

A YOU CONSULTING GROUP White Paper



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ADVANCED HUMAN ASSESSMENT TECHNOLOGY

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THE VALUE OF “ZERO” HUMAN POTENTIAL IN TALENT MANAGEMENT

By Dr. Zannah Hackett, Founder



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Executive Summary

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ULT Technology

The Value of ZERO Human Potential

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YCG,LLC and The YOU Institute



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EXECUTIVE SUMMARY

This paper is one in a series of papers that addresses the importance of utilizing advanced human assessment technology for purposes of Talent Management (TM), specifically the cutting edge eco friendly aspects of The ULT Technology. The first topic addressed in the series focuses on human polarity, its influence on one's life perspective and how each unique presentation tolerates others. The goals set forth by HR and TM entities is a monumental one in that they are often faced with a new rendition of the same song when it comes to psychometrics. Often times they are forced to try yet another assessment only to discover that the outcome leaves little to be applied at work or at home. Most of the time employees are given good bills of mental health based on their thoughts and values versus their true nature. Understanding the role that Nature plays in expressing behaviors, motivations and communication style is but a very small piece of the puzzle when it comes to developing human potential.

The YOU Institute in alliance with The YOU Consulting Group delivers real programs in real time. Their methods identify the true nature of each employee and what they need in order to thrive within a work environment as well as within their personal life. The physicality of human nature holds 70% of the

answers in validating an individual's role and potential in this lifetime. Today's psychometric assessments address the remaining 30% using psychology (thought driven aspects of performance).

This paper introduces one of many layers of human understanding as we attempt to maximize the performance of human real estate. Many misconceptions have been adopted over the last fifty years as truth simply because the role that one's physicality holds in human behavior is completely based upon quantified psychological opinions. Nature has no opinions...it just is and human nature subscribes to the same order of life understanding.

To achieve key business objectives and maintain a competitive edge, companies must refine and optimize their infrastructure. Operations, Manufacturing, Risk Management, Leadership and Customer Service all require very unique human applications. Because humans possess strengths and weaknesses, knowing what to expect when an employee arrives at work beat up by life prior to his arrival, can play a key role in who to place where. With the ULT technology Talent Management is presented with an opportunity to choose the lesser of two evils by making conscious decisions based on a multi-dimensional presentation of each individual assessed.

This paper discusses the relationship the ULT Technology has to the other 1000+ psychometrics on the market. In brief, the ULT is a physicalological interpretation of man's authenticity as it includes and interfaces with the already existing repetition of psychoanalytical assessments



on the market today. Both are vital but the latter needs The ULT to identify natural human potential. This is why we are called the first GREEN Human Assessment technology. We use nature in our scientific approach in creating real methods of validating human nature while expanding upon its ever evolving uniqueness.



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Understanding human potential begins first with understanding nature and how it penetrates and permeates every fiber of the human being. In recruiting, understanding ZERO polarity and the way that it influences one's perspective on life is essential in determining tolerance, endurance and often times adaptability in the management of others. When we look at man as a reflection of nature, we come to realize that the Natural Mathematics of Man (the formula that repeats itself from the quark to the cosmos) mirrors everything that physically stands before us. Assessments strive to determine and quantify human factors through reasonable questioning hoping to elicit a pattern of disposition when in fact the answers they are seeking do not lie solely in mindful responses but rather become valid in physical presentation. The two working together serve to create a whole much like day and night, sunrise and sunset. When we understand natural mathematics as it relates to human physical presentation and the behaviors that follow, we begin to understand the meaning of ZERO potential.

ZERO often represents an arbitrary centralized state of being; much like Central Avenue or Main Street USA.

The reason we choose ZERO as a beginning is because it represents the electromagnetic collective potential of Earth. It is where the term "grounded" gains meaning and neutrality offers stability and fairness. It serves as a viable place to plant new ideas, in the ground. Because ZERO is often arbitrarily set until universal norms are established, mistakes in assessing human potential can be made and determinants slightly off. This subtle differentiation can change the whole dynamic of a work force if consistently executed as a norm.

