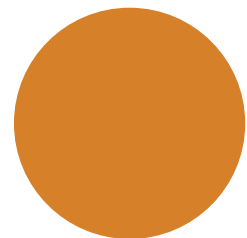
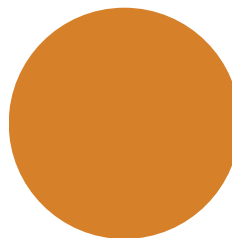
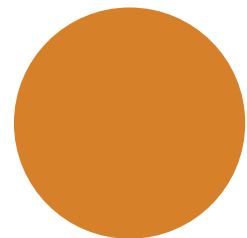
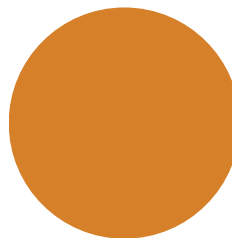


Human KPI

- ● **Key**
- ● **Polarity**
- ●[®] **Indicator**

Six Polarities of Humanity



WHAT IS A POLARITY?



As human beings we need to balance things like our desire for more and appreciating what is, taking care of ourselves and caring for others, responsibility and forgiveness. Too much of one without the other can have negative impacts, so finding the right blend is key.



These are polarities—interdependent, yet seemingly opposite, states that must coexist for success—
Work::Rest, Doing::Being, Action::Reflection.



Many people approach polarities with an either/or mindset – either I have to be this or that. However, those using a both/and mindset are more fulfilled than those who don't – they desire more and are content, take responsibility and allow second chances.



The Human Key Polarity Indicator (Human KPI) assesses how well individuals navigate six polarities that undergird the core aspirations we, as humans, have for our life, leadership, and legacy.



6 KEY POLARITIES OF HUMANITY

The Human KPI is built upon six polarities of the human experience and assesses how often people demonstrate the benefits and overuses of each. All polarities work the same way—every pole has benefits but when overused, unproductive things happen. Focus on Others has many benefits, but its overuse can be harmful when it's not blended with Focus on Self.

The six polarities were chosen based on our research, lived experience and client experiences. They are frequently discussed by philosophers and psychologists and serve as part of the foundation for our core human aspirations and capacities.

ASSUREDNESS :: OPENNESS

FOCUS ON SELF :: FOCUS ON OTHERS

HOPE :: REALITY

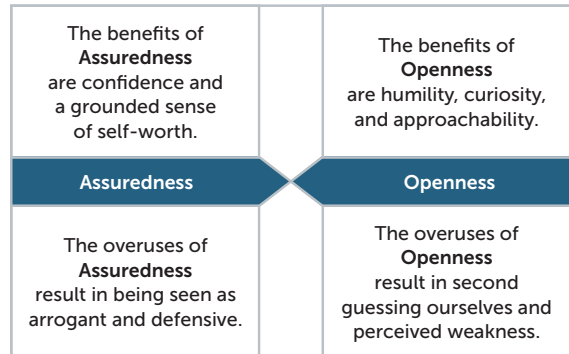
TAKE SERIOUSLY :: HOLD LIGHTLY

DESIRE MORE :: APPRECIATE WHAT IS

RESPONSIBILITY :: FORGIVENESS

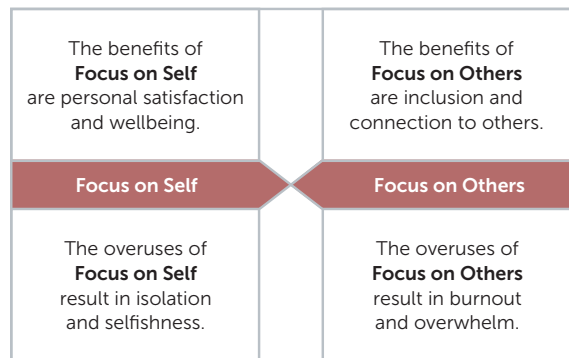
ASSUREDNESS :: OPENNESS

Healthy confidence flows from genuine competence, self-worth, and self-assurance. It springs from a passionate point of view about what to do and being a fearless pioneer in finding the way. But this assuredness, when overused, can convey, "I know more than you" or "I am more than you," leaving others feeling disrespected and belittled. When we navigate Assuredness::Openness, the importance of trusting we are good enough is matched by an openness and humility to recognize and embrace our imperfection and humanity. This opens the door to curiosity, learning, and connection.



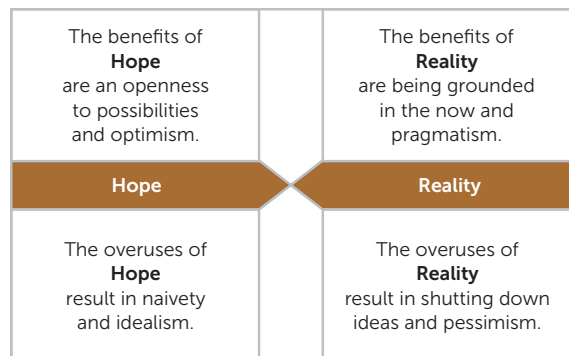
FOCUS ON SELF :: FOCUS ON OTHERS

Relationships are essential to humans and are a big part of what gives life meaning. And they are a two-way street. We all have personal interests to satisfy and we should take care of ourselves by asking for what we need from our relationships. And we need to do it in a way that considers others' interests and doesn't leave them trampled and bruised. We have to care for, and be generous to, others while taking care of ourselves. Sustainable relationships require maintaining the personal energy to care for others by navigating Focus on Self::Focus on Others.



