

CHAPTER 7

Human Resources





Nature

According to Chinese philosophy there are five basic forms of energy: Fire, Earth, Metal, Water, and Wood. The five elements are symbolic for the different phases, or primal forces within the universe, nature and our bodies. Each element is also attributed to a certain personality archetype. Knowing which element(s) influence our personalities can help an individual negotiate life's journey in a more effective and meaningful manner.

Business Lesson

Sophisticated HR departments have been utilizing various testing methods to aid in vetting job applicants for many years. Two of the most common assessments are the Myers-Briggs Type Indicator and the DISC assessment (DISC is an acronym for: Dominance, Influence, Steadiness and Conscientiousness). Based upon the assumption that better decisions are made with more (as opposed to less) data, I recommend in addition to whatever an HR department is currently utilizing, additional insights might be gained by utilizing assessments based upon the five element theory. After all, Myers-Briggs and DISC are based upon information made available in the 1930's while the Chinese assessments are based upon elements that have been around forever!