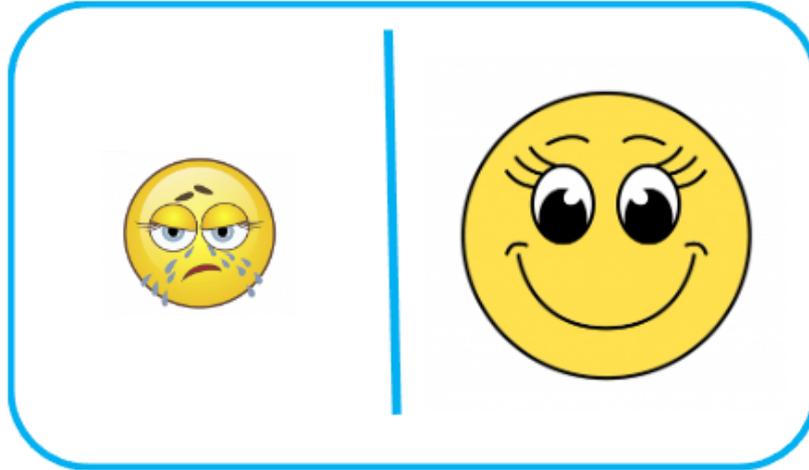




HumanGuide®



Are You Happy with Your Life or Can It be Improved?

Do you smile often...

"To save both time and money, it is truly of great value to get a bundle of specially picked books with a short summary to each of them. In my opinion, Rolf has picked exceptionally great books for personal development. I have now read all of them and there is a flow to it. So grateful to get this fast track to important knowledge. Thank you!"

Christina Skytt, author of "Power Goals"

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Are you happy with your life or can it be improved?

Personal development and a book package...

When I had my 70th birthday it was the first time in my life, I hesitated to tell my age. In my mind I feared I would be defined as old and useless (unfortunately common in Sweden...)... After a while, because I am an “ugly” positive person, I said to myself: I am 7 – 0. It sounds better! Then a younger friend of me said: You are not 7 – 0. You are 7.0, i.e. a more powerful person of yourself than before. I was pleased to hear that. Therefore, I have decided to have an extra procedure, when I have my birthdays from now on and ask myself the question: Have I developed since last year? If so, then I update the version, so now I am 7.5 (2021) and proud of that;-) Moreover, my two sons have to approve every update...

Of course, I have to verify this with friends, who are honest and straight-forward. To be concrete, in the last year 2020 many things happened e.g.

- My two partners in Brazil at rh99.com.br, since 2010, with their Brazilian HumanGuide IT-system, have done more than 500,000 personality tests
- My own biggest customer abroad – u-blox AG in Switzerland has, since they became a customer in 2003, done more than 3.000 tests. They began as a startup, but now a multinational company, which operates globally at 25 locations
- The test is now available in 15 languages
- Development of the HumanGuide concepts in many ways e.g. we have now three web apps. One of them has a function for calculating your passionindex

If I look around at people, who have decided to be retired, then slowly – in my opinion, they step by step become a kind of “zombie”. Not everyone, but some and then I feel sorry for them. But an important part of personal development is to have free choices. I am thinking this, like the principle for the braincells, use them or lose them... If you compare this with a long vacation of many weeks, it is refreshing, BUT it is a problem to start with the job again, because you have forgotten a lot of useful routine, etc.

When people ask me, when I should be a “normal” human being and be retired, then I answer: I have written the book “Let the Personality Bloom” and I like to walk my talk! Therefore, I will never be retired. If I dig deeper in this, then I have realised that most people, who like to be retired – they like to be more “free”. They have been employed, I have my own business since 1981, so I have in a way been retired since then...

Anyhow, when you have lived many years and always been curious and interested in your personal development, then you have a lot of experiences of – what works and what doesn’t work, at least for me;-) Therefore I like to give a kind of recipe from the most useful books regarding my personal development. Amazingly a lot of them are fairly fresh. Perhaps depending on my memory...

I will take the books in a logical order (my version...), but you don’t need to read them in that order. And some you don’t need to read, if you believe in the book’s

main idea. My advice is to act as reading any “instruction”. Read it fully, before you do anything!

