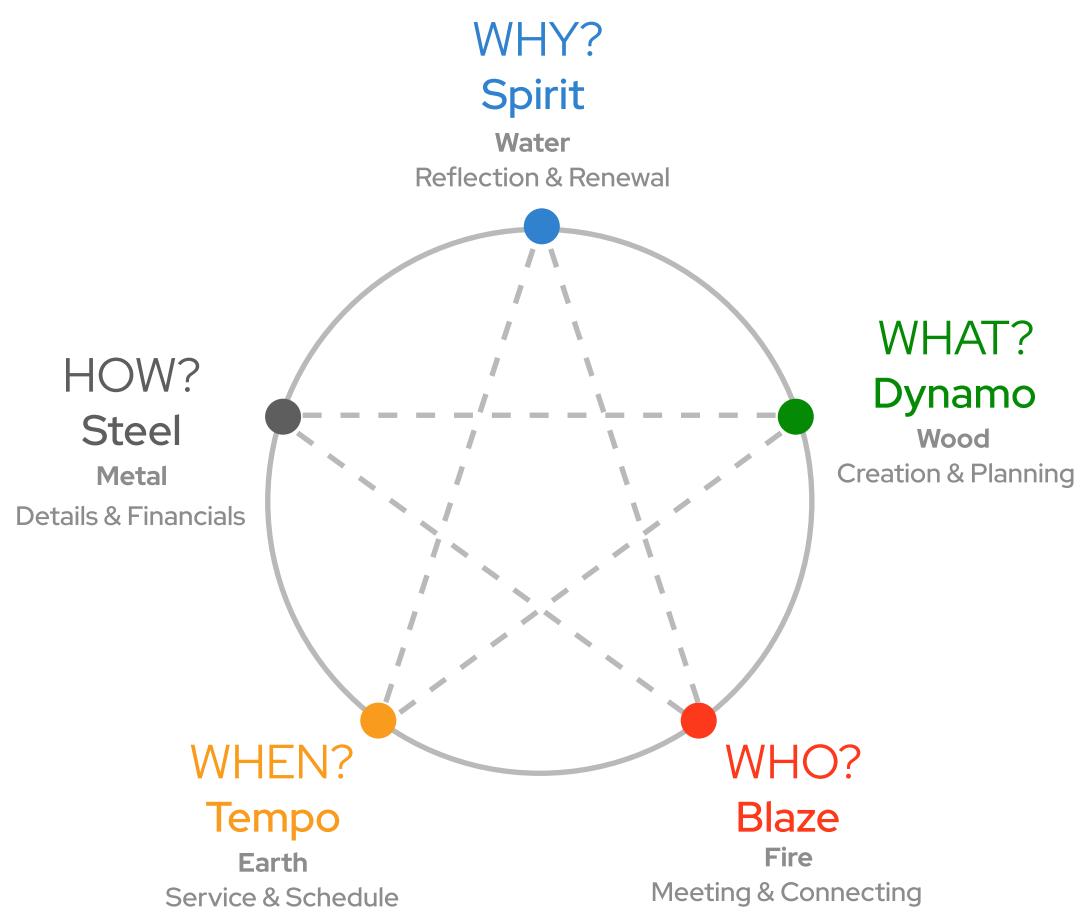
Blaze provides Colour – Best at asking "Who?"

Color is related to drama of vision. Color can make our vision come alive with variety and vibrancy. Color allows us to see the rainbows in light, and gives us a chance to dance; yet with color we lose clarity, and can easily miss the detail. Blazes see the excitement, but often miss the detail.

Spirit gives Insight – Best at asking "Why?"

The fifth element offers the fifth aspect of vision, insight. Insight transcends our two eyes, and is seen through what different cultures have termed the 'third eye'. Insight relates our outer world to our inner knowledge, or in Jungian terms, our 'conscious' to our 'unconscious'.

When we bring together the right team, we build the power of great vision. Through vision, we can turn our thoughts to action. With great vision, we can turn great thoughts to great action. We can turn dreams into reality. Making magic is a team sport.





The profiling system for teams to find their flow

Effective operating systems

"Plant a seed in the wrong place and no matter the seed, no flower will grow."

