

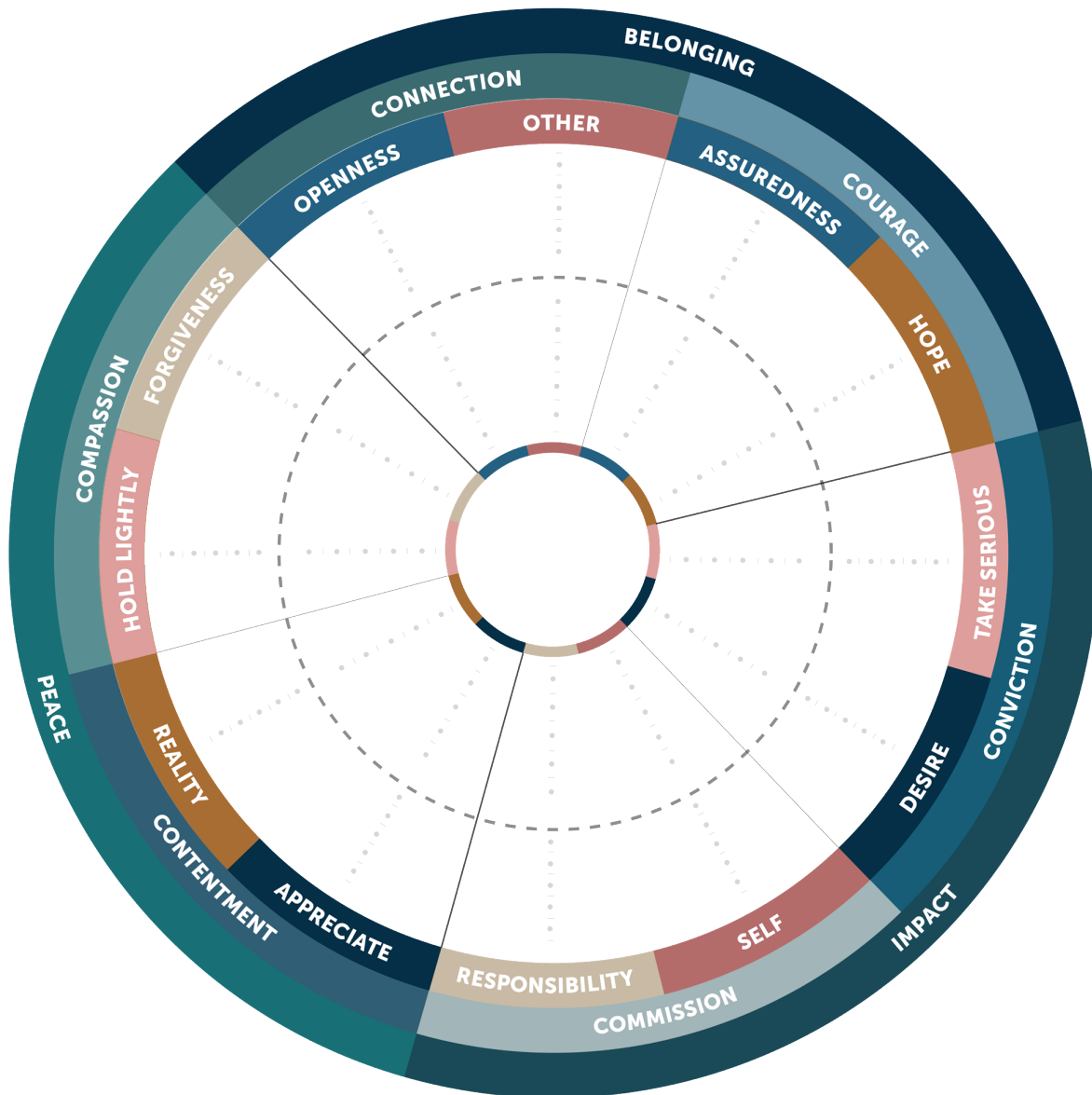
# Human KPI



## The Wheel



# THE WHEEL



The Human KPI was created to help people see how the six key polarities lie at the heart of our human aspirations and the capacities we need to realize them. It shows the practical ways polarities contribute to overall fulfillment and lessens the complexity of focusing on six polarities simultaneously. It provides a way for individuals to identify the areas in which adopting a both/and mindset would expand the richness of their lives while ensuring they don't overuse any of their strengths.

