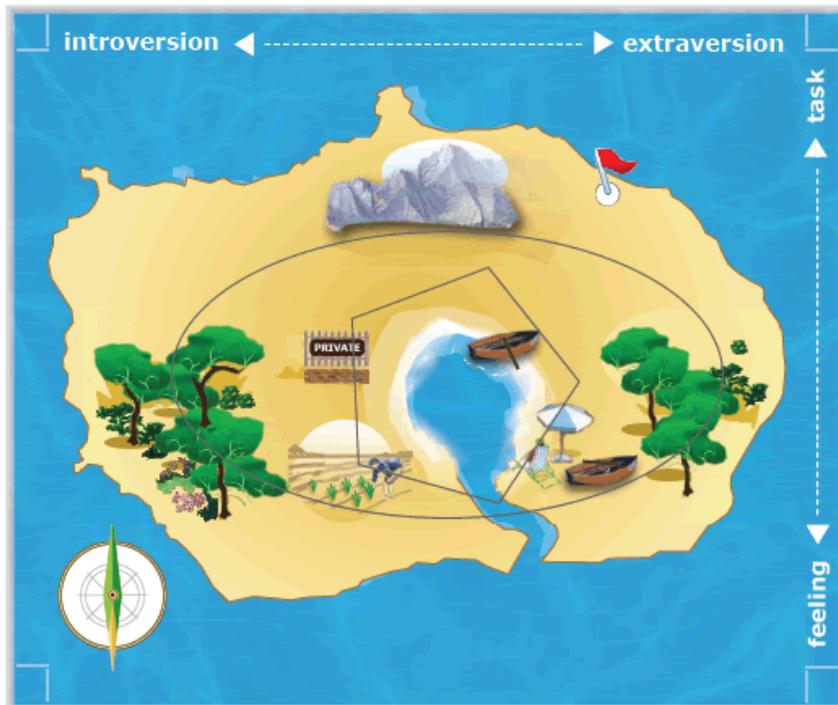




The PeopleMaps Map Explained





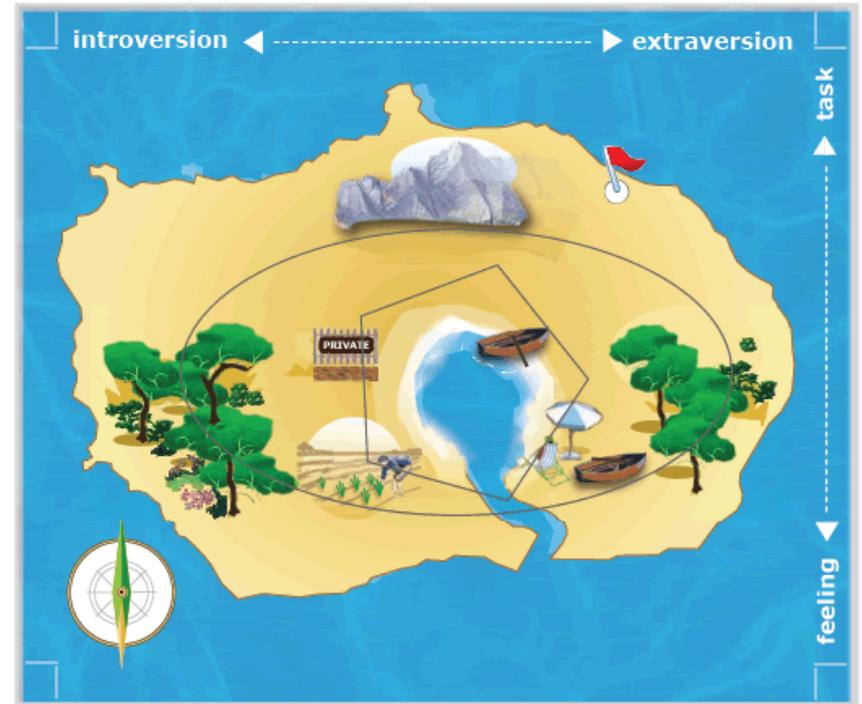
One of the most powerful tools provided by PeopleMaps Applications is the very user friendly PeopleMaps Map.

