



“? R U” (Who Are You?)

The Forensic Discovery and Analysis of Human Assets

Well, who are you? (Who are you? Who, who, who, who?)
I really wanna know (Who are you? Who, who, who, who?)
Tell me, who are you? (Who are you? Who, who, who, who?)
'Cause I really wanna know (Who are you? Who, who, who, who?)
Chorus – ‘Who Are You?’ The Who

? R U in Economy 2010

- State of the Economy =
 -
 -
 -
- State of Healthcare Changes/Challenges
 -
 -
 -

Analysis of Asset vs Deficit

- **Managers who built on the strengths of their employees were 86% more successful than managers who didn't. These top-performing managers were more likely to indicate that they invested time in high-producing staff, matched talent to tasks, and rewarded strengths rather than seniority when making personnel decisions.**
(Gallup: Clifton & Harter, 2003)
- **People who report *"having the opportunity to do what they do best every day"* are 44% more likely to succeed on engaging customers and retaining employees and 38% more likely to succeed on productivity measures. These differences can amount to millions of dollars in any large organization.**
(Gallup: Harter & Schmidt, 2002)

The Change in Focus

Guided by the belief that good is the opposite of bad, mankind has for centuries pursued it's fixation with fault and failing. Doctors have studied disease in order to learn about health. Psychologists have investigated sadness in order to learn about joy. Therapists have looked into the causes of divorce in order to learn about happy marriage. And in schools and workplaces around the world, each one of us has been encouraged to identify, analyze, and correct our weaknesses in order to become strong.

The advice is well intended but misguided. Faults and failings deserve study, but they reveal little about Strengths. Strengths have their own patterns.

*To excel in your chosen field *(Purpose) and to find lasting satisfaction in doing so *(Passion) you will need to understand your unique patterns. *(Design) You will need to become an expert *(Performance) in finding and describing *(L.S.I. Forensics) and applying and practicing and refining your Strengths.' - 'Now Discover Your Strengths', Buckingham and Clifton p3*

- *Added by author

Martin Seligman Past President American Psychological Association

- "We have discovered that there is a set of human Strengths that are the most likely buffers against mental illness: courage, optimism, interpersonal skill, work ethic, hope, honesty and perseverance. Much of the task of prevention will be to create a science of human Strengths....."
- "I cannot say this too strongly... there is not a shred of Evidence that Strength and virtue are derived from negative motivation."
- 'I do not believe that you should devote overly much effort to correcting your weaknesses. Rather, I believe success in living and the deepest emotional satisfaction comes from building and using your signature Strengths.'
- "The keystone of high achievement and happiness is exercising your Strengths, not correcting your weaknesses. The first step is knowing which Strengths you own..."
- When you Maximize Strengths You Minimize Weakness (Clifton and Buckingham – Now Discover Your Strengths)

The L.S.I.® Strengths Formula

Life Scene Investigation is based on a Strengths Philosophy or Formula.



- *Design determines Purpose*
- *Purpose Creates Passion*
- *Passion Fuels Performance*

Locard's Forensic Exchange Principle

'Wherever he steps, whatever he touches, whatever he leaves, even unconsciously, will serve as a silent witness against him. Not only his fingerprints or his footprints, but his hair, the fibers from his clothes, the glass he breaks, the tool mark he leaves, the paint he scratches, the blood or semen he deposits or collects. All of these and more bear mute witness against him. This is Evidence that does not forget. It is not confused by the excitement of the moment. It is not absent because human witnesses are. It is factual Evidence. Physical Evidence cannot be wrong, it cannot perjure itself, it cannot be wholly absent. Only human failure to find it, study and understand it, can diminish its value.'

(Professor Edmond Locard)

Locard's Forensic Exchange Principle – *Revised*

'Wherever you step, whatever you touch, whatever you leave, even unconsciously, will serve as an open witness for you. Not only your fingerprints or your footprints, the calm your presence brings, the innovation you demonstrate, the complex analysis you perform, the clarity with which you convey a new IRS regulation, the new employee you motivate, the janitor whose presence you recognize, the ethical standards you hold in the face of pressure, the, the patient you heal, the patience you demonstrate, the part you play on your management team. All of these and more, bear loud witness of your Unique Design. This is Evidence that does not forget. It is not confused by the excitement of the moment. It is not absent because human witnesses are. It is factual Evidence. Physical, Intellectual, Social, Emotional, Spiritual/Motive Evidence cannot be wrong, it cannot perjure itself, it cannot be wholly absent. Only your failure to find it, study and understand it, can diminish its value to discovering your Purpose in Life.'