Dressed for Success

Each of the five frequencies require a different foundation to flourish. If you put yourself or any of your team into an environment that doesn't suit your individual profiles, all success will be short-lived. Here are the emotional needs linked to each of our five frequencies:

Dynamo needs Significance: "Grow"

Take away significance, esteem or independence from their operating environment and Mechanics, Creators and Stars will soon leave if they can. Provide an environment that gives them the freedom to grow, and they will work at their best. A Dynamo's greatest stress comes from a loss of independence and a loss of any prospect to individually shine.

Tempo needs Connection: "Slow"

Tempo frequency does not need this same independence. However, take away their connection or comfort and they will soon react. While Dynamo needs to fly, Tempo needs to be grounded. When a project is moving too fast, Tempo will want to slow it down. If connections with customers or staff become strained, a Deal Maker, Trader or Accumulator will want to re-connect before progressing.

Steel needs Certainty: "Know"

Steel frequency strengthens with certainty. Invite Steel to a wild party, and they will be the first to take a rain check. Take away certainty, and discomfort sets in fast.

Performance comes from predictability. Force an Accumulator, Lord or Mechanic to perform without preparation in front of something as unpredictable as people, and you'll experience how cold winter can be!

Blaze needs Variety: "Glow"

Blaze frequency, on the other hand, burns brightly out and about. Variety is about people and places. Put Blaze in a back office with a spreadsheet, and the flame soon goes out. Lock a Star, Supporter or Deal Maker in a fixed plan with no variety, and don't expect them to shine. Get them out and about, however, and watch them ignite.

Understanding the need for an effective environment in which to operate gives us an insight into why those around us react to change. Change their environment, and it changes their performance and comfort. It also gives us the chance to communicate more effectively.

Spirit needs Growth & Contribution: "Flow!"

The fifth element flows on growth and contribution. As our water element grows, our need for each new learning cycle to provide growth and contribution grows as well. The more water, the better the garden grows. This is, however, a choice. Some of us have chosen to ignore this process of growth and contribution. Some of us go from day to day without asking 'Why?'. We do not grow, we do not contribute, and flow eludes us, as does our fortune – our wealth, our luck, and our legacy.



Leadership styles

"The best leadership always starts from within."

Each Profile leads differently

There are many books out there explaining how to be a “good leader”. The truth is, each frequency has a leadership style that comes naturally. If you try and adjust your style to something different, it will not only be uncomfortable, it will feel like hard work, and at critical moments you will snap back to your natural style.

Dynamo is Task-based

Dynamo leadership is based on driving forward the new idea or project, and knocking over the tasks to move ahead. People, analysis, timing, all take second place to action. As Richard Branson said, “I believe in benevolent dictatorship provided I am the dictator.” If you want to get things moving, put a Dynamo leader in place. But once things are moving, move him on to the next project and appoint a new leader!

Blaze is People-based

Blaze leadership is based on motivating people to perform at their best. Not the most important thing if you do not yet have the value in the market, but once that’s in place, collective communication and collaboration become key. In the words of Jack Welch, “In leadership you have to exaggerate every statement you make. You’ve got to repeat it a thousand times and exaggerate it.”

Tempo is Activity-based

While Dynamo is about creation and Blaze is about collaboration, Tempo is about consultation. When Woodrow Wilson said, “The ear of the leader must ring with the voices of the people,” he was talking about

Tempo leadership. A Tempo leader will check themselves and their teams against their activity relative to the market. Don’t expect a creative plan from a Tempo leader. Do expect what needs to be done to get done on time.

Steel is Data-based

While Tempo is about consultation, Steel is about calculation. Whereas a Blaze leader can assess his sales team by being out on the field with them, the Steel leader will know just by looking at the numbers. When entrepreneurs such as Getty and Rockefeller are criticized for their aloof style, it is that style which enables them to lead from the back, rather than from the front or side.

Having great leadership around you does not come from trying to mold leaders into a particular style. It is about understanding what cycle your businesses are in, what leadership is needed, and then putting in place the leader whose frequency resonates most effectively. Leaders change markets and markets change leaders based on this cycle of resonance.

What about the Spirit Frequency?

The fifth element also has a leadership style. While the four base frequencies are based on creation, collaboration, consultation and calculation, the fifth frequency is based on contribution. The fifth element, water, is the key to flow. Flow is based on not just effective receiving but more importantly on effective giving. Knowing “why” we are doing what we are doing is what grows team spirit.

Origins of Talent Dynamics

Where does the system come from?

