Group Dynamite or Dynamic?

It’s all about people!

Malin Skreding Hallgren, Qulturum licensed facilitator, Human Dynamics

Dynamite!

• From the ancient Greek word *dynamis* – meaning power.

• An explosive material based on nitroglycerin. First invented for construction work.
Alfred Nobel (1833-1896)

Swedish chemist, inventor, engineer, entrepreneur, business man, author and pacifist.

"Alfred Nobel's greatness lay in his ability to combine the penetrating mind of the scientist and inventor with the forward-looking dynamism of the industrialist.

Nobel was very interested in social and peace-related issues and held what were considered radical views in his era. He had a great interest in literature and wrote his own poetry and dramatic works. The Nobel Prizes became an extension and a fulfillment of his lifetime interests."

Alfred Nobel's Will

In his will he left 31 million SEK (today about 265 million dollar). In this excerpt of the will, Alfred Nobel dictates that his entire remaining estate should be used to endow "prizes to those who, during the preceding year, shall have conferred the greatest benefit on mankind".

(Physics, Chemistry, Medicine, Literature and Peace)
Dynamic!

• From the Greek word *dynamikos*, meaning powerful (based on *dynamis* – power)

• Active, in motion, energetic, able to change and adapt

It’s all about people!

Introduction of Human Dynamics

- a body of knowledge that teaches people about innate differences in how we learn and access our information, how we naturally communicate and relate, work in groups, solve problems, maintain our health, and grow across the life span.

www.humandynamics.com
www.humandynamics.se
Human Dynamics

- Gives perspective on fundamental differences in persons’ ways of functioning – regardless of age, culture and sex.
- Ongoing studies since 1979, started by the American psychologist Sandra Seagal.
- Courses and programs in several countries around the world. In US healthcare, for example: Intermountain Healthcare system (Utah, Wyoming, Idaho), Kaiser Permanente Medical Centers (Northern California), Centegra Health System (Illinois). In Swedish healthcare: Jönköping.
- Our personalities are only different – not more or less valued.
- Focus on strengths and development.

Peter Senge, MIT
Author of "The Fifth Discipline"

“There are very few systems that allow someone to understand others as well as Human Dynamics does.

The work of Human Dynamics is seminal. It offers a simple, elegant and powerful framework for understanding the diversity of human functioning and for realizing its potential.”
Dr. Elizabeth Sandel, head of the Department of Medicine and Rehabilitation, Kaiser Permanente

“My clinical work and research is in the neurosciences and neurorehabilitation, and I have a great interest in Human Dynamics as it relates to these fields. But additionally, on a daily basis, Human Dynamics enriches my work as a clinician, administrator and researcher. It has given me new understanding of the diversity inherent in the human ‘design’, new insights into the dynamics that operate between people and within teams and other groups, and also helped me improve my clinical interactions with patients. In fact, it has benefited every sphere of my life.”

Three universal principles

- **Mental**: Thinking, Objectivity, Focus, Structure, Logic, Detachment, VISION
- **Emotional**: Feeling, Relationships, Communication, Making Connections, Creativity, Imagination, COMPASSION
- **Physical**: Doing, Making, Actualizing, Sensory Experience, Systemic Process, Practicality, SERVICE
Three ways of being centered: how we process information

Mentally centered

Emotionally centered

Physically centered

Observe

• Start
• Process
• Communication
• Body language
• Other observations
Nine personality dynamics - how we function

Mentally centered  Emotionally centered  Physically centered

The five predominant personality dynamics

Mental-physical  Emotional-mental  Physical-mental

Emotional-physical  Physical-emotional
# Communication needs and strengths

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<th>Personal dynamics</th>
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<td>Mental-physical</td>
<td>• Explicit • Objective</td>
<td>• Objective evaluation • Explicit</td>
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<td>• Logical • Exact</td>
<td>• Formulate principles • Long term plans</td>
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<td>Emotional-mental</td>
<td>• Direct • Goal oriented</td>
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<td>• Broad view • Ideas</td>
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<tr>
<td>Emotional-physical</td>
<td>• Personal connection</td>
<td>• Takes emotions in consideration</td>
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<td>• Sensitive to emotions</td>
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<td>• Process oriented</td>
<td>• Organizer • Create new forms</td>
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<tr>
<td>Physical-emotional</td>
<td>• Context • Detailed</td>
<td>• Create systems • See to practical possibilites • Doer • Continuity</td>
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<tr>
<td></td>
<td>• Practical, concrete, facts</td>
<td>• Strategic planning • Create models and systems • Carries through</td>
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<td></td>
<td>• Time for reflection</td>
<td>• See to practical solutions and continuity</td>
</tr>
<tr>
<td>Mental-physical</td>
<td>• Clear purpose • Structured</td>
<td>• Selectivity • Perspective</td>
</tr>
<tr>
<td></td>
<td>• Details connected to purpose</td>
<td>• Distance • Objectivity • Structure</td>
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<td>• Concrete, facts</td>
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# The integration of the third principle

The third principle stands for:

- Emotions • Relations
- Communication • Flexibility
- Creative fantasy
- Act • Summarize
- Finish • Patience
- Distance • Objectivity • Structure
- Selectivity • Perspective
Value and benefits of Human Dynamics in the work of Esther improvement coaches

Report from the care administrator program, International Business School, Jönköping
June 2011

Helena Lundahl och Elisabeth Myrsell Borg

Does Human Dynamics give you use and value in your work as an Esther improvement coach?

