WELCOME

75 people – 6 countries

Speakers

Guest Speaker

David Tivemark

Growth Journeys

IPA Nordic

Mikael Abrahamson

IPA Sweden

Steen W. Poulsen

IPA Denmark

Jeroen Vroemen

IPA Europe

AGENDA

David Tivemark

10:05 :10:15

Why the Meta Transformation is so important to understand

Steen W. Poulsen

10:15-10:25

META
- The new way of recruiting

”META - The new way of recruiting”

Who is IPA Nordic?

Scandinavia's highest rated research

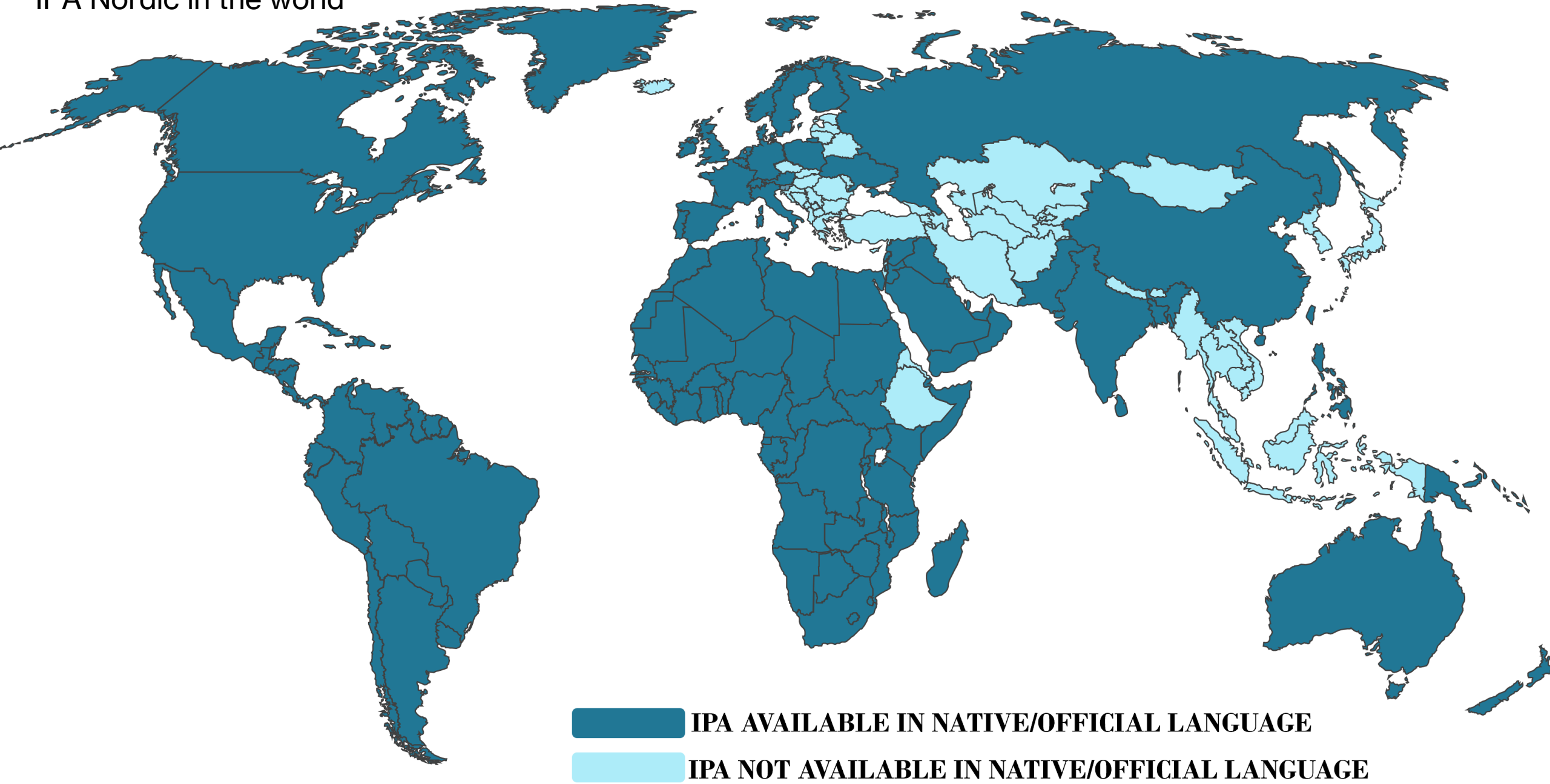
The research behind the IPA analyses has received the highest recognition as the best of its kind developed in Scandinavia.

