

HumanGuide®



Let the Personality Bloom

A blue thread towards life balance in your living-space...

A book extract:
The personality theory 8 boxes

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More to learn in the book: Let the Personality Bloom

The objective of the book is to give support for personal development. The extract consists of the following chapter

- **The Personality Theory Eight Boxes**, i.e. here you learn more details about the theory

The blue thread of the book is

1. Make a PersonProfile in order to see your personality more clearly
2. Make a StrengthStrategy, which will give guidance for a life with good quality
3. Figure out and decide your three Powergoals, so you know how to accomplish your vision

The purpose of the other chapters is to give general support for personal growth. The chapters are

- Personal development; prerequisites and sound principles
- Positive thinking; how to make use of one's potentialities
- How to coach yourself and others?
- The example Rolf Kenmo – an example of a life story from a personality perspective, i.e. how the personality influences job choices, interests, life partner, etc
- Efficiency or life balance? i.e. here you can read about important attitudes and decisions in life
- Tips for successful development; how to secure the changes desired
- Different possibilities; inspiration to change
- Good luck and some recommended books

The objective with the chapter The Personality Theory Eight Boxes is to give a basic knowledge of yourself and other people. Everyone know that we human beings differs, but how often do you consider that in the everyday life? It is always most simple to think that everyone has the same interests as me, etc.

When you increase your self-knowledge connected to a good personality theory, then you understand yourself better, which makes it easier for you to get a good cooperation with other people.

Good luck!
Rolf

Testimonials from book readers...

"I was recommended the book and was hooked. I have learnt more than I so far have learnt in my 26 years of life!

Your book touched me. It gave me new perspectives, a new tolerance level. It has been of great help for me."

LS, Pharmacist

"Unbelievable good book. I suppose the best I have read. What has impressed me a lot that you have got all so concentrated, i.e. no buzz or unnecessary information. Only "fact-knowledge" clear as a bell, which you can use immediately.

I have already had great use of the knowledge both in my private life and at work. Sometimes I am using the book as a "dictionary".

I am 32 years old, so I feel a little that I have got a life experience and knowledge, which I do not yet have. I have learnt more about myself and other people, but as you write in the book: You have to continue with your development all the time."

JB, Engineer

"I have read the book once and then two more times. I have also lent it to friends, because it is worthwhile reading. The book has given me deeper understanding that people are different, why they are different and how they express themselves.

I apply the book's messages in all my relations. Foremost it has helped me in my relation with my boss and my life partner. I notice that I have got a deeper understanding of myself and how I behave. Now I have keys and tools to act in alternative ways, which has enriched my life!"

CK, Teacher

In the book Let the Personality Bloom Rolf Kenmo categorizes our qualities in what he calls "Eight Boxes". With help of these eight boxes we can plot in our personality in order to coach ourselves and other people. Our different qualities have both a front and a back side. The back side is not negative. It shows instead a development potential. The author shows also how different qualities cooperate or collide.

Moreover, Kenmo uses his own life as an example. Let the Personality Bloom brings also up topics as mental training, stress and positive thinking. He inspires the reader to do a StrengthStrategy and figure out three Powergoals.

Kenmo is thorough in his writing and what he shares. He also uses a metaphorical language, which gives new perspectives on the theme "Know thyself".

Ylva Florman, BTJ Bibliotekstjänst (Library service), BTJ-info 17, 2009

The Personality Theory Eight Boxes

Origin from L Szondi's Personality Theory

Leopold Szondi's personality theory is of great use when it comes to describing and explaining human behaviour. However, the theory is quite complicated and it takes time to learn all the aspects. The complexity makes it useful in clinical circles, but it involves an unnecessarily high level of ambition for the layman who wants to learn the theory. This is the background to the simplified theory Eight Boxes.

The purpose is to facilitate for laymen to learn a personality theory in order to increase their understanding of their own personality as well as that of others.

The Factors of the Personality Theory

The factors are presented in the form of a number of typical characteristics, each of which has a front and a back. The front applies when a characteristic is used in a good way. The back applies when the use can be developed.

