

**OR**  
**GA**  
**NI**  
gifts

Embracing  
your unique  
combination of  
natural gifts

**36**  
organikins





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## Meet the Organikins

The Organikins as part of the Organic ScoreCard® (OSC) is a tool that can help us to identify our life strategy very accurately.

The word Organikin derives from 'next of kin' – in other words your closest family. (Next of kin – those persons who are most closely related to a given person.)

So these are your internal blood relatives living inside you. We have been born with some of these 'family members' inside us to help us live our lives while other 'family members' have joined along the way as we try to cope in life.

This team of Organikins is the first group that we call upon to help us when we are in trouble. They are also the first ones we use when we need to perform well. They have come a long way with us – most of them from before the age of 5 years. We know exactly how, where and when to employ them.

Some of them were given to us. Others we have invited long before we could even think. We should appreciate them for what they have already done for us. At the same time, we should use them to do good in life – also to do good for other people. Marc Grond, the designer of the Organic ScoreCard, believes that the OSC was 'given' to him.



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**Enthusiastic  
Dynamic**  
**Vulnerable  
Resisting**

**Red: Emotions**  
The need or drive to fight, flee or freeze.  
This awareness is about agility, speed, turbulence and change.



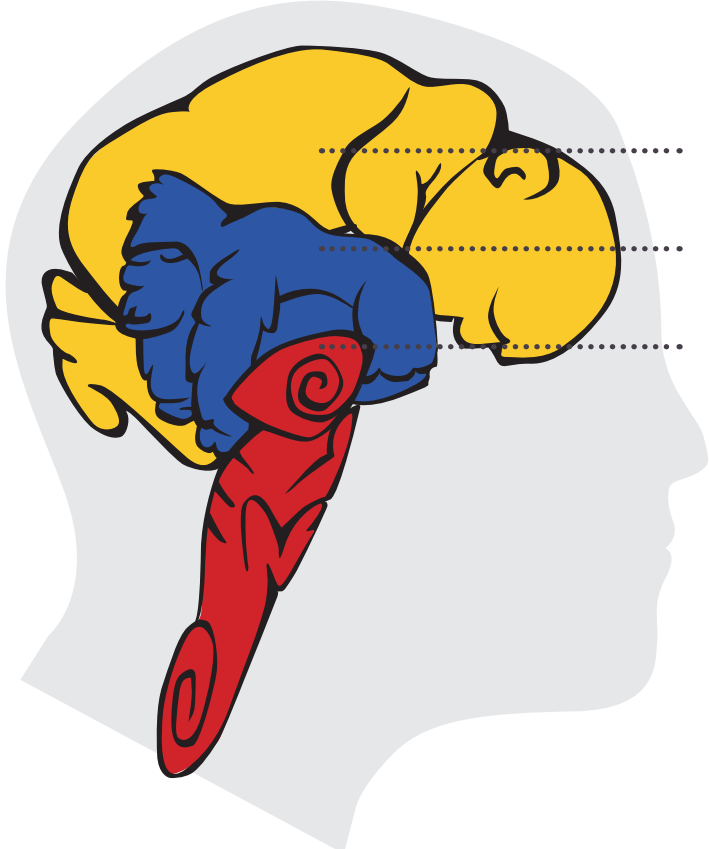
**Reliable  
Sure**  
**Rigid  
Doubtless**

**Blue: Stability**  
Predictability, reliability, staying power.  
This is about restrictions or rigid safety, recognizable and predictable structure in terms of yourself or the future.

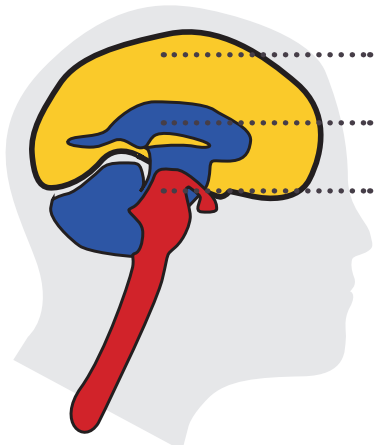


**Trusting  
Freeing**  
**Detached  
Naive**

**Yellow: Trust**  
Letting go, surrendering, distance and abstraction. It is about being unconditional and detached, smiling and intrinsic safety or absence.



**Human brain**  
**Mammal brain**  
**Reptilian brain**



**Neocortex**  
**Limbic system**  
**Brain stem**

# OrganicScoreCard

TransMind™



**Ambition** - I show who I am



**Motivation** - I