TO BE ABLE TO TREAT EVERYONE THE SAME

WE NEED TO TREAT EVERYONE DIFFERENTLY

Requires big data and local norm populations

IPA Nordic in the world



Why META Factors?

The road to META

Individuel
BEHAVIOUR

System orientation
Detail orientation
Security briefing
Independence
Self-confidence
Performance motive
Social Understanding
Confidence
Extroversion
Intuition
Integrity
Influence

Individuel
PREFERENCES

METHOD FACTORS
PERFORMANCE FACTORS
SOCIAL FACTORS
PERSONAL GROWTH FACTORS

Individuel
MOTIVES

SELF-DISCIPLIN
SELF-AWARENESS
SELF-INSIGHTS
SELF-RELECTION

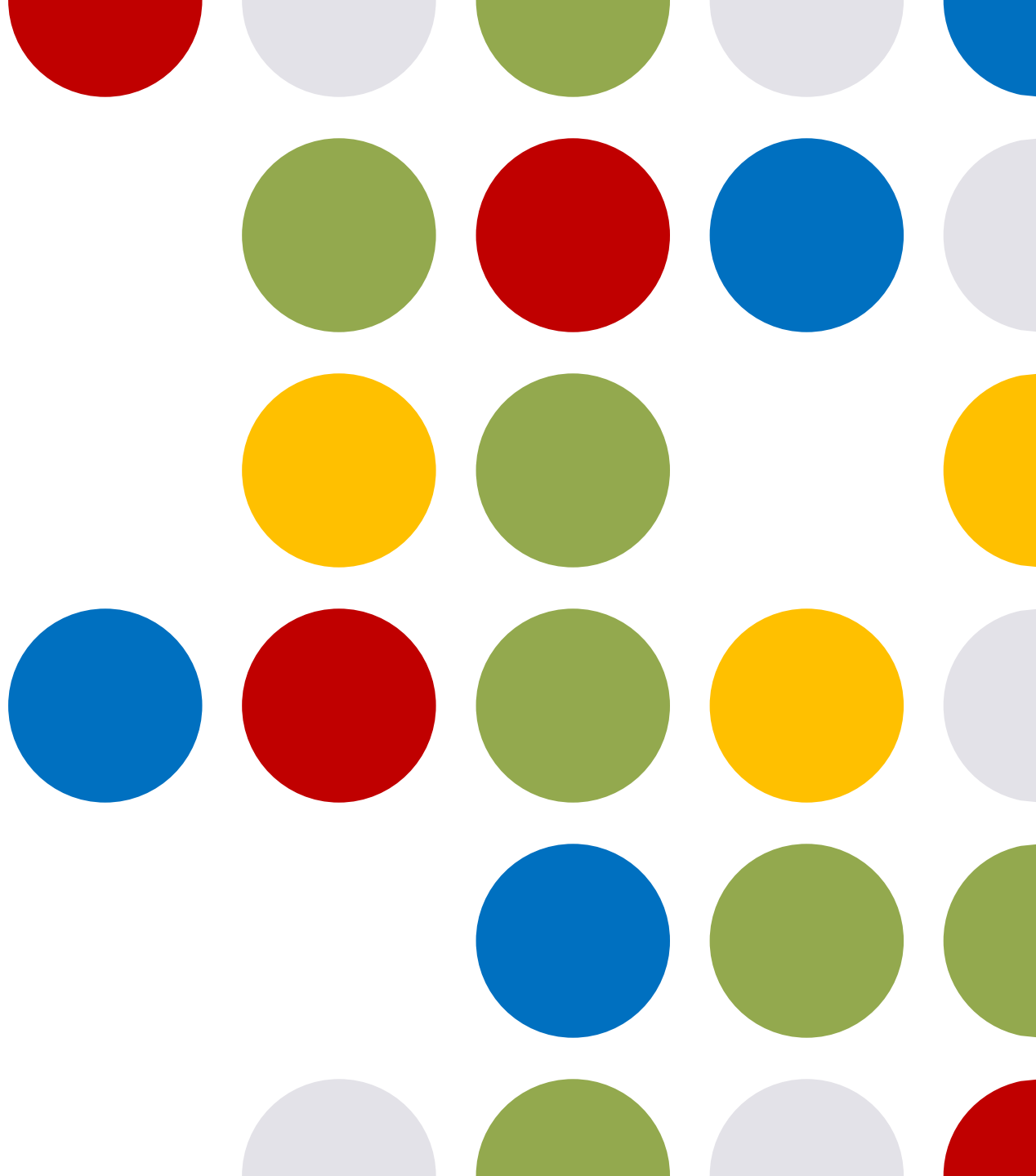
SOCIAL FACTORS
Social Understanding
Confidence
Extroversion

