

# JOEY YAP'S BAZI PROFILING™ SYSTEM

## BAZI PROFILING™ DYD CAREER REPORT

**Report prepared for : Miss Alice Cheah**

**Date : November 24, 2010**



# About this Report

This **BaZi Profiling™** DYD Career Report describes key features of your personal style that influence your approach to tasks, ways of interacting with people, and performance at work. This BaZi Profiling™ Report is designed as a tool for professional growth. It contains interpretive notes that can be useful for increasing your success at work. The focus of this Report is on your personal characteristics and behaviors that influence how you perform in work settings.

This report will help you better understand your preferences, attitudes, and behaviors in key dimensions of management and leadership. It will help you capitalize on your strengths, target areas for further development, set goals, and plan action steps. It kick start your path of least resistance to success.

## WHAT INFORMATION DOES MY REPORT INCLUDE?

In addition to introductory section, your report contains the following sections:

- Your Career Path
- Self Competence at work
- Leadership Path
- Strategic Thinking
- Team Leadership
- Decision Making

## About this Report

### HOW DO I GET THE MOST OUT OF MY REPORT?

As you examine your report, keep the following points in mind:

- 
1. Keep your own role and situation at the forefront. It is important to avoid reading good or bad into any of the statements. Human characteristics can be either a strength or weakness depending on the situation. What may be an asset in one setting can be a liability in another. Everyone has strengths and areas that may require improvement. As a result, some parts of this report will appear to be positive and other parts may concern you. No one will ever know you as well as you know yourself.
  2. Pay as much attention to your strengths as to possible developmental areas. After all, you have achieved your current position because of your strengths.
  3. Remember, above all, that you are the ultimate expert—the only one who can verify these results.

This report cannot describe every nuance of your style or capture every competency relevant to your success in your job.

## About this Report

### WHAT DO THE ICONS MEAN?

In addition to providing comments, your BaZi Profiling™ DYP Career Report offers at-a-glance guidance for prioritizing your developmental efforts:



#### CHECK THESE OFF AS YOUR STRENGTHS

A Check Mark indicates a strength in that your preferences, attitudes and behaviors. For most people, in most situations, the behaviors indicated will contribute to effectiveness and be perceived by others as contributing to a strength. These are areas in which you are probably comfortable and in which you perform effectively.



#### TAKE A CLOSE LOOK AT THESE POTENTIAL DEVELOPMENTAL NEEDS

A Magnifying Glass suggests that you should look closely as it may represent a developmental need for you in that your preferences, attitudes and behaviors seem to contrast somewhat unfavorably with those of the comparison group. For most people, in most situations, the attitudes and behaviors indicated will hamper effectiveness and be perceived negatively by others.



#### TAKE ACTION ON DEVELOPING THESE

A light bulb symbol indicates simply that your preferences, attitudes and behaviors in that represent either a strength or a potential developmental need, depending on your functional area, your role in the organization, and your organizational culture. You may want to assess whether your behavior in this area works to your advantage or disadvantage.

**Now, let's get started.**

# Introduction

Have you ever experienced dealing with someone difficult and thought, *He is so talented, but too bad he is impossible to work with, or She is a genius but too bad she can't get along with anyone?* It is disappointing to know that such people will never reach their full potential because they do not know their strengths and weaknesses. They don't understand others, and neither do they seem to understand themselves.

But what if that person is **YOU** – and you just don't know it?

Who you are determines your perception towards others. Who you are determines the angle or perspective from which you view the world. What people see is greatly influenced or perhaps even controlled by their self-image and their identity. Give it a test right now – people in the same room as you will see the exact things, issues, events, ideas and other people that you see - in a totally different way.

Why?

Well, because of their unique identity – their **LENS** with which they view life. This **LENS** is the subject of my **BaZi Profiling™ System**.

## About this Report



BaZi Profiling™ Report offers us the quickest way to look through the lens of others or even our own, clearly. Simply put, the only way to change how we view life is to change who we are on the inside.

Your personality comes through to others when you work with others, when you talk about others, when you are in a relationship with others or perhaps when you are just interacting with others. But it takes time for us get to know people, to mingle with them and learn things that we can't learn through observation alone.

**BaZi Profiling™ Report** offers us the quickest way to look through the lens of others or even our own, clearly. Simply put, the only way to change how we view life is to change who we are on the inside.

Every human being has a unique BaZi Profile. This Profile represents our personal frame of reference that consists of our attitudes, assumptions and expectations concerning ourselves, other people and life. This unique set of factors determines whether we are optimistic or pessimistic, happy or sad, jovial or gloomy, trusting or suspicious, friendly or conservative, courageous or shy, patient or temperamental, logical or emotional. These factors colour how we see life as well as how we influence or are influenced by others.

## Introduction



**BaZi**

I've developed my BaZi Profiling™ System based on an ancient, time-tested system of Chinese Astrology known as BaZi 八字. I've synthesized the entire system of BaZi into a simple and direct format that enables us to directly analyze a person's personality and behavior at three different levels, based simply on his or her date of birth. And all this is done without the need for any technical knowledge of Astrology.

Too many people are only familiar with the "12 Animal Year Signs" type of Chinese Astrology. But the true form of character traits in Chinese Astrology stems from a complex interplay of all the factors in a BaZi chart, and not just the Year of Birth. This is because in BaZi Profiling™ there is actually a combination of 500 different types of personality models!

Of course, delving into the full system of BaZi in great depth can be a tad bit daunting. That is why I've endeavored to present the system in an extremely simple, easy-to-understand format to enable general enthusiasts to immediately utilize BaZi Profiling™ to understand themselves and motivate, inspire and transform others through understanding their profiles.

## Introduction

To get a concise and clear idea of the full picture, refer to the chart below:

### Level 1 – The Day Master

The Day Master in a nutshell is the BASIC YOU. The inborn personality. It is your essential character. It answers the basic question “WHO AM I”. There are ten basic personality profiles – the TEN Day Masters – each with its unique set of personality traits, likes and dislikes.



### Level 2 – The Structure

The Structure is your behavior and attitude – in other words, how you use your personality. It expands on the Day Master (Level 1). The structure reveals your natural tendencies in life – are you more controlling, more of a creator, supporter, thinker or connector? Each of the Ten Day Masters express themselves differently through the FIVE Structures. Why do we do the things we do? Why do we like the things we like? – The answers are in our BaZi STRUCTURE.



### Level 3 – The Profile

The Profile reveals your unique abilities and skills, the masks that you consciously and unconsciously “put on” as you approach and navigate the world. Your Profile speaks of your ROLES in life. There are TEN roles – or Ten BaZi Profiles. Everyone plays a different role.

What makes you happy and what does success mean to you is different to somebody else. Your sense of achievement and sense of purpose in life is unique to your Profile. Your Profile will reveal your unique style.

The path of least resistance to your success and wealth can only be accessed once you get into your “flow.” Your BaZi Profile reveals how you can get FLOW. It will show you your patterns in work, relationship and social settings. Being AWARE of these patterns is your first step to positive Life Transformation.

If you don't know what your BaZi chart or Profile is, don't worry. You can log on to my website at <http://baziprofiling.com/profile> to plot your chart and find out your Profile instantly.

## Introduction

### Be Yourself, Only Better

We all know that our attitude is what MAKES or UNMAKES us. It is really not the circumstances, the bank account and the conditions of our birth that shape our life. We have complete control over our attitudes. Whether our outlook in life is positive or negative, expectant or reluctant, receptive or repulsive, open or closed is completely our choice.

