

# Emergenetics

<https://www.emergenetics.com/>



Emergenetics is rooted in the concept that who you are today is the emergence of your behavior, genetic makeup and life experiences. The assessment provides a clear way to understand this intersection of nature and nurture through the Emergenetics Profile, built on four Thinking Attributes and three Behavioral Attributes that every person exhibits. Groups benefit from this assessment by learning more about each other's preferences and how to leverage their differences to work more efficiently and effectively together. The assessment takes approximately 15 minutes to complete prior to the workshop.

The debrief session consists of sharing the background research on Emergenetics, a walk through the profile for understanding, and a structured reflection on what the profiles mean from an individual and whole-group perspective.

**Activity:** In order to get a whole-group perspective, the participants walk through their behaviors by standing in a line that corresponds to their preferences. This visual activity allows the group to see where their colleagues fall on the continuum and how to better relate to those styles.

**Reflection:** The final reflection consists of a small-group discussion on the strengths and challenges of the thinking attributes. Participants are grouped by Most Preferred Attribute and asked a series of discussion questions. The reflections are shared with the entire group for clarity and a deeper connection to differing preferences.

