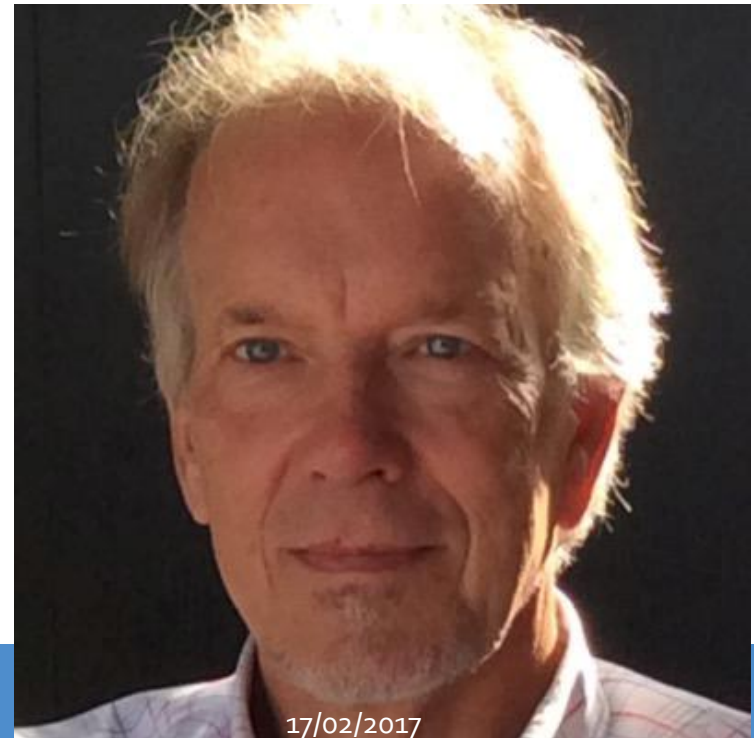




ABOUT CORE QUADRANTS

- Daniel Ofman(NL), ir.
- Organizational development (management) and personal development
- 1993: "Inspiration and quality in organizations"
- core quadrants



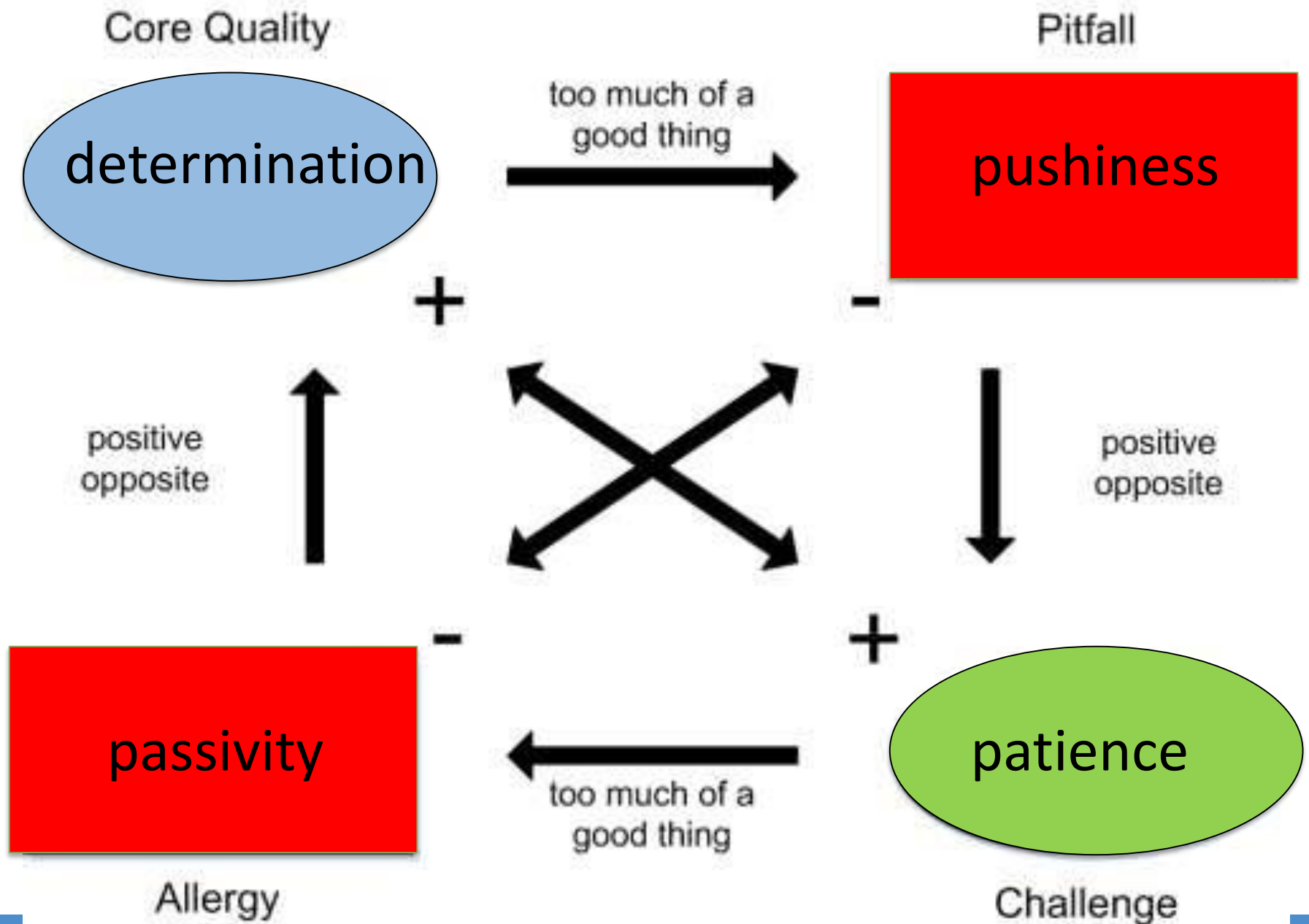
CORE QUADRANT

CORE QUALITIES are the specific strengths that define someone's characteristics. They make you to what you are. These competencies are the first positive complements people will give you when you ask about it. For example that you are a very creative, very patient or very decisive person.