In this white paper I will explain how to use it and how not to use it.

Every personality is located on the Map. We created the Map as an alternative to using labels.

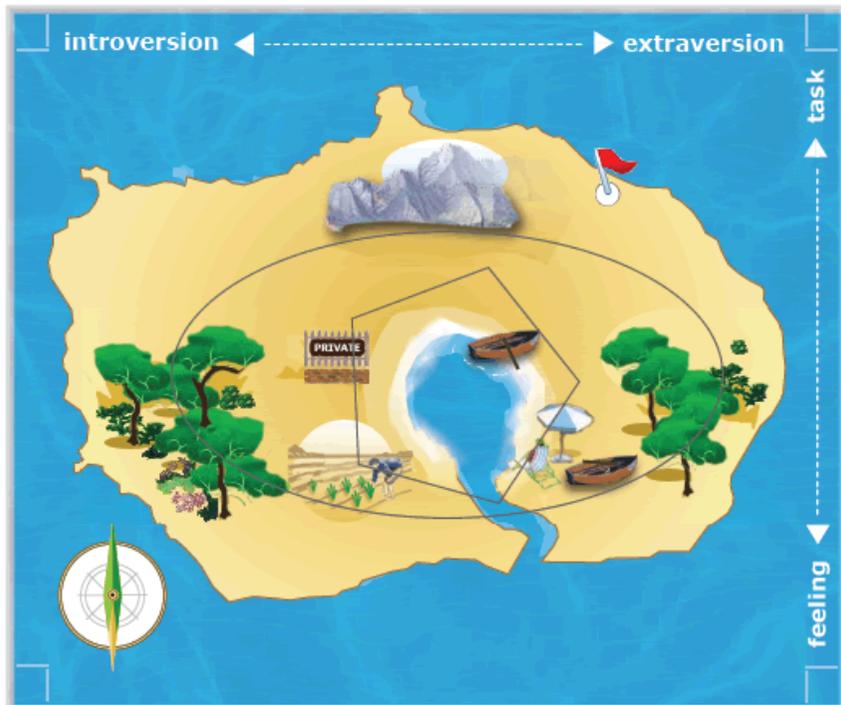
What's the problem with labels?

Well they oversimplify what is extremely complex - human personality. Now the reason we use profiling is to help us make sense of something complex. But labels mislead.



