

# CORE QUALITIES

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## CORE QUALITIES Introduction

- Daniel Ofman's theory on core quadrants presents a method for identifying and strengthening each individual's positive characteristics.
- A core quality is an individual's specific strength, something he is good at, or for which he is often praised by others.
- Examples: Decisiveness, considerateness, carefulness, courage, orderliness, flexibility

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## CORE QUALITIES Introduction

- Each core quadrant comprises four concepts: core qualities, pitfalls, challenges and allergies.

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## CORE QUALITIES Example: Decisiveness

Example of a **Core quality** is: Decisiveness

The **Pitfall** of is the shadow side or too much of the core quality

The **Allergy** is the transformation (to much of) of the Challenge:

The **Challenge** is the opposite positive quality of the Pitfall:

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## CORE QUALITIES Super Quadrant

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## CORE QUALITIES Personal Development

- It is not un-common that the "sizes" of the quadrants are not in balance:

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### CORE QUALITIES Personal Development

- The goal should be to balance Quality and Challenge

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graph TD
    Decisiveness --> Nagging
    Nagging --> Patient
    Patient --> Passive
    Passive --> Decisiveness
  
```

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### CORE QUALITIES Interaction between people

- One's Core Quality can be the Allergy for another!

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graph TD
    Decisiveness --> Nagging
    Nagging --> Patient
    Patient --> Initiative
    Initiative --> Obtrusive
    Obtrusive --> Modest
    Modest --> Passive
    Passive --> Decisiveness
    Initiative --> Patient
  
```

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### CORE QUALITIES Personal Development

- You can bring balance by:
  - Doing nothing** = missed opportunity to improve yourself
  - Fighting** = fighting your pitfall, is fighting against yourself = wasted energy
  - Healing** = Observe yourself, become aware and accept, through you automatically get more balance

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### CORE QUALITIES Core Qualities

| Core Quality | Pitfall     | Challenge  | Allergy     |
|--------------|-------------|------------|-------------|
| Decisiveness | Nagging     | Patient    | Passive     |
| Flexibility  | Inconstant  | Organized  | Rigid       |
| Clearly      | Remote      | Empathetic | Slimy       |
| Helpful      | Meddlesome  | Let loose  | Careless    |
| Modest       | Passive     | Initiative | Obtrusive   |
| Courage      | Reckless    | Thoughtful | Doubtful    |
| Empathetic   | Sentimental | Observing  | Remote      |
| Reflective   | Aloofness   | Empathy    | Sentimental |
| Profiling    | Arrogant    | Modest     | Invisible   |

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### CORE QUALITIES For further information

If you want to know more:

- [www.zenska-mreza.hr/prirucnik/en/en\\_read\\_management\\_leaders\\_hip\\_6.htm](http://www.zenska-mreza.hr/prirucnik/en/en_read_management_leaders_hip_6.htm)
- [www.changezone.co.uk/STEVE/corequalities.html](http://www.changezone.co.uk/STEVE/corequalities.html)

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