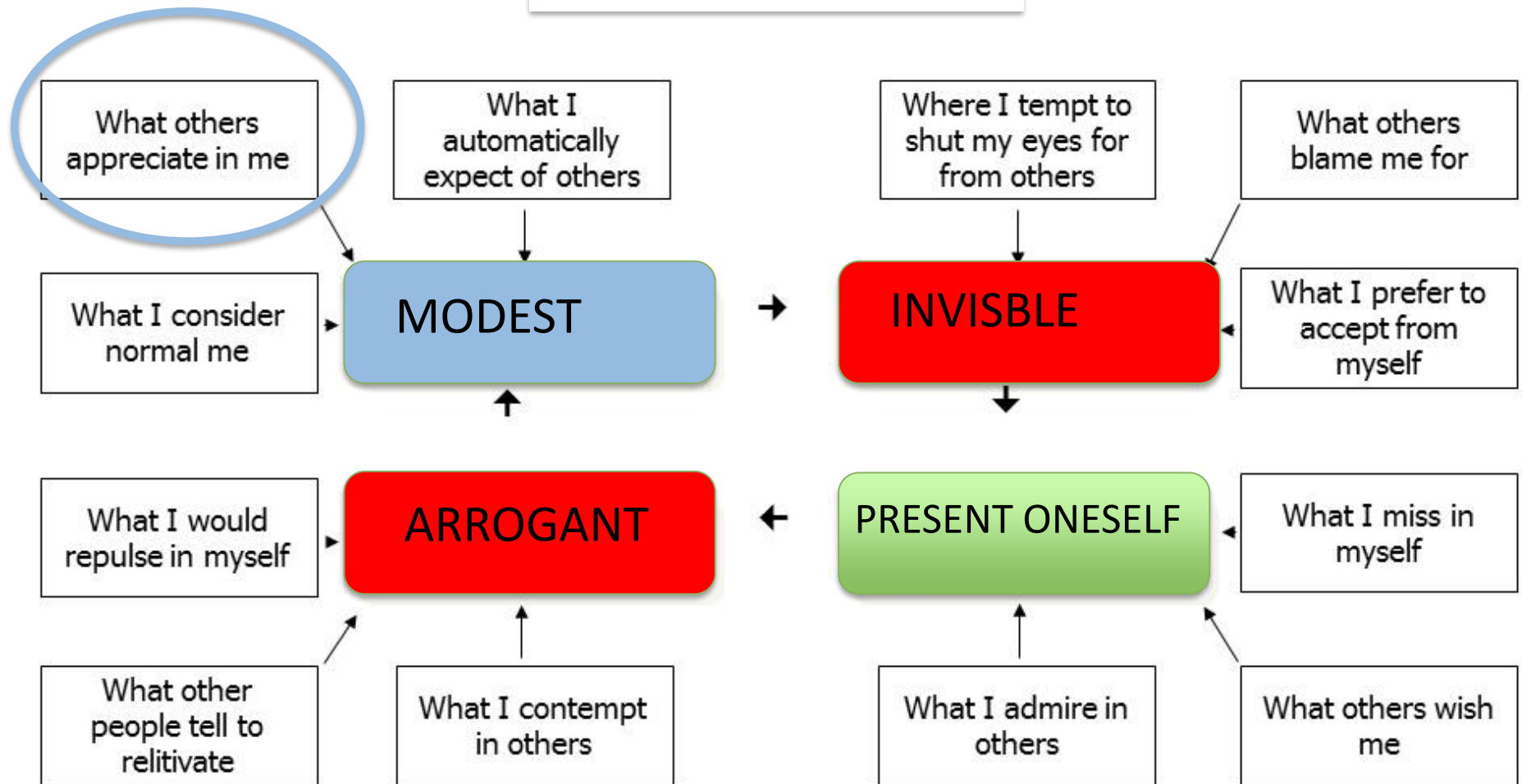
These qualities can be a **PITFALL** if you exaggerate. This will deform your qualities making them a weakness.

