



## COUNCIL OF THE INSPECTORS GENERAL ON INTEGRITY AND EFFICIENCY

### Emergenetics – Meeting of the Minds

On Wednesday, February 8<sup>th</sup>, 2023, the CIGIE Fellows attended the Meeting of the Minds course created by Emergenetics to create awareness of how individual strengths and talents of yourself and others impact the workforce. The course explained how using the knowledge of our own and others' Emergenetics profile can enhance communication and collaboration. The class showed through research and studies how improving communication positively impacts workplace environment and productivity. Emergenetics combines the words emerge and genetics. It merges psychometric research, the "technique of mental measurements," and behavioral studies to create individual profiles like Myers Briggs and DISC in that it covers thinking types but is different in that the Emergenetics profile combines thinking and behaving.

#### Top takeaways/lessons learned of the Activity:

- 1. Miscommunication** can impact organizations negatively. Based upon the research provided, depending upon the size of a for profit organization, companies can lose from 450K annually to 62 billion annually due to miscommunication. If this fact is accurate, it is a single, motivating factor to improve communication in an organization, profit or nonprofit alike.
- 2. Appreciating Cognitive Diversity:** The workshop focused on appreciating every person's profile and the strength each profile can contribute to the organization. Emergenetics categorizes thinking in four ways: (1) Analytical, (2) Structural, (3) Social, and (4) Conceptual and behaving in three ways: (1) Expressiveness, (2) Assertiveness, and (3) Flexibility. Based on testing over 10,000 diverse groups of people, Emergenetics created 15 different profiles. During the workshop, the presenters discussed the strengths of the different profiles in our cohort and how to communicate with each other. The power of understanding others and how to communicate from their perspective was demonstrated in several ways.
- 3. Group Profile and Tools available on Emergenetics website:** Some favorite parts of the workshop were learning about our group profile and the tools available on the Emergenetics website. A team profile can build unity of purpose and improve team cohesion. It also can allow team bonding to occur faster. The dashboard on how to communicate with other profiles and showing similarities and difference with yours and another's profile is helpful for one on ones or smaller meetings. These tools can improve management, supervisor, and employee to employee communication.