

User Observations on the Applications and Usefulness of TetraMap

Centre for Leadership Development, Singapore Armed Forces describes TetraMap as an "Approach" and tool for Team Learning:

Yeo Yee Leng Wendy, Psychologist, CLD

A. The properties of the "Tetrahedron" (i.e. 3-D manifestation of the TetraMap) can be seamlessly transposed to that of learning teams.

- (1) Tetrahedron has no opposite faces. No team member works against another.
- (2) Each face touches in a Tetrahedron. Interconnectedness is a given in teams, the fundamental learning units in organisations.
- (3) Sides of a Tetrahedron are inter-dependent to derive stability and synergy. Inter-dependence amongst team members maximises strengths, balances out areas for improvement to achieve team stability and synergy

Similar metaphoric contextualization can be done for other contexts, eg. communication, family dynamics, workplace relationships etc. The "Tetrahedron" itself is a universal language.

B. The TetraMap is an efficient mental model for mass application across various population and genres, given its intuitive reference to nature elements.

Current times call for high efficiency in response to volatile environment. As such, traditional learning models / approaches which presuppose time resource may no longer be relevant. What TetraMap has to offer is a common language that can be easily-grasped, to heighten self and other awareness and individual value-add in specific contexts for expediency.

C. The TetraMap recognises individuals' tendency and ability to adapt to different situational needs and demonstrate corresponding elemental qualities.

This differentiates the TetraMap from most other psychometric instruments which focuses on leveraging on individual preferences and investing developmental efforts to hone the less preferred behavioural repertoire. (In fact the MBTI postulates how individuals gradually develop across their lifespan and probably only arrive at being competent across the dimensions when we are at our deathbeds.) TetraMap, from my perspective, acknowledges upfront our inherent ability and motivation to transit across elements.

Such emphasis on "Style Flexibility" is encouraging the "psychology" of learning and development. TetraMap, as an approach and tool, is highly congruent with concepts in Organisational Learning. Through engendering an appreciation of interdependence and synergy in teamwork and providing an intuitive, easy-to-grasp model and 'language' for open and generative communication of diverse mental models, the TetraMap will accelerate team learning to facilitate personal mastery and achievement of shared vision.

TetraMap's advantage, as described above, renders it as an optimal option for building and sustaining Team Learning skills in a time-budgeted, team-based context where ease of proliferation, efficiency and potential for sustainability are primary considerations.

Estée Lauder, HR Manager

Sandra Lyon

“Estée Lauder has worked with TetraMap in New Zealand for almost two years. Over that time TetraMap has become part of our company language and has provided an accessible framework that all our employees can relate to. We’ve been able to adapt the framework to a wide variety of uses including induction, team relationships, our in-house leadership programme and strategic planning. It has also helped our front line staff in understanding the best way to work with our customers and store representatives.”

Air New Zealand, Airline Training, Educational Programmes Manager

Hazel Shuttleworth

“TetraMap has provided the team with a much greater understanding of who we are as individuals and why we do the things we do, the way we do. This personal knowledge in the context of the team environment is invaluable - we have a very positive new language that we all understand that we can work with! The success of our session has already translated back to the office - we are more united as a team and re-energised to achieving our shared goals!”

North Shore City Council, NZ, Manager

Tania Halpin

“I used TetraMap as a framework to explore behaviour, preferences, and differences in communication styles. The first workshop changed behaviour, and broke down silos. The second, (6 months later) sustained these changes, and identified new ways to continue improving team performance and morale. A staff survey was conducted immediately after both workshops. The survey showed a positive shift in all 7 areas [of teamwork], with an impressive 31% improvement in morale... We have noticed changes in attitudes, morale, team unity and have better tools to deal with the daily stress of our busy working lives.”

Recreation Wellington, Wellington City Council, NZ, Manager

Jamie Delich

“The level of engagement was so high initially that it was very easy for us carry on. We have quarterly meetings and often use the framework that TetraMap provided us with to brainstorm new projects or challenges. ‘TetraMapping’ has become second nature to many of the management team, and as new people join, we teach them about it too. The Four Elements are a fun and less threatening way of identifying individuals’ styles and behaviour, helping us to put effective teams together...I can honestly say the return on investment for my unit has been superb.”

*Blue Sky Consulting, UK Principal Consultant,
Clare Mitchell*

TetraMap is an insightful, simple and cost effective tool which adds a huge amount of value to any training programme. It acts as a hook, from which to hang management training, leadership training, sales training and customer service training. Unlike other psychometric tools I have used it is very quick to complete and quick to understand. In any training evaluation forms almost all delegates mention TetraMap as the most useful and interesting part of the workshop.

TetraMap UK

Anne Clews, Director, TetraMap Master Facilitator

TetraMap is based on researched work and direct experience. It does not purport to being scientifically proven but more intuitive. TetraMap uses nature as a metaphor; Earth, Air, Water & Fire are used to define the different preferences and the lessons we learn from nature about synergy, inter-dependence and sustainability, can be applied at all levels within organisations.

The metaphor of nature is easily understood and the elements provide us with a simple language which can be naturally embedded in to the culture of any team and organisation. The unfolded TetraMap demonstrates how nature works inter-dependently and the positioning of the elements helps us to understand our natural preferences from a different perspective: Left/right brained, conceptual/practical and internal/external focus.

When folded in to the Tetrahedron we have a visual reminder of equality, synergy and inter-dependence.

The success of TetraMap speaks for itself. When people complete the process they immediately see the 4 different perspectives and are inspired to explore the model further. The case studies collated demonstrate how TetraMap has been applied and "tested" across a wide range of organisations world wide and the positive feedback tells us intuitively, that it works.

EQDI (EQ Dynamics International), Germany

Norbert Grillitsch Facilitator, Presenter (Italy) Germany

TetraMap is based on Nature and Nature's elements as a metaphor. Nature shows us how these four basic elements work synergistically together- the metaphor shows us how life would not be possible without any of the elements. The metaphor reduces complexity, makes us recognize easily, patterns of behaviour into elements that we can understand. And the metaphor is an important cross-cultural, cross-intelligent instrument to reach people, independently of where they come from (class, nation, culture).

TetraMap is therefore able to address people in an intuitive and emotional way. It can give you a direction to go on with your own ideas, and leaves space for your own creativity and fantasy without strict limitations.

GSI, Poland

Zbigniew Grodzki, Managing Director

After 1300 questionnaires made globally and over 2000 in Poland on Polish participants from leading banks, I feel confident to explain that results are valid and measurable. The TetraMap tool is intuitive-based not psychometric, and is used by us as very cost effective and easy for participants to use with big groups as alternative to 2 other psychometrics, validated globally and in Poland. These tools cannot compete with TetraMap from ROI and accelerated learning content perspective.