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.
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**
The five predominant personality dynamics

- Mental-physical
- Emotional-mental
- Physical-mental
- Emotional-physical
- Physical-emotional

Communication needs and strengths

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

The third principle stands for

- Emotions • Relations
- Communication • Flexibility
- Creative fantasy

M+Ph  E

- Act • Summarize
- Finish • Patience

E+M  Ph

- Distance • Objectivity • Structure
- Selectivity • Perspective

E+Ph  M

- Distance • Objectivity • Structure
- Selectivity • Perspective

Ph+E  M

- Emotions • Relations
- Communication • Flexibility
- Creative fantasy

Ph+M  E

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?
"We are constantly invited to be what we are"

Henry David Thoreau