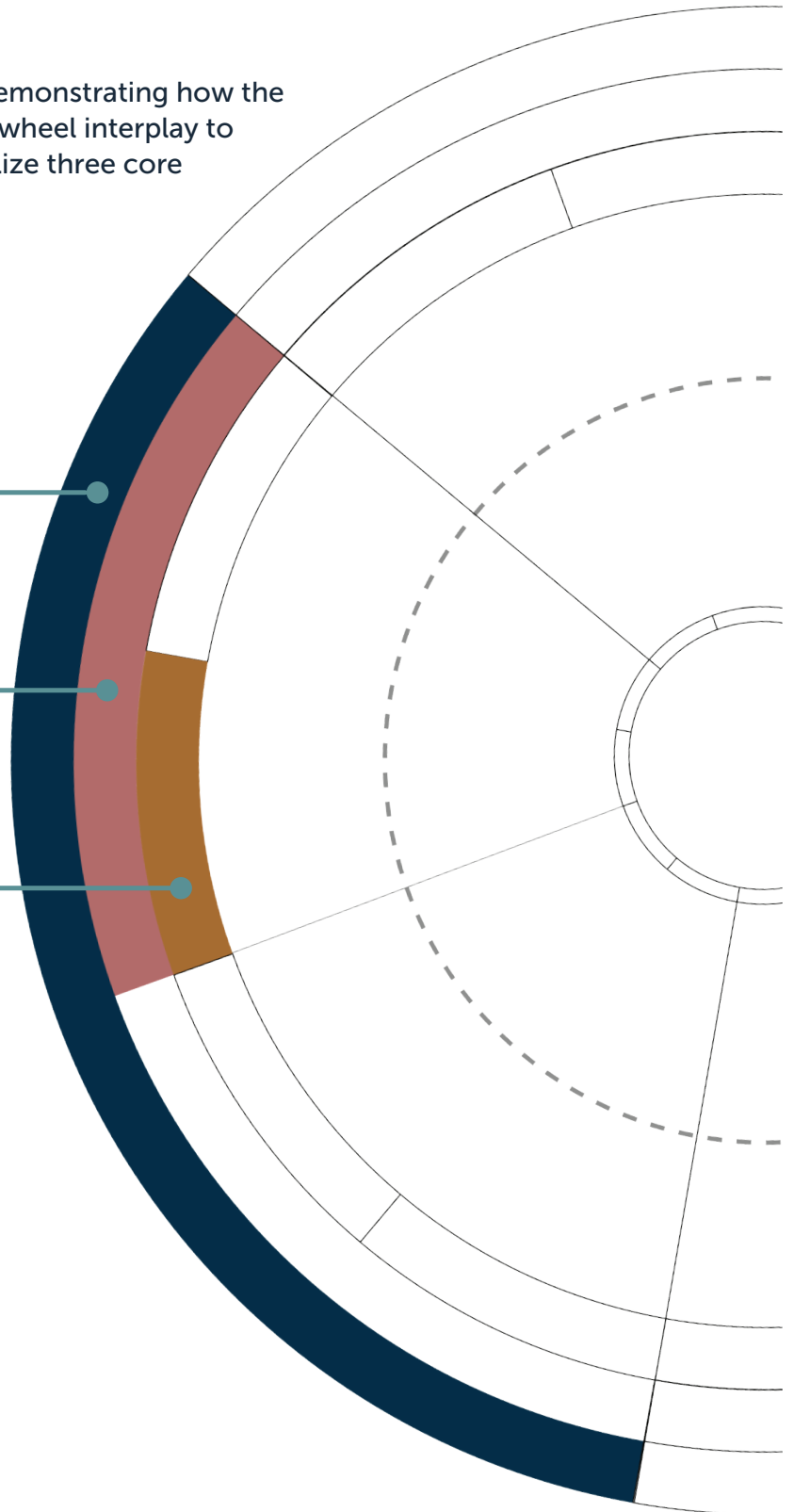
# THE RINGS

The Human KPI consists of three rings demonstrating how the six human polarities at the center of the wheel interplay to drive different capacities we need to realize three core human aspirations.