However, today a lot of people are in a hurry, so I will write short comments for every book, so you can easier decide, if you should read it and in which order...The books are:

1. Drive, by Daniel Pink
2. The Passiontest, by Janet Bray Attwood & Chris Attwood
3. Flow, by Mihaly Csikszentmihalyi
4. Let the Personality Bloom, by Rolf Kenmo, me;-)
5. Recycling Behavioural Waste, by Graham Williams & Victor Newman
6. Good to Great, by Jim Collins
7. Power Goals, by Christina Skytt
8. Grit, by Angela Duckworth

Drive, by Daniel Pink

This book is about motivation. It should be the recipe for maximum motivation based on research and according to Daniel. One surprise in the book is that money gives no motivation. Money is only interesting for the consequences of the money. The best motivation recipe is that you

- are in control of what you are doing, so be a part of an assembly line is not the perfect work
- can act according to the strengths of your skills, personality and values
- do something, which is meaningful – a good purpose!

If you believe in this recipe, as I do, then you don't need to read the book. You need only to follow the recipe and get a good life;-) NOTE! This recipe is supported by a lot of research...

The Passiontest, by Janet Bray Attwood and Chris Attwood

This is the book that I am just reading now, when I am writing this paper. It was recommended to me, because I see myself as a “passionaire” since some years. The book is based on a simple method for getting a good life, if you like to be passionate, of course... The method is also very powerful. It points out crucial facts, which I knew and gives many examples. These are not only from the writers.

The core of the method is to make a list of preferably the 20 activities you really like to do. It is your opinion, not what other people like or tell you to do.

When you have each of these activities on a little paper, then you take the one, you think you like most. Then you evaluate that one to the other 19. Is the one you have chosen as number one, then you decide what one could be number two and evaluate that with the 18, which are left. Etc.

Then you make a document with the five best ones. For each one of them you now write the situation, when it is accomplished, i.e. when you can say: I am there now. You will have these situations as markers.

The next step is a challenge. You write a speech, which should be relevant for your 100th birthday. It should be a friend, who have the speech, so he/she says “Your name” is...

Because this could a big challenge to do, so you can simplify it by writing a short story about your life from birth to today, then you can have easier figure out what could happen from now on to you be a hundred years – not old;-)

With this done you will get a much better focus. What you focus on will get priority;-)

The first part of the book is about their method. In the other parts you can get inspiration from examples.

By the way... The book rather often brings up God and Gods, that doesn't everyone likes. For me it is OK, because I have the motto “Freedom & Respect”. There is nothing which motivate people so much as freedom, BUT there has to be a respect for other people. I would be irritated if someone is “force caring” e.g. you have to believe in this God!!! There should be a free choice, so fanatic religious people have enormous development options...

Moreover, most people know about IQ and EQ, i.e. it is good to have a high value in these Qs. However, I like to add one more Q – VQ, concerning values. Not easy to measure, but still very important. It is dangerous, if someone has high IQ and EQ, but low VQ. To be seen as wise you need to have a high value on all these Qs!

Anyhow there are many good advices and examples in the book, so why not read it... It can have strong impact on you, because you will get a direction in your life – a direction, which you have chosen;-) Moreover, you need only to read the content that you think can give support for e good life.

Flow, by Mihaly Csikszentmihalyi

This book can be good to read, so you get a clear picture of a good vision – something to strive for. It is a condition, when you are absorbed about what you are doing – the time doesn't exist. It is smart to observe, why that happen for you, so you know what circumstances you should strive for.

There is one big obstacle when thinking of personal development. Everyone agrees that every person has accomplished different levels of personal development, but how to describe that. One friend was divorced and had been together with a new woman for some time. He told me about the new relation: “I didn't believe that so good as I have now been possible”.

A similarity is when someone ask how nirvana is? Then the guru answer: It is as baby frog asks mother frog: How is it on land?

One way to describe flow is as the time stands still, because you are absorbed about what you are doing.

For people with a value-based self-esteem it is easier to reach flow, because they do as good as they can and has no problem with criticism. Then they strive to improve, but they aren't worthless, because of a mistake.