Created by Roger James Hamilton, Talent Dynamics (and its sister tests, Wealth Dynamics and the Genius Test) has been used by over 500,000 entrepreneurs around the world.

You will find similar elements within Talent Dynamics and popular psychometric tests, as they all have a common modern origin in Carl Jung's work on archetypes. Talent Dynamics is different in that it provides an intuitive structure, practical strategies, modern role models and a link back to the roots of profiling 5,000 years ago.

The history of personality profiling

Talent Dynamics is based on a long history of tradition and scientific research. It comes from a 5,000 year-old Chinese system of thinking called the I-Ching, which was developed and recorded by a series of Chinese emperors and teachers. The IChing made its way to the West when Richard Wilhelm translated it and brought it to Carl Jung in 1919, who had it published.

Jung was so taken with the I-Ching that it is reflected within his work on archetypes and soon after publishing the I Ching, he published his own book, 'Psychological Types'. This became a basis and influence for many of the psychology tests that followed, and that are still used in companies and job applications today.

After his early work on archetypes, Jung turned his attention to the 'fifth element' in the I Ching for the rest of his life, which led to his theories on 'Synchronicity' and the 'Collective Unconscious'.

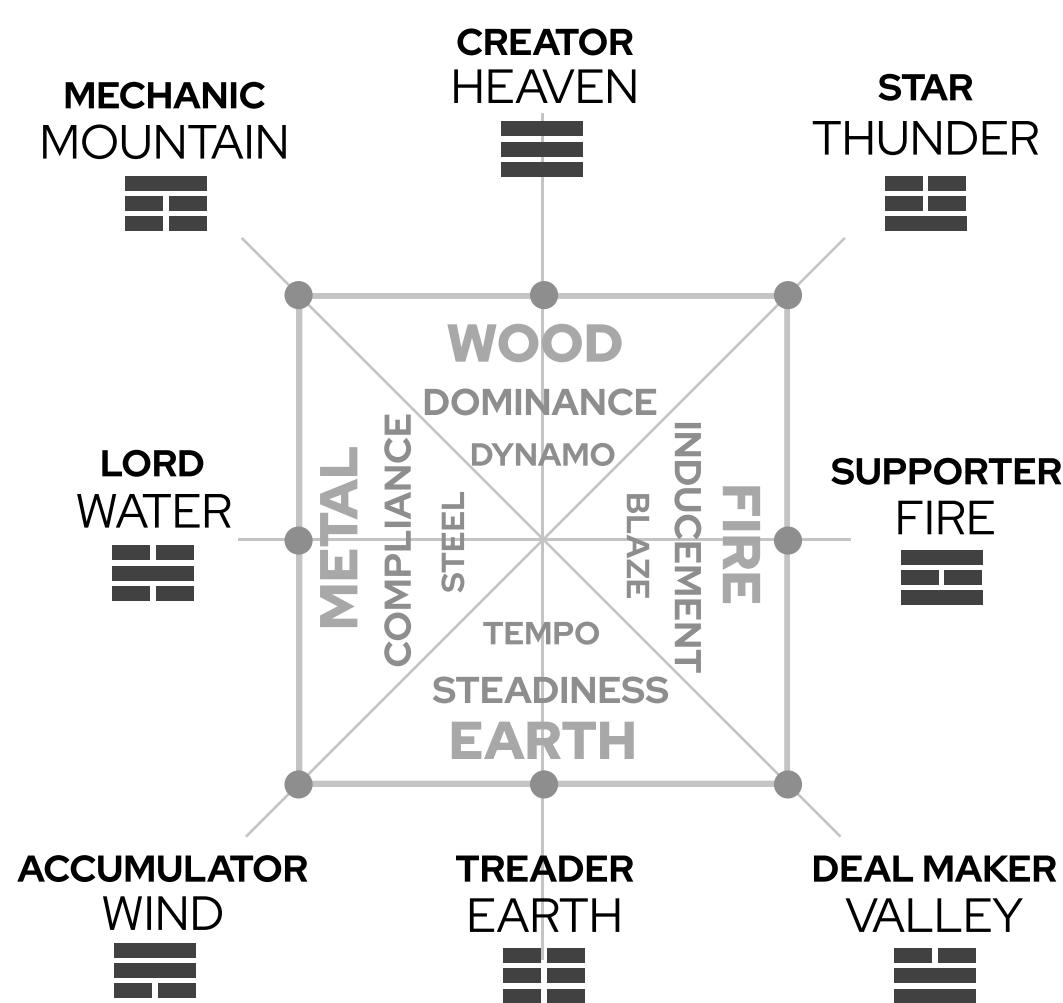
The natural language of flow

If you choose to delve deeper into Roger's work on Talent Dynamics and the corporate version, Wealth Dynamics, you will find that he has identified these roots from Chinese philosophy as the natural language of flow used by the great masters, scientist and philosophers during Alexandrian times, the Renaissance and the Enlightenment.