©2007 PeopleMaps Ltd

 = candidate located here

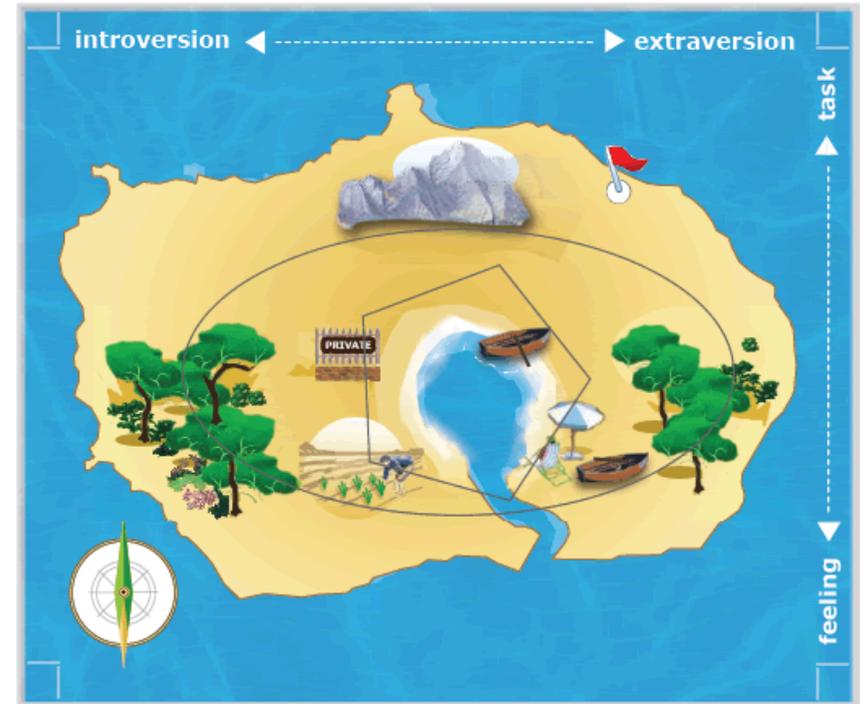


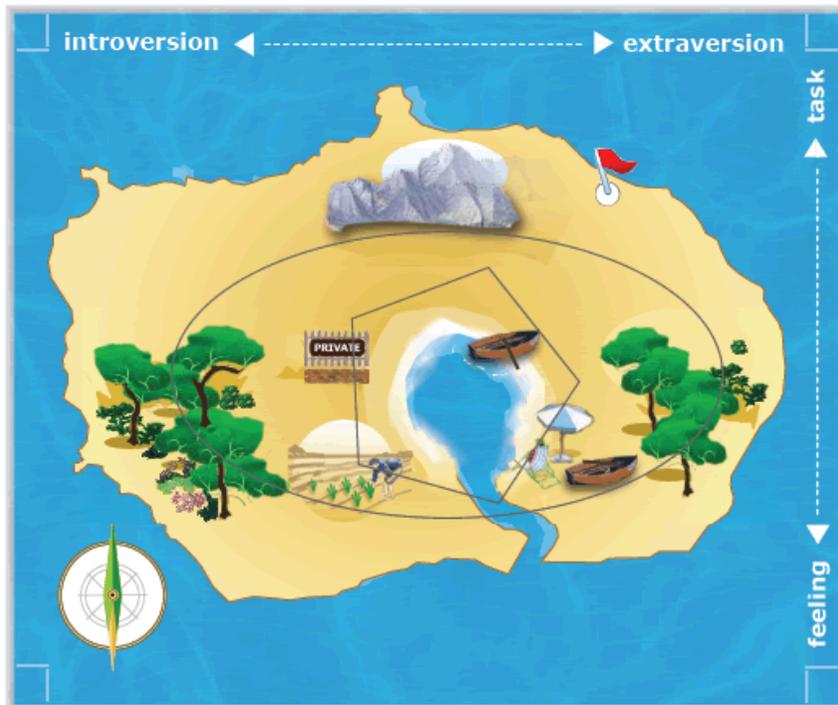
Can you be summarised down to a single word? Of course not.

So you must avoid reading too much into the Map and you should avoid using labels.

The text from the Library of topics explains who you are dealing with, without risk of a poor interpretation.

Once you have to rely upon an interpretation of the Map (or any other label) you introduce human error and then the system is only as good as the person using it.





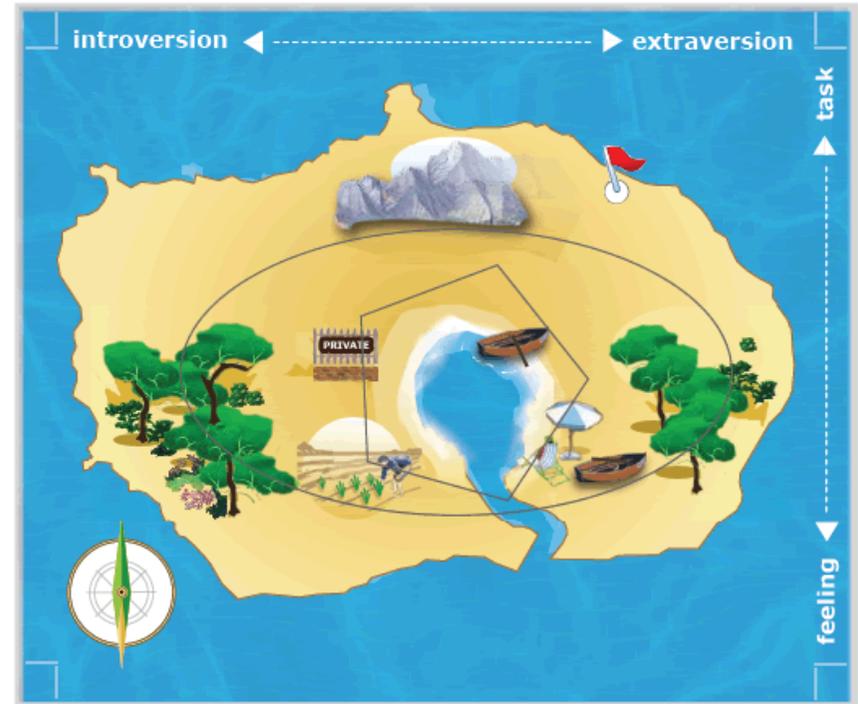
PeopleMaps writes in plain text, clearly explaining the personality, so there is no room for interpretation.

