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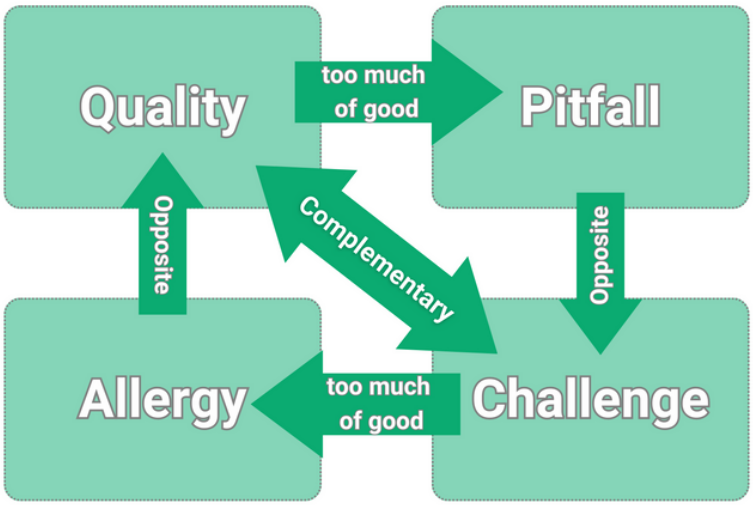
The Core Quadrant

The Core Quadrant is a powerful tool introduced by Daniel Ofman, offers a structured approach to dissect our strengths, occasional missteps, and reactions to others. It is aimed at increasing self-awareness and promoting personal and professional growth.

The Model:

- **Core Quality**: Think of this as your intrinsic strength. It's what you naturally excel at, the qualities others often appreciate in you. It could be your decisiveness, creativity, or your empathetic nature.
- **Pitfall**: Every strength, when over-expressed, can become a potential weakness. If your decisiveness turns into impulsiveness or your empathy borders on becoming overly sentimental, you're looking at your pitfall.
- **Challenge**: This is the counterweight to your core quality. It's about identifying behaviours or traits that can moderate and balance your primary strengths. For an individual who's extremely creative, discipline might be a challenge to cultivate.
- **Allergy**: Certain behaviours in others can be particularly annoying. If you have a high degree of integrity, dishonesty in others might be your allergy. Recognising this helps in understanding interpersonal dynamics better.



Understanding your Core Quadrant can help you:

- Improve self-awareness
- Recognise and avoid potential pitfalls
- Develop areas for personal growth by embracing challenges.
- Understand conflicts or irritations with others, leading to better relationships.

Daniel Ofman's Core Quadrant model acts as a guide for self-awareness, enriched by foundational psychological theories. Inspired by **Carl Jung's** "shadow self," the model prompts recognition of unconscious elements in our personality. Drawing parallels with the **yin and yang**, the model underscores duality—every strength has an inherent pitfall and challenges correspond to allergies. Aiming for personal growth, the model resonates with theories like **Maslow's hierarchy of needs**. Feedback, akin to the **Johari Window's** perspective, plays a pivotal role in revealing self-insights. Moreover, the quadrant illuminates interpersonal dynamics, signifying how our reactions often mirror personal unresolved issues. Ofman's model thus weaves together a tapestry of diverse psychological tenets into a versatile tool for self and relational understanding.

Try the exercises included on the next worksheet

Warm regards,

Tanya Deryglazova

Your coach

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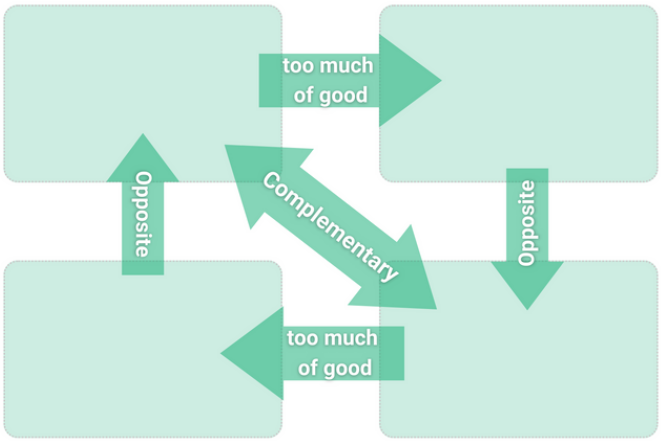
Building Your Core Quadrant

Objective:
Discover your key strengths using the Core Quadrant model and recognise behaviours and triggers in different settings. This process is designed to enhance both your personal and professional growth.

