Over the years of interpreting Herrmann Brain Dominance Instrument® (HBDI®) profiles with thousands of clients, a curious and interesting question began to come up repeatedly.

Because of our four decades of work on hemisphericity and linking energy to brain dominance, we began to ask, “Which activities give you positive energy and which seem to drain your energy?”

From this subjective research we began to determine that when we exercise our native ways of doing and being, we seem to generate positive energy of joy, satisfaction and well being.

However, when we practice skills in our non-dominant quadrant or quadrants, this work seems to be less energizing and is often described to us as draining.

We also learned that in areas of native giftedness or genius, the person rarely finds it burdensome to challenge and further their skills associated with their gift. Additionally, because these competencies are native, have always been there for them, or felt energizing or “effortless” to acquire, they both discount the skills as “no big deal” and typically assume that, if it is easy for them, it is also easy for others.

Not so! And this gets us in trouble when we try to mentor or coach. We are likely to be impatient and poor teachers in areas of our gifts precisely because we never had to learn this skill set. Therefore we can exercise the attribute but not have a clue how we did it or how to teach others.

Read the full article to learn how you can improve work/life balance and feel more energized by work when you become conscious of native versus acquired thinking styles and how you can begin to experience positive energy by bringing non-dominant traits in as balancing partners.

To receive a copy of the full article, contact Dianne Aucamp, aucampbd@nova.edu or 28033

“Man’s mind, once stretched by a new idea, never regains its original dimensions.”
Oliver Wendell Holmes, Jr.