The 8 Tri-Grams

Here is a diagram of how the eight 'trigrams' in the I Ching link to the eight profiles. The I Ching means "The Book of Changes" and is a study of how time has 64 different 'vectors'. At any moment there is a natural path to take based on the vector, and this keeps us in our flow.

People who have mastered their path intuitively know what to do and when to do it. We see this all around us, yet few of us commit to our path long enough to reach this level. We trust you will!





The profiling system for teams to find their flow

About Entrepreneurs Institute

Igniting your Genius

Entrepreneurs Institute is the world's leading entrepreneur education group, founded by Futurist, Social Entrepreneur & New York Times Bestselling Author, Roger James Hamilton.

The core principle behind Entrepreneurs Institute is that in today's world we are overloaded with information and lacking in direction. Entrepreneurs Institute enables you to know where we are and where we're going - and then gives you the steps to get there. We do this through our online platform, assessments, learning tools, mentoring, events and entrepreneur resorts, and a community of over 500,000 entrepreneurs around the world.

What sets us apart from other entrepreneur and leadership training companies are the resources we have developed around our four areas of focus: Who you are, where you are, where you're going and how to get there.

*"You don't need to know every step.
You just need to know the right step, right now."*



The profiling system for teams to find their flow

The Talent Dynamic Mission on GeniusU

Take the [Talent Dynamics mission](#) on GeniusU to learn how to make the most of your profile. The mission is free with this report, and includes videos and details on each of the eight profiles, together with a Flow Factor assessment and playbook to measurably grow your flow.

Profile



Roger Hamilton | Creator

Mentor rank #3 of 2180

Genius Level : Mentor

Investor

Social Entrepreneur and Futurist

Founder of GeniusU, Entrepreneur Resorts & Entrepreneurs Institute

Sanur, Bali, Indonesia

59 reviews

Share

Social Media Links

Add Friend

Add Mentor

Send Message

Microdegrees

Certifications

About the Wealth Dynamics Microdegree

Through this microdegree you will discover which of the 8 entrepreneurs paths is yours, and how this insight will transform the way you design your ideal business. The Wealth Dynamics test has nearly been taken by one million people around the world, and helped them to align their life to where their natural flow is. Use this microdegree along with the test to deepen the knowledge about yourself, your team and your business by uncovering your natural path. This will take you straight to entrepreneurial and intrapreneurial success.



Frequently Asked Questions

Here are some questions you might have on Talent Dynamics, and some simple answers.

What if I'm worried the test came out wrong, or my profile changes over time?

Your profile result is based on the questions you answered. If you're worried you are another profile, then focus at that game instead. The most important thing is that you choose one game and stick to it. Those who keep switching games will always be uncertain which game to commit to, which is why they never make it into the big leagues in any of them.

Can I use my profile as a reason for my faults?

Every football player in a match takes ownership of their position, but all take responsibility for winning the game. When you know what you aren't so good at, you can still take responsibility for those areas by having others help you or putting a system in place to minimise your failures.

How do I get into flow if everyone around me is in chaos?

A river doesn't wait for the rocks to leave before the water flows. In fact, you'll find more rocks in rivers than most other places. You can step into your flow regardless of the reaction of those around you, and you will soon find others who are playing the same game being attracted to you.

Should I risk it all to follow in the footsteps of my Billionaire role models?

A skier aspiring to ski like his heroes on the black run doesn't start on the black run. But if the skier commits for the long term to be a great skier, and starts at the level that does not result in a wipe out of money, time and confidence, then it's inevitable they will one day be on the black run. Roger's Wealth Spectrum Test will identify exactly which of the nine levels of wealth you are at now and the specific steps to move up with certainty and confidence.

What if I've realised I've been doing totally the wrong thing?