People with a performance-based self-esteem are easy to be disturbed. They also think a lot of possible mistakes they can do. Therefore, there will be no flow. Well, it is of course OK that you be aware of important risks and do what you can in order to avoid them.

I will also talk later about flow, when I comment my own book "Let the personality Bloom". There I use the expression "jackpot-activity", i.e. something you are doing and using all your strengths at the same time. Then you be happy. The job will be like a hobby;-)

Let the Personality Bloom, by Rolf Kenmo

The objective here is to find your strengths based on the personality theory "Eight boxes", which is a simplified version of Leopold Szondi's personality theory. There are many personality theories and personality tests, so why use the "Eight boxes" and the test HumanGuide? One of the strong motives is that the theory is based on eight basic dimensions, which is more than three, four (Marston e.g. DISC) or five ("Big five", e.g. NEO-PI-R), what is among the most common theories. Eight dimensions (factors) give more precision without being too complicated compared to when you use e.g. 30 subfactors in a test based on Big five model.

When you have found your strongest factors – your strengths, then you should put them together in a so-called jackpot-activity. That means that you describe in a sentence what you do in principal, when you apply your jackpot-activity. My own is "To solve complex problems, which is good for society". That is based on the following strengths in value order: Imagination, Structure, Quality and Power. More about the theory below...

Why is it smart to describe your jackpot-activity? Well, you can see it as you program your unconscious. Your unconscious works almost 24-7-365 to see possibilities to apply your jackpot-activity. Moreover, it is easier for you to get the experience of flow, so you have easier to find flow again, because you have the memory of it;-) You have also easier describe the activity based on your strengths...Then suddenly you can feel that you very often have luck... It is not luck! It is that you have a clear direction in life. Much easier to make choices.

People will also quicker create trust to you, because you be more predictable, easier to understand. But, of course, if you have a value-based self-esteem (more about that in the next commented book "Crossing...") and follow your jackpot-activity, then you can be seen as goal-searching robot. You can accomplish and be proud of reaching a lot of objectives.

This strategy is very efficient. In this way you can cause jealousy, which is another type of obstacle, so remember that being humble is wise...

The basic and core strategy with the book is very simple

1. Do the **HumanGuide personality test** and find your strengths (drives). What you give priority is a matter of motivation... The test is available in a light version in the book
2. Figure out what you should write on the template **StrengthStrategy**. One page, which you can gain a lot from during your whole life, but remember to check it now and then, so the content is still relevant
3. Decide what three **Powergoals** you like to start with. More about Powergoals in the book, which is presented below

I recommend you read my book. There are many tips and examples. And, of course, a lot about the “Eight boxes” personality theory. Yes, I know, I praise myself and wrote in the last paragraph – wise to be humble, but I could not resist, because I like to help you to get a good life.

Personality theory Eight boxes

Below there are explanations for the eight dimensions in the theory, which will be used here and there in this learning paper... All this information and more can be found in the web app your.humanguide.se, when you have done a test and have got a login to the web app. The purpose of the symbols and colours is to quicker learn to use the theory, i.e. that personality theory should also be useful for lay people... Further information on the website humanguide.com.

Factor	Symbol	Characteristics
Sensibility		Perceptive, considerate, careful, accommodating, complaisant, sensual, diplomatic, obliging, likes closeness
Power		Energetic, speedy, driving, eager, competitive, strong, active, result-orientated, straightforward, fearless
Quality		Reliable, quality-conscious, conscientious, supportive, persevering, comprehensive, thorough, unselfish, caring, dutiful
Exposure		Spontaneous, charming, witty, proud, likes attention, trendy, charismatic, colourful, dramatic, ready-witted
Structure		Orderly, methodical, likes planning, neutral, distinct, correct, realistic, objective, disciplined, forethoughtful
Imagination		Imaginative, inventive, improvises easily, clever, likes to experiment, ingenious, development-orientated, freedom-orientated, visionary, artistic
Stability		Stable, economical, wary, creature of habit, thrifty, down-to-earth, tradition-bound, conservative, cautious
Contacts		Outgoing, sociable, open-hearted, easy-going, playful, humorous, food-loving, contact-orientated, optimistic, cheerful

Crossing your Rubicon, by Graham Williams

Some years ago I read the book “Mindset” by Carol Dweck. This book is about a very simple idea, BUT the idea has very powerful impact on personal development. The idea is that there are two basic attitudes to personal development – fixed mindset and growth mindset.