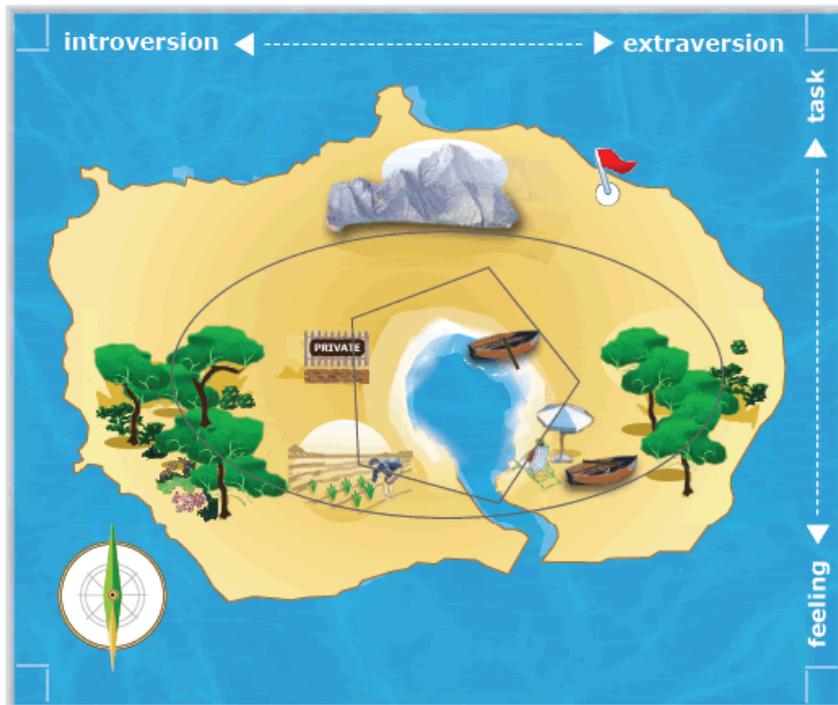
This means anyone can use the system reliably without training.

How is the Map constructed?

Human personality is a mix of four psyche energies as per the research of Carl Jung.

Everyone contains all four energies but in different proportions.