I call this being at the “HEALTHY” or “UNHEALTHY” states of our BaZi Profile.

When your Profile is functioning at a healthy level, you exert a more positive attitude or reveal a more positive side of your BaZi Profile. When you are functioning at an unhealthy state, you tend to exert a more negative side of your Profile. It is important to clarify here that the level of ‘healthiness’ of a Profile has nothing to do with a person’s actual physical health condition. “Healthy” or “Unhealthy” is a term I use to describe the states of a BaZi Profile where *healthy* means it is in a positive state and *unhealthy* means it is in a negative state.

Do take note that the Profile of every person will fluctuate between the levels of healthy and unhealthy throughout his or her life. The degree of this fluctuation depends on some extent the time, events and circumstances in life as well as influences from other people. But here’s a secret – you can, BY CHOICE – choose to behave at the ‘healthy’ state of your Profile.

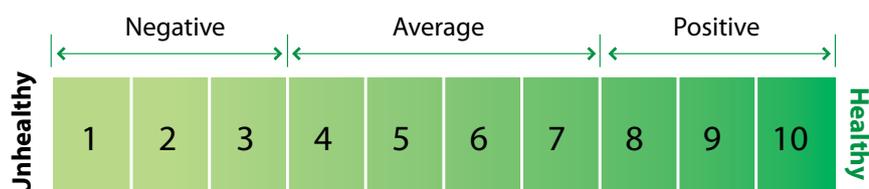


It's all about being **YOU**, but only **BETTER**.

## Introduction

It is amazing how two individuals of the same BaZi Profile can still be so different. This is because one may be functioning at a healthy level while the other is functioning at an unhealthy level. So make a conscious CHOICE to be better, according to your personal profile. Change is easy as you are only being yourself (but in a positive state).

The bar graph below shows the fluctuating levels of healthiness of a BaZi Profile.



## Life Transformation – Designing Your Destiny

What is it that shapes our attitudes? It's our character. And how can we change something like our character if we don't know what our character is? That's why it is essential to first begin by being aware of your PROFILE.

I'm sure you've met or even known people who are their own 'worst enemy.' They always, for some reason, manage to sabotage themselves when success (in the form of a relationship or a dream job, for example) is just within reach.

## Introduction

Who we are – our self-image – can restrict or expand our ability to achieve success in life. A person with an unhealthy self-image or at what I call the “unhealthy levels of their BaZi Profile” will not achieve sustainable success in life because he will eventually bring himself down to the level of his own innate expectations as permissible by the ‘health level’ of his Profile.

Isn't it strange that human nature seems to endow all of us with the natural ability and instincts to size up or judge everyone else on earth except for ourselves?



Many people know that for things to change, they first need to change themselves. But how can they change, when they don't know WHAT to change? That is why all change – begins with **SELF-AWARENESS**.

Many people know that for things to change, they first need to change themselves. But how can they change, when they don't know WHAT to change? That is why all change – begins with **SELF-AWARENESS**.

This means the person you need to first get to know is YOURSELF. Many experts on relationship will say – you've got to be your own best friend first in order to improve yourself and have better relationships with others. True. But how do you ‘become best friends’ with someone you don't now or you don't even like? You simply can't!

Hence the purpose of BaZi Profiling™ System is to help you **understand YOURSELF**.

If we ask ourselves (honestly) to give a kick in the butt to that ONE person who got us into all our troubles and emotional pain in life, I think we will find ourselves rather sore by now.

## Introduction



With AWARENESS of ourselves – we understand and clearly see WHO we are. When we understand who we are we can come to the next stage – and that's **REALIZATION**.

Take a look around: the people who often complain about difficulties in work or in relationships are often looking at everyone else but themselves to explain the problem.

With AWARENESS of ourselves – we understand and clearly see WHO we are. When we understand who we are we can come to the next stage – and that's **REALIZATION**.

We will begin to realize that the true source many of our problems are ourselves. We are the problem. Our mentalities, expectations, reservations, attitudes and habits form the biggest challenges and obstacles to our own success!

BaZi Profiling™ System describes accurately our inner motives and habitual responses that greatly influence our individual character and molds and shapes our destiny. It allows us to diagnose how we function on the inside, and how we present ourselves on the outside.

### Knowing What to Do... and Doing It

Everything you've ever experienced, good or bad is attributed to who you are. Your Profile is your lens to the outside world.

The printout of your Profile chart from my website, as mentioned earlier, will indicate clearly your **Main Profile** as well as its complementary side – that is, your **Sub Profile (or Secondary Profile)**.

## Introduction

The Main Profile shows your primary role in life while your Sub Profile tells you your secondary role. Both profiles are equally important as human beings are complex creatures. We play different roles in different circumstances and environments in life. Who we are at work can be totally different from who we are at home.

In this report, you will also see sections describing your **Intimate Subtype** and **Social Subtype**.

Intimate Subtype describes your *relationship mask* - how you respond, react and behave in a relationship. Your Social Subtype describes your *social mask* – how you behave with close friends and in the world at large.

You will also discover how your Profile operates in your career, and while under pressure. Learn the types of jobs that are easiest for your Profile to pursue. Discover what kinds of industries or disciplines towards which you're naturally inclined. And more importantly, learn how to become more effective in your work. To do this we will also discuss your profile's leadership style and what kind of skills will need to acquire to enable you to become more influential as a leader.

## Introduction

### One Profile Fits All?

Human beings are multifaceted and complex. It is impossible that any one person has only ONE Profile that defines their entire life. Most people have multiple roles, and hence will the need to know his or her Main, Secondary, Social and Intimate profiles.

You do also need to bear in mind that this book shows you the traits of a Profile *in general*, and doesn't take into account the particularities of your entire BaZi chart.

If you find that you are living your life at the “unhealthy” state of your BaZi Profile, you will need to take conscious steps to initiate a change. This report may be used as a guide.

However if this DIY method is not effective enough for you, I will recommend that you engage one of my **BaZi Profiling™ System coaches** to help you. A one-on-one coaching session will do two things:

1. Help you better understand your Profile; and
2. Help you plan a course of action to make a transformation for the better. Let us help you maximize the strengths of YOUR profile so that you can be a better you.

## Introduction

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And perhaps if you'd like to take this subject further and help others – I would suggest taking one of my BaZi Profiling™ “Design Your Destiny” workshops that are offered around the world. Learn how to decode BaZi Profiles and solve PEOPLE problems. I call this PEOPLE-knowledge. Or perhaps you simply want to know more about people so that you could choose friends wisely and manage employees better. Attending one of our live workshops would serve any one of these purposes.

BaZi Profiling™ System is a study that is designed to help us understand ourselves better and make informed decisions, and ultimately, enables us to shape our life for the better.

Your best investment in life is yourself. Once you activate the strengths of your BaZi Profile, you will begin to walk on the Path of Least Resistance to Success!

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By **Joey Yap**

# Let's Get Started

- Your Day Master : **Geng Metal (Yang Metal)**
- Your Main Structure : **Supporters (Influence Structure)**
- Your Main Profile : **The Philosopher (Indirect Resource Profile)**

## Your BaZi Profiling Chart:

Your Day Master  
**WHO YOU ARE**

Your Structure  
**HOW YOU APPROACH THE WORLD**

Your Profile  
**WHAT YOU DO**



Professional Four Pillars Calculator For Destiny Analysis



Version 1.0.1

Please enter all your relevant information below. Once completed, click on the **Green Button** below to plot your BaZi Chart.