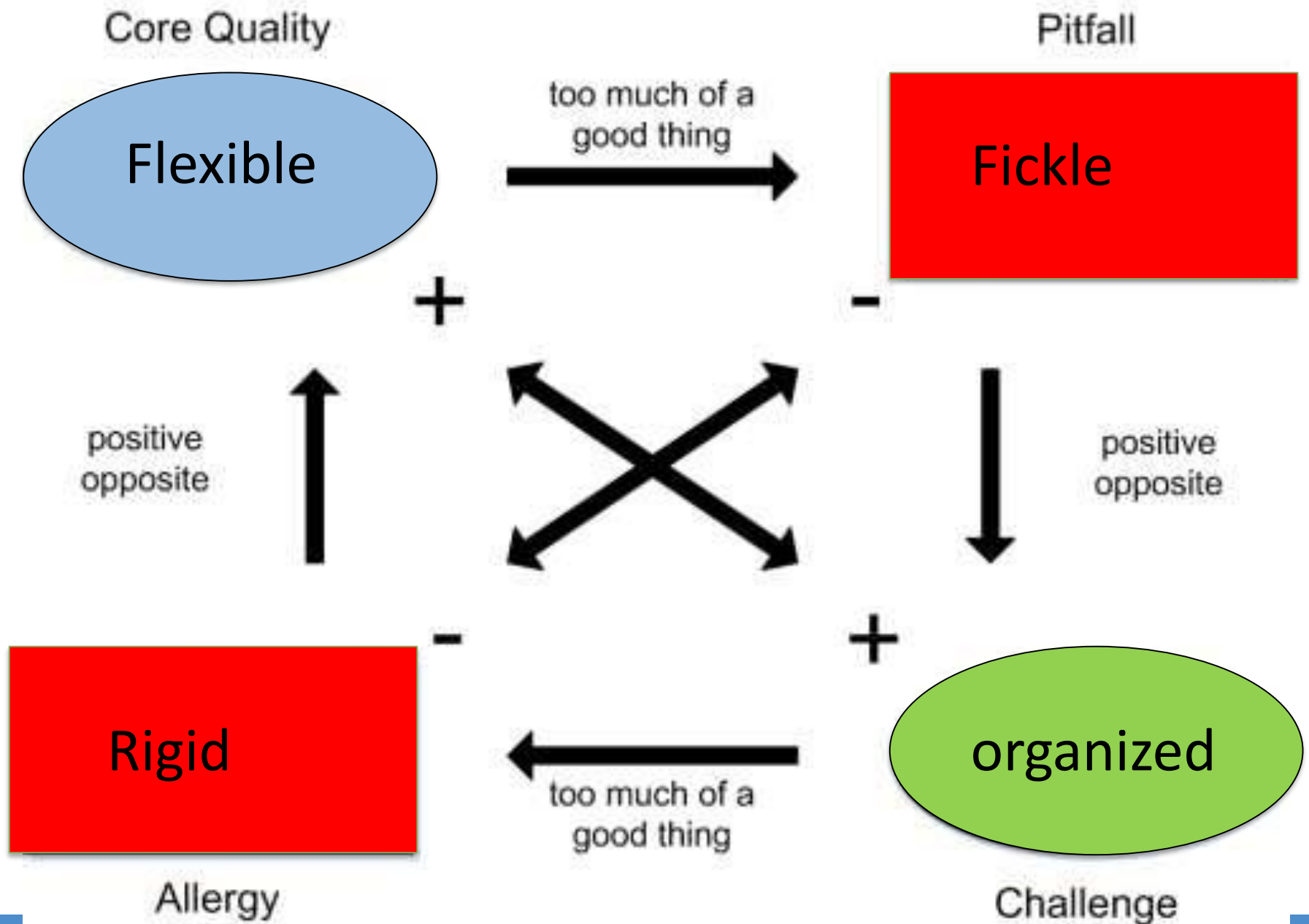
Besides core qualities, everyone also has pitfalls. When someone else exaggerates in a certain quality, this can cause irritation. Your response is called an allergy. Suck an **ALLERGY** has often to do with a quality of yourself.

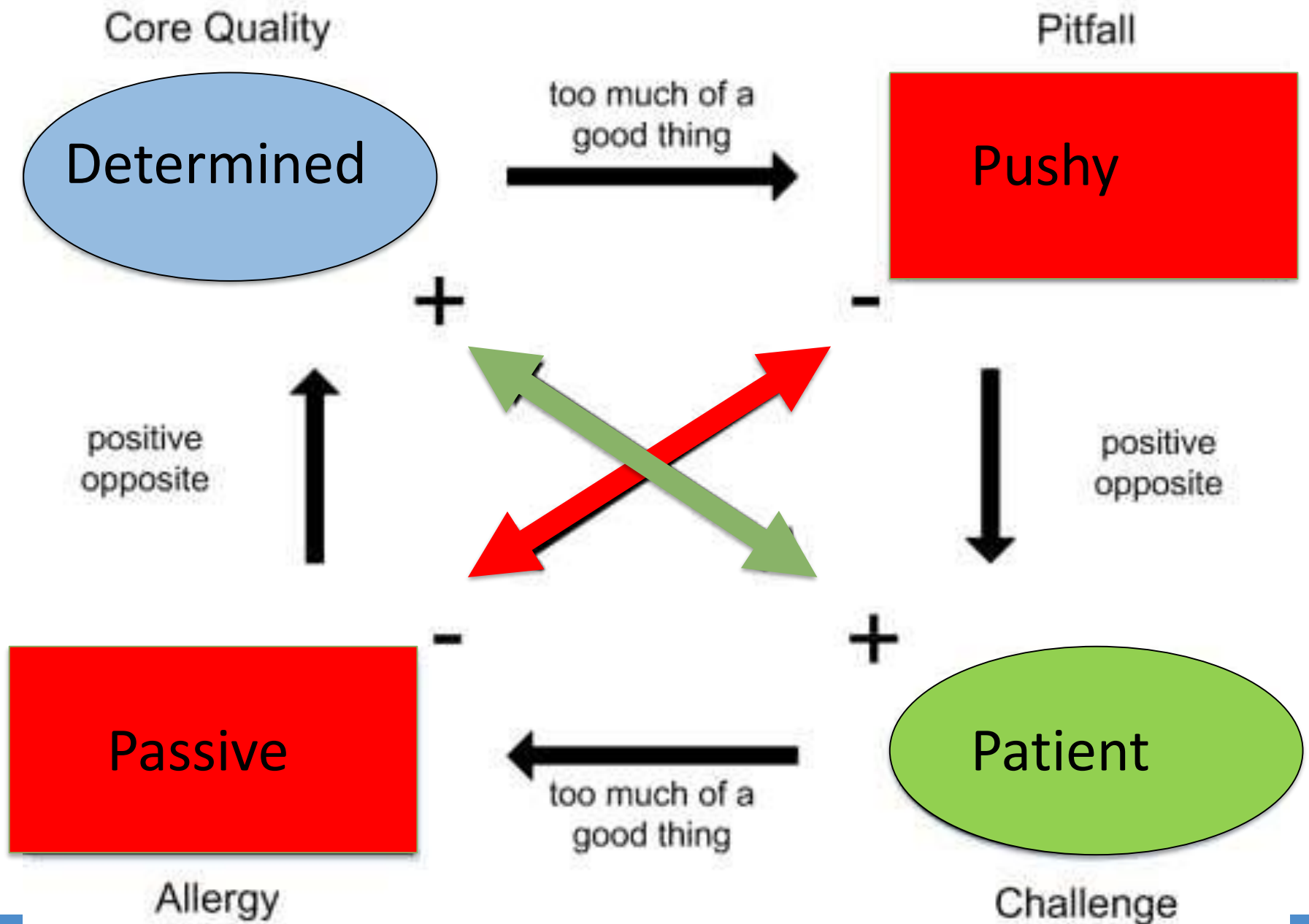
What do you need to do to cope with the qualities of others such that it causes no irritation by yourself? This is called the **CHALLENGE**.