For each factor there is a symbol, which is meant to make it easier to remember what the factor refers to. There is also a symbolic colour in order to give further support for the memory.

The factors' strong sides are then discussed. Typical problems are treated in the next chapter "How to Coach Self and Others". You will also find tips on how to handle the problems. In most cases the factors are treated as plurals, since they refer to "people who have the need in question".

Sensibility

Typical of the factor is

Front	Back
complaisant	self-effacing
considerate	lax
understanding	gullible
diplomatic	sleek
obliging	ingratiating
careful	wimpish
perceptive	hypersensitive
helpful	fawning



The symbol above has been chosen to make it easier to remember what is typical of the factor. THE HAND WITH THE HEART has been chosen as a symbol for care and service.

The colour ORANGE, which should be used to colour *sensibility* in all material for the concepts, symbolizes warmth. There are many different schools concerning what effect colours have. It is therefore impossible to say what is right and wrong in terms of symbolism.

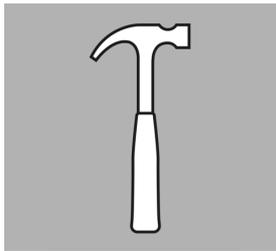
Concerning the front it is important that people with *sensibility* use their considerateness and warmth to establish a relation, the diplomacy so as to avoid unnecessary conflicts, the perceptiveness to catch weak signals, etc. People with *sensibility* enjoy a soft and warm atmosphere.

Note! There are no people who have only *sensibility*, but I have chosen to generalize in this way in order to make the text easier to read.

Power

Typical of the factor is

Front	Back
energetic	impatient
competitive	inconsiderate
straightforward	plump
speedy	sloppy
driving	dominant
eager	rash
quick	hasty
strong	hard



THE HAMMER has been chosen for a symbol, since it is associated with hardness and kinetic energy. The colour GREY, which is used in all material for *power*, is associated with "cold" steel.

It is important that *power* use their front in a constructive way. If not, it may cause a great deal of animosity. People may be frightened and dare not speak up. One must remember that *power* need straightforward information in order to take in any objections. This is provided that *power* doesn't have too much *exposure*, which can make such persons prestigious (possible risk).

Among *power's* fronts is the fact that there will be no endless discussions and you will quickly get to the point. Their motto is often: "Better to take any decision than to take no decision at all." Another advantage with *power* is the very distinct messages – sometimes they are even more distinct than *power* is aware of. People with *power* like to be physically active and keep a fast pace, which means that they get things done - quickly.

Power is the opposite of *sensibility*, but there are people who have both factors as dominant.

Quality

Typical of the factor is

Front	Back
reliable	self-denying
quality-conscious	overelaborate
conscientious	judging
enduring	stubborn
detailed	lengthy
thorough	long-winded
unselfish	self-sacrificing
dutiful	goody-goody



THE THREE COLUMNS have been chosen as a symbol, since they are associated with endurance and strong support. The colour GREEN, which is to be used in all material for *quality*, gives associations to the green nature. Those people who have the factor *quality* like being outdoors in nature.

It is important for *quality* to use their reliability to build confidence in relationships, their high level of ambition to do tasks where this is relevant, their willingness to help in their contacts with other people.

Another important aspect is that *quality* has a lot of mental energy. This provides stamina, an interest in physical exercise and all activities that are exciting.

People with *quality* like the natural elements fire, earth, water and air.

Exposure

Typical of the factor is

Front	Back
charismatic	dominant
neat	ostentatious
charming	chameleonic
proud	arrogant
distinct	drastic
colourful	exaggerated
witty	bombastic
spontaneous	uncontrolled



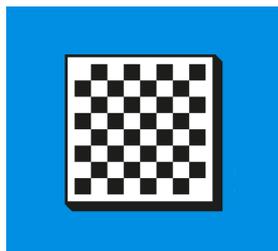
THE MEGAPHONE has been chosen for a symbol, since it is associated with people, who want to make them heard. The colour VIOLET, which is used for *exposure* in all material, symbolizes something that "stands out" and is clearly visible.