Your Name  Select Your Gender  Male  Female [\[ Printout Tips \]](#)

| Personal Particulars  | Hour 時                         | Day 日                                | Month 月                             | Year 年                           |                         |       |      |       |      |       |   |   |   |   |   |                              |                               |                              |                                   |                           |
|---|--------------------------------|--------------------------------------|-------------------------------------|----------------------------------|-------------------------|-------|------|-------|------|-------|---|---|---|---|---|------------------------------|-------------------------------|------------------------------|-----------------------------------|---------------------------|
| Name : Miss Alice Cheah<br>Gender : Female<br>Date of Birth : 15 May 1988<br>Time of Birth : 22:30<br><b>Day Master : 庚 Geng (Yang Metal)</b><br>Day Pillar : 庚午 (Geng Wu)<br>Celestial Animal : Dragon<br><br>Noble People : 未 (Goat), 丑 (Ox)<br>Intelligence : 亥 (Pig)<br>Peach Blossom : 卯 (Rabbit)<br>Sky Horse : 申 (Monkey)<br>Solitary : 申 (Monkey) | 22 30<br>丁<br>Ding<br>Yin Fire | 15<br><b>庚</b><br>Geng<br>Yang Metal | May<br>丁<br>Ding<br>Yin Fire        | 1988<br>戊<br>Wu<br>Yang Earth    | 天十<br>HEAVENLY<br>STEMS |       |      |       |      |       |   |   |   |   |   |                              |                               |                              |                                   |                           |
| <b>Elemental Values</b><br><table style="width: 100%; text-align: center; font-size: x-small;"> <tr> <td>金</td><td>木</td><td>水</td><td>火</td><td>土</td> </tr> <tr> <td>Metal</td><td>Wood</td><td>Water</td><td>Fire</td><td>Earth</td> </tr> <tr> <td>2</td><td>2</td><td>2</td><td>4</td><td>4</td> </tr> </table>                                      | 金                              | 木                                    | 水                                   | 火                                | 土                       | Metal | Wood | Water | Fire | Earth | 2 | 2 | 2 | 4 | 4 | 亥<br>Hai<br>Pig<br>Yin Water | 午<br>Wu<br>Horse<br>Yang Fire | 巳<br>Si<br>Snake<br>Yin Fire | 辰<br>Chen<br>Dragon<br>Yang Earth | 地十<br>EARTHLY<br>BRANCHES |
| 金   | 木                              | 水                                    | 火                                   | 土                                |                         |       |      |       |      |       |   |   |   |   |   |                              |                               |                              |                                   |                           |
| Metal   | Wood                           | Water                                | Fire                                | Earth                            |                         |       |      |       |      |       |   |   |   |   |   |                              |                               |                              |                                   |                           |
| 2   | 2                              | 2                                    | 4                                   | 4                                |                         |       |      |       |      |       |   |   |   |   |   |                              |                               |                              |                                   |                           |
| <b>5 Structures</b><br>Main Structure : Influence Structure<br>Sub Structure : Resource Structure<br><br><b>5 Structures</b><br>   | 壬甲<br>Ren Jia<br>食EG 才IW       | 丁己<br>Ding Ji<br>官DO 印DR             | 庚丙 戊<br>Geng Bing Wu<br>比F 殺7K P IR | 癸戊乙<br>Gui Wu Yi<br>傷HO P IR 財DW | 十干<br>HEAVENLY<br>STEMS |       |      |       |      |       |   |   |   |   |   |                              |                               |                              |                                   |                           |

**10 Profiles Strength**

|   |   |
|---|---|
| <b>Direct Officer (丁)</b><br>The Diplomat       | <div style="width: 98%; height: 10px; background-color: green;"></div> 98%      |
| <b>Indirect Resource (戊)</b><br>The Philosopher | <div style="width: 97%; height: 10px; background-color: lightgreen;"></div> 97% |
| <b>Seven Killings (丙)</b><br>The Warrior        | <div style="width: 83%; height: 10px; background-color: red;"></div> 83%        |
| <b>Direct Resource (己)</b><br>The Analyzer      | <div style="width: 45%; height: 10px; background-color: orange;"></div> 45%     |
| <b>Eating God (壬)</b><br>The Artist             | <div style="width: 42%; height: 10px; background-color: yellow;"></div> 42%     |
| <b>Indirect Wealth (甲)</b><br>The Pioneer       | <div style="width: 41%; height: 10px; background-color: purple;"></div> 41%     |
| <b>Direct Wealth (乙)</b><br>The Director        | <div style="width: 41%; height: 10px; background-color: blue;"></div> 41%       |
| <b>Friend (庚)</b><br>The Friend                 | <div style="width: 29%; height: 10px; background-color: pink;"></div> 29%       |
| <b>Hurting Officer (癸)</b><br>The Performer     | <div style="width: 29%; height: 10px; background-color: lightblue;"></div> 29%  |
| <b>Rob Wealth (辛)</b><br>The Leader             | <div style="width: 0%; height: 10px; background-color: grey;"></div> 0%         |

**10 Profiles**  
 Main Profile : Indirect Resource (戊)  
 Sub Profile : Direct Officer (丁)  
 Base Profile : Seven Killings (丙)  
 Social Profile : Direct Officer (丁)  
 Intimate Profile : Direct Officer (丁)

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# PERSONALITY

## 1) Overview on WHO AM I

Geng Metal is the hard, strong metal of a sword or an axe which is made for a reason – to be sharp, powerful and purposeful in its existence. Geng Metal is something to be reckoned with – tough and solid in appearance, with a great propensity to withstand the impacts and blows that it comes into contact with. And likewise, such are Geng Metal personalities – equipped with endurance, strength and the power to withstand the difficulties that come their way in order to persevere and reach their goals.

You thrive in a structured and organised environment – when your thoughts are clear and focused. This is when you are best able to meet challenges, compete and succeed. Your competitive streak is often noted by those around you who see your drive and commitment to be the best in all that you do.

When dealing with relationships at work and on a personal front, you are loyal and will willingly make sacrifices for those you hold dear. As a leader, you are both independent and authoritative and will lead with a firm hand, oftentimes demanding that others follow without question.

|                    |  |
|--------------------|--|
| <b>Attributes:</b> | <b>Strong, Persevering, Altruistic, Loyal, Determined, Not Easily Defeated</b>           |
| <b>Nature:</b>     | <b>Systematic and Tactical Thinker, Focused and Organised Leader, Competitive Worker</b> |

Toughness defines the Geng Metal personality and you are one who is able to grab the bull by the horns, endure the hard times and press ahead towards victory. However, Geng Metal in its raw form is useless – as metal needs to enter the furnace and emerge under the skilled hand of the swordsmith or bladesmith to have its full potential – likewise

## Personality

Geng Metal personalities are perfected through their experiences and hardships. Because of this, you are naturally hardworking, disciplined and responsible. Determination is a mark of your character and meeting challenges head-on is something that you thrive on. Your perseverance even in the toughest of times and your strength in the face of adversity is something that others marvel at.