How can you discover your core quality?

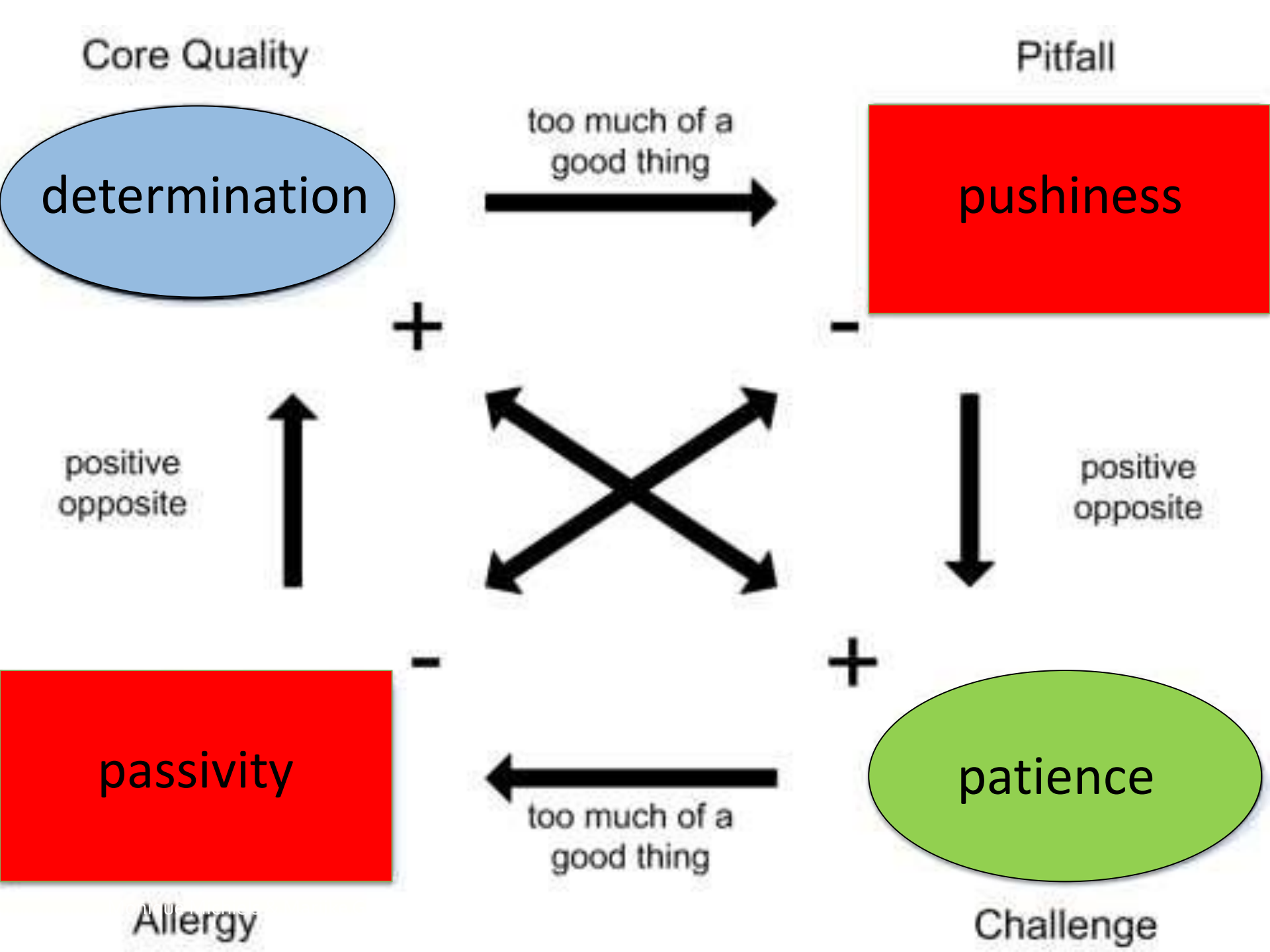






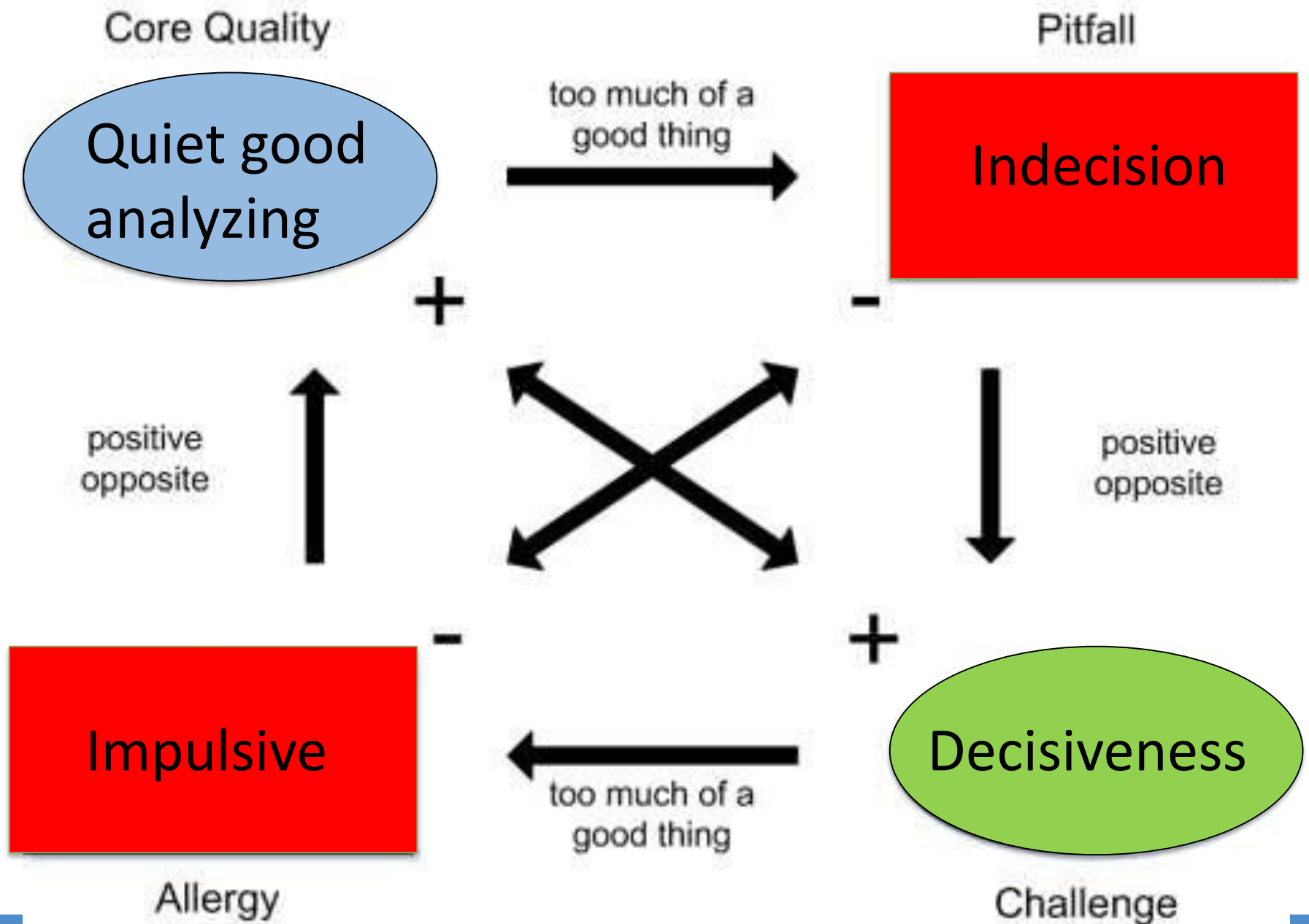