HOPE :: REALITY

The possibility of a better future keeps us going. Without optimism about what could be, we shut down ideas and bring a gloomy outlook to those around us. However, having too much confidence in the inherent goodness of life can lead to naivety, impracticality, and denying what is. To lead a fulfilled life, we need to trust our ability to step into possibility while also having both feet planted in the here and now. Blending Hope::Reality provides a buoyancy to life. It allows us to accept reality and hold optimism about what's to come.



TAKE SERIOUSLY :: HOLD LIGHTLY

Life is serious—there are consequences to what we do or don't do. Countless things require our attention and people rely on us, so it's important to show up to life with sincere and earnest conviction. It's what drives us to excellence. But without a sense of lightheartedness and the ability to hold things with a loose grip, our diligence creates anxiety for us and others which limits our perspective and ability to have fun. Take Seriously::Hold Lightly is about showing up to life ready to put in the effort with a sense of ease in our heart.

The benefits of Take Seriously are determination and being seen as earnest.	The benefits of Hold Lightly are perspective taking and being seen as lighthearted.
Take Seriously	Hold Lightly
The overuses of Take Seriously result in losing perspective and creating anxiety.	The overuses of Hold Lightly result in being seen as frivolous and uncommitted.

DESIRE MORE :: APPRECIATE WHAT IS

Growth is an inherent driver for humans. We hunger to improve, to learn, and to experience life in new and better ways lest we become stagnant and complacent. While a desire for more is necessary to grow, in excess it creates dissatisfaction and we overlook what is good, true, and beautiful. Ambition needs to be infused with gratitude for what we already have. Healthy growth requires us to Desire More::Appreciate What Is as we dare ourselves to stretch into discomfort while simultaneously appreciating the goodness of who we are and all that's around us.

The benefits of Desire More are stretching farther and pushing higher.	The benefits of Appreciate What Is are gratitude and focusing on what is working.
Desire More	Appreciate What Is
The overuses of Desire More result in dissatisfaction and overlooking what is good.	The overuses of Appreciate What Is result in complacency and no growth.

RESPONSIBILITY :: FORGIVENESS

Being responsible allows others to trust you. You accept accountability for what needs to get done and offer amends instead of excuses when you fall short. But when overused, taking responsibility leaves us burdened doing everything and drives judgment of people who don't live up to our expectations. We have to be able to let people, including ourselves, off the hook when things don't go as planned while still holding them accountable for the impact of their actions. When we navigate Responsibility::Forgiveness, the importance of taking ownership is matched by understanding mistakes happen and giving people second chances.

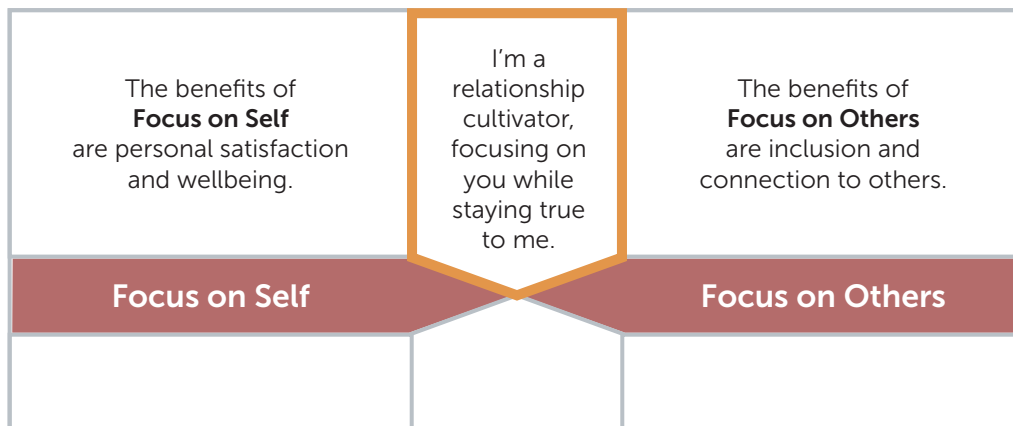
The benefits of Responsibility are ownership and being reliable.	The benefits of Forgiveness are letting go and being seen as understanding.
Responsibility	Forgiveness
The overuses of Responsibility result in being seen as judgmental and controlling.	The overuses of Forgiveness result in being a pushover and taken advantage of.

THE THIRD WAY

Every polarity contains several perspectives. Often the perceived contradiction between two of the perspectives creates conflicts and as a result a person, relationship, team suffers as they work to prove their perspective is right. In a polarity, both perspectives are accurate, but neither is complete. However, using a polarity lens and viewing the situation as an interdependent pair, we



start to realize there is yet a third perspective that honors, respects, and holds both simultaneously – the Third Way. For example, combining the benefits of Focus on Self and Focus on Others can create a mindset that says, my job is to cultivate nurturing relationships that consider the needs of others while staying true to my own.



The Human KPI measures how well you are navigating each of the six key polarities and identifies the ones where you might benefit from harnessing more of the Third Way. You then develop strategies to increase your overall effectiveness in those areas.