PERSONAL GROWTH FACTORS
Intuition
Integrity
Influence

PERFORMANCE FACTORS
Independence
Self-confidence
Performance motive

METHOD FACTORS
System orientation
Detail orientation
Security briefing

A DEEPER DIVE INTO META FACTORS



SELF DICIPLINE

The META Factor in the Blue Room

- The personal value that **reinforces the qualities and characteristics** of the Blue Room stems from the associated basic value motive, namely **the desire to do your duty** and do your best regardless of the personal costs and the difficulties you may encounter on your way. Performing your tasks even if they are boring, unexciting, dirty, tedious, uninteresting, unpaid, etc. You do this primarily out of a sense of duty and the desire to live up to the expectations of those around you.
- It is this concept that links and provides the connection between the underlying **personal value** and the more concrete behaviour in the Blue Room.
- **Too much of a good thing:** The emotional and fearful overshadows the core value of self-discipline and makes it difficult to exhibit sober and rational behaviour. It creates anxiety, worry, stress and negative expectations of oneself and the future.

SELF-DICIPLINE

The personalised exterior-controlled

The basic motive is the desire to do one's duty and perform to the best of one's ability.

The energy comes from the desire to fulfil the expectations of those around you.

ANXIETY ← → **SELF-DICIPLINE**

Having a basic sense of anxiety and worry.

Having a basic sense of anxiety and worry. Feeling like you're always behind and not achieving what you should. Trusting yourself too little and spending a relatively large amount of energy avoiding criticism from those around you

Worrying about small things and sometimes fearing the worst. Focusing too much on the negative and reacting inappropriately with anger and irritation. Having trouble getting started and needing a push from others.

Following your conscience and acting out of a sense of duty.

Following your conscience and acting out of a sense of duty. Working in a disciplined and goal-orientated way and giving more than is expected. Always turning up well-prepared and finishing what you've started. Living up to the demands you make on yourself and constantly trying to make things better.

Accomplishing what you set out to do and resisting temptations and distractions along the way.

SELF-AWARENESS

The Meta Factor in the Red Room

- The personal value that enhances the qualities and characteristics of the Red Room arises when the individual realises that he or she is an independent and self-reliant human being. **It is the individual who takes personal responsibility for their own life based on their own ideals and standards**. With awareness comes responsibility for oneself and others. You set goals, but at the same time you realise that you cannot achieve your goals without the cooperation of other people.
- **SELF-AWARENESS.** It is this concept that links and provides the connection between the underlying personal value and the more concrete behaviour in the Red Room.
- **Too much of a good thing:** Impulsively and emotionally seeking to benefit only oneself. People and relationships become an instrumentalised means for personal gain and not a value in themselves. The other person is written out of the equation.

SELF-AWARENESS

The personalised inner-directed

The basic motive is the desire to live up to your own ideals and standards. To develop your awareness and competences as a prerequisite for achieving everything you can and want in life.

SELF-BENEFIT ⟷ **RESPONSIBLE**

Following your own interests and being able to recognise and use a situation to your advantage.

Following your own interests and being good at recognising and using a situation to your advantage. Being wary of others, knowing that not everyone can be trusted. Never exposing yourself and showing weakness. Seeing life as everyone's battle against everyone else, a place where you trade something for something and where pretty much everything is for sale. Believing that the end justifies the means and doing what you want, no matter the cost. Following your own rules to get what you want.

Having personal standards and ideals as driving forces and reference points for your working life.

