

TetraMap Instrument

Instrument Data

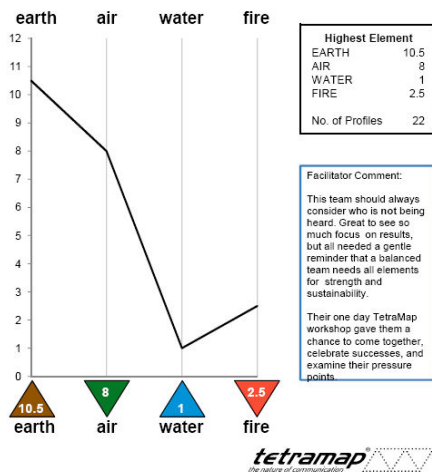
Data is collected globally from individuals and organisations using TetraMap (to date, over 23,000 individuals worldwide). We are able to look at the changes of behavioural preferences as well as trends across organisational roles and industry sectors.

One finding through TetraMap instrument data is that industry sectors or roles are not predominantly one element over another. The implications are that regardless of sector or role, individuals and teams need better strategies and skills for interdisciplinary cooperation and communication. TetraMap enables this by being an easy-to-understand tool that can be applied minutes after the 'ahas' that come with experiencing... and subsequently valuing the diversity of Elemental strengths in those around them.

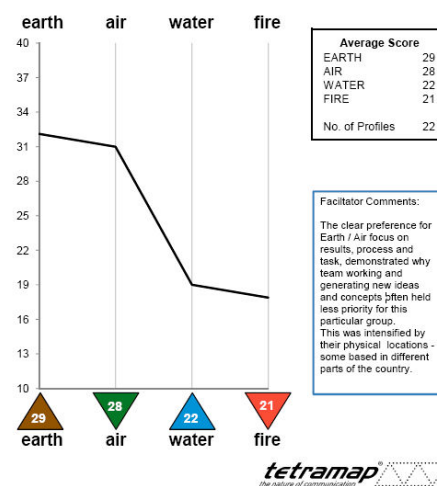
The completion of the short instrument and debriefing the results with a facilitator finds most learners intuitively 'getting it' and fascinated with not so much the "ahas" as the "duhs" of "of course!...NOW I understand why..."

Instrument data collection continues, however the most important data collected is the simple graph the learner creates after completing the instrument. This he/she keeps, compares with others to begin a journey of discovery about self, others and what one can do and say to improve lives.

Company Team Profile



Company Team Profile



Logical Integrity

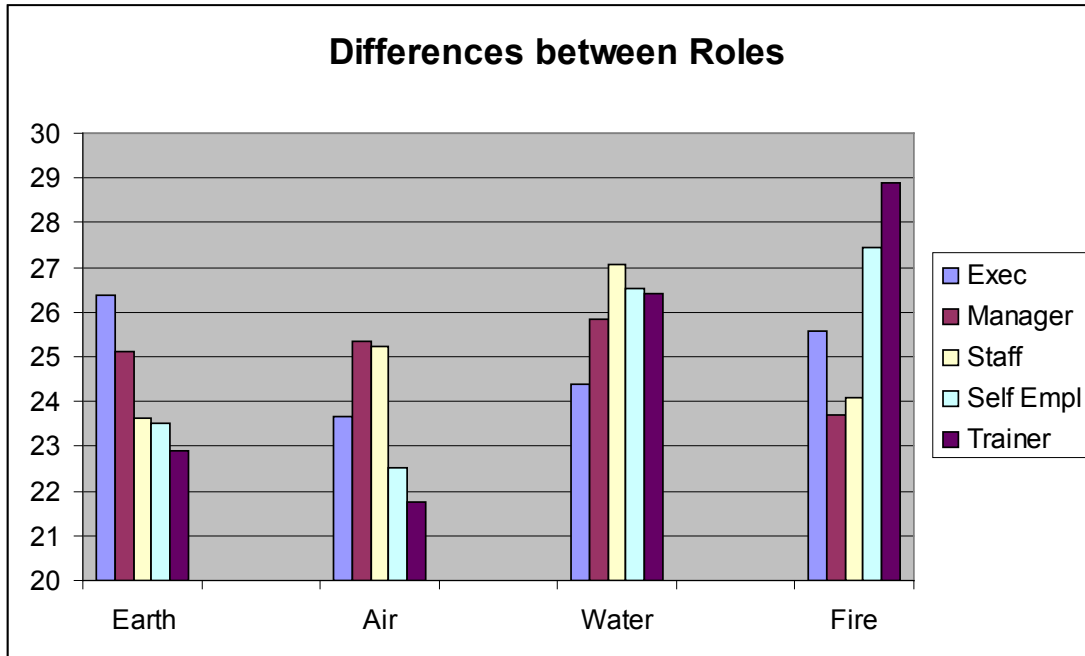
The questionnaire was originally created by looking at questions from other models and then making the logical distinctions between each of the four alternatives MORE evident. This is a very different approach to other questionnaires that make the logic LESS evident so that people cannot easily fake their answers.

