

ASSOCIATE TIPS

Celebrating Colours for the Year

By Colin Yeow, Master Associate and Deputy CEO of Emergenetics

As we wind down the year, we would like to take a semi-serious look at some of the highlights of 2016 from the perspective of our theme for this year's Emergenetics Asia Pacific Associate Awards!

Here are another seven *colour-ful* tips to celebrate a fulfilling year and to prepare ourselves for an even more awesome 2017! Don't get too *tip-sy* reading them!

C IS FOR CULTURE



Culture has been one of Emergenetics' big words for the year – many of our associates and customers have begun using Emergenetics to not just enhance communication or to connect, but to go much deeper – taking steps towards building culture. We're placing our bets that 2017 will be even bigger for this important C!

Tip: Don't just use one approach for millennials in general – get to know them as individuals and appeal in a customised way.

O IS FOR ORGANISATIONS



Most of our work is still done with organisations, big and small, and there's no better place for Emergenetics to flourish! The [Emergenetics+ mobile app](#) has been a key component of our work with organisations, so do download and install it if you haven't already done so! It would be even bigger next year!

Emergenetics has a variety of resources that you can learn from, including the Emergenetics+ app. Use some downtime to refresh your learning and knowledge of Emergenetics and its range of resources.

L IS FOR LANGUAGE



In our April edition of InterWEave, we discussed using [Emergenetics for Transformation](#). We spoke about how a clear sign of Emergenetics having a lasting impact is when Emergenetics becomes a language – people are comfortable with their profiles and use it to align with each other and their organisation!

Tip: Refresh your knowledge and understanding of the Emergenetics language. Remember the dos and do-nots of addressing the different attributes.

O IS FOR ONBOARDING



2016 will be remembered as the year we (re)launched the Emergenetics Selection Programme (ESP) in Asia Pacific. We ran a total of 3 Certifications with one of the biggest realisations from these workshops being how the Emergenetics Profile and ESP really comes together during an onboarding process – both for individuals and teams. Here's to more onboarding work in 2017!

Tip: If you are interested to learn more and be certified in ESP, be sure to make time next year to attend the ESP Certification!



U IS FOR UNLEARNING

Undoubtedly, one of the things that have stuck in many an associate's mind is Alvin Toffler's quote about "Learn, Unlearn, Relearn". As we grow as a community of practitioners and a family supporting each other, one of the key things we have to do is to constantly unlearn and relearn in order to keep learning. New activities, stories, examples and approaches keep evolving with much more to come next year!

Tip: Is there a particular skill you would like to learn? Use the *WEapproach* to help you reach your goal in gaining the new skill.



R IS FOR RESONANCE

Besides Culture, another interesting area of work we would like to explore further with Emergenetics in 2017 will be surrounding Resonance. The idea is that how well you know yourself (authenticity), how you project yourself and show up in the world (congruence), and how you align to your intention or audience (alignment) directly impacts how you are received by the world (resonance). Fascinating stuff!

Tip: How do you reach congruency through mindfulness? Read this [article](#) before you start the new year!



S IS FOR STRATEGIES

It boils down to this doesn't it? Awareness, communication, people and organisation development are all wonderful areas of work but they are of no use if we don't talk about strategies. Personal and Team strategies are what make Emergenetics tick. We call this Emergineering - using Emergenetics in all parts of an organisation. It starts with ME (self) and ends with WE (us). Look out for this in 2017!

Tip: What strategies do you have planned out to achieve your goals for the coming year? Be sure to pen them down and remember, WE is better than ME. Share with a friend for fresh perspectives and ideas!



If you would like to find out more about implementing any of these tips in a workshop or programme, please contact **Colin** at colin.yeow@emergenetics.com.