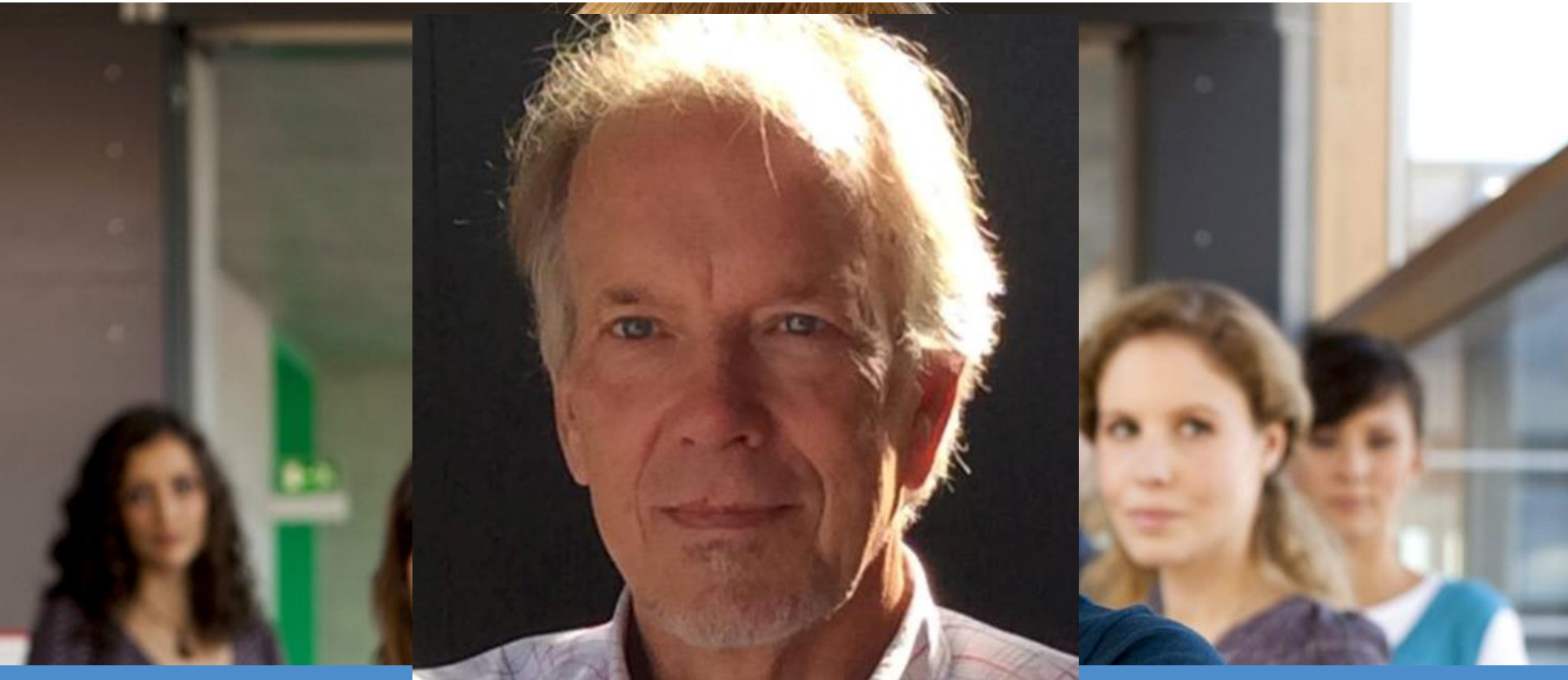
You will fall in love with your
challenge. You will marry your allergy.