When it comes to the front, it is important that *exposure* use their distinctness and their colourful style for efficient communication, their spontaneity and wit to give inspiration, etc.

Structure

Typical of the factor is

Front	Back
orderly	overly structured
logical	overly rational
methodical	square
neutral	cold
distinct	pedantic
correct	rigid
realistic	sceptical
disciplined	inhibited



THE CHESS BOARD has been chosen for a symbol, since it is associated with systematic and order. The colour BLUE, which is used for *structure* in all material, refers to the clear blue sky and to harmony and tranquillity. Moreover, this colour has a strong border quality, when painting with watercolour. The blue colour symbolises also emotional control. It is often

associated with cold qualities, without any passion, with mental work and science. (Wie Farben Wirken, page 29 - Eva Heller, 2008, RoroRo Verlag)

Concerning the front it is important that *structure* use their orderliness to avoid mess, their methods to make things rational, their objectivity and realism to keep both feet on the ground and get things done, their distinctness to avoid redundant talk, etc.

Imagination

Typical of the factor is

Front	Back
novelty-seeking	sensation-hungry
inquiring	tiring
artistic	bizarre
imaginative	scatter-brained
flexible	unreliable
visionary	unrealistic
inventive	odd
ingenious	difficult



THE TELESCOPE is chosen as a symbol to as an opportunity to see into the future. The colour YELLOW, which is used for *imagination* in all material, symbolizes the stars in the distance. Moreover, it is a colour with no limits, like the sunlight, it symbolises expansion, “Erleuchtung”. In Asia yellow is associated with wisdom, high culture. (Wie Farben Wirken, page 130 - Eva Heller, 2008, RoroRo Verlag)

Concerning the front it is important that *imagination* is allowed to share their wealth of ideas, to see new paths to the goal, to make new combinations, to expand their own and other people’s knowledge, to give inspiration for new visions, etc.

People with *imagination* is careful to guard their freedom.

However, they have to be aware that their way of expressing their thoughts is easy to misunderstand. Therefore, it is important for them to check their communication.

Stability

Typical of the factor is

Front	Back
conservative	unwilling to change
tradition-bound	old-fashioned
thrifty	disobliging
stable	tardy
economical	egoistic
cautious	vacillating
firm	slow
serious-minded	boring



THE TREASURE CHEST should symbolize the collection of assets and that they are in safe custody. The colour BROWN, which is used for *stability* in all material, refers to the colour of a good old purse.

Concerning the front it is important that *stability* is given the opportunity to economize, to do business, to preserve the old, to make sure that things aren't going too fast, etc.

People with *stability* like the concrete and avoid the abstract – "a bird in the hand is worth two in the bush".

Contacts

Typical of the factor is

Front	Back
cheerful	insincere
open-hearted	gossipy
food-loving	glutton
facetious	silly
easy-going	irresponsible
outgoing	gregarious
sociable	garrulous
playful	volatile



FOUR SMILEYS are chosen as a symbol of being in the company of others and having a light-hearted mood. The colour RED, which is used for *contacts* in all material, refers to the intensity of a discussion.

Concerning the front it is important that *contacts* can contribute with contacts and information, create an easy-going atmosphere, contribute with a sense of humour, entertainment, etc.

People with *contacts* enjoy anything that has to do with food and drink.

Similarities and Differences between the Factors

Initially, it may be difficult to keep track of all the factors, and this is why I would like to point to similarities and differences between them. To begin with, you may group the factors in various vectors according to the basic Szondi theory. The vector concept are somewhat simplified.

Relation vector	Norm vector	Ego vector	Contact vector
			
Power	Exposure	Imagination	Contacts
Sensibility	Quality	Structure	Stability
			

The relation vector deals with how you handle love. *Power* wants to be attractive in an active way, for example through powerful initiative, whereas those with *sensibility* want to be close to their loved ones.