The fixed mindset means that you have the attitude “I am like this. Period!” With such a mindset it is not so easy to grow. You need to change this attitude in order to develop yourself. Another consequence is that you avoid doing things near to your peak level, because there is a risk that you fail and then the self-esteem will be hurt. However, this is valid only for people with a performance-based self-esteem. If your self-esteem is based on the value “it is OK that I exist in the world”, then you are not so easy to be hurt in this way.

The growth mindset means that you are open to grow. To be developed. Unfortunately, this attitude is not so common. Therefore, you understand why personal development is slow. However, the society development accelerates – especially technical development. Can you now understand why a lot of people are stressed...

Another insight from the mindset idea is that it is smart not only praise people’s performance. It is also wise to praise people’s development, so you stimulate the growth... To only give praise for good performance, then you fertilise a performance-based self-esteem.

The mindset idea is confirmed by prof. Carol Dweck’s research.

The mindset idea has now a complementary idea by Graham Williams, who prefers to talk about three basic attitudes to grow – I can’t do, I won’t do, and I can do.

A can’t-do-person has lack of self-confidence. They say: I can’t do that, because... and then they describe an obstacle. Of course it happens that the obstacle is a real one, but most often it isn’t. So increase their self-confidence. This is the most common attitude.

A won’t-do-person likes to be in control, so they only develop, when they have the control. So provoke this people in a constructive way e.g. “I have understood your problem and have also given you some proposals, but you haven’t considered any of them. Therefore, I from now on will no longer give you any proposals. And perhaps too: I’m not interested to listen about your problems, because you don’t seem to be eager to do anything about them.

A can-do-person is open to grow, if they found it interesting. If they have motivation. Then they do something.

This idea is called “to be mindfit”. So when you see obstacle/-s for growing, then it is wise to investigate the attitudes behind the obstacles. They need to be identified and changed, before growth is possible!

By the way... What means Rubicon. It comes from the Rubicon bridge. The Romans had a rule: A general, who crosses the Rubicon with his army will get a death penalty. Therefore, today it is used to describe the point of no return...

Good to Great, by Jim Collins

This book is based on five years of research from successful companies in USA. 11 companies were identified as reaching the criteria to be best in their line of business during at least 15 years, because that could not be a coincidence. It has to be based on good skills and attitudes among the employees in that company.

When the research team tried to figure out the reasons behind the success, they noted one “recipe” – the fable “The Fox and the Hedgehog”. The idea is that you can’t be good in many things – only one thing. Or “the fox knows many things and the hedgehog knows one big thing” as the Greek poet Archilochus said.

This principle of being focused can of course be used for people too – not only companies. Therefore, it is important to find your strengths, because there you have the best possibility to be good – a talent. There is your motivation highest. Other interest you can do, but see that more as hobbies... As I mentioned above from my own book: Figure out your jackpot-activity and then apply it in a good way in a job or business!

In the book “Good to Great” there are two recipes for the successful companies. The other recipe is described in the next paragraph.

Level5 Leadership from the bestseller” Good to Great”...

There are many opinions about what a good leadership for a company is. Of course, it depends very much on the company itself and also the situation. Moreover, also how the future probably will be and what the objectives are.

When it comes to personality and leadership, there is an opinion in the bestseller “Good to Great”, which is mentioned above. This leadership is called “Level5 Leadership”.