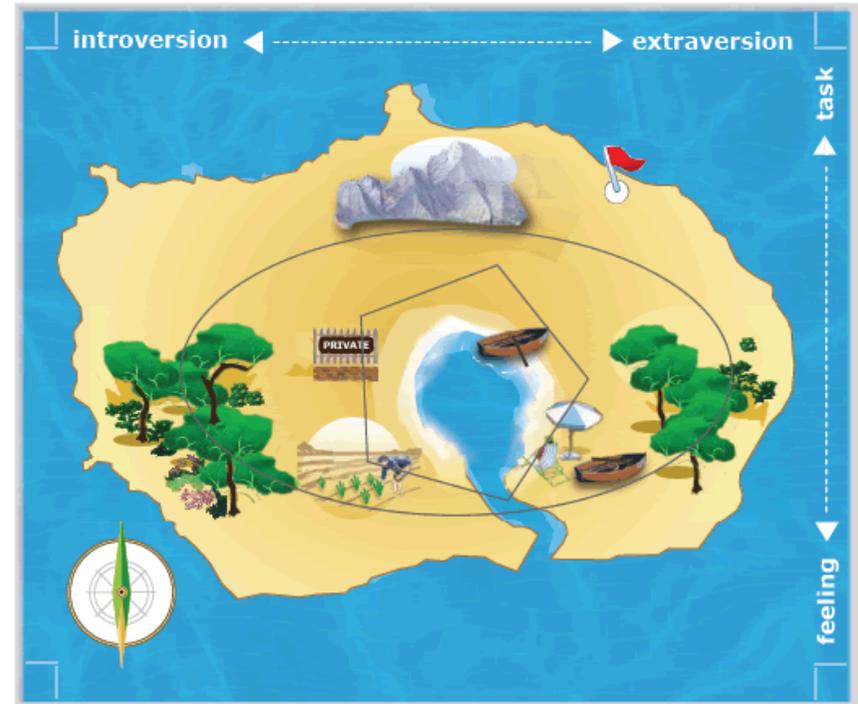


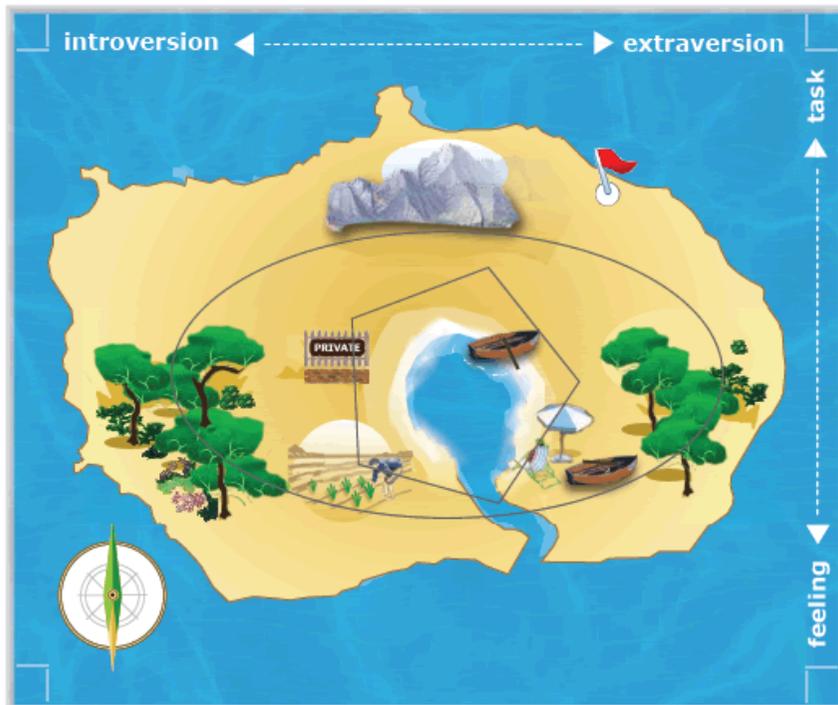
Someone with a lot of Extraversion and Task is located in the NE as shown by the red flag.

Someone with Extraversion and Feeling is likely to be found in the SE of the Map.

Introversion with Task in the
NW

and Introversion with Feeling
is found in the SW.