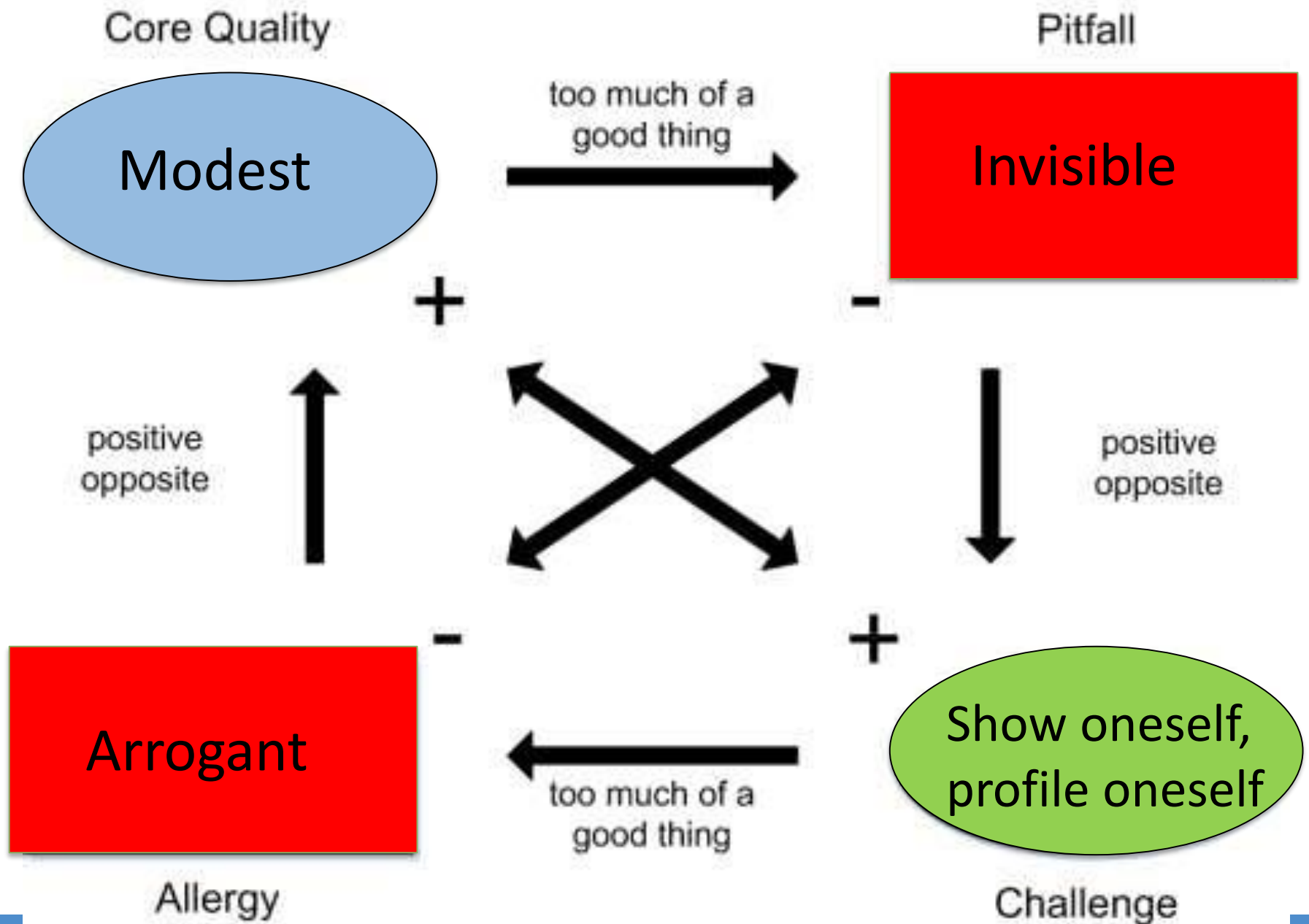
The things you are allergic to with others,
are often an excess of good behavior, of
which you need some yourself.

