



The Me+U profile

Explanation of the impact you make with
your drives and strength

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The Me+U profile

Welcome to ME+U. You have received a personal profile that supports you in your personal development and in collaboration with others. You can always access your profile via your own web link. You can also print your profile via that web link if you wish. This document explains your profile.

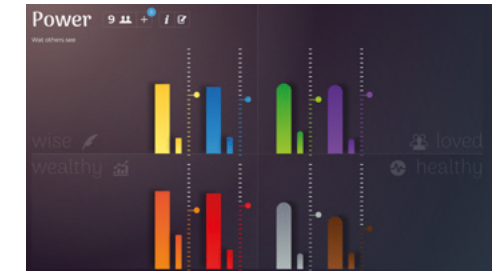
To support understanding of your profile, the next page contains a brief description of the ME+U model with the four quadrants. For a more detailed description, the philosophy, background information and our sources, we refer you to the document "THE ME+U MODEL", which you can download via the menu of your own web link.

The following pages contain an explanation of a personal profile.

Your profile consists of five personal graphs.



The first graph: shows your drives and what bothers you.



The fourth graph: shows your strength based on the feedback from others.



The second graph: shows which of your own sources you prefer.



The fifth graph: shows your impact and the combination of what you want and what you can do.



The third graph: shows your view of the culture of your team or organisation.

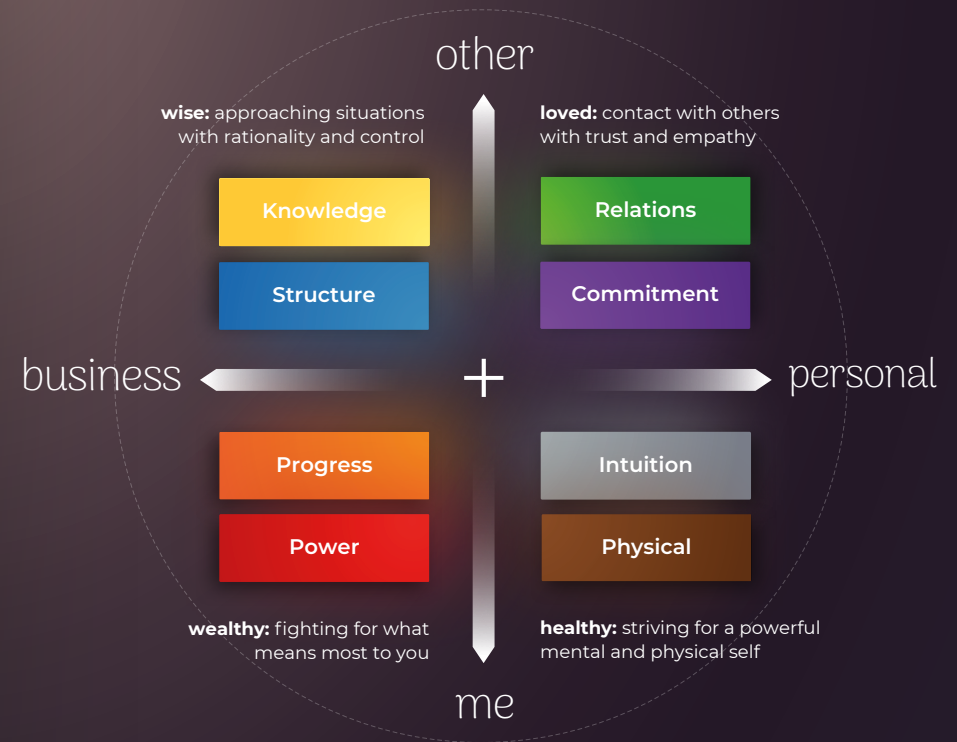
All graphs in this document are examples. You can view your personal graphs via your own web link and the ME+U portal on the website www.mepusu.nl

The ME+U model

The ME+U model has two axes. The vertical axis is about ME versus the OTHER. The horizontal axis is about BUSINESS versus PERSONAL. This results in four quadrants.

The four quadrants: healthy, wealthy, wise and loved.

1. The right lower quadrant is the most individual and personal quadrant. We call that area HEALTHY; where you strive for a powerful and vital mental and physical self. The drives are being yourself (grey) and physical strength (brown).
2. The left lower quadrant is the individual and business quadrant. WEALTHY: strive for what means most to you The drives are progress (orange) and power (red).
3. The left upper quadrant is focused on the other and business. WISE: approaching situations with rationality and control The drives are knowledge (yellow) and structure (blue).
4. The right upper quadrant is focused on the other and personal. LOVED: contact with others with trust and empathy The drives are relations (green) and commitment (purple).