There is a simple, logical integrity to the model that makes it easy to remember.

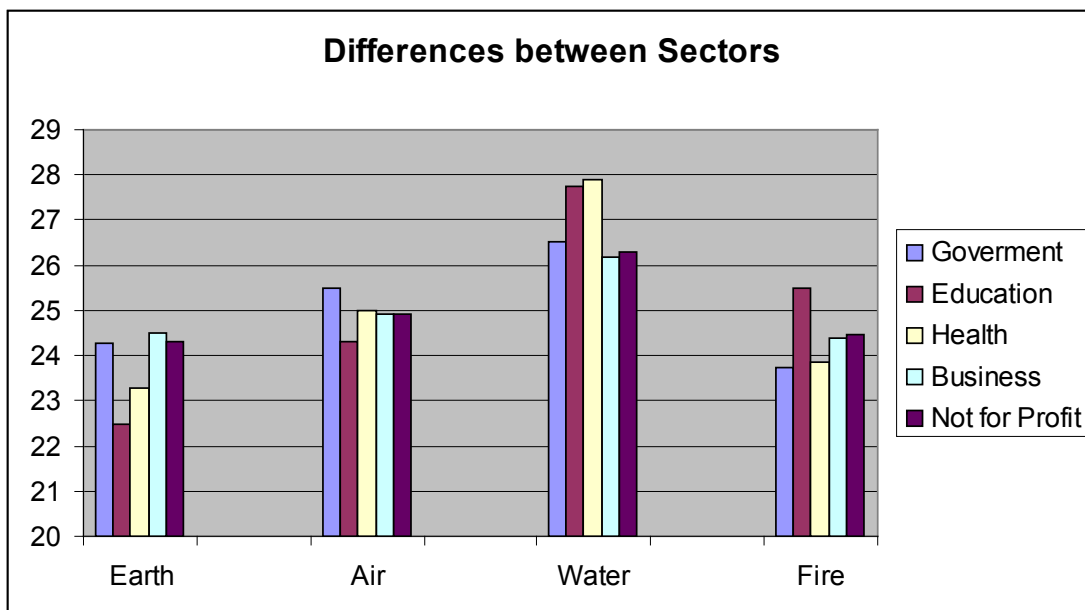
Numbers

How can only 10 questions distinguish the Elements?

63,403,380,965,376 is the number of different ways the 10 questions can be answered (factorial 4 to the power of 10; more than sixty three trillion; nearly ten thousand times the world population!) 23,000+ questionnaires have been recorded in a central database. Madelize Bekker, MD EduMaxi, was given raw data from 10,000+ recorded instrument/surveys in 2008 and created the two graphs below:



- ▶ Trainers and Self employed high in Fire compared to air; also high in Water
- ▶ Staff high in water
- ▶ Managers high in Earth compared to Water



- ▶ All sectors high in Water with Education and Health very high in water
- ▶ Education very low in Earth

Metaphor and Value

TetraMap is a metaphor of Nature; seldom is the validity of Nature questioned. Both Nature and TetraMap have *face-value* validity, which is based on evidence that it works.

All four elements are important and inter-dependent. This is evident in Nature and reminds us of the same principle for individuals, teams and organisations.

TetraMap descriptors are better accepted and remembered by subjects compared to DISC (especially for Water Elements), primarily because of positive connotations inherent in the vocabulary used to explain TetraMap and Elemental diversity.

Seldom, if ever, are people adverse to completing the questionnaire again and again... even within a few days if the focus, situation or team is different. This reflects the user-friendliness of the model, the validity and perceived value. Even though it appears to be a fairly simple instrument, it is amazingly accurate. Also, in TetraMap you have a model that is kinaesthetic (the use of the tetrahedron), visually elegant, enjoyable to learn and a framework to see and experience the world as Nature does - holistically.

The learning journey continues

TetraMap International continues to collect and enter the data and are working with facilitators, educators and academics to:

- ▶ use collected data to debrief client team/organisational alignment and ramifications.
- ▶ extract data relating specifically to MBTI, DISC and Belbin scores to examine possible overlays, links.
- ▶ review and consider implications regarding role, industry sectors, sex, generational and cultural diversity.