Step 1: Identify Your Core Quality

- Reflect on what comes naturally to you.
- Consider what people often praise you for.
- Ask yourself: "What positive attributes define me?"

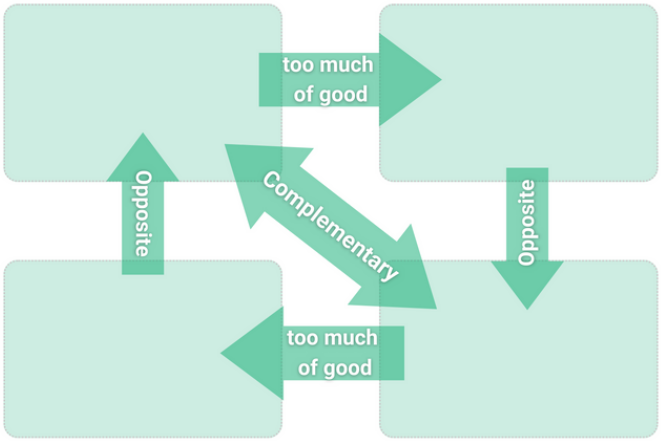
Example: *Being a good listener.*
Exercise: List down three qualities you believe are your core strengths.



Step 2: Recognise Your Pitfall

- Think about times when your strengths were overplayed.
- Have you received feedback suggesting you "tone down" a certain behaviour?

Example: *Being overly passive or not voicing your opinion.*
Exercise: For each core quality from Step 1, list a corresponding pitfall that can arise when that quality is overused.



Step 3: Determine Your Challenge

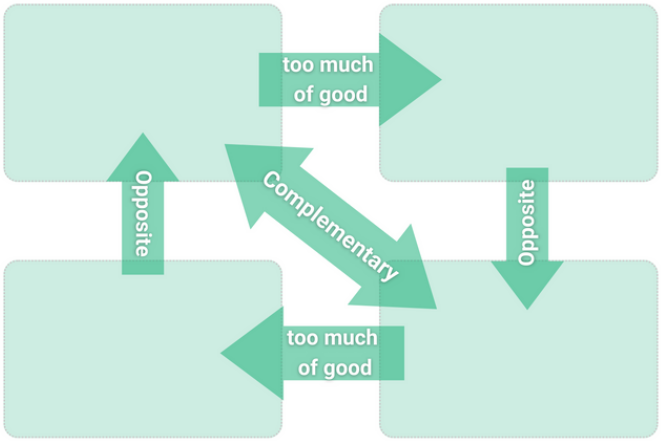
- Identify behaviours that balance out your core qualities.
- Consider what traits or behaviours can prevent you from falling into your pitfalls.

Example: *Speaking up and asserting yourself.*
Exercise: For each pitfall, think of a balancing behaviour or trait that could serve as a challenge for personal growth.

Step 4: Reflect on Your Allergy

- Think about behaviours in others that irritate or annoy you.
- Consider why certain behaviours trigger strong reactions in you.

Example: People who dominate conversations or are overly aggressive.
Exercise: For each challenge identified, list down a behaviour in others (an allergy) that irritates you when it's overplayed.



Reflect and wrap up
As you wrap up this exercise, keep in mind that it's not about placing yourself into fixed categories, but to ignite thoughtful self-reflection and discussion. The insights from the Core Quadrant are dynamic, evolving as you do.

Tip:

- The Core Quadrant is invaluable for understanding disagreements and shaping precise goals.
- Bring your insights to our next session, and let's refine your roadmap to growth.