Although you personify strength itself, there is a softer side in your core. You are someone who possesses a loyal and altruistic nature. The bonds that you make through friendships and the ties that bind you to your family and loved ones are strong and you value them above all else. Long term friendships mean a lot to you and you are ready to sacrifice for your friends should they ever need your helping hand. In addition, you will not stand by and watch injustice being perpetrated on the weak or downtrodden, more so if it befalls your friends and loved ones. Being led by loyalty as a key attribute, you also tend to value and remain grateful to those who have been critical to your present success and well-being.

Like an axe is made to chop through wood, so are Geng Metal personalities made to go the distance. Never giving up, you are someone who is motivated and possesses the sheer willpower to keep at the barriers facing you until you persevere in reaching your target, and successfully complete the task you set out to do. However, you may need to take a step back before getting into action to assess the eventual outcomes prior to charging ahead. Your fondness for getting into the thick of things will need to be balanced by patience in order for the best results to be achieved.

Geng Metal personalities need to succeed and be victorious in their endeavours in order to build their self-confidence. Your fear of failure is strong but used wisely; this will also be the driving force propelling you towards success.

## Personality

### 1) My Modus Operandi

Influence Structure individuals are called Supporters. As the name suggests, Supporters are those who support and bring together people around them. You are all about harmony. People can always count on you for being diplomatic and easygoing.

You make ideal mediators between people in conflict. Stepping on others to reach the top is not how you work, as there is no competitive bone in you. You are amiable and prefer a stable, peaceful relationship with people.

Though you follow through the game plan or a structure really well and achieve outstanding results, you require motivation and instructions to get you going. Supporters are not fans of last-minute changes and are less keen in positions of power and leadership as it requires making decisions that may offend someone in some way.

## Personality



### THE GOOD

- **Cooperative**

Work well with others. Great team player and able to fulfill productivity. Good at following instructions when assigned a task.

- **Reliable**

People can always count on you to get things done from beginning to end within the set boundaries. You hold accountability for all that you do and you also do it well.

- **Sympathetic**

You're the one people turn to with a problem or when they need a listening ear. However, if you start to get overwhelmed by the many who came to you, best to let them know your displeasure.

- **Diplomatic**

Office politics is just not your style. You're more of a peacemaker and want everyone to get along. In a work environment, you're often a much-needed referee for those who want to race to the top.

- **Considerate**

You mind other people's feelings more than your own. Do take into consideration how being considerate can hurt you.

## Personality



### THE GOOD

- **Easygoing**

Your mantra is that everything has its place and time and all will eventually sort out by itself. Crisis doesn't rattle you as much. You'll take it in and work through it one step at a time.

- **Introspective**

You are inward-focused and prefer to stay out of the spotlight. You let others say what they need first before you step forward with your opinion.

- **Calm**

You are the calm in the storm. You don't do panic. You walk the middle ground and view the world with a balanced perspective than everyone else.

- **Tolerant**

You have the patience of a saint and believe that all good things take time. At work, if you were required to stay on for overtime just to get things done, you'd do it no questions asked.

## Personality



### THE BAD

- **Pushover**

You're a candidate who is likely to be taken advantage of and stepped all over by competitive colleagues. Learn to stand firm.

- **Non-competitive**

Getting ahead of someone doesn't make you a horrible person. You may be fine with being non-competitive but there are times you need to do something about it so you won't lose out on achieving your own ambitions.

- **Indecisive**

You pretty much "go with the flow" when it comes to making decisions within a group. You need to speak up and show that you do have an opinion and it needs to be heard. People will respect you for it.

- **Rigid**

You can stick to a plan like no other. Sometimes, there may be a need to venture off from the predictable and familiar to see what else you are capable of.

## Personality



### THE BAD

- **Evasive**

You avoid creating any conflict especially when you have to be the one giving the bad news. Although at certain situations being frank would be a better way to work things out.

- **Procrastinator**

When there's an urgency to complete something, you need to step up instead of being laid back about it.

- **Self-righteous**

You are a person of principles and stands by the standards you set for yourself. However, you have a habit of forcing the same standards on others without realising that not everyone is like you.

## Personality

### 1) Recognizing My Roles

The Philosopher Profile is known for its insights and wisdom. Outstanding Philosophers are great at the game of strategy – you are strategists at heart. Your intelligence has its roots in your interest in subjects as varied and thought-provoking and often unconventional as metaphysics, the paranormal, spiritual studies, and yes, philosophical questions. Philosopher Profiles are keen to understand how the world works largely through what others might term the “mysteries” of the universe. You are observant and curious. You like to know ‘how things work’ and have an inherent desire to explore.

At your healthiest and highest-achieving, you can be geniuses of some sort, or are extraordinarily accomplished. You are capable of being highly objective and able to see all sides to a question or issue. Your natural curiosity permeates everything that you do or become involved in. If your powers are honed well, you can often become great visionaries or discoverers.



#### **Unique Attributes:**

Attuned to unique forms of thinking and intellect; Idealistic; Aloof and one-of-a-kind; The consummate advisor; Believer of karma and “what goes around comes around”

## Personality

### What motivates you:

- Having an understanding of reality
- Possessing knowledge; especially deep, intricate knowledge
- Having sufficient time for yourself, and being confident and capable

### What does not motivate you:

- Being uninformed and incapable
- Being made to accept easy or pat answers
- Having to respond to others before you're ready

## PERSONAL GROWTH PATH

### 1) Dynamics and Variations

“It is the nature  
of thought to  
find its way into  
action”

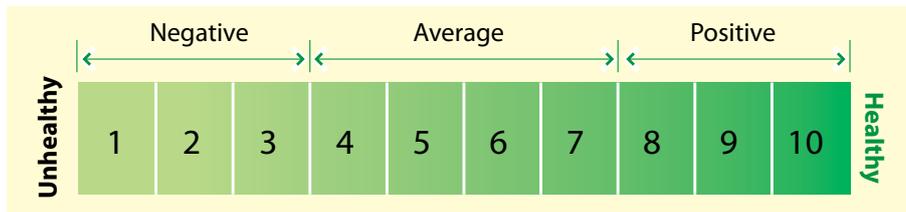
**Christian Nevell**

The essence of your personality is captured in your name – the “Philosopher”. You often have a rich and imaginative inner life. Your mental capacities are often unlimited due to their commitment to the life of the mind. You’re also very often open to all sorts of mental and creative explorations, and thus can be very intuitive in the real sense of the word. You may have what others sometimes refer to as the s

At your healthiest and at your best, you are committed to living a baggage-free life; one unencumbered by too many material acquisitions and too many useless social ties. Minimalism tends to be your middle name. At an unhealthy stage certain Philosopher Profiles may resort to cutting off all ties, but healthy ones are able to discard both useless things and poisonous people from your life in a way that benefits you tremendously.

The Philosopher Profile, more than any other Profile, has a tendency to fall into eccentricity. If you’re healthy, you may even make this your strong point, your selling point, and will be able to confidently stand by your own peculiarities by transforming them into uniqueness or creative idiosyncrasies, and thereby transforming them into personal assets. Unhealthy Philosopher Profiles, however, have no control over eccentricity and have trouble fitting in somewhat comfortably in society for any length of time.

