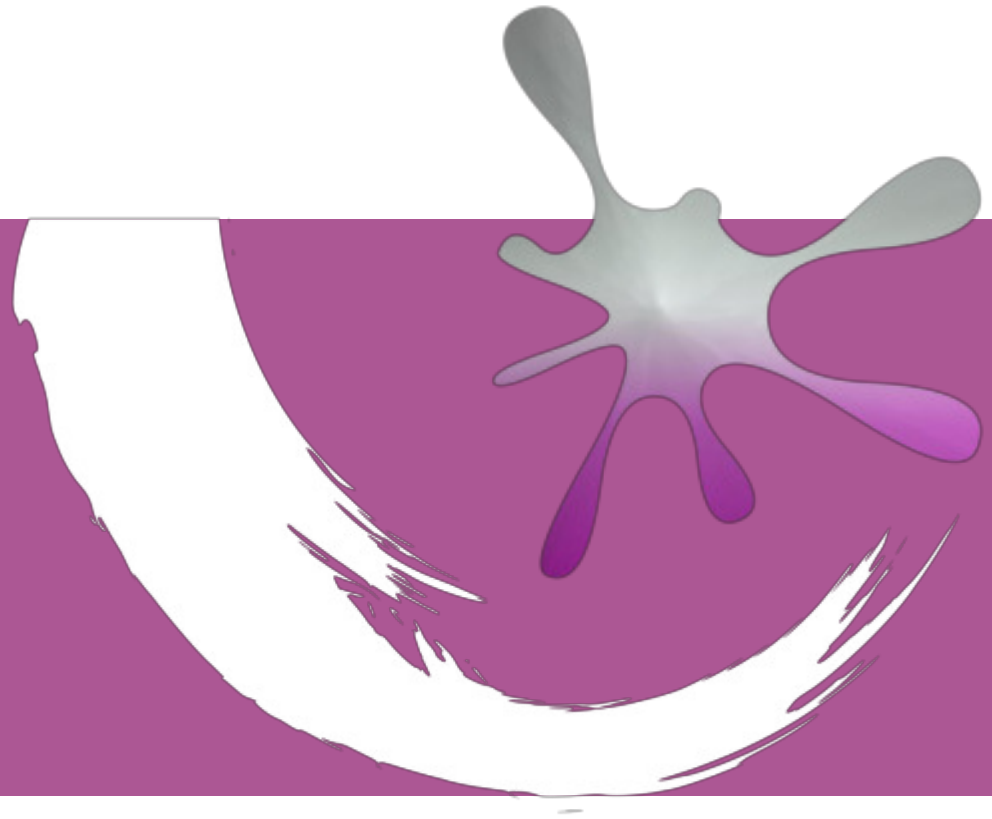


Lumina Emotion

“Taking Meaningful Action”



Helps organizations
transform their
performance by
transforming their people



Global talent development organization with offices
and strategic alliances in over 40 countries

Lumina materials: 24 languages

2500+ Practitioners

sparkemotionsalesleaderculturetalent

Lumina Solutions have been developed using...

Cloud based technology from the start

A vision to provide digital solutions for a digital age

A desire to put the learner at the center of all developments

Customizable reports, workbooks, apps and online accounts

Effective and meaningful info graphics



Lumina Solutions Utilized for....

Talent Development

Talent Acquisition and Recruitment

Leadership Development

Team Development



Lumina Emotion examines ...

We say...emotional intelligence is the ability to effectively manage our personality and emotions in an agile way

... our ability to understand emotions in self and others, and to process and adapt our emotions to guide effective thinking and meaningful behaviour



Lumina Emotion Applies ...

Lumina applies this perspective to the traditional perception of Emotional Intelligence and creates a new model called Lumina Emotion.

Traditional models typically see emotional intelligence as static, and defined by 'positive' qualities.