Having personal standards and ideals as a driving force and point of reference for work life. Feeling a strong sense of responsibility towards other people in all contexts. Recognising and respecting others as a prerequisite for achieving your own goals. Understanding yourself by looking at your actions critically, while trying to understand others in order to learn more about yourself. Reflecting on who you are and working towards a higher level of self-awareness. Valuing the collaborative relationships you enter into and being convinced that deeper co-operation creates the best results.

SELF-INSIGHT

The Meta Factor in the Green room

- The personal value that enhances the qualities of the Green Room arises where the individual can **both see themselves from the inside**, thus possessing a high degree of self-awareness and contact with their own emotions. And see **themselves from the outside**, their role and their influence on a social situation. This core value is not only tied to social characteristics and needs, but is a conscious and reflective personal development and positioning. This makes this human and social maturity a valuable competency for any organisation, given today's increased focus on the individual, emotions and relationships.
- **SELF-INSIGHT**. It is this concept that links and provides the connection between the underlying personal value and the more concrete behaviour in the Green Space.
- **Too much of a good thing:** Sensitivity and emotion overshadows conscious and balanced personal maturity. That overwhelming emotions overshadow conscious and reflective social behaviour.

SELF-INSIGHT

Inner & Outer Steering

The basic motive is the desire to achieve ever greater self-awareness as a prerequisite for understanding both oneself and one's fellow human beings. To gain insight and understanding of people and social processes as a prerequisite for creating results.

EMOTIONALLY CONTROLLED ← → **INSIGHTFUL**

Highly emotional, often overwhelmed by the situation and have difficulty orientating themselves.

Cares a lot about other people's feelings and forgets about themselves in order to please others. Is not very good at demanding things from others and therefore turns things against themselves. Spends a relatively large amount of energy worrying about what others think of him or her, shifting his or her attention away from him or herself. Generally shows too much consideration for others instead of valuing and respecting themselves.

Thinks deeply about themselves and the world and is aware that there are other truths than the one they believe in.

Is inclusive and gives other people plenty of room to be who they are. Can see and view himself or herself from the outside and is aware of how others perceive his or her actions. Can put their own needs aside in favor of what the situation requires and act consciously in relation to common goals. Perceives basic insight into people and social processes as a crucial prerequisite for goal fulfilment.

SELF-REFLECTION

The Meta Factor in the Yellow Room

- The personal value that enhances the qualities of the Yellow Room arises where the individual has gained the ability to perceive and understand the fundamental values of entire systems and thus provide an answer to why we are here. The ability to think systemically and **understand the underlying assumptions in both your own and others' thinking**. That all systems are man-made. Not being limited by logic and conventions, but being able to think outside the box. More specifically, it involves the ability to understand and communicate the values that create the foundation for the energy and driving forces of the entire organisation
- **SELF - REFLECTION**. It is this concept that links and provides the connection between the underlying personal value and the more concrete behaviour in the Yellow Room.
- **Too much of a good thing: b**eing emotionally tied to the super individual experience and desire to be special. To feel unique in your difference from everyone else and seek ultimate freedom. Everything is relative. Everyone can be what they want and do what they want. You "celebrate" individual differences.

SELF-REFLECTION

Consciously guided by your own values

The basic motive is the desire to do what is meaningful to both one and others. To seek meaning and find a deeper understanding of why we do what we do and why we are here. Creating a personal and systemic understanding of the deeper values and motives that create the foundation and momentum of the organisation.

INDIVIDUALIM → **REFLECTIVE**

Believing that everyone has the freedom to act according to their own values, free from the expectations and acceptance of others.

Searches very consciously for his or her authentic and genuine self, and wants to be able to fully be who he or she is. Wants to see and experience the world through his or her own eyes and from his or her own personal perspective, and therefore believes that each person must find and follow his or her own path. Seeks the ultimate personal freedom and sets others free to do as they please. Wants to be where his or her own personal values are unfolded in order to realise his or her full personal potential.

Acts on a deep inner conviction of how the world works and is humble in the face of what is bigger than him/herself.

Wants to nderstand the big picture and thinks deeply about the reasons why we do what we do. Have a deep desire to inspire and uplift other people in their lives. Reflects on the big questions and is moved by the injustices of the world. Do what makes sense in his or her life based on a deep sense of why we are here.