A) When I think "now it's time to start" and people haven't really understood, I feel stressed out. In an improvement work, I often think that people go over things over and over again. But it's really their physical side that needs its time. I know this now, and I can accept it.

B) I understand why people react in different ways, for example when you are to introduce a new thing. Persons that are reactionary (which I thought before) may just need some time to take in the information, and think it through. Others are more like "Oh, that's fun, let's go!". Therefore, I've learnt that when I give information, I might have to do it in several ways, to make sure that everybody in the group accepts it.
Does Human Dynamics give you use and value in your work as Esther improvement coach?

C) As a coach, I should try to support other persons to develop their ideas and make improvements. And Human Dynamics gives an understanding in that you might have to do that in different ways, depending on which personality this person has. Also (to understand) where I put my focus and where the person that I’m supporting put her or his focus. That’s really important.

D) You can never know exactly where a person is in this Human Dynamics system. But you can have a clue and ask certain questions to see what these persons want to do and how you can support them in reaching their goals.

Roger’s innovation adoption curve

- Innovators: Willing to take a risk on a good idea
- Early Adopters: Waits to hear a few good anecdotes
- Early Majority: Needs solid anecdotal evidence
- Late Majority: Wants to see three good case studies at similar organizations
- Laggards: Wants solid proof that something works
Is Human Dynamics a support for you in order to understand different perspectives of willingness to change?

EMOTIONAL-MENTAL:

I understand why I can think "Let's do this now", while others think "Ah great, finally some rest and peace".

I think change is part of the everyday thinking and that it's stimulating. Some others think that change is a disturbing element.

Is Human Dynamics a support for you in order to understand different perspectives of willingness to change – in you and in others?

EMOTIONAL-PHYSICAL:

When people say something, I'm often like "That sounds fun", but then I don't really know what I've answered to. Now, I try to think things through before I answer "yes".

In others, I think about the quiet ones. We need to listen more to them and try to help them (to talk), because often they get in the background. But when they say something, it's wise and they've thought it through.

I can see persons in my team, who I used to think were reactionary, but really aren't. They just listen a bit more.
Is Human Dynamics a support for you in order to understand different perspectives of willingness to change – in you and in others?

PHYSICAL-EMOTIONAL:

Well, it’s this thing about (change) leading to something useful. If I don’t get that clear, I’m not that eager to change. While others, if they don’t get to talk about their ideas, they can get frustrated. And that’s not good either. One has to balance it so that everybody’s needs get respected.

For me, I now think more about what I need to develop. That ”now I must go to someone more emotional, because I know the use, but I need some new ideas”. And then I need to go to someone who kicks me in the but and says ”well, you have to get done, too”.

PHYSICAL-MENTAL:

I’m the kind of person who isn’t really very enthusiastic when people come and say ”Let’s do this”. Some people say ”Yippie”, and get going and I sit and think ”calm down a little”. I’ve learnt that it’s OK to be like that.

Before, I’d felt pressed to think ”Come on, you must be as enthusiastic as everybody else”. But I’m more comfortable now with the way I function. I say ”Did you think about this?”, ”Get some facts about that”, ”What’s the purpose?”. So I might be perceived as restraining the improvement work. But when I have all facts needed, and have read enough, I think it’s OK.

I’ve tried to explain to my colleagues that ”use me to gather facts and to see if anyone has done something like this before. How did they do it? Where are the pitfalls? So we don’t have to do it all over again”.

I think I’ve learnt a lot about myself when it comes to that. But if everybody was like me, it would take a very long time to do things. So I also need to appreciate others and really use them the right way.
Three universal principles

- **Mental**
  - Thinking
  - Objectivity
  - Focus
  - Structure
  - Logic
  - Detachment
  - VISION

- **Emotional**
  - Feeling
  - Relationships
  - Communication
  - Making Connections
  - Creativity
  - Imagination
  - COMPASSION

- **Physical**
  - Doing
  - Making
  - Actualizing
  - Sensory Experience
  - Systemic Process
  - Practicality
  - SERVICE

Integrate the principles

**Mental**
How clear is the vision and the values – to me and to others?

**Emotional**
How do we relate to each other and how do we handle change?

**Physical**
Are we doing progress? Is it effective, practical and useful?
Key Elements of Improvement

- Will
- Ideas
- Execution
- Sustainability

Institute for Healthcare Improvement
"We are constantly invited to be what we are"

Henry David Thoreau