## Personal Growth Path



| Unhealthy  | Healthy   |
|--|---|
| <ul style="list-style-type: none"> <li>• <b>Arrogant</b></li> </ul> <p>Sometimes, it may seem like the Philosopher Profile's favourite mode of expression is the one of sneering. You tend to look down your noses on others whom you may deem as being simpletons or shallow and trivial-minded people.</p> | <ul style="list-style-type: none"> <li>• <b>Perceptive</b></li> </ul> <p>At your best, Philosopher Profiles like you are often perceptive souls who are able to dig beyond the surface. You are not keen or satisfied with surface details and shallow explanations.</p>  |
| <ul style="list-style-type: none"> <li>• <b>Solitary</b></li> </ul> <p>At your unhealthiest, you can become intensely solitary to the point where you abhor any form of social ties, or consider them a needless invasion into privacy. You may renounce connections and cut yourself off.</p>               | <ul style="list-style-type: none"> <li>• <b>Wise</b></li> </ul> <p>Philosopher Profiles are keen to philosophise. Everything that you learn and study is passed through a rigorous mental filter in order to separate the wheat from the chaff. You believe that this is the best way to gain true knowledge.</p> |

## PERSONAL GROWTH PATH

| Unhealthy   | Healthy   |
|---|---|
| <ul style="list-style-type: none"> <li>• <b>Dilettante</b></li> </ul>   | <ul style="list-style-type: none"> <li>• <b>Open-minded</b></li> </ul>  |
| <p>The unhealthy Philosopher Profile is the classic Jack of all trades but master of none. While your varied interests and sense of knowledge is admirable, you can become distracted by too many things at once, and your sense of focus becomes diffused.</p> | <p>One of the best things about Philosopher Profile folks such as yourself is your willingness to consider all sorts of ideas, even ones that seem ludicrous or strange. This enables you to mine even the most rough-and-tumble ideas for some sort of gold.</p> |

## Personal Growth Path

### 2) Growth Recommendations

The strengths of your personality have been put through the fire and you feel that you have been tested time and again – and have proven your worth. Your key attributes of endurance, determination, loyalty and intelligence coupled with your sense of justice and your structured thinking should be continually sharpened. Even as you improve on your strengths, learn to guard against your weaknesses.

**Listed below are some of the key methods to enhance your personal growth:**



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*“Take calculated risks.  
That is quite different  
from being rash.”*

**General George S.  
Patton**

Your strong will and decided nature makes you someone who is not afraid to charge ahead. But do remember to pause and reflect before you act – otherwise, rash decisions and impulsive behaviour may lead to unfavourable consequences. Always mentally think through the repercussions of your actions as your determination and focus on achievement would be better served in working towards something that will bear positive fruit. Although you are very much the reflection of a sword, remember that needless bloodshed should, and oftentimes can, be avoided.

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## Personal Growth Path

If you find that you lack a purpose in life, and you do not have a list of goals and targets – realise that you are a Geng Metal waiting to be refined. Search out opportunities to test yourself, learn new skills, and look for avenues where you can train yourself to specialise in a specific area. Set new targets for yourself daily so that you can start the process of forging your own capabilities and strengthening your aptitude.

*“The biggest room in the world is the room for improvement.”*

**Anonymous**

*“There are no secrets to success. It is the result of preparation, hard work, and learning from failure.”*

**Colin Powell**

Your competitive nature gives you a well of energy to strive against the odds but also conversely makes you fear failure. You constantly guard against a fall and will need to nurse your ego if you do fall. It may also be hard for you to admit your errors due to your sense of pride.

Utilise your competitiveness in the face of challenges but remember that there is nothing wrong with failing sometimes. Failure should be recorded as experiences to learn from, something that as a result of, you have since grown wiser and better.

## Personal Growth Path

When emotions run high and you are starting to feel the anger burning inside, remember to keep a cool head on your shoulders. Oftentimes, you may find it hard to remain collected and reasonable in the face of an emotional issue – but resist the urge to fight by knowing that the person possessed of calmness and clarity of thought, always has the upper hand.

*“When anger arises, think of the consequences.”*

**Confucius**

*“Take a rest; a field that has rested gives a bountiful crop.”*

Learn to let your softer side through and to allow yourself some time to relax from constantly being the warrior, fighter and victor. Everyone needs time to rest and recharge – even the best of them all.

**Ovid**

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To understand and learn about PEOPLE KNOWLEDGE, attend a **Design Your Destiny (DYD) Workshop**. Learn how to motivate, inspire and change them positively to be BETTER.

## INTIMATE AND SOCIAL BEHAVIOUR

### 1) Intimate Subtype

The Intimate Profile subtype refers to the growing awareness you have of yourself with another person. When young, this refers to your primary caregiver(s) and your immediate family members, and as you mature and grow into adulthood, it refers to your closest friends and subsequently your partner/spouse. It also refers to the Profile you put on when you're in a romantic relationship, or looking for one i.e. your relationship "mask".

In your intimate relations with others, Diplomat Profiles are often intensely-loved for your ability to be extremely supportive and encouraging of your partner or spouse, and even friends and family members. You care for others in a way that is absolute and complete, and often put the needs of others ahead of your own. You rarely complain or show any form of aggression to the people closest to you. When you're unhealthy, Diplomat Profiles may fulfill all of the superficial needs of a relationship but may not be emotionally-present for the important things. You will extend yourself in less-important ways, such as keeping the house clean, doing the chores for your busy partner, or sacrificing your own time for their spouse's business dinners and socialising. However, you may be absent emotionally and intellectually when it comes to discussing important issues. Or you will retreat during fights and conflicts, building an invisible wall around yourself.

## Intimate And Social Behaviour



### Your Intimate Profile at a Glance

- **Encouraging:**  
Nurturing, puts others' needs first, reassuring and calming, don't try to compete with others
- **Undemanding:**  
Doesn't have many demands, will suppress own requests, places the other person as the focus and may risk being doormats
- **Emotionally unavailable:**  
Doesn't deal with strong emotions, prefers to ignore serious situations, may overlook things that need fixing, in denial of any severe problems that require action
- **Detached:**  
Detachment as a way to avoid unpleasant truths, allows the partner to take the lead, disassociate themselves from the emotional realities

## Intimate And Social Behaviour

### 2) Social Subtype

The Social Profile Subtype, on the other hand, refers to your interaction with the broader sphere – your acquaintances, colleagues, peers, superiors, and community. This is the Profile you use to assert your right in the world and to gauge your place of belonging with relation to issues, events, community, and within the grander scheme of things.

As a Diplomat Profile, you also tend to be popular for the simple reason that you have marvellous team spirit. In fact, many of the best professional athletes and top CEOs and GMs are from the Diplomat Profile. You typically enter fully into the flow of the team, and because of your special ability to see all sides of everything all at once, you tend to be balanced in your approach to the team or community – seeking a solution that benefits all. When you're at an unhealthy level as a Diplomat Profile, you often lack the gumption needed to make strong decisions and stick by it.

## Intimate And Social Behaviour



### Your Social Profile at a Glance

- **Harmonious:**  
Strives for peaceful objectives, Looks out for every person, wants to settle conflicts and creates harmony
- **Team-spirited:**  
Enters the flow of the team, able to see all sides at once, appreciate everyone's opinions and contributions and merges harmoniously with team's needs
- **Indecisive:**  
Go along with others' decisions, dislikes duties of decision-making, prefers someone else to make the hard calls and can be fickle; doesn't know what is wanted
- **Conservative:**  
Bound by restrictions, prefers established, fixed boundaries and does not reinvent the wheel

## PERSONALITY AT WORK

### 1) Overview on work personality

Geng Metal personalities are the type of leaders that most people envision heading up big corporations, striking deals and leaving a trail of successful and profitable ventures behind them due to their dogged determination, endurance, drive and most of all fighting spirit. You possess a great desire to get things done and to get it done now. Staying still or being idle does not factor into your books and you will do everything within your power to get to your goals. You are also fearless and do not bend to the wishes of others if this does not seem right to you – even if that person is your superior.