Candidate info

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Phone no.:

Test date: 28. maj 2024

Duration: 00:17 min (21:24-21:41)

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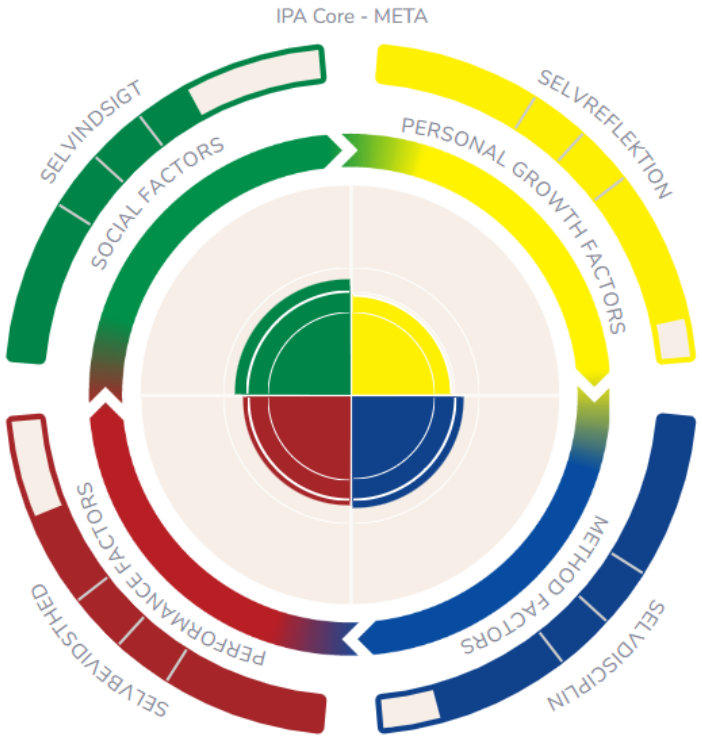

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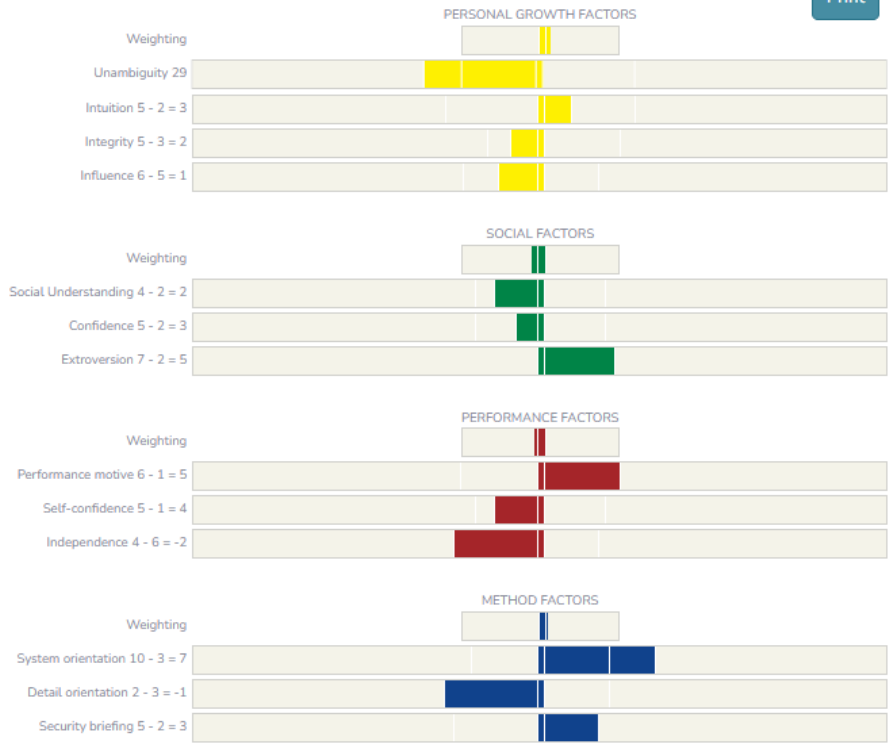

Q&A

Thank You!

IPA Nordic

Mikael Abrahamson

IPA Sweden

Steen Wæver Poulsen

IPA Denmark

Jeroen Vroemen

IPA Europe