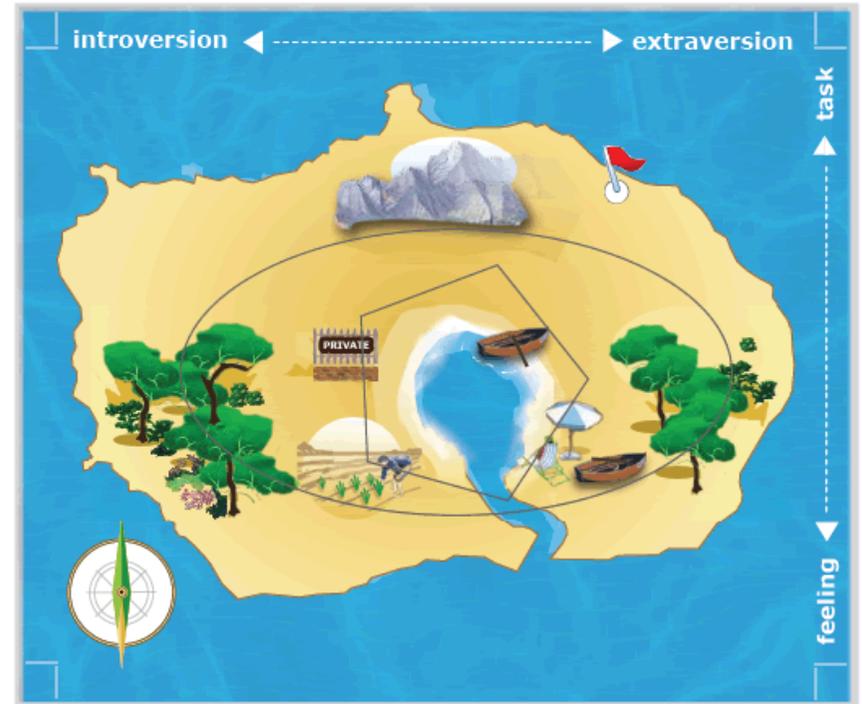


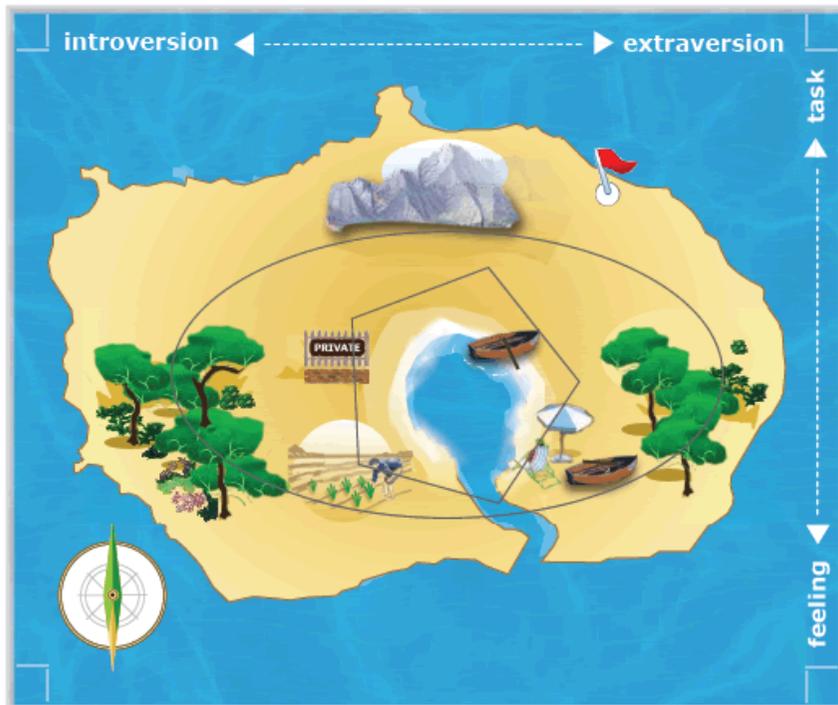
Having said all that two people in the NE can be very different from each other.

They may share a lot of things in common but they couldn't be regarded as identical - far from it.

One of the challenges you face is your interpretation of the words Extraversion and Introversion.

Everyone has their own interpretation of these words. Some people believe Extraversion is better than Introversion and some people prefer introverts to extraverts.