To further understand human polarity, our physical and mental perspective on life, we must address the fact that unlike inanimate objects we are alive and forever experiencing change up until the day we die. Being that we are alive, the value of human potential is measured with respect to that zero. One could also interpret this to mean that it is the change in potential which has physical significance. Hence, it is vital to establish a range of perspective that can and cannot tolerate external influences. When we are forced to endure something outside of our tolerance zone we lose energy and the ability to manage efficiently.

In assessing human potential and its relationship to ZERO, it is also necessary to understand where the workplace falls as a collective in terms of polarity. If an office measures a +12 and the management is a zero, the manager will lose energy in that position and his potential will become jeopardized. This will spill over into a disruption of the whole as in whole office efficiency. We can create a similar analogy with animals where a lion is assigned the

task of herding butterflies. We would not expect huge success in this assignment. Eventually he would have to make them feel caged in order to breathe himself; not exactly an ideal work environment for productivity and increasing bottom lines.

Potential is measured much like electricity. Because all things physical are an expression of gravity, electro-magnetism and nuclear force, recognizing the electro-magnetic aspect of a human being is essential in assessing the interface that will occur once they engage with others. Very few assessments recognize the impact or loss of energy that can occur when two polarized opposites are forced to work together. This is when a company is at risk of losing two highly qualified viable human beings.



Understanding ZERO Potential and the value it can and cannot bring to the table is essential in talent management (TM). Referencing this measurement like the origin of a coordinate system allows one to determine range of tolerance. Just like the zero of electric potential in referencing voltage, one must always take into consideration the point charge or localization of charges. Our tendency as humans is to set it at infinity forgetting we live in a physical world where the local values require ground potential, since that is more indicative of our reality and our need to measure physical performance.

In the 2002 Volume 4 Issue of *The Journal of Theoretics*, William L. Smith of the United Kingdom shares some valuable insights of Dr. Jack Sarfatti, an American theoretical physicist specializing in the relationship between quantum physics and consciousness. By acknowledging that physicality and meta-physicality (quantum physics) can be compared to FOOD and the Days of the WEEK, leaves one open to recognizing that not all that we need to manage our lives can be seen by the naked eye, yet we must pay close attention to the obvious, hence we may ingest or sign up for toxicity by merely being blind to that which stands before us. This lack of vision helps us to realize the importance of measuring and identifying the consciousness of this lifetime.

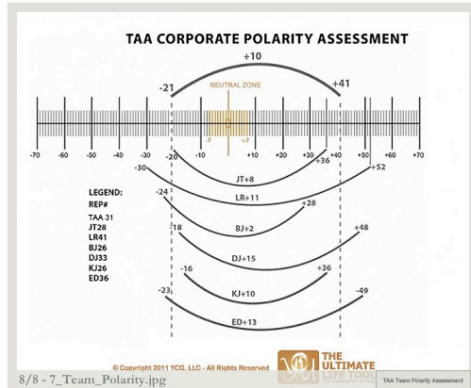
Maintaining a healthy perspective on life or natural state of polarity and being able to manage a team of professionals is largely contingent upon one's level of consciousness. Consciousness in talent management relates specifically to ethics, clarity and performance. One's perspective,

despite it's measurement, be it -7, ZERO, or +15, can become polluted by the very frequencies and external stimuli of this lifetime. In fact, many of us serve as parasites in our current state of employ where when properly placed we can, metaphorically speaking, add oxygen to a room.

CLARITY MANAGEMENT VS HUMAN CONSCIOUSNESS

It is vital at this time of human evolution that we recognize the need for a more multi-dimensional understanding of human nature. Today human consciousness is referenced in many ways as each industry creates its own terminology for communicating and intellectually (conceptually) understanding people management. Whether we choose to say a person has a high level of consciousness, is extremely ethical or definitely qualified, we are still seeking ways to language a measure of proficiency in this regard. Quantifying polarity begins to afford us this opportunity in that it is objective as it offers a natural understanding of a well rested and healthy individual, as well as an individual experiencing too many stress factors. Consciousness or CLARITY is now a theoretically quantifiable phenomenon and at least partially measurable as an electromagnetic energy field radiating out from the human body. When we are electromagnetically clear, we are conscious. Dr. Sarfatti's mathematical equation defining human consciousness or