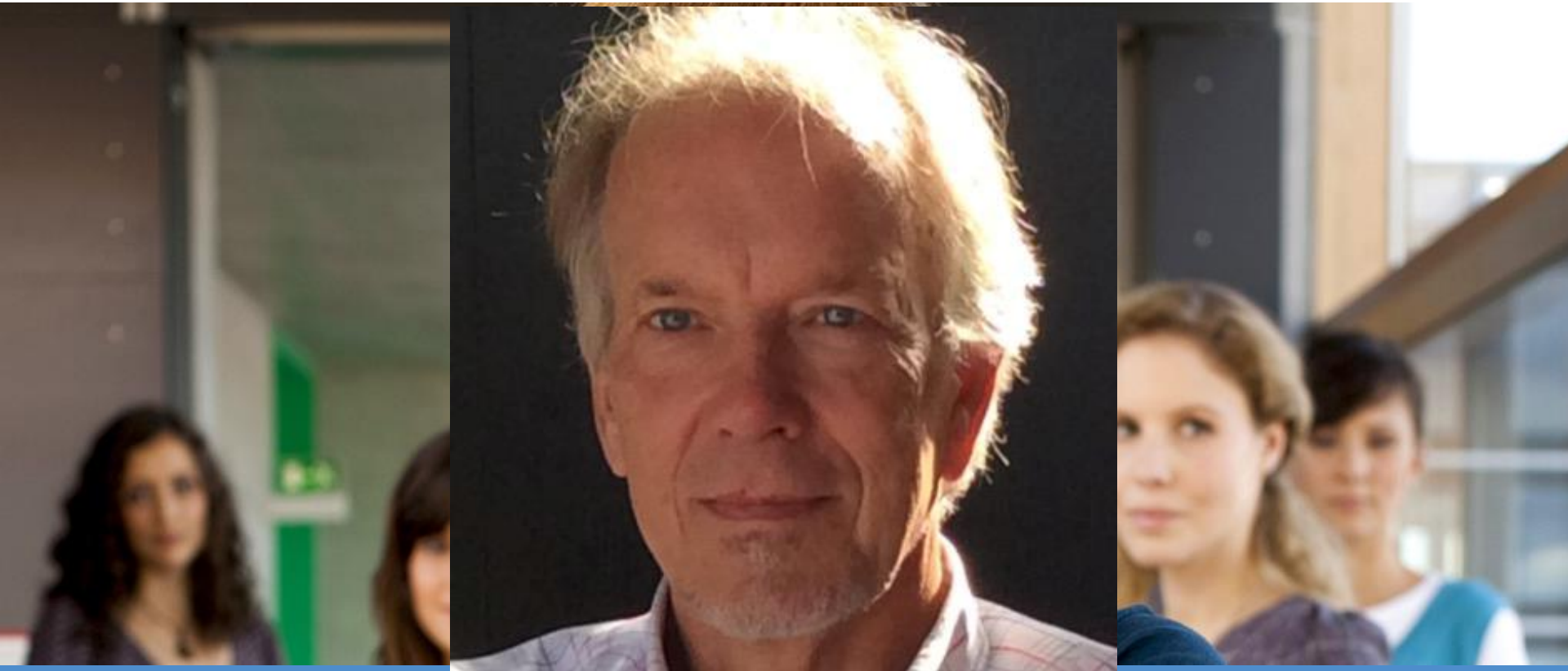




What you need is exactly
what you don't want.