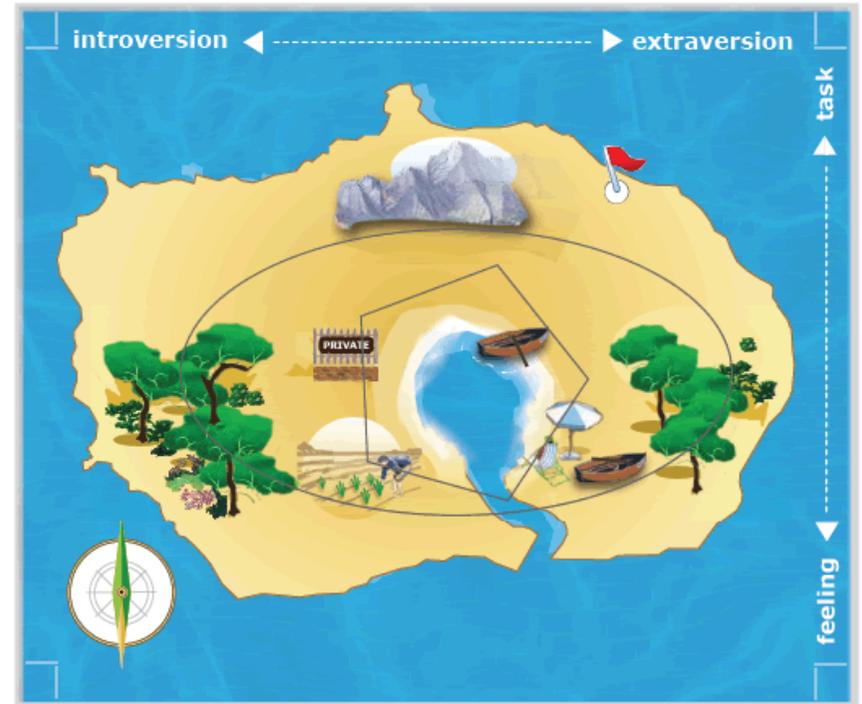


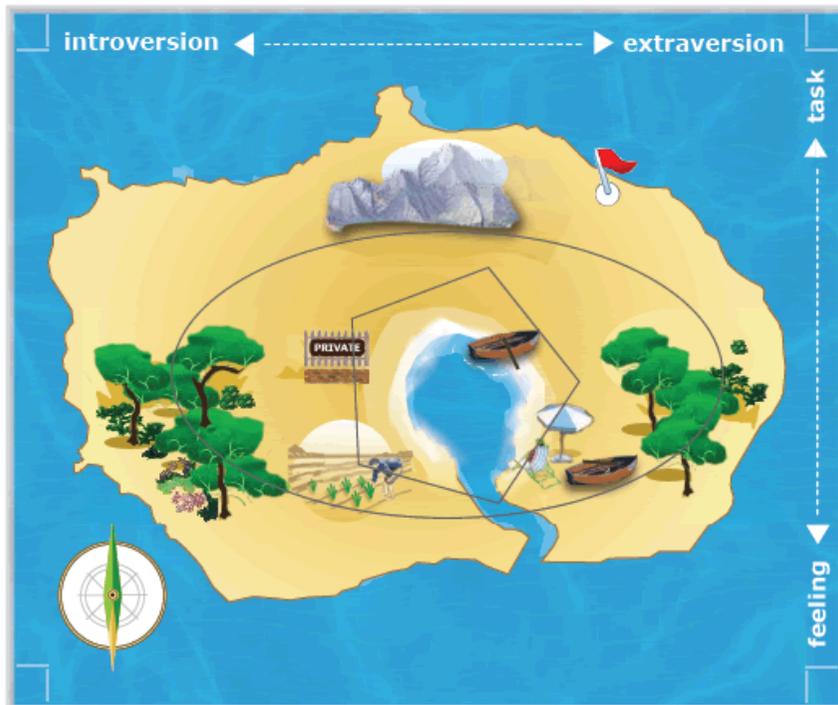
In truth there is nothing either good or bad about either. It's purely our interpretation and how we have "loaded" these two words over our lifetime of experience.

It is very difficult to use either of these words objectively any more. This is why you must read the text.

The closer the flag is to the coast the more extreme the personality type.

This is not a bad thing, it's purely that whatever personality traits they have are more amplified than people further from the coast.