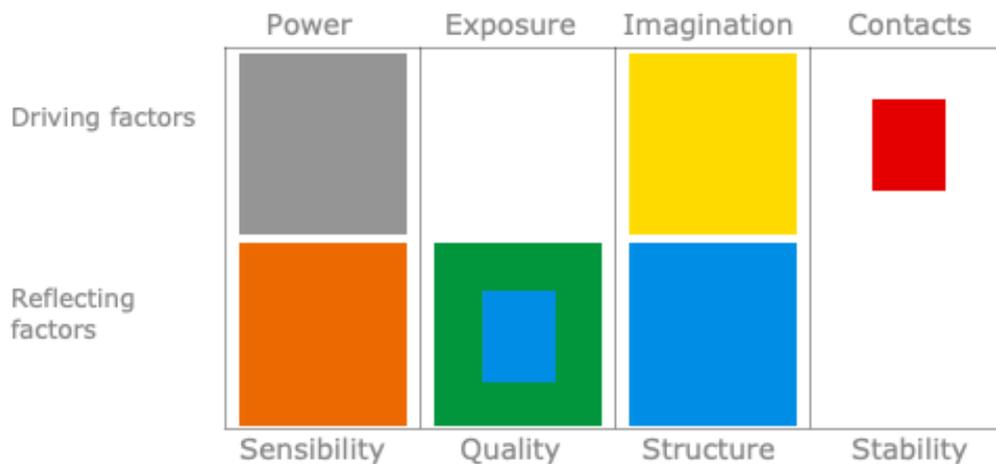
Such a leadership is easy to describe with the Eight boxes theory – mentioned above

- *Power*, i.e. is result-oriented and can take tough decisions
- *Quality*, i.e. is persistent, long-term sighted and have a good moral
- *Structure*, i.e. search for facts and reality and keep the focus
- *Imagination*, i.e. is open-minded and early notice crucial changes in the environment
- *Exposure*, i.e. have a low profile and has nothing against that other persons are in focus. Moreover, don’t like to have yes-men around

This is also verified by thousands of tests done in our database.

If you are in a company, where the CEO has the relevant personality for Level5 Leadership, then you can be lucky, because then there are crucial conditions that the company will be successful. Not fully so good, but still good, if the management team together have these four strengths and a good cooperation.

Using the HumanGuide-concepts such a leader can look like this... The fully coloured squares are the strengths. Among them there is a ranking, which is shown that the strongest strength is *Quality* (core factor) and that the second strongest factor is *Structure* (co-factor).



Power Goals, by Christina Skytt

This book is a very solid one for setting and reaching goals. So if you need to improve that ability, then read this book.

Moreover, I like to point out a very precious principle in the book. It is about having three Powergoals, three real challenges. I have followed that principle, since I met Christina and read the book. This means from 2015. Why is it smart? Well, if you have only one Powergoal, then your life will be too narrow – like a tunnel. Two goals are better, but also rather narrow. Four, five, six are too many – no focus. Three is an optimum. As we say in Sweden: All good things are three;-) With three you have focus plus rather good variety, if you make a good composition of your three powergoals. I have two powergoals for my business and one is a private powergoal.

In my case I don't primarily need goals to reach them. I need them mostly, because my strongest strength – the corefactor - is Imagination (one of the factors in the Eight boxes theory). Why? Because the corefactor is easiest to exaggerate, so you need something to govern that factor. Then is the Powergoal principle outstanding for that purpose. So, when e.g. someone propose something to do for me, I can check with my Powergoals, which one (or two or three...) will be pleased, if I do it. If none, then it's probably easier for me to say "no".

Grit, by Angela Duckworth

This book tells that talent's origin is basically from motivation. Of course if you have a biological advantage as seeing well and similar, that is relevant to call a talent. Or if you are long or short, etc. However, when it comes to a skill it is primarily a matter of training and then you need to be motivated for that training. E.g. the Swedish tennis player Björn Borg he trained many, many hours in front of a garage door. I shiver only by thinking of that...

The Swedish psychologist K Anders Ericsson at the Florida State University has found in his research that you need to work around 10000 hours in order to be outstanding in a skill. If that should be reality it also means that you have to do this in a deliberate way with the purpose to develop – to improve. Therefore, you can't do something in one hour and then repeat that 10000 times.

If you believe this research, then you don't need to read the book... Well, you can gain from the book, if you read about all examples of success - based on motivation.

What to do now?

Well, if you read the whole paper, before you started to read one of the books, then you were smart, because in order to figure out a good priority order you need to have a good overview.

Decide now at first with what book you should start? Don't decide anything more about the priority regarding the other books. Why? Because, when you have read the first book, then you can have new ideas what is the best choice to read now. Moreover, it has taken time to read the first book and during that time you can have new insights, so...

Good luck!

Rolf