However, your need to get things done as-soon-as-possible must be balanced, otherwise your bumper sticker may well read like the cartoon of the man with his new computer... “Ultra-high speed computer... more mistakes in less time” Focus on quality and aim a little higher towards perfection, as you tend to sacrifice quality over speed.

As a worker and a leader, you are independent and individualistic. Those around you know that you can work in a solitary manner and yet reach your targets. You prefer strategising and favour an individual and unique working and management style, knowing that this helps you to stand out in the crowd.

## Personality At Work

### In a Nutshell: The Geng Metal Personality at Work

#### YOUR WORK PERSONALITY

- Focused on speedy completion
- Decided and firm
- Individualistic
- Independent
- Commanding and imposing leader

#### YOUR RELATIONSHIP WITH YOUR CO-WORKERS AND PEERS

- Loyal and dependable
- Reserved
- Fiery

#### YOUR BUSINESS SENSE

- Influenced by beliefs and upbringing
- Independent
- Prefers sole ownership

#### YOUR MONEY MANAGEMENT SKILLS

- Distinctive and different
- Focused on success

## Personality At Work

"It's how you deal with failure that determines how you achieve success"

**David Feherty**

### 2) Work Style

As the Philosopher Profile, your work style tends to lean towards strategy and big-thinking. You like to understand something in its entirety before using any particular tactics. You're the type of worker who must think about the reasons WHY you're doing something, instead of simply doing as you're told. It's imperative to Philosopher Profiles to be able to visualise the end result in mind before taking any form of action. In this sense, you will be able to withhold emotions in favour of intellectual decisions.

You will constantly approach your work tasks and projects with a sense of how to make it better. You are full of ideas and concepts, and even if you may not be outspoken enough to share it, you will definitely be thinking of ways to incorporate it from the back-end.

Philosopher Profiles are generally very independent workers. As such, you dislike being shoved into prolonged teamwork if it's not what you signed up for in the first place. You consider it almost a matter of integrity to be self-sufficient and to learn and discover things on your own, without the need of having to rely on anyone else – especially those who might prove to be unreliable.

Philosopher Profiles have interested minds, and are curious to know everything about what goes on around you. You are never just satisfied with simple explanations or shallow theories. You must dig deep and try to investigate as much as you possibly can. This sense of curiosity drives your sense of initiative and inventiveness. You are rarely complacent or lazy on the job.

## Personality At Work

At work or at play, you are committed to giving your full attention to whatever you're doing, and consider it distasteful and somewhat immature to have one's thoughts scattered about on a million different things at once. Though you may not be the best people to multitask, you will excel in tasks that require focused concentration and thought and uninterrupted work. You have the singular (and increasingly rare!) ability to concentrate deeply and switch off all other interruptions.



### Your Work Style Attributes:

Strategic and big-thinking, full of ideas and concepts on improvement, independent, curious and interested in the mechanics and processes and meanings, committed and focused

## Personality At Work



### Suitable Career

As the Philosopher Profile belongs to the Yin category, people under this profile work best in situations where their main exchanges don't necessarily involve being front and centre or being in the spotlight. In fact, they work best when not directly dealing with people (although total lack of interaction with other human beings is in fact impossible in any job). But the more room they're given to think, ponder, and analyse things on their own, the better and stronger their results.

Please note that the suggestions below are not exhaustive, but provide a guide as to the kinds of careers in which you're likely to thrive.

- **Academic, Education**
- **Science, Metaphysics**
- **Arts**

### Suitable Job Roles

Regardless of where Philosopher Profiles choose to work, certain job scopes and roles are better-suited to their nature than others. Philosopher Profiles, for instance, will not be happy in job roles that require them to soothe humans, or deal with temperamental questions in a customer service line. Lack of time and space to think will greatly stifle their potential. Here are some suggestions as what type of roles or positions they should play for greater satisfaction

- **Advisors / Consultants**
- **Researchers / Analyst**
- **Writers / Artists**

## CAREER GROWTH PATH



### 1) Improving Effectiveness

You can increase your effectiveness in a number of ways that best harness your strengths and limit your weaknesses. Here are some ideas on how to do that:

#### **Engage with company culture and policies**

In a traditional work environment, Philosopher Profiles tend to lose out on advancement because you can appear too aloof or detached. Despite your intellectual contributions, you may not be as fully engaged with company objectives and ideals as much as others may be. Although this individualist stance is admirable if the Philosopher Profile generally works alone, in the corporate workplace you need to make some minor adjustments to show your commitment to both the job and the organisation.

#### **Work with others**

Part of being involved will require the Philosopher Profile to make an effort to work with others. You don't have to do this to the detriment of your natural abilities, which do thrive in independent, solitary work as it is inherent in your character. However, you must make an effort – if nothing else, at least for the free exchange of ideas that this will facilitate.

## Personality At Work



### **Synergise ideas with those of others**

Too often, Philosopher Profiles test out theories and ideas in isolation. How are you to know if it's really good, or if it's even workable in certain real-world situations? Therefore, to be more effective, you should attempt to synergise your ideas with others in a profitable and beneficial merging. Some of your plans or ideas may be great on its own. Some of the others, however, may be better when allowed to merge and mingle freely with other ideas.

### **Learn to incorporate play into work**

Philosopher Profiles can often get carried away and become too intensely-involved in work. Sometimes, you might simply be too intense. Too much seriousness can erode your mental power, however, so you should try to make work lighter and more playful on occasion. How you do this is best left to your own personal preference. But making work fun on occasion is the single best way to making work work.

### **Develop a sense of committed follow-through to all tasks**

You sometimes have issues with commitment and staying through with a project or task till the end. You need to be able to set goals and complete those goals. This is a trait you need to work on if you want to be more effective at work. Although you are far from flaky, you must endeavour to ensure that your ability to follow through with a project is something that you're constantly working on.

## Career Growth Path

### 2) Self-competence

It refers to your ability to understand, accept, and transform your thoughts, feelings, and behaviour. It is your ability to recognise the opportunities that come almost daily for you to work on improving the self. Self-competence is less about controlling yourself and more about becoming your own best expert on yourself. You have a commitment to honest self-reflection and seek out self-awareness where possible, and always have a drive to be engaged in the process of learning and growing from your experiences.