The norm vector is expressed in the way feelings are dealt with. *Quality* usually holds back their feelings, whereas *exposure* will show them spontaneously. When *quality* does show emotions it may be in the form of an outburst, which may surprise others. "How can anyone get so angry for so little?"

The ego vector concerns expanding and consolidating the ego, i.e. receiving new thoughts, ideas, etc. through *imagination* and organizing the new additions through *structure*.

The contact vector relates to contacts with external objects. *Stability* value their objects and want to make sure that their own platform is stable, which means that they appreciate traditions. *Contacts* focus on being in touch with others (being one of the boys/girls) or having contact with food and drink, things that have to do with the mouth.

NOTE! All the factors in the upper row are *driving* and they in the bottom row are *reflecting*. This means that if someone has most driving factors, then it will happen a lot. At the same time that person need to avoid, so there will not be too much in the pipeline. If you have most dominating among the factors in the bottom row, then you like to think before you act,

but then you should not think too much on everything, because then there will not be so much done...

Sensibility, quality, exposure and *contacts* all have a social aspect. The differences are

- *sensibility* want to be close to others and have a warm atmosphere
- *quality* want to take responsibility for others and lend a helping hand
- *exposure* want to be seen and acknowledged by others
- *contacts* want to be in touch with others and have an easy-going atmosphere

Sensibility, power, quality, exposure, structure, imagination, stability and *contacts* all focus on achievement. The differences are

- *sensibility* want close relations to their friends and acquaintances
- *power* want to win and have a fast pace
- *quality* want things to be correct or at least of high quality
- *exposure* want others to pay attention to their achievements
- *structure* want the result to fulfil the plan or the specification
- *imagination* want to implement their ideas or achieve the desired development
- *stability* want to preserve and develop their assets and secure their platform
- *contacts* want to nourish and develop their contacts

Power and *quality* are similar in that they achieve a lot. However, *power* is distinguished by their speed and *quality* by their assiduity. Hence, anyone with a lot of both factors has great capacity.

Power and *contacts* may be confused since they make their marks, but *power* get things done, whereas *contacts* mostly talk.

Exposure and *contacts* can be confused since they stand out in a crowd, but *exposure* is more drastic in their remarks and *contacts* are more active in the discussion.

Quality can be mistaken for *structure* and vice versa since they are careful with how things are being done, but *quality* is concerned with making them well/correctly and *structure* with making them methodically.

Both *structure* and *stability* may be seen to work methodically, but *structure* consciously strives to be methodical, whereas *stability* is true to their habit.

There is now a further development of Szondi's theory

In Belgium – especially at the university in Louvain-la-Neuve - they have further developed Szondi's theory. It is called the Theory of Circuits. It is a very useful development in order to explain human behaviour and also to handle mental illness.

A Popularized Summary of the Factors

There is a story about a managing director, who came up with the idea of asking the others in the management group what 2+2 is. The financial manager answered: "What do you want it to be?" The production manager answered: "4.000." The R&D manager answered: "Around 6-7. Do you want me to look into this?"

If you were to ask someone with a very large need of either of the factors, what would the answer be?

Factor	Answer	Motivation
<i>Sensibility</i>	Four, or what do you think?	<i>Sensibility</i> wants to be friends with the person who is asking.
<i>Power</i>	FOUR!	<i>Power</i> is in a hurry and wants to work with more important things.
<i>Quality</i>	2+0=2, 2+1=3, 2+2=4.	<i>Quality</i> wants to give a comprehensive answer.
<i>Exposure</i>	Fourh!	<i>Exposure</i> wants to give an answer that will stand out.
<i>Structure</i>	4.000.	<i>Structure</i> wants to give an exact answer.
<i>Imagination</i>	Around 4.	<i>Imagination</i> is not very fond of working with such minor details.
<i>Stability</i>	FOOUURR.	<i>Stability</i> keeps a lower pace and wants to give a solid answer.
<i>Contacts</i>	Well, four. Let's talk about something else.	<i>Contacts</i> don't enjoy working with figures.