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# THIS PRESENTATION SHOWS THE BASICS OF THE **ME+U MODEL**

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- why ME+U
- Personal challenges and flaws
- the ME+U model
- drives can be developed
- the most important attributes per colour
- challenges for the organisation
- a sustainable organisation



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# WHY ME+U

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# ME+U PROVIDES YOU AND YOUR ORGANISATION THE **FUNDAMENT** FOR GROWTH

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- clear language for personal development and cooperation
- a personal profile and group profile with strengths and pitfalls
- clear advise and tips for personal development and cooperation
- innovating insights on mental and physical health, as well as on culture in saying and doing
- involvement and support for an improvement trajectory
- professional coaching of your managers and employees



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# PERSONAL CHALLENGES AND FLAWS

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# THE TOP 5 OF BIGGEST PERSONAL CHALLENGES

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1. personal development (mentally and physical)
2. being yourself and staying in contact with others
3. cope with continuous change
4. being able to lead and to follow
5. keep learning new skills



# THE TOP 5 OF BIGGEST PERSONAL FLAWS

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1. taking matters to personal

*responding too alert or taking matters home*

2. taking matters not personal enough

*rationalising the problems away*

3. not being open for feedback

*only interested in your own story*

4. negative thinking 'that doesn't work because

*'*  
...

*instead of using creativity to make it work*

5. not paying attention to your own energy

*in stead of being physically and mentally alert*



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# THE ME+U MODEL

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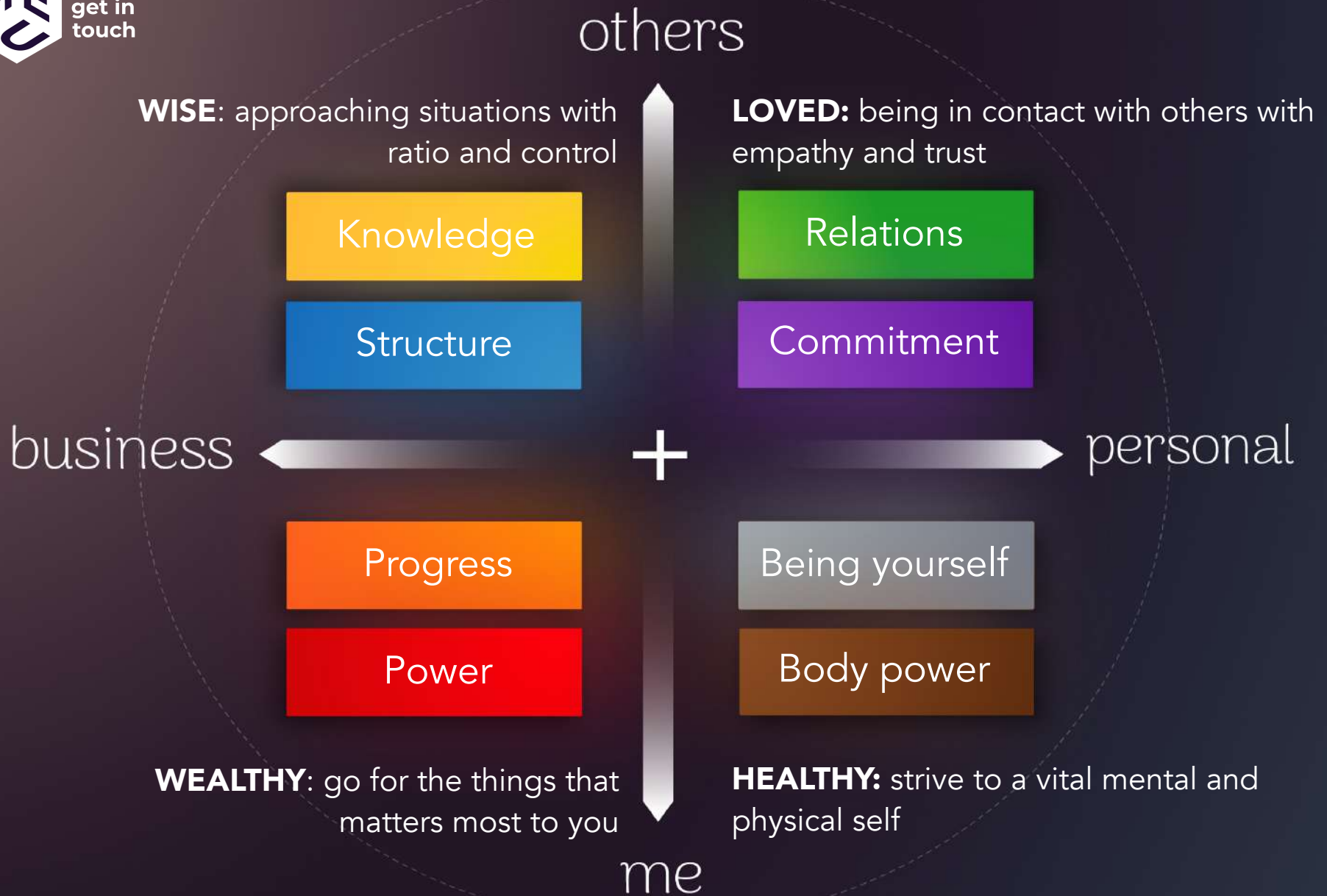