ASPIRATION RING

CAPACITY RING

POLARITY RING



# THE ASPIRATION RING

The outer ring of the wheel, the Aspiration Ring, contains three essential desires of human beings—finding a sense of Belonging, making a positive Impact, and discovering a sense of Peace within ourselves.

## BELONGING

**Standing strong in yourself while connecting with others.**

Humans aspire to be a part of something bigger than themselves which requires being with others without sacrificing who we are.

## PEACE

**Feeling free from disturbance even in the most difficult times.**

If we want to make peace, with ourselves and with the world at large, we must first practice acceptance.

## IMPACT

**Having a positive influence and making a difference.**

Every moment of every day our thoughts, words, actions, and behaviors have the power to elevate and lift up or tear down.



# THE CAPACITY RING

The second ring contains six human capacities needed to bring about the three aspirations in the outer ring. Each of the aspirations, Belonging, Impact, and Peace, is driven by two qualities in the Capacity Ring.

## PEACE

To experience peace, we must compassionately acknowledge and be OK with what is – making the proactive and powerful choice of acceptance.

## COMPASSION

Loving acts that arise from the recognition of our common humanity. Practicing compassion allows for more strength, peace, and joy which transfers to everyone with whom we associate, including ourselves.

## CONTENTMENT

Being satisfied with what is. Being present to what is, identifying with our inner sense of aliveness, and finding the joy in what we already have leads to a peaceful ease of mind.

## IMPACT

To make a difference, we must dedicate ourselves to what gives our lives meaning and have the conviction to go after it.

## BELONGING

To belong we must have the courage to belong to ourselves and the ability to connect with others.

## CONNECTION

Fostering and maintaining relationships with others. We desire to see and be seen by others so that we might be a part of something bigger than ourselves.

## COURAGE

Speaking up and taking action when uncertain of the outcome. Belonging requires courage. The type of courage that allows us to belong to ourselves and stand alone in our values.

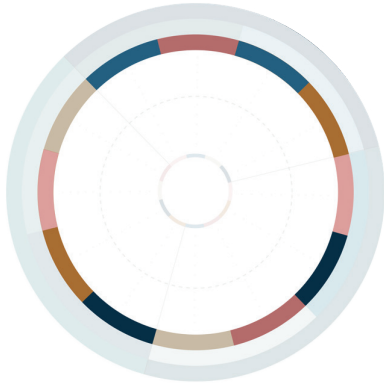
## CONVICTION

Having grit and a firmness of purpose. Making a difference requires conviction, commitment, and an intrinsic motivation that is unable to be deterred or distracted.

## COMMISSION

Being the author of our own life. Commissioning and creating the life we want requires us to intentionally move in a direction that provides personal meaning and purpose.

# THE POLARITY RING



The Polarity Ring is in the center and contains the poles of the six key polarities arranged in stacks, not paired as polarities. Each of the poles is like a mindset we must hold to access the capacities in the middle ring. Without these mindsets, realizing the aspirations of the outer ring would be difficult, if not impossible. The poles of each polarity share an identical color to easily identify the polarity pairs in the ring.