These eight drives complement each other and are in tension with each other. As an organisation, you must have an eye for all drives. As a person, you often have more pronounced preferences. Knowledge of those preferences reveals your comfort zone. Being open to others with different preferences takes you out of that comfort zone and makes you learn.

Your drives

This graph shows your drives at work. You may show a different sequence of drives in other situations (sports, private).

Your preferences

4

Each driver has a colour; this indicates the meaning of the driver, and a number. You find number 1 the most important, number 8 the least. If drives are the same, they get the same number. The size of your driver is shown by the wide coloured bar.

The driver shows

- What drives you
- What is important to you, what you prefer to do
- What energises you



wise

Approaching matters with rationality and control. What do you want to learn and do?

Knowledge: understanding and new insights, intensification, real causes, rationality, study, broad lines, freedom.

Structure: structure and procedures, completing things, repetition, details, discipline, keeping promises.

loved

Contact with others with trust and empathy. Who do you want to be with?

Relations: contact, harmony, equality, helping, opinion is important.

Commitment: security and safety, trust, experience, kindred spirits, indispensable part of the team, rituals and traditions.

wealthy

Strive for what means most to you. What do you want to become?

Progress: progress and results, goal oriented and opportunity, admiration, being seen, flexibility, practicality.

Power: respect and confrontation, pace and decisiveness, power and strength, say what you think, address directly.

healthy

Striving toward a powerful and vital mental and physical self. Who do you want to be?

Being yourself: self-awareness, being yourself, demons and desires, positive emotions, do I want this?

Physical: physical awareness, felt sense, listening to your body, movement, rest and training, physical energy and good nutrition.

Your irritation

Because your preference and irritation are shown in one graph, you receive an immediate and comprehensive overview of what a driver means to you.

4

The degree to which something irritates you is an important part of ME+U. The extent of your irritation is shown by the narrow bar under the colour.

This irritation is important because it shows what

- costs you energy
- you don't really want to do
- sometimes gets in your way (if driver and irritation are equal)
- keeps you from doing something 100%.
- your own behaviour is under pressure

The irritation is an invitation to look at yourself. To discover what it means to you, how it helps you and also hinders you in your personal development and cooperation.



wise

Know-it-all, complicated: How much do unnecessarily complicated things annoy you? Do you become a bit know-it-all under pressure?

Bureaucratic, boring: How much do bureaucratic things and repetition annoy you? Does being under pressure make you develop an urge for control?

wealthy

Macho behaviour, elusive: How much does slick behaviour and wanting to score annoy you? Do you become a bit opportunistic under pressure?

Conflicts, macho: How much do conflicts and confronting annoy you? Can you become a bit rude under pressure?

Your irritation is NOT...

- an excuse to not do something
- a reason not to see another fully
- a license to rebel against others

loved

Softy, complaining: How much does softy softy behavior and complaining annoy you? Under pressure, do you tend to complain and ask for help too late?

Not wanting to change, conservative: How much does conservative and petty thinking annoy you? When under pressure, do you fall back on people or things you know best?

healthy

Vague, wishy washy behaviour: How much do vague actions and wishy washy thoughts annoy you? Do you think in negative scenarios when under pressure?

Excessively physical attention: How much does loud and expressive behaviour annoy you? Under pressure, do you relax or take action?

- justification to be condescending about other people's drives
- an excuse not to improve yourself

Your sources

This graph shows your most important sources. The size shows what is most important to you. In practice we see that all possible distributions occur. For some, all sources are about equal; for others, one or two areas dominate.

Take a critical look at your source graph. Do you feel that these sources are also giving you the right energy right now? Do you experience the right balance between the four sources?

wise

The degree to which you want to use your head. Rational understanding and sound consideration.

Striving for wisdom and control. Pitfall: wanting to know and control everything.



loved

The degree to which you connect with others.

Striving for a good connection with those who matter. Pitfall: wanting everyone to like you, no matter what.



wealthy

The degree to which you want to make progress and present yourself as powerful. Here, ego is the determining factor.

Working on a great challenge and prestige. Pitfall: chasing after everything.



healthy

The degree to which you fully engage as a person, work from a higher consciousness and feelings.



Striving for a vital mental and physical self. Pitfall: giving everything in the moment and then being empty.