Emotional Agility

Lumina Emotion focuses on our *agility* in understanding, adapting and managing our emotions day to day in order to guide effective thinking and meaningful behavior. This means that we need to:

- Understand our emotions.... notice our emotions - pay attention to our emotions
- Adapt our behavior... notice and pay attention to other people's emotions
 - tune up and down our own behaviors to better connect with others
- Manage our emotions... process our emotions - flex our emotional response to suit the given context
- Take meaningful action... channel our behavior towards our goals and values
 - continue to practice the 4 Agilities



4 Agilities



Taking Meaningful Action

- directing our behaviour towards our goals and values

Managing Emotions

- managing our emotional and behavioural responses
- adapting our emotional response to suit the given context

Being Aware of Others

- noticing and paying attention to other people's emotions
- tuning up and down our own behaviours to build rapport

Being Self-Aware

- conscious of our natural preferences, behaviours & reactions under pressure
 - aware of our emotional qualities & emotional reactors
 - noticing our feelings and 'self-talk'

How Lumina Emotion was developed

- Instead of forcing a distinction between EI and personality, we wanted to integrate them - **looking at EI through the lens of the Big Five.**
- Traditional models of EI questionnaire generally reflect sub-sets of traits, often:
 - **Extraversion +**
 - **Neuroticism -**
 - Agreeableness + (People Focused)
 - Conscientiousness + (Discipline Driven)
 - Open to Experience + (Big Picture Thinking)
- We examined all of the models of EI, seeing what areas were already aligned to the Big Five and ‘filled the gaps’ to make a model that is
 - Complete & balanced
 - Humanistic
 - More predictive of performance at work



How Lumina Emotion is different

- Refuting the traditional and somewhat polarised view that
 - our “Personality” is something which we cannot change
 - whereas our “Emotional Intelligence” is a learnable skill unrelated to personality
- Suggesting that
 - there is a strong overlap between the constructs measured in traditional “Emotional Intelligence” tests and traditional “Personality Trait” tests
- Embracing Viktor Frankl’s idea of choosing our response in any given situation
 - consciously managing our personality, dependant on the context
 - Creating a meaningful life by conscious action