## **ASSUREDNESS :: OPENNESS**

trusting that I am whole and good enough

accepting and sharing my imperfection and humanity

## **FOCUS ON SELF :: FOCUS ON OTHERS**

taking care of oneself

caring about others

## **HOPE :: REALITY**

having confidence in the positivity of what will come

being in touch with things as they actually are

## **TAKE SERIOUSLY :: HOLD LIGHTLY**

operating with sincere and earnest conviction

being carefree and operating free of constraint

## **DESIRE MORE :: APPRECIATE WHAT IS**

hungering for more

seeing the full worth of something as it is

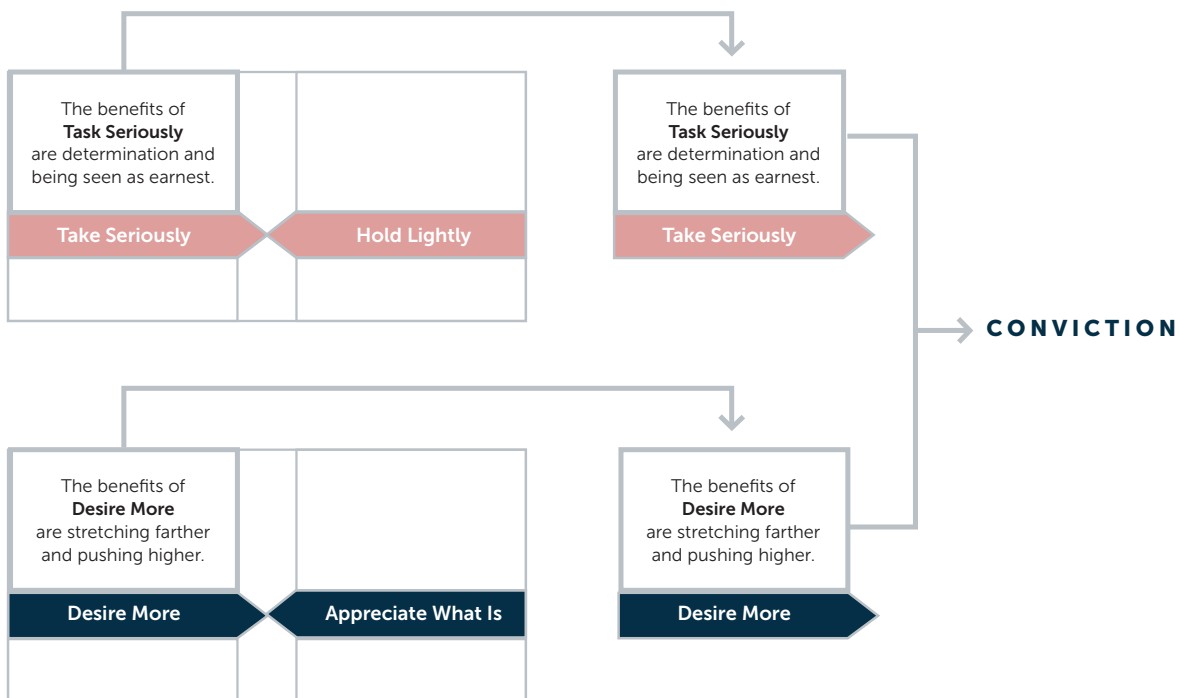
## **RESPONSIBILITY :: FORGIVENESS**

taking action and feeling answerable to yourself or others

letting go of pain, allowing second chances, and opening to love

# STACKING

The model is built on a concept called stacking. Combining, or stacking, poles of different polarities produces a unique outcome. Stacking the benefits of Take Seriously from the Take Seriously::Hold Lightly polarity and Desire More from the Desire More::Appreciate What Is polarity increases a person's Conviction – being determined and wanting to push higher helps us operate with Conviction. Note that Desire More and Take Seriously are *not* a polarity—they are poles from two different polarities that stack for a unique outcome.



The Human KPI looks at how poles from the six key polarities stack to impact human aspirations and capacities needed for fulfillment.