Your view of the culture



This graph shows how you experience the culture (of your team or organisation). This is your view, formed by all your experiences, perceptions, opinions and desires. And, of course, your drives. How do you personally maintain this view? What should you do? How will you test that view with your colleagues and how will you create the right balance together?

Striving



wise

-  **A clear vision of the future of our core business,** being open to new insights and innovation without overshooting the mark.
-  **A clear structure and division of tasks,** doing what you promise; no 'I forgot' or 'I was too busy' or 'It wasn't exactly clear to me' or 'any old excuse' without prior consultation.



loved

-  **Sufficient and suitable forms of consultation,** listening empathically, both formally and informally, to each other; considering minority views without every meeting lasting endlessly and ending on a down note.
-  **Clear values and standards,** constantly working on trust and safety without even simply the discussion of that theme leading to a crisis of confidence.

wealthy

-  **A clear strategy that determines the direction of the team,** sufficient flexibility to adapt to daily problems and challenges without this going off track.
-  **A clear focus,** being clear and direct towards each other, without this regularly leading to damaging conflicts.

healthy

-  **Accepting each other completely, being able to be yourself without this turning into exaggerated, inappropriate behaviour;** thinking in negative scenarios is sometimes necessary, but not as a guiding principle.
-  **Stimulating each other to exercise and embrace a healthy lifestyle without forcing this,** stimulating each other to listen to your body, working on passionate energy both individually and for the team.

- The 8 squares show the things that concern the team structure, often also called the upstream of the culture.
- The 8 circles show the things that concern your behaviour, the undercurrent. The upstream is what we say, the undercurrent is what we do.

A total of 16 cultural elements are shown.

- The OK score means that you think that we are generally good at that.
- All 16 elements score 'OK'? Then you are very satisfied, not critical, or resigned to your destiny.
- 2 or 3 deviations from the 16 cultural elements is healthy (i.e. to the left or right of OK 'too much' or 'too little').
- More than 8 deviations shows great urgency to change things. Either in how you look at things or in the way that you, as a team, do business together.



Your strength based on feedback

Conversing with others and speaking openly about your drives, strengths and areas for improvement is the best approach to personal development and cooperation. So start (or stay) in conversation with others. This may be those who have given you feedback, or others. (PS: A pitfall in such a conversation is to check with others whether the feedback you have received is 'true'. Acknowledge the results, enjoy the compliments and take the points for attention seriously).

This graph shows how those giving your feedback see your strength. The wide coloured bars show your positive strength in those colours. The narrow coloured bars show your pitfall, how much exaggerated or negative behaviour your feedback providers experience. The bar scales show the positive impact that you ultimately have on others.



wise

Your strength: analysing, working from a vision, being open to innovation, new concepts.
Your pitfall: cynicism, permit to much.

Your strength: discipline, structuring and organising, doing what you say, working things out in detail.
Your pitfall: strangling with rules, hiding behind rules.

loved

Your strength: social, involved listening, connecting people, communicating.
Your pitfall: gossiping, complaining.

Your strength: modesty, doing what is necessary, protecting the good, offering trust and safety.
Your pitfall: not wanting to change, being conservative.

wealthy

Your strength: striving for the highest performance, finding solutions, strategic, flexible.
Your pitfall: opportunism, being elusive.

Your strength: power, keeping focus, respectful, confronting, being direct.
Your pitfall: being to blunt, being too impulsive.

healthy

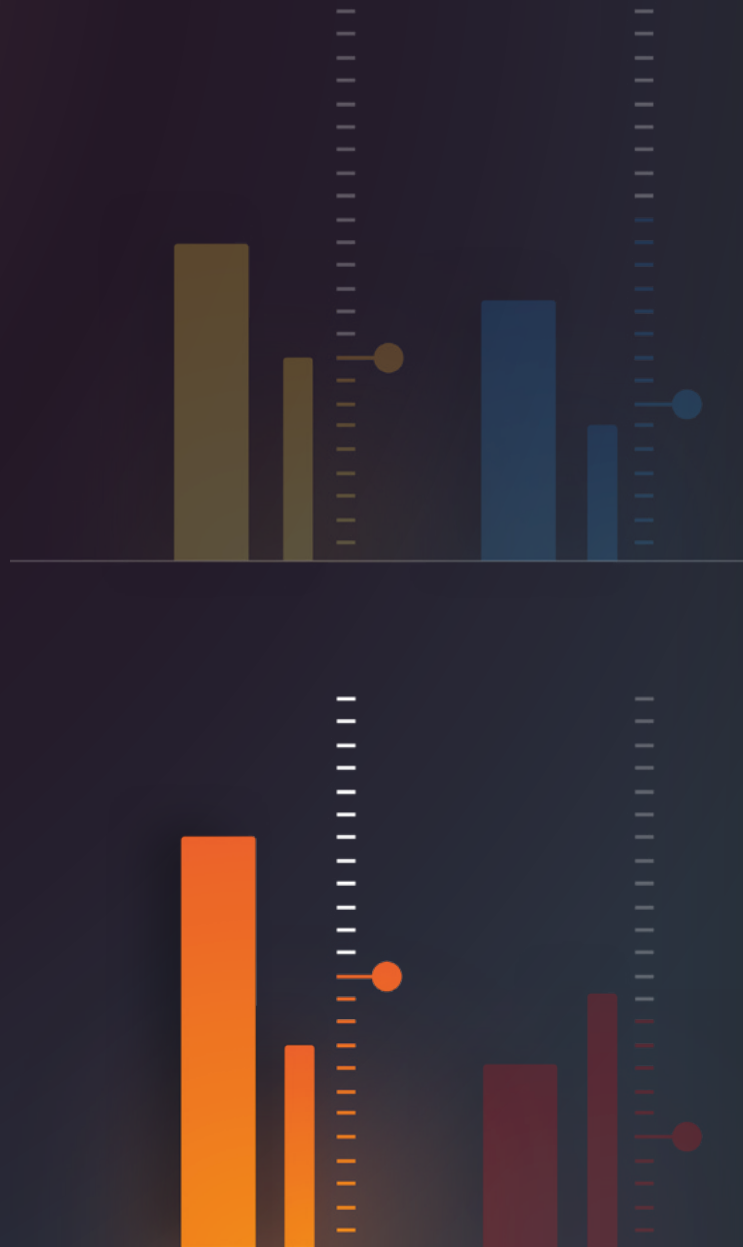
Your strength: resilience, carefully and consciously steering your own emotions, creative, original.
Your pitfall: Over-relativising, being woolly.

Your strength: charisma, taking your body's signals seriously, taking good care of your body, exercise and nutrition.
Your pitfall: too much physical activity, excessive physical presence.

Example:

This person scores quite high on positive orange behaviour: result-oriented, finds solutions is rather strategic and flexible. This person also scores high on more exaggerated or negative behaviour (his own pitfall): is regularly experienced as opportunistic and elusive. This means that his ultimate positive impact on the group is more or less in the middle. There is room for personal growth. This often has to do with the other colours (the ones shown less intensely): for example, through more focus, better coordination, keeping promises.

By default you see the average of everyone who gave you feedback. By clicking on the square with the number of people, you can select a category. This shows the feedback from that category of feedback providers (for example, your colleagues or your customers). Due to anonymity, you can only click on a category if at least two people gave you feedback.




Use the conversation with the other person to say what you feel based on feedback you are good at and what you are lacking. How would you like to improve? Don't make it bigger, but don't let it be made smaller either (a comment such as 'oh well, it's not that bad' is not really useful). Let your coach help you ask the right questions.


Keep asking others for feedback. It is sufficient to ask a few people once, but those who regularly ask several people receive much greater insights and make more impact. There are no further costs associated with this.

Your impact


This graph shows your impact, the combination of what you want and what you can do. The area at the top right is where you make the most impact. It shows the drives you want to use and what others also think you are good at. Working from those drives can give you a flow experience and you will get a lot done.


wise

 **Being open to new insights:** listening without judgment, delving into unknown matter, developing ideas and concepts.


 **Discipline and finishing things neatly:** making a daily schedule, doing what you hate right away (eat the frog), being transparent.


loved

 **Maintaining good contact with the people around you:** Calling spontaneously without ulterior motives, not waiting for the other, taking the initiative, showing empathy.


 **Commitment to the team feeling:** putting your ego aside for the team, showing confidence in the other, being there unconditionally for the other.


wealthy

 **Strive for solutions:** don't think in barriers, don't wait until you think you are successful, try together.

 **Confrontation while maintaining respect:** keeping your feet flat on the ground, practising conversation with a third party, taking steps even if it is scary.

healthy

 **Follow your own intuition:** steer yourself on positive emotions, evaluate every day, meditate, consciously reflect on the day, write down your thoughts every day and view them, be loving and mercilessly honest with yourself.

 **Listen to your body:** develop healthy routines, set an alarm clock to move around, walk with someone, do not eat at your desk, body work, yoga.