clarity is founded in the superstring theory of physics. This theory is in perfect alignment with the Natural Mathematics of Man as it relates to the visible and invisible realities impacting our livelihood. In his theory of physics he addresses fundamental particles of matter referencing protons, neurons and electrons. Under microscopic investigation these are composed of miniature (100 billion times smaller than a proton) vibrating strings which combine with other similar strings resonating within a range of tolerance, or in this case harmonizing. This fundamental concept mirrors human nature. We speak of our heartstrings as we digest thoughts leading up to the decline or elevation of human consciousness. The way in which we assess our nature is currently primitive simply because we dismiss the very elements that define our physicality and influence our performance and reasoning capabilities. There is so much more to us than thoughts and beliefs. Polarity is just one of several other aspects needing to be considered in the recruiting and talent assessment process. Below is a diagram of a company. The arc across the top represents the set polarized standard for efficiency. The arcs designated below the mid-line indicate the nature of those most likely to add potential as well as rock the *relation-SHIP* of the company as it strives to succeed in reaching its destination of growth and prosperity.



(By adding other ULT dimensional aspects to this finding, TM comes to recognize the why of a person’s performance and where it naturally goes given bouts of toxicity and clarity)

Fully understanding polarity and the role it plays in tandem with a human being’s nuclear force or behavioral expression enables talent management specialists to respectfully place people where they belong. Additionally, the expectations of an individual will no longer be derived solely from a resume but rather from a deeper more obvious understanding of human perfection as they stand before us. Issuing assignments become conscious on the part of talent management rather than a guessing game and hopeful visioning process for a successful outcome. Polarized human input allows one to consciously recognize that their greatest strength in human real estate can also become their greatest weakness if not managed in accordance with the natural characteristics of each individual.

Characteristics exceed the traditional definitions of behavioral tendencies, motivators and styles of communication. They include the WHY someone performs the way they do. The why addresses that intrinsic self-induced starter response that engages before a thought takes place. This is what Talent Management must consider in order to truly see the benefits of any assessment deliverable and the programs that follow in an effort to support a conscious enhancement of employee performance.

PERFORMANCE SUSTAINABILITY

Polarity or understanding the relativity of ZERO when it comes to measuring human potential helps recruiters to not only identify suitable applications of innate talent but also helps to provide solutions in sustaining optimum levels of performance. These levels indicate areas that can be measured. Polarity again is not the only measurement that influences performance. With THE ULT Assessment a recruiter need not throw away all of his previous assessments but instead recognize that with THE ULT Assessment the previous findings will have greater meaning and a more natural applicability. For example, if we take a negatively polarized individual (ULT finding) and recognize that a DOMINANT characteristic prevails (DISC finding) we can understand that the manner in which this person directs or creates order is not going to be presented from a place of positivity. If this same individual is identified as being a SENSOR (MBTI finding) their tendency to react will be quicker whether it comes bearing good news or otherwise. Each of these outcomes will be influenced by one’s

polarity and their ability to perform as nature intended. It's important to recognize that many individuals are negatively polarized. Understanding the talent that this bears is critical to being able to utilize it efficiently. When we fail to do this, a manager or employee's delivery is compromised and they may feel disrespected. This takes energy from them and invites poor performance.

THE ULT Assessment quantifies and measures ALL aspects of the human nature including areas of behavior revealing dominant character and sensitivity to one's environment. It generates a three dimensional interpretation of a Base Ten reality as if to paint a picture of the animal nature intended. THE ULT differs from current psychometrics in that it legitimizes the authenticity of a characteristic and differentiates between whether or not it is authentic, inauthentic or learned. The ULT Assessment is the only Green Eco friendly assessment in that its premise is founded in nature and grounded in science as opposed to only quantifying thought processes. Quantifying and tallying up a ruling percentage of 100 behavioral designated questions is not enough to determine one's nature. What it does do, however, is reveal one's thoughts and values as they navigate thru the fiber of society. This too adds meaning to what an individual requires to breathe.