# THE COMPONENTS OF THE **ME+U** MODEL

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- attention to me and the other
- attention for business and personal
- the combination of those two axes reveals four areas
- every area represents a source
- the sources are called healthy, wealthy, wise and loved
- every source has two drives, represented by a colour
- there are eight drives





# ME+U **STRENGTHENS** PERSONAL DEVELOPMENT AND **COOPERATION**

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- the division in four sources gives insights in the most important life theme's
- the eight colours contain a powerful and quick to learn language for different drives
- feedback is crucial for personal growth, your self image is confronted with the view of others



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DRIVES CAN  
BE DEVELOPED

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# DRIVES CAN BE DEVELOPED

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90 % of all people wants to develop themselves personally

1. passive development (undergoing)
2. active development
  - specific actions on new concrete behaviour
  - maintained for a minimum of two months

downside: not upholding a concrete intention leads to a JoJo effect, you only strengthen your current profile



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# MOST IMPORTANT ATTRIBUTES AND PITFALLS PER COLOR

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# THE MOST IMPORTANT ATTRIBUTES PER COLOR

## HEALTHY

strive to a vital mental and physical self

### BEING YOURSELF

SELF CONSCIOUSNESS  
LISTEN TO YOUR  
INTUITION  
'DEMONS AND DESIRES'  
POSITIVE EMOTIONS  
DO I WANT THIS

### BODY POWER

PHYSICAL AWARENESS  
FELT SENSE  
LISTEN TO YOUR BODY  
MOTION, REST AND TRAINING  
PHYSICAL ENERGY AND  
NUTRITION

## WEALTHY

go for the things that matters most to you

### PROGRESS

PROGRESS AND RESULTS  
GOAL ORIENTED AND CHANCES  
ADMIRATION, BEING SEEN  
FLEXIBILITY  
PRACTICAL

### POWER

RESPECT AND CONFRONTATION  
SPEED AND VIGOR  
FOCUS AND POWER  
CONFRONTATION  
SAY WHAT I THINK  
GET IT DONE

## WISE

approaching situations with ratio en control

### KNOWLEDGE

UNDERSTANDING AND NEW  
INSIGHTS  
REAL CAUSES  
RATIO, STUDY  
ABSTRACT  
FREEDOM

### STRUCTURE

STRUCTURE AND PROCEDURES  
FINISH THINGS NEATLY  
PLANNING AND DETAILS  
DISCIPLIN  
UPTAIN AGREEMENTS

## LOVED

being in contact with others with empathie and trust

### RELATIONS

CONTACT  
HARMONY  
EQUIVALENCE  
HELPING  
OPINION IS IMPORTANT

### COMMITMENT

BONDING AND SECURITY  
EXPERIENCE  
LIKEMINDENDNESS  
IN DISPENSABLE PART OF THE  
TEAM  
RITUALS AND TRADITIONS



# ELKE KLEUR HEEFT ZIJN EIGEN VALKUIL

## HEALTHY

BEING YOURSELF

NEGATIVE EMOTIONS  
FAQUE COMMENTS  
SWIFT

BODY POWER

DOMINATING FITCULT  
WALKING AWAY  
BEING TO LOUD

## WEALTHY

PROGRESS

OPPORTUNISM  
SMOOTH BEHAVIOR  
COVERING YOUR ASS

POWER

BLUND BEHAVIOR  
CONFLICTS  
FIGHTING

## WISE

KNOWLEDGE

PUT EVERYTHING IN AN ABSTRACT  
MODEL  
'SCIENCE' IS SACRED  
KNOW-IT-ALL

STRUCTURE

BUREAUCRACY  
CONTROLLING  
TOO MUCH DETAIL

## LOVED

RELATIONS

SOFTY SOFTY BEHAVIOR  
COMPLAIN AND GOSSIP  
KEEP TALKING

COMMITMENT

CONSERVATIVE  
NOTHING CHANGES  
OLD SCHOOL





# AIM FOR NEW HABITS

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1. **focus: do not change everything at once**  
choose one or two things and maintain for two months
2. **be realistic, don't make the change too big**  
little changes eventually lead to a big result
3. **create a new habit, do not fixate on a desired outcome**  
habits create rest, a fixation create restlessness
4. **consider your environment in your new change**  
your physical as well your social environment
5. **plan your positive encounters and activities**  
do a past year review (Tim Ferris)



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# DIVERSITY RULES

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# AN **EFFECTIVE TEAM** VALUES EVERY ROLE, HOW **DIVERSE** IS YOUR TEAM?





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# CHALLENGES FOR THE ORGANISATION

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# THE **TOP 5** OF BIGGEST **ORGANISATIONAL CHALLENGES**

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1. letting your people bring their full potential to the table and keep a powerful culture
2. battle for talent, being attractive for the new generation
3. A dynamic balance between freedom and limitation (essential for innovation and governance)
4. Increase the agility of the organisation
5. Improve the financial position



A SUSTAINABLE ORGANISATION HAS AN EYE FOR ALL THE ASPECTS IN ANY ORDER