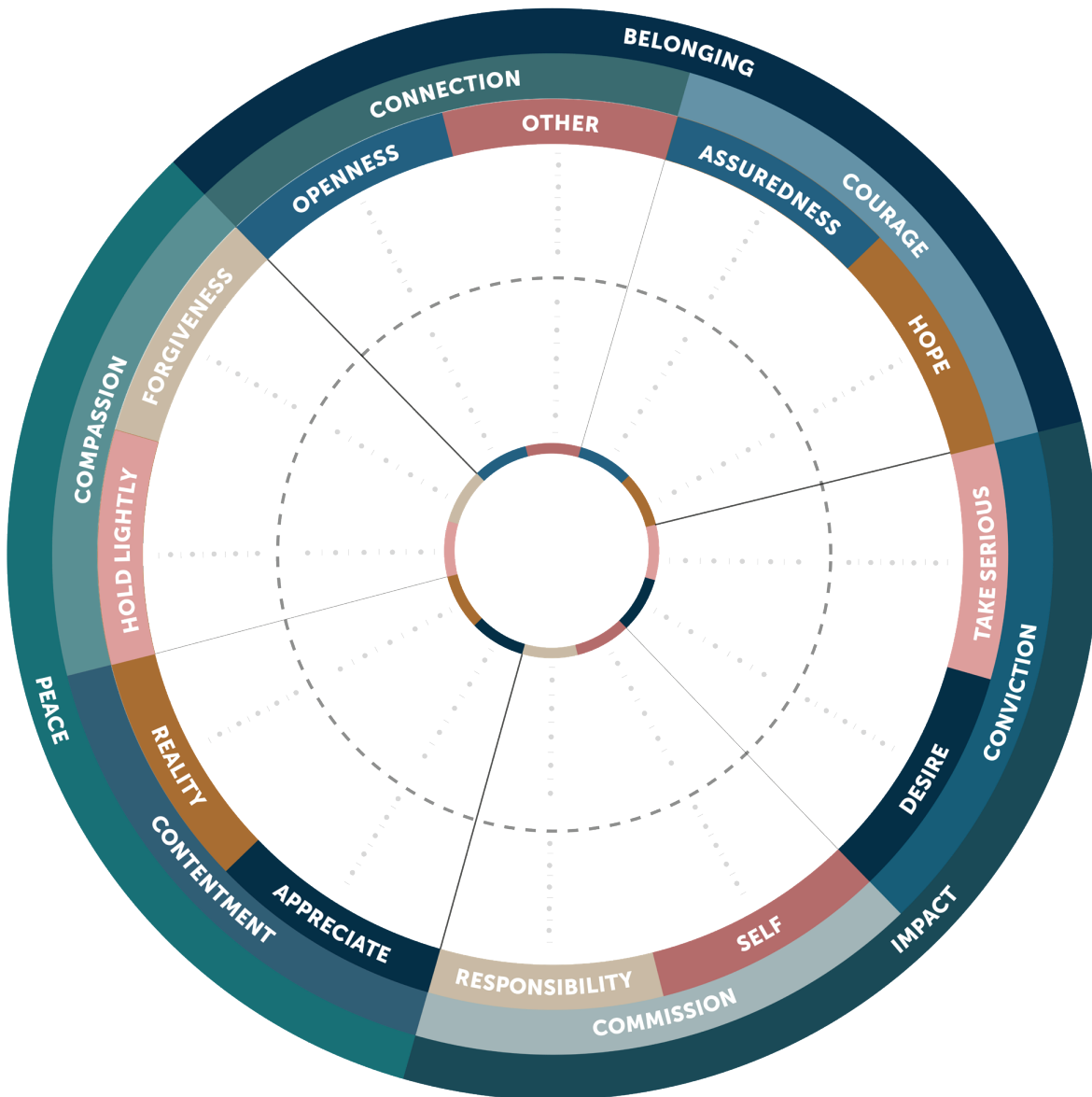
# WHEEL RELATIONSHIPS

Looking from the inside out, the wheel can be pulled apart to show how the poles of the polarities interplay to drive the capacities that support each of the human aspirations.





# THE WHEEL



The Human KPI increases an individual's awareness of their preferences, supports them in being honest about their relationship to these six interdependent pairs, and challenges people to take action in the face of paradoxical tensions. When used in conjunction with coaching, this powerful tool helps a person see, explore, and unlock the polarities that will allow them to use their authentic gifts for the good of their clients, their families, their organizations, and ultimately themselves.