Don't despair and don't throw it all in. Don't quit your day job just yet. Even Superman had to be Clarke Kent to earn a living before jumping into his spandex pants and saving the world. Roger runs regular events and coaching sessions to work with entrepreneurs who are making the transition to a life designed around stepping into and staying in their flow.

I love the Talent Dynamics concept. Can I become a partner?

We have over 5,000 trainers, coaches and marketers in our Entrepreneurs Institute partner community. We would love to have you join us to spread the word and get more people into their flow. You will find links on the final pages of this report for you to join us.

Can I make a bigger difference in the world if I'm in my flow?

That's the ultimate point of Talent Dynamics. Roger Hamilton's vision of 'World Wide Wealth' is a world in which each of us is increasing our power to both create and contribute wealth. You will find that within Entrepreneurs Institute and our GeniusU community, many entrepreneurs have used their mastery of flow to become social entrepreneurs and make a bigger difference towards the causes they are passionate about. We invite you to do the same!



The profiling system for teams to find their flow

About Genius Group

Igniting your Genius

A Genie in the Pocket of Every Entrepreneur

GeniusU is a web and mobile platform which already connects over 2.5 million entrepreneurs to the right network, knowledge and opportunities based on their personal values, vision, passions, talents, and purpose.

GeniusU's A.I. Genies give personalized recommendations on who to meet, how to upskill, where to go and what to do based on their stage of business growth, global location and other personalized information.

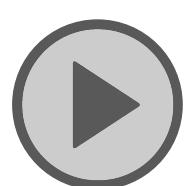
GeniusU Is For Everyone

Our Curriculum is being created in direct response to the challenges in the current education system. We began by making our curriculum as an addition for the existing education system.

We are now developing a lifelong curriculum to provide a full government accredited entrepreneurial alternative to the current systems offered from K-12, through university, and on to vocational and entrepreneurial training.

***"You don't need to know every step.
You just need to know the right step, right now."***

Take the next step with us by visiting the following sites:



www.rogerjameshamilton.com

Videos, links and updates direct from Roger



[Roger's Youtube Channel](#)



www.geniusu.com

The World's No.1 Entrepreneur Education platform



[Roger's Twitter Page](#)



https://assessments.geniusu.com/wealth_dynamics

The Wealth Dynamics website for entrepreneurs



[Roger's Facebook Page](#)



https://assessments.geniusu.com/talent_dynamics

The Talent Dynamics website for organizations



[WD YouTube Channel](#)



<https://impacttest.geniusu.com/>

The Impact Test



[WD Twitter Channel](#)



[Educator 5.0: Digital
Educators Facebook Page](#)



Our Curriculum is being created in direct response to the challenges in the current education system. We began by making our curriculum as an addition for the existing education system.



Are you a Student?

If you're a student who struggles with the current one-size-fits-all schooling system.

[Learn more →](#)



Are you a Startup Entrepreneur?

If you're a freelancer, digital nomad, founder of a startup business or are in the process of starting or growing your venture.

[Learn more →](#)



Are you a Leader?

If you're in a job or are retired, seeking the knowledge, network and resources to get started.

[Learn more →](#)



Are you a Mentor?

If you're an educator, coach, mentor or partner looking for new, cutting edge content and resources so your community can learn and grow.

[Learn more →](#)



Are you a Scaleup Entrepreneur?

If you have an existing business that you are looking to massively scale up in the next 12 months.

[Learn more →](#)



Are you an Investor?

If you're looking for investment opportunities, to better understand how you can future/recession-proof your portfolio, and maximise your returns in this digital decade.

[Learn more →](#)



The profiling system for teams to find their flow

The Talent Dynamic Mission on GeniusU

Take the [Talent Dynamics mission](#) on GeniusU to learn how to make the most of your profile. The mission is free with this report, and includes videos and details on each of the eight profiles, together with a Flow Factor assessment and playbook to measurably grow your flow.

Profile

Roger Hamilton | Creator
Mentor rank #3 of 2180
Genius Level : Mentor
Investor
Social Entrepreneur and Futurist
Founder of GeniusU, Entrepreneur Resorts & Entrepreneurs Institute
Sanur, Bali, Indonesia

59 reviews

Share

Social Media Links: Twitter, Facebook, LinkedIn, Global

Add Friend, Add Mentor, Send Message

Microdegrees: various icons including a globe, a person, a heart, a gear, etc.