How make best use of the PeopleMaps Map

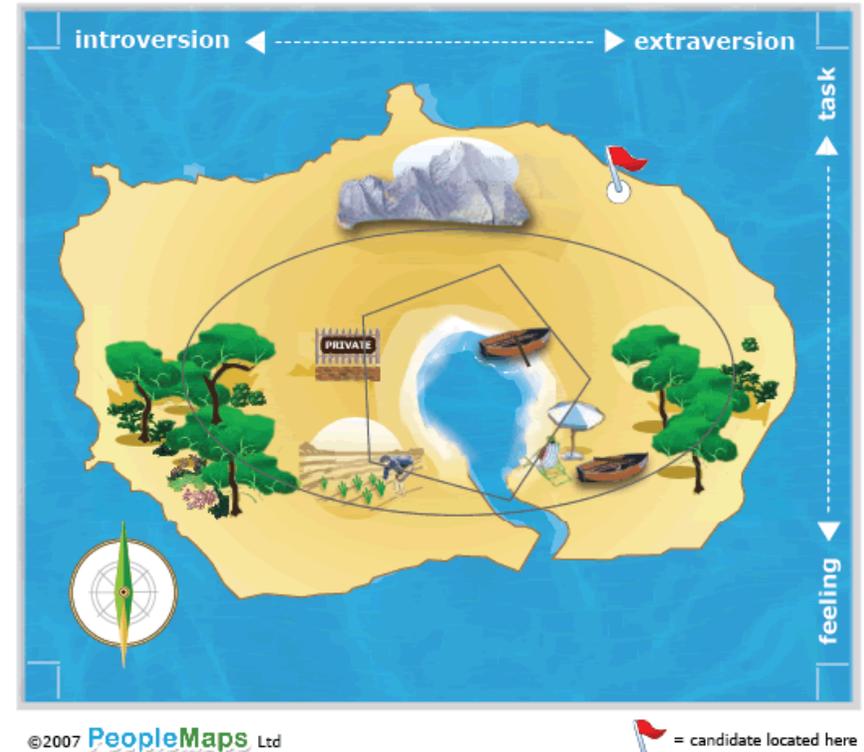
Use the Maps as a communication device. It lets you talk to colleagues and compare one individual with another.

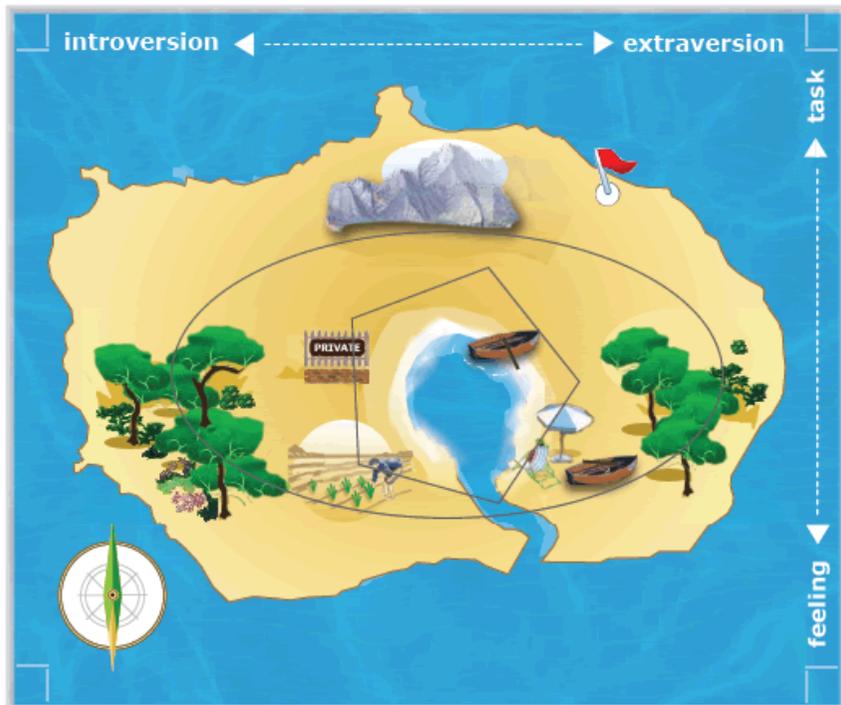
Don't try and read too much into it. Use the text.

Personality Benchmarking

Another powerful way to use the Map is when you use the Personality Benchmarking Tool.

This tool will show you the ideal personality type for each job role you have.





So if your personality benchmark is in the NE then you should give priority to candidates in the NE, as they are most likely to be a natural fit for the job role.

The Personality Map makes this easy to see at a glance. You will still need to read the text as there are many different personality types, even in the NE but it will be a close fit.

So that the PeopleMaps Map explained. It's powerful but not the whole picture. Never use it in isolation from the Text topics in the library.

The Map is a blunt instrument to let you communicate. When used with benchmarking and the text topics, it is extremely useful.