Measuring Big 4 OCEA 'Both Ends' & Incorporating Type Theory

Big Picture Thinking

Radical
Conceptual
Imaginative
Introspective

Openness to Experience
Intuition or Sensing

Down to Earth

Cautious
Practical
Evidence Based
Grounded

Discipline Driven

Purposeful
Structured
Reliable
Focuses Feelings

Conscientiousness
Judging or Perceiving

Inspiration Driven

Adaptable
Flexible
Spontaneous
Follows Feelings

Extraverted

Demonstrative
Takes Charge
Sociable
Expresses Emotions

Extraversion
Extraversion or Introversion

Introverted

Measured
Intimate
Observing
Contains Emotions

People Focused

Accommodating
Collaborative
Empathetic
Regard for Others

Agreeableness
Feeling or Thinking

Outcome Focused

Tough
Competitive
Logical
Independent of Others

Emotional (Risk) Reactors

Impassioned
Vigilant
Responsive
Modest

Neuroticism

Emotional (Reward) Reactors

Even-Tempered
Optimistic
Resilient
Confident



Big 5 is the Foundation of Lumina's Instruments

BIG FIVE

Focus on Personality
Personal Style



24 spark
qualities

Focus on Sales
Sales Style



24 sales
qualities

Focus on Leadership
Leadership Style



16 leader
qualities

Focus on Emotions
Emotional Style



16
emotional
qualities



Lumina Emotion - Emotions through a Big 5 Lens

16 Emotional Qualities

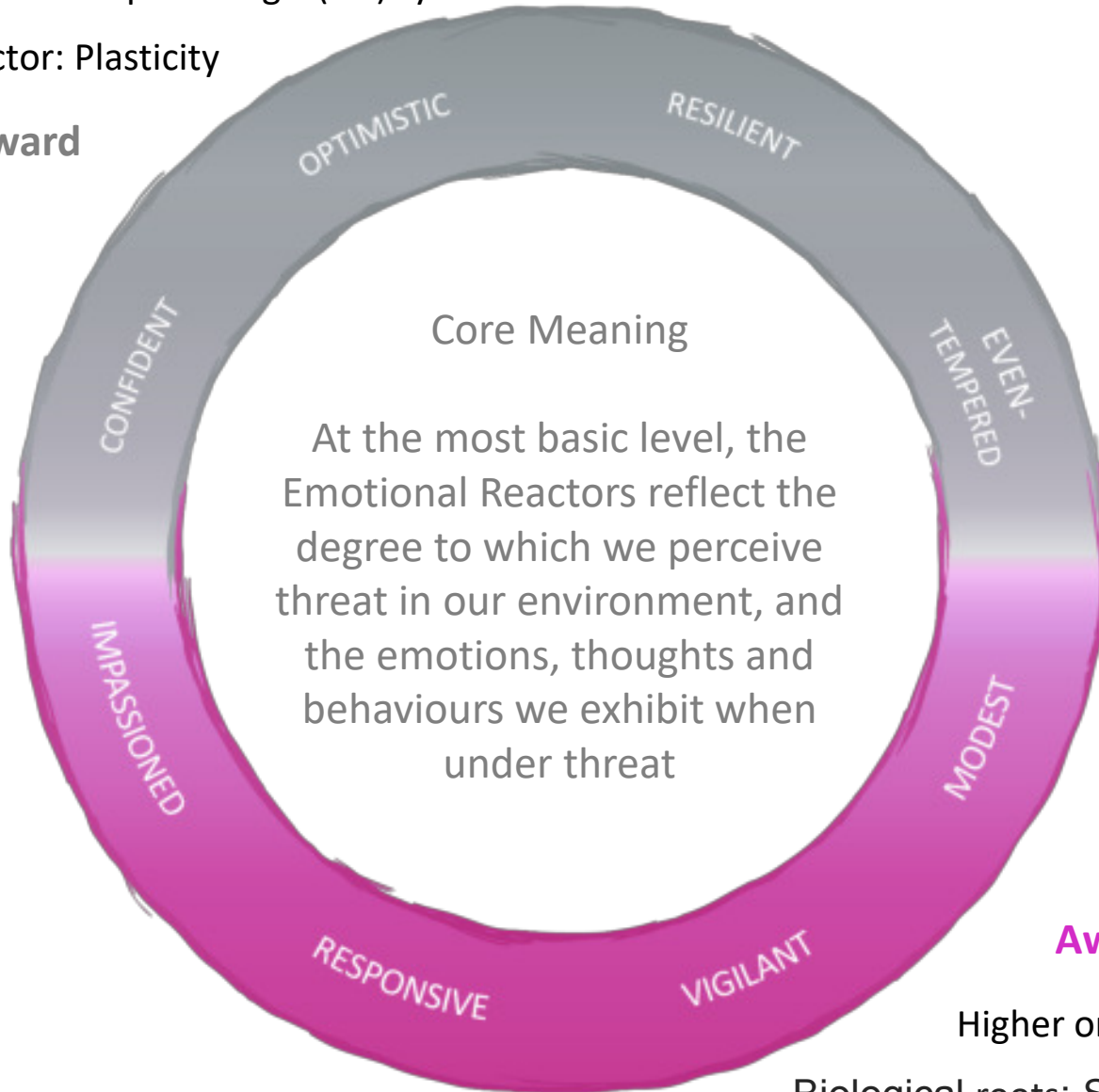


The Emotional Reactors Mandala

Biological Roots: central dopaminergic (DA) system

Higher Order Factor: Plasticity

Towards Reward



Away from threat

Higher order factor: Stability

Biological roots: Serotonergic system

For more information on Lumina Learning Solutions

Thanks

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