Certifications: EMC, The World Game



Welcome to the Talent Dynamics Microdegree

Learn how your personal path is linked to how you grow your trust and flow in high performing teams with the Talent Dynamics Test. Find out the steps to become a world class leader by understanding your team and organizing them by how they naturally grow their trust and flow.

[Next Step](#)



The profiling system for teams to find their flow

Welcome to the Talent Dynamics Microdegree

Learn how to measure and grow your flow in your organization by understanding your own Talent Dynamics profile and those of your team members. Through Talent Dynamics, you learn more about your natural strengths and how you relate to others through the things you are naturally good at or not so good at.

With this degree you get a downloadable guide, as well as your Talent Dynamics test report once you have taken the test, an assessment about your current status of flow and many video tutorials that explain each of the eight profiles and how to grow your team flow and company flow.



Take the Talent Dynamics mission on GeniusU to learn how to make the most of your profile. The mission is free with this report, and includes videos and details on each of the eight profiles, together with a Flow Factor assessment and playbook to measurably grow your flow.

Once you have completed the mission, consider joining us as a Wealth Dynamics Flow Consultant to guide others through their Wealth Dynamics profile (for entrepreneurs) or Talent Dynamics profile (for large organizations), or integrate Wealth Dynamics with your own training and coaching practice. Book a call with one of our expert Genius Igniters to guide you.



The profiling system for teams to find their flow



Welcome to the Talent Dynamics Microdegree

Learn how your personal path is linked to how you grow your trust and flow in high performing teams with the Talent Dynamics Test. Find out the steps to become a world class leader by understanding your team and organizing them by how they naturally grow their trust and flow.

[Next Step](#)

Welcome to the Talent Dynamics Microdegree

Learn how to measure and grow your flow in your organization by understanding your own Talent Dynamics profile and those of your team members. Through Talent Dynamics, you learn more about your natural strengths and how you relate to others through the things you are naturally good at or not so good at.

With this degree you get a downloadable guide, as well as your Talent Dynamics test report once you have taken the test, an assessment about your current status of flow and many video tutorials that explain each of the eight profiles and how to grow your team flow and company flow.

Mentor



Microdegree Steps

- 1. Download the Guide
- 2. Talent Dynamics
- 3. Take the Test
- 4. Your Flow Factor
- 5. The Flow Playbook
- 6. The Eight Profiles
- 7. Your Flow Team
- 8. Add Networks
- 9. Invite Friends
- 10. Your Flow Circle
- 11. Your Company Flow
- 12. Microdegree Review
- 13. Further Resources
- 14. Congratulations