**Having the ability to strive for self-competence generally means that you will be skilled and adept in these following areas:**



## Career Growth Path

- 1) Demonstrating a significant and deep level of self-awareness
- 2) Being able to respond to feedback meaningfully and without defensiveness
- 3) Being self-responsible, and also self-motivating
- 4) Showing a sense of emotional maturity; being able to manage the self
- 5) Having a sense of integrity tied to behaving/performing in alignment with your personal vision
- 6) Being committed to lifelong learning as a form of personality development and integration

Self-competence usually shows itself in extreme self-competence, moderate self-competence, and low self-competence

## Career Growth Path

|  |   |
|--|---|
| <p><b>Extreme self-competence</b></p>  | <p>If you demonstrate extreme self-competence, you are able to fully experience your feelings in the moment, as you're feeling them, and are able to engage wholly in life. You are spontaneous, lively, joyful, and imaginative. Your wisdom comes from a full integration of personal experiences, feelings, and thoughts. You exist beyond the cerebral, and have a contagious zest for ideas, feelings, and experiences.</p>  |
| <p><b>Moderate self-competence</b></p> | <p>If you demonstrate moderate self-competence, you can appear rather remote and private. You may guard your time, energy, and autonomy and dislike surprises. You avoid situations that put you in the centre of attention, or that require you to share personal information. You can be detached from your feelings in those situations, only to reconnect with those emotions later, when you're alone and feeling comfortable. You have a deep hunger for knowledge about things that interest you, and keep your needs to a minimum. Generally, you appear guarded and controlled, although you can be highly spontaneous with the select people who you trust.</p> |
| <p><b>Low self-competence</b></p>      | <p>If you demonstrate low self-competence, you can become rather frightened, withdrawn, and isolated. You tend to react in a hostile manner, and believe that others are always intent to do you harm. Hence, you spend an inordinate amount of time scheming against others or remove yourself from interaction with others. You have extremely limited access to your own true feelings. Your mind is overactive, and you might feel that even your own mental processes seem out of control.</p>   |

## Career Growth Path



### Developing Self-Competence

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- **Give yourself permission to need others:**

Do this on a regular basis. Something you can practice is this: each week, think of one thing you can't provide completely for yourself, and that you need from someone else. Think of someone who will do this for you, and then ask him or her for it. The point here is to practice being able to admit to occasional and situational neediness, which is common to everyone regardless of how independent you are.

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- **Connect with and express your feelings:**

Consider going through "feelings checkpoints" with yourself every day, every two or three hours. Don't settle for a simple one-word answer. Probe deeper. Note when you're starting to become overly-analytical. That might just be another way you cover-up your feelings.

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- **Increase your capacity to engage rather than withdraw:**

In any social event you attend, force yourself to sit right in the middle of the hub of people. Look at others and smile, allowing them to approach you. Engage in interaction in small ways by introducing yourself or asking a question.

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You want an unbiased and clear view of your chart? No problem - Just call us, meet our **BaZi Profiling™ Coaches** to book a one-on-one session to help you be, a BETTER you.

## Career Growth Path

### 3) Communication

If you want to know how to work best in a professional environment, read on for some hints:

- A Supporter personality like you prefers informal, personable settings; free from 'pressure' so that you would be comfortable and receptive enough to suggestions.
- You also require ample physical space between other personalities. Otherwise, you will feel claustrophobic and have a suspicion of an aggressive attack from others.
- You don't like the feeling of being coerced into something. You are more inclined to take more risks when people do not put high expectations on you.
- You respect rules and structures, to a certain extent. Meaning: You need to know the supportive facts behind them before you follow.
- You abhor emotional extremes and hysterical manipulation.

## Career Growth Path

- In order for you to work efficiently, you prefer everything in the game plan to be laid out clearly from the start. No last-minute surprises to throw you off course. If there's a plan, you'll stick to it like glue.
- For a Supporter, you are often sensitive and relate to others through sympathy and empathy. You avoid brutal and direct confrontation when issue arises.

## Career Growth Path

### 4) Growth Recommendation

#### **Gather information as it's your asset:**

It will be a good idea for Philosopher Profiles to develop an interest in the type of information that can be put to good use to generate wealth. Some ideas for this include intellectual properties – like patents, formulas, or technological codes. Or perhaps you can learn to master financial information and economics. If you don't do anything with the stuff you know, it would be a foolhardy waste of your talent.

#### **Play more often:**

Philosopher Profile folks spend an inordinate amount of time in their heads, thinking deep thoughts. Sometimes it would be good to just give up on the mental calisthenics and head out for some physical ones instead. Games that use intelligence but still are fun – with laughter involved – will help you greatly in developing a lighter demeanour, as well as bonding with colleagues.

#### **Hang out with different types of people:**

There is smart, intelligent company to be found in a wide cross-section of society. In general, Philosopher Profiles do enjoy meeting people from a wide variety of backgrounds rather than meeting the same old pretentious bores from your circle of acquaintances and co-workers. Being with different people does wonders for your mind, and triggers your imagination and creativity in the most delightful ways. You will find yourself coming away inspired.

## Career Growth Path

### **Be less individualistic:**

The more you make tentative steps toward building genuine relationships, the more you can soon learn to see that not all people-relations are a drain on your time and energy. Not all of it requires giving up one's respectable sense of privacy and freedom. As Philosopher Profiles, you can become selfish and warped in perspective the longer you focus too obsessively on your own thoughts and ideas.

### **Share your feelings:**

Learn to share your feelings more openly with others, and to be less ashamed of your perceived flaws and weaknesses. Small but consistent and regular efforts must be made to share true feelings without any aim at pretence or cover-ups, and with no sense of denial or defensiveness. That's because the work atmosphere is not just a cerebral place.

## LEADERSHIP PATH

### 1) Leadership Style

As Philosopher Profiles, you tend to exhibit a certain leadership style that consists of these attributes:

#### **You project a sense of power:**

Philosopher Profiles are often surprisingly powerful leaders. This is largely because you are perceived as knowledgeable. You often have the imposing "all-knowing" aura about you because you are a deep thinker, and a strategist to whom others look to for a plan. You often know what to do when problems arise, and you tend to put in place unconventional ideas that can sometimes be seen as the "miracle solution" to particularly complex problems.

#### **You lead with a sense of autonomy:**

Philosopher Profile leaders are very independent. You don't need or require central coordination, such as in the case of sharing resources across a range of different people and groups. You are able to guide your particular group or team towards the proper direction without needing in turn to be told what to do – the chain of command system doesn't really hold water for Philosopher Profile leaders. Of course, your inability to allow yourself to be managed or to be forced to respond before you're ready can make you rather a renegade leader at times.

#### **Leading with perceptiveness:**

Philosopher Profiles are typically very wise, and you make insightful decisions due to your profound nature of knowledge. While the rest of the team may be doing the brute practical work, the wheels of your mind are constantly churning in thinking up innovative methods to improve productivity or simply make something better. You are not the type of leader who prefers to leave the thinking and the strategising to someone else.

## Leadership Path

### 2) Strategic Thinking

Good, solid leadership – excellent leadership – requires leaders at all levels to understand the actual business of their organisations. You need to be able to think and act strategically in small, detailed ways, but also in big ways that contribute to the vision of your organisational goals. Knowledge and strategy go hand in hand.

As a Philosopher Profile leader, you have an enormous amount of intellectual curiosity. You are stimulated by knowing the business from both an environmental and organisational perspective. You take an interest in analysing the latest trends and the needs of customers, and also possess information on products, technology, services, structure, and finances.

But your strength in knowing the business and being able to think and act strategically can become an obstacle. It's impossible for someone to know *everything* about these matters, especially in a constantly-changing marketplace. Therefore, it may prove a problem for you, because you always need to understand all the data before you feel you are ready to take action.

You also have a tendency to handle leadership in the sense of doing project management. You understand how the pieces of a business fit together, but this can be a limitation in running a business because the scope and complexity of a business is a lot vaster than one single project.