As recruiters, relationship experts and HR professionals we must continue to educate ourselves with regards to the natural order of this lifetime and how it fields polarized influences. This is but one aspect of our very complicated nature, but definitely an influential one.

INDIVIDUAL POLARITY AND BEYOND

Polarity is something that impacts not only an individual's perspective on life but also collectively impacts opinions, religions, beliefs, politics, lifestyle and entities as a whole. What we mean by this, is that we can for sake of identifying market niches and developing strategies, homogenize or generalize a given population and its polarity. A fair example of this would be to say that the USA is neutrally polarized as a whole. If we were to take a popular consensus of each state specifically based upon its inhabitants, the statistical outcome would reflect a distillation sum of polarized influences. Since polarity addresses a perspective on life, meaning positive, negative and neutral, developing a cheerleader pastry advertising campaign for a New York demographic could fall short of being successful. Run that same campaign further west and Mother Nature will likely support you financially in this delivery. Again this is but one puzzle piece of an assessment process as each additional dimensional aspect further drills down into the nature of the country, the state, the city, the company, the people and the individual. Nature does not stop offering up its recipe for success at any stage of the game and there are many ingredients to realizing man and his perfection and to best utilize it. The



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ULT Assessment provides an analysis identifying pieces and ingredients that create a live perception and understanding of each and every individual person, place or thing.

Example of distilling Polarity



When we distill a company and arrive at a collective polarized perception, we are identifying how that company is perceived on the outside. The success of a company depends on a balance of inside and outside delivery. If one were to suggest a mandatory playful change in doing business internally with a workforce that is essentially neutrally polarized, judgment, complaints, opinions and unsolicited advice would become commonplace. If this same company produced a positively charged product to be delivered to a positively charged end user, it does not mean that everyone has to be positively charged on the manufacturing end. However, there must be a range of tolerance among all staff in order to get the product out in a timely, efficient and neutrally polarized fashion.

Polarity pushes the envelope in think tanks and creative circles. It is not always advisable to create tolerance

especially when we are needing to grow and expand beyond our comfort zone. When all parties of a group are consciously clear about the need for growth, mixing intolerable perspectives can become an opportunity to experience the whole of life. Knowing when and how to engage in conflicting polarized healthy input, creates what we call conscious tolerance and providing it does not exceed the boundaries of reasonability we may often find the encounter informative and inspirational. However, when we are striving to establish productivity, efficiency and reliability in a department or division, polarized tolerance is essential as any need to adjust will cost time and energy. The universal business formula for financial success is $\text{TIME} + \text{ENERGY} = \text{REVENUE}$. Manage the first two and the third will follow. Conflicting polarities rob individuals of energy which impacts their concentration and their timely attention to the task at hand. Should other natural factors further complicate the situation they can become toxic and eventually become unreliable, unproductive and inefficient. Imposing excessive repulsion and attraction to already existing family and personal challenges of life can be a recipe for disaster. Understanding polarity and respecting its influence can contribute to the process of making work your haven or refuge in rising to your full potential. When proper Talent Management deliverables are made available, integrated and utilized consistently, all business growth and success comes in over a calm sea of human understanding.

ZERO is where seeds are planted, where ideas are integrated, where people are respected and understanding takes place...



natural expressions of consciousness.
May we all be blessed with zero
potential.

ABOUT THE ULT

YCG,LLC (You Consulting Group) is a company comprised of certified professionals dedicated to serving others by delivering a very unique proprietary, patent pending online Advanced Human Assessment Instrument, "THE ULTIMATE LIFE TOOL®". Curriculum used to train individuals in the technology is accredited by the California State Board of Behavioral Sciences, Board of Registered Nursing and the International Coach Federation.

The YOU Institute currently offers outreach programs and community core classes addressing:

Surviving Parenthood
Achieving Business Balance
Career Discovery
Families in Conflict
Divorce Recovery
And more.