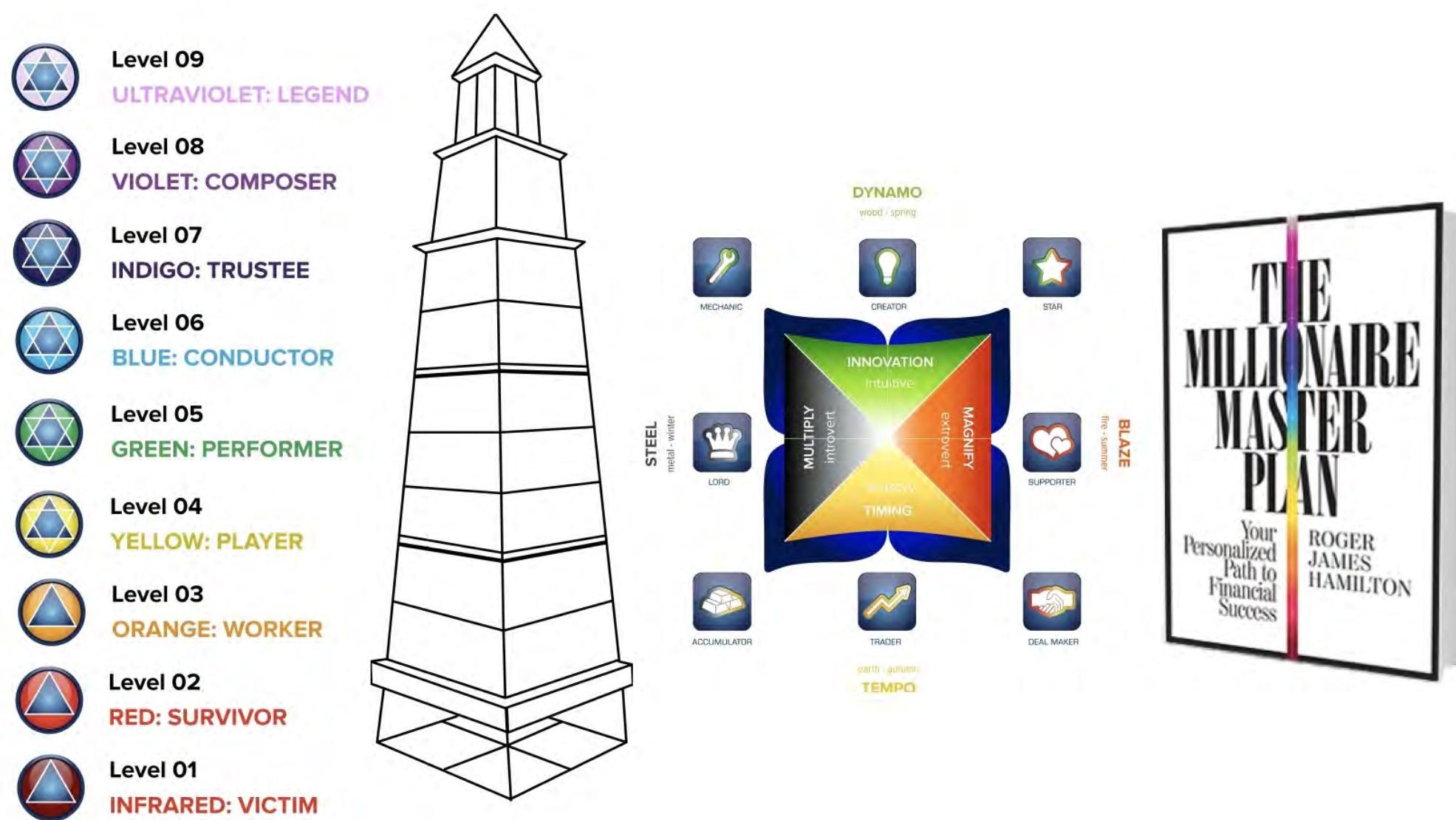


The profiling system for teams to find their flow

The Wealth Spectrum

Now that have you learned about your Talent Dynamics profile, find out which of the nine levels of the Wealth Spectrum you are on.

Based on Roger's New York Times bestseller, [**The Millionaire Master Plan**](#), the Wealth Spectrum is a test that allows you to discover which of the nine levels of entrepreneurial mastery you are currently operating at - and the steps to move to the next level.



Are you struggling in debt, or trying to grow a team for your business? Are you stuck in a job or running multiple businesses but stretched for time? Each one of the nine levels has specific steps we can follow to break through to the next level using our natural path.

Once you have taken the test, you will find missions on GeniusU to support you through each level with videos, assessments and playbooks taking you through each step from mastering your own personal finances, to growing your business, to growing multiple investments and creating a positive impact through your mastery of flow.

You can choose to get your own copy of Roger's book, [**The Millionaire Master Plan**](#), which contains a token to take the test, or you can take the test for free when subscribing to [**Roger's Entrepreneur TV channel on Youtube**](#).



The profiling system for teams to find their flow

Next Steps in your Journey

Congratulations on completing your Talent Assessment. In order to make the most of your Wealth Dynamics Profile here are the best next steps to take in your journey:

1

Take the Entrepreneur Quiz now

What kind of entrepreneur are you?

Take the [Entrepreneur Quiz](#) and instantly earn 10,000 Genie GEMs worth \$100. From your answer, we will direct you to your personal success path on GeniusU



2

Take the Impact Test

The [Impact Test](#) is the first step in Entrepreneur Dynamics, the No.1 Agile Leadership System for Entrepreneurs. Discover your entrepreneur level, your enterprise level and your personalized path to entrepreneurial success.

3

Attend an Entrepreneur Fast Track Event in your City

Take a look at our [Event schedule](#) and book events, and join the one that suits you, from the Fast Forward your Business events to the Wealth Dynamics Masters Events at our exclusive resorts.

4

Book a call with one of our expert Genius Igniters

When you are ready, we invite you to connect with one of our expert [Genius Igniters](#) that will help you determine your next best steps in your educational journey.