(Mark R. Demos – L.S.I. Creator)

Definition of Assets/Strengths

ev-i-dence

- a: an outward sign: [indication](#) b: something that furnishes proof: [testimony](#) ; specifically: something legally submitted to a tribunal to ascertain the truth of a matter. - Merriam-Webster (online)
- LSI Evidence Definition – anything collected in a Life Scene that could possibly link a person to their Unique Design.

Definitions of Assets

Capacity

- The ability to perform or produce.
- The inherent potential of a Strengths or ability.
- The maximum production possible.

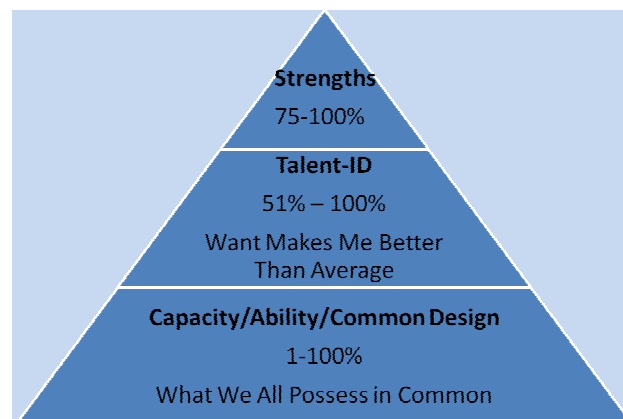
Talent*

- Talent is any recurring pattern of feeling, thought or behavior that can be productively applied.
- A special natural ability or aptitude
- *A Talent can become a Strengths through knowledge and skill

Strength

- An exceptional capacity that defines an individual's Unique Purpose
- Creates Passion and fuels exceptional Performance.
- *Consistent, near perfect Performance in an activity*Definition from Clifton and Buckingham 'Now Discover Your Strengths'.

Strengths Defined



Discovery of Assets

10 Evidence Discovery Questions – DQ's

- **DQ 1 Exceptionality Top 25% or Better** What have you done that is Exceptional? Exceptional means above or better than average, or clearly superior. When you look at the definition of a *'Strength'*, could your Evidence be judged in at least the **top 25%** of all other participants? What awards have you won? What superior grades have you been given? What speeds, measurements, weights, awards have you achieved that are better than the vast majority of your peers?
- **DQ 2 Flow In The Zone** Where have you experienced *'Flow'*, being *'In the Zone'* or *'Etat de Grace'*. (State of Grace) You have experienced *'Flow'* at different times in your life and will likely recognize its characteristics: You felt particularly: (1) strong, alert, (2) in effortless control, (3) a sense that you were performing at the peak of ability, (4) the sense of time and emotional problems seemed to disappear, (5) there was a sense that you were living what you were Designed to live.
- **DQ 3 Preserved** When we live and use our Strengths, there is Evidence that lasts. Strengths make their mark and leave a deep imprint. What have you done that has made a difference and a lasting imprint?
- **DQ 4 Easily Repeated** What have you done that is exceptional that has been repeated consistently with the same or better results? Is there a history of repeated actions? What have you done that is just Natural to you?
- **DQ 5 Peer Witnesses** What have you done that has been witnessed and recognized as exceptional by your peers, friends, work associates, team mates, etc? Our peers are important in the recognition of exceptional ability. They see us on a regular basis and are able to see us perform over the long term, in a variety of situations, close up and they can best evaluate if we are better than they are. Evidence based on peer review is essential.