You tend to confuse tactics with strategy, because many tactics are strategic in nature. But a strategic activity is not the same as strategy, as it is merely one tactic rather than an overall approach. You may also place too little emphasis on the development of a shared vision.

“You're the only one who can make the difference”

**Ervin Johnson**

## Leadership Path



### Developing Strategic Thinking:

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- **Use your gut feelings as much as your intelligence**

The deepest part of knowledge – insight and wisdom – don't come from intellect alone. Increase your capacity to trust your feelings. This means allowing yourself to experience your emotions as it occurs, and in depth. Pay attention to your gut reactions as well.

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- **Drive yourself to develop a collective vision**

Ensure that you have a clear, purposeful, values-based vision from which you can lead. Ensure that this vision is a collective one by sharing it with everyone through a variety of methods – direct speeches, in writing, interactive meetings.

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- **Talk more with people**

Other people can be incredible sources of information, as well as sounding boards. You can build an information base the more you interact with people and hear what they have to say.

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## TEAM LEADERSHIP

### 1) Being a Team Leader

The ability to create and lead a team is the success of every leader. If you have the ability to lead a successful or high-performing team, it means that you are able to provide team leadership, create a team vision that is shared by all, attract and develop individual talents within a team, and design an architecture that provides a solid and concrete system for the team.

As a Philosopher Profile leader, you bring analytical and logical orientation to team leadership. You tend to construct team goals that are precise and concrete – the kind that is able to translate easily into action. You ensure each team member has a specific role and clear accountabilities. You understand that trust is essential.

You also enjoy discussing important ideas with intellectually agile and knowledgeable team members. You do your best to establish rational, consistent, and systematic work processes because you believe in allowing all team members to use their team productively.

You derive much satisfaction from knowing how all the parts of a task or project fit together. The puzzle aspect of issue identification and problem-solving is enjoyable to you. Furthermore, you enjoy guiding team members in using the same approach.

You prefer to work on teams with low interdependence among team members. You enjoy cultivating a high level of individual autonomy. You build your team structure on this premise. You also tend to believe that people are there to work and not to get involved in each other's emotional lives. But you may overlook or derail legitimate interpersonal issues as a result; issues that are important and that can affect team productivity, output, and morale.



If you have the ability to lead a successful or high-performing team, it means that you are able to provide team leadership

## Team Leadership



### Developing Team Leadership:

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- **You must try to express your feelings beyond using just words.**

See how you interact with others in terms of gestures and body language. Watch a video of yourself presenting. Get an expert or an advisor to help you assess how you come across and which areas need attention.

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- **Be more forthcoming, direct, and explicit about needing more time to consider your true reactions.**

Everyone deserves a heartfelt and well-considered response from someone else. Be clear about the time you need to do this; as it's extremely important to you that you're given time to consider all factors.

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- **Learn to read body language closely.**

Pay more attention to what others are not saying as much as what they're explicitly stating. Become an expert at reading nonverbal cues, because these often reveal hidden motivations or inclinations better than overt speech can.

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## Team Leadership

### 2) Being a Decisive Team Leader

One of the most crucial and significant tasks facing leaders is the ability to make decisions. Leaders need to make decisions on issues both large and small on a regular, even daily basis. Being a decisive leader makes you able to understand the organisational structure, honour its decision-making structure, using your head to make rational decisions while factoring the context of the decision and listening your instinct – and those of others.

A Philosopher Profile leader approaches decision-making from an analytical perspective, accumulating facts and piecing them together in logical fashion. Your decisions are always well thought-out and thought-through. You ensure to take time to do the necessary research, and are always careful to assess the pros and cons and potential impact of each choice and alternative.

You rarely overstep your lines of authority because you pay a good deal of attention to the organisation's decision-making authority structure. You tend to make decisions on your own, however, because you rely on your own understanding and analyses rather than involve others. You stand firmly behind your decisions, but are sometimes resistant to input from various disparate sources.

You tend to place insufficient emphasis on others' reactions when making a decision. You don't typically have strong emotional responses yourself, and tend to assume that others also have similar non-emotional reactions. Also, you don't move to action fast enough because you tend to want to wait to know that you've secured all of the relevant information first. But some decisions require swift and decisive action.

## Team Leadership



### Developing Decisive Leadership:

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- **When you perform objective analysis**, you need to remember that logic does not necessarily equate to objectivity. Logic can have its own inherent bias. Ensure that your insight includes information about feelings as well as facts.

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- **Don't over-plan or over-strategise**, because it's impossible to know everything before you develop a plan. Learn to feel and own your feelings as you feel them. This helps you read other people's feelings accurately, as well. Create fewer communication barriers between yourself and others.

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- **Share with others how you came about reaching your decision.** Be kind when delivering information, taking time to explain to others what they don't understand.

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- **Ensure that you make decisions in a timely manner.** Hold firm to the decisions you've made, but if you need to be flexible and reconsider, use your mind well. Learn to read your body's signals so you can learn to trust your gut instincts.

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## WHERE DO I GO FROM HERE

Now that you've read this report and learned some fundamental facts about your Profile, you have incredible insight into what your Profile represents and what your typical behavioural and thought modes are like. However, there is always more that you can do on the path towards self-realisation and self-actualisation.

### 1) Engaging in BaZi Personality Profiling Coaching:

A one-on-one, private coaching session will help you better understand your Profile and its nuances and help you plan and develop a course of action to make a transformation for the better. Learn to maximise the strengths of your Profile for your own development.

**Tel : +6(03) 2284 8080**

**E-mail : [profile@masteryacademy.com](mailto:profile@masteryacademy.com)**

### 2) Enrolling in a BaZi Profiling Workshop:

Learn the right people-knowledge to solve people problems – for yourself. You can learn how to manage employees better and choose friends and romantic partners wisely. The knowledge that you gain can be used for yourself, and to help others.

**[www.masteryacademy.com/DYD](http://www.masteryacademy.com/DYD)**

## Using this Report

The personal characteristics in this report have both positive aspects and liabilities. Your goal in using this report should be to learn about yourself, so that you will be able to capitalize on the assets of your characteristics and minimize the effect of their downside potential. The more you understand how you approach situations, the better you will be able to work to your full potential, and make decisions that result in greater satisfaction.

### Starting with yourself

The planning steps below should help you increase your self-knowledge and identify areas of strength and development.

- **FIRST**, read through your report a number of times. Pay close attention to what it says about you and highlight the statements you believe describe you best.

- **SECOND**, underline the statements that surprise you or indicate areas where you could improve yourself. Develop a plan to guard against the behaviors that may lower your personal growth.

- **THIRD**, create a list of areas that will help you improve your career and personal life. Carefully examine your current environment and set some realistic goals for increasing your effectiveness. Then consider your future goals and outline adjustments you could make that would enable you to reach them.

## Using this Report

While this BaZi Profiling™ Report outlines a number of areas that can impact your satisfaction and success in life, it is important to recognize that many other variables can also play an important role. This report addresses your typical behaviors and personality characteristics, but it does not provide information on your skills, abilities, work experience and specialized training. These also need to be reviewed when determining what you need to acquire to achieve what you desire in life. Changing your approach to tasks, people and the environment requires a committed effort and time. As you continue to develop your strengths, review your progress with those who know you well, and can help you remain focused on your goals and provide feedback regarding your progress.

[www.baziprofiling.com](http://www.baziprofiling.com)



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