Monique Michiels & Marijke Goedemé





Create your own core quadrant



Create a behavioral quadrant out of the others

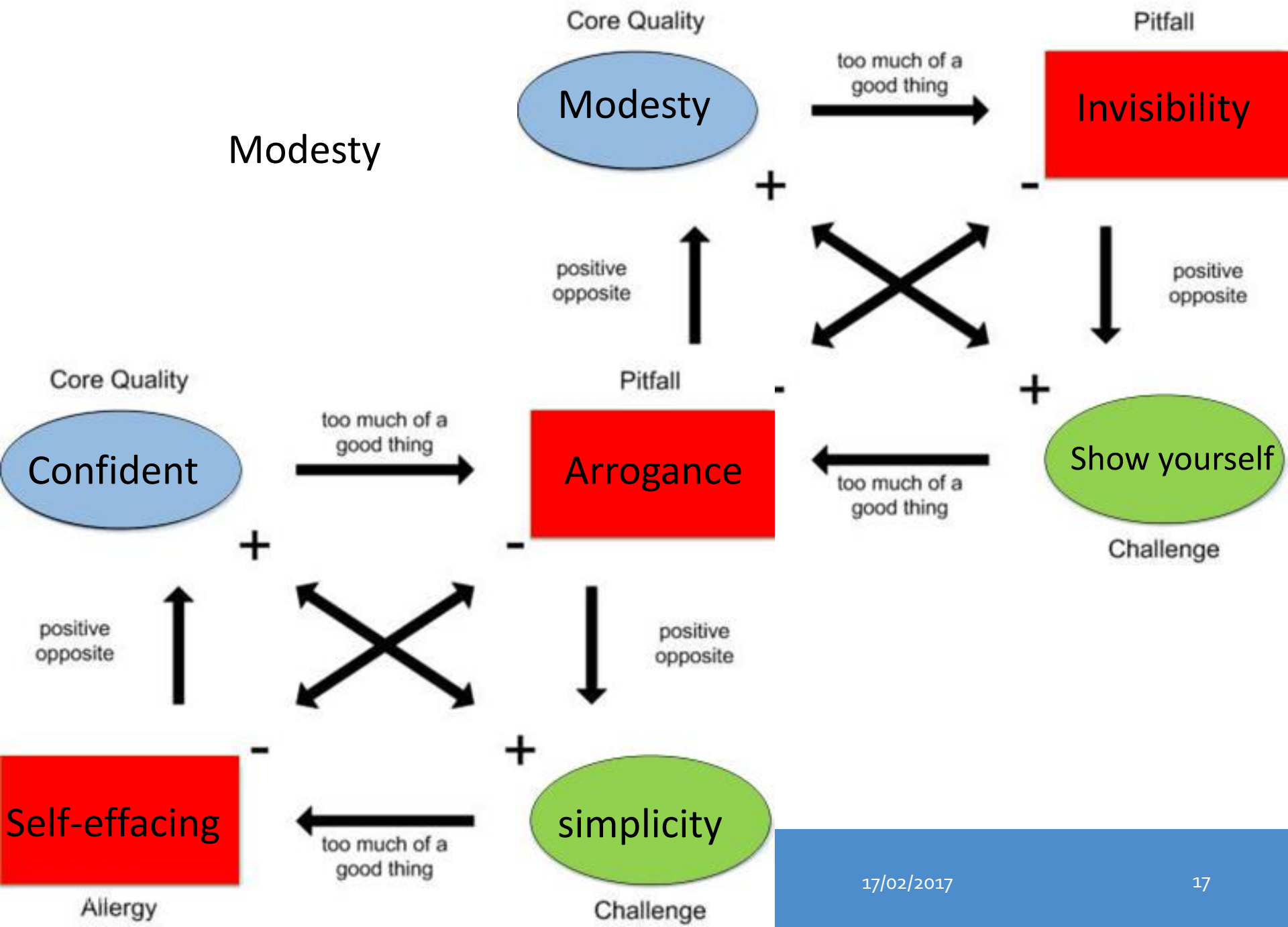
Monique Michiels & Marijke Goedemé



DOUBLE QUADRANTS

explains a lot

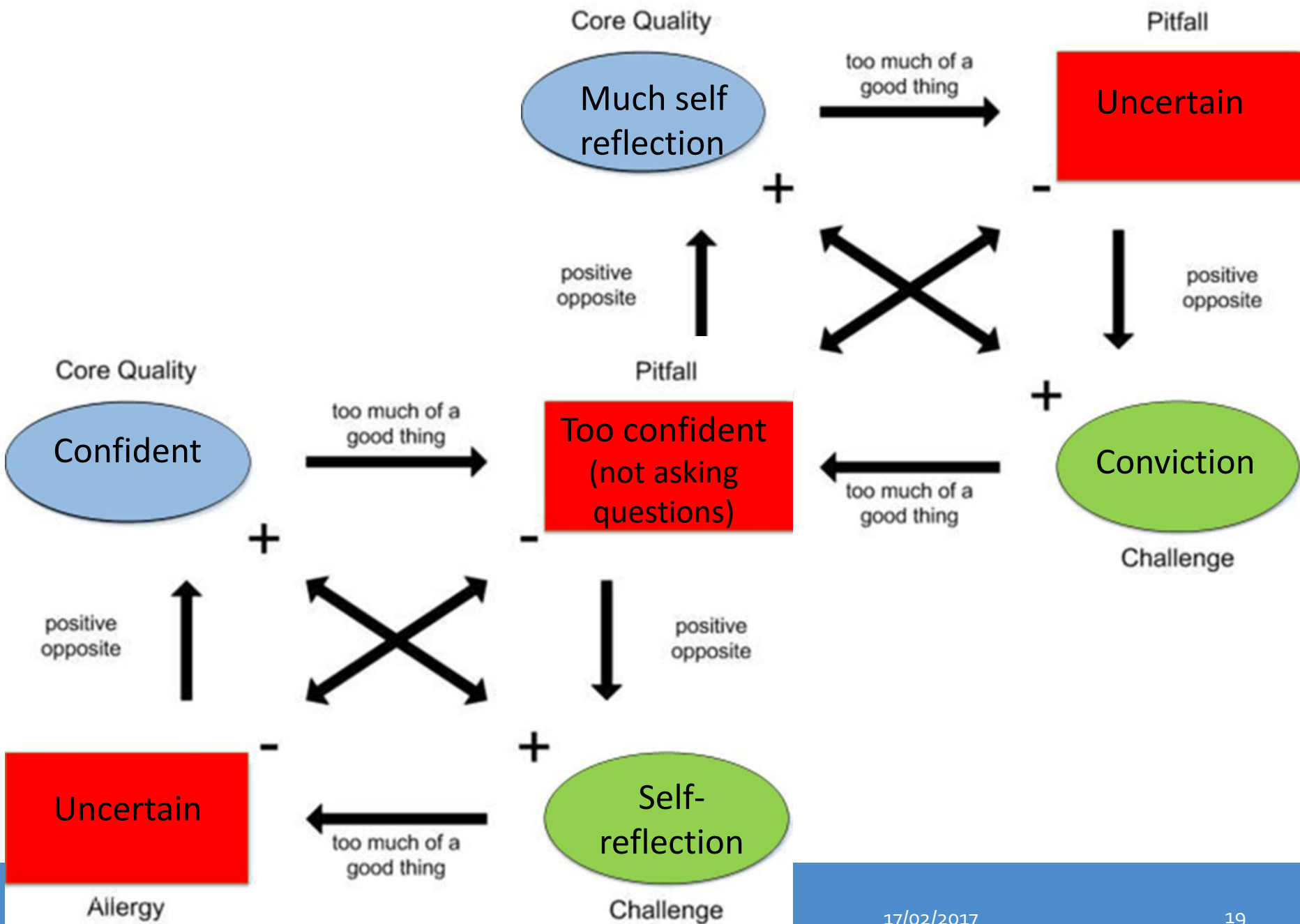
Monique Michiels & Marijke Goedeme



Core quadrant application: an example

Student sends a mail to the teacher:

"... Student sends a mail: "... I would like to react to our conversation of this morning. I have two important questions. If I talk to you I feel that you have a very bad experience with our Department, I really feel that you have no confidence in our staff and you have doubts about the commitment of our nurses or the quality of our care. It would be nice to clear this out, this doesn't feel good... "



A conversation between teacher and student. The double quadrant is discussed with the student. ... Student emails the same evening: *"Thank you for the enlightening conversation. Very nice that you too have shared a part of yourself. That gives a lot of confidence. It also creates space to continue. And Yes, I'm going to think about it, not putting too much attention to my strengths but also show my lesser qualities some more, my doubts, my insecurities. I'm going to try to offer others some more space. It is never too late to learn, every day we learn new things, I have learned a lot again. I'm going to take it into account as well as in school and at work and at home."*