Discovery of Assets

- **DQ 6 Expert Witnesses** What have you done that has been witnessed and recognized as exceptional by an Expert? Is there an *Expert Witness* in the *Field of Evidence* who stated your Evidence meets the standard of being Exceptional? Can you think of *'Experts'* who have made comments or statements about what you have done that made you come alive? Others heard them say you were exceptional and had a bright future. You still can quote verbatim what they said with a sense of pride.
- **DQ 7 Spontaneous Action** What have you done that you were just Exceptional at? Was the Evidence produced spontaneously or was it produced by instruction, direction or command? There are some things that are just natural.
- **DQ 8 My Choice My Time** What do you do on your own time when you are not required to? The choice of what we do with our spare time will show Evidence of our Strengths. When we are driven internally and wired with a Unique Strength we will find ourselves not just using spare time to play or do but we will *make time* to enjoy our Strengths.
- **DQ 9 Positive Emotion** What do you do that produces Positive Emotion? Experiencing the emotions of Thankfulness or Gratitude probably carry as much weight or more in terms of authenticating the reliability of a Strength as any other DQ. You cannot use or use a Strength without feeling or expressing a sense of Thankfulness or Positive Emotion.
- **DQ 10 Intuition Gut Sense** There are times in our lives when we just *'know'*. We have what is termed a *'Gut Sense'*. It is not scientifically verifiable or really repeatable but there are times when great discoveries have been made because an investigator followed their *'Gut Sense'*. They had an intuitive sense where to look for the Evidence or what the Evidence might feel or look like.

The Flow Formula

Has the Evidence ever resulted in an experience identified as 'Flow' or 'Being in The Zone?'

Definition: You have observed *Flow* at different times in your life and will recognize its characteristics: You felt particularly (1) strong, (2) alert, (3) in effortless control, and (4) a sense that you were performing at the peak of ability. Both (5) the sense of time and (6) emotional problems seemed to disappear. There was (7) a sense that you were living what you were designed to live.

HIGH CHALLENGE	LOW SKILL	ANXIETY
LOW CHALLENGE	HIGH SKILL	BOREDOM
HIGH CHALLENGE	HIGH SKILL	<i>FLOW</i>

A of A Application of Life Scene Investigation®



Who is the Pro Sports Club?

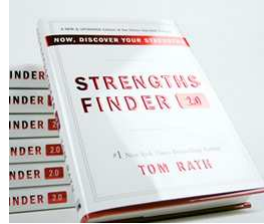
- Founder Dr Mark DiDomenico – Pioneer Coronary Bypass Surgery and 20/20 Lifestyles
- 35,000 Members – Microsoft, Biomedical
- More Billionaires, Millionaire any private club in the world

Evidence - Repeat and Delete

Santayana's Forensic Principle Revised

"Those who refuse to learn from history are doomed to repeat it." (AoD)

"Those who choose to learn from their successes, wise choices, engagement of their Strengths in Life, right attitudes and responses, are destined to repeat them." (AoA) Mark R Demos – L.S.I. Creator



When we Maximize Strengths...We Minimize Weaknesses

Evidence Based Goals

REPEAT – Perform an AoA (Analysis of Asset) on the past year. START WITH an Analysis of Asset!

- What is it that worked?
- What is it that grew?
- What had positive results?
- Where did we make gains?
- Whose decisions resulted in greater Strength being realized?
- Whatever it is that worked this past year needs to be identified, analyzed and then used to build a plan.
- The goal should be to REPEAT these great practices.
- Individual goals are crafted around specific elements of the successes of the past year.
- Building on success seems to be novel concept. It is the most logical sensible way I know.

Follow Through Articles

Asset/Strengths Based Articles from Gallup Management, Etc

“What Is the "Patient Experience"?
Hospitals are becoming increasingly frustrated and wasting money trying to hit the wrong target
<http://gmj.gallup.com/content/143258/Patient-Experience.aspx>

“The Five Essential Elements of Wellbeing”
What differentiates a thriving life from one spent suffering?
http://gmj.gallup.com/content/126884/Five-Essential-Elements-Wellbeing.aspx?utm_source=tagrss&utm_medium=rss&utm_campaign=syndication&utm_term=Wellbeing

- Gallup Management Journal
<http://gmj.gallup.com/home.aspx>
- Positive Psychology – University of Pennsylvania
www.authentichappiness.org
- Life Scene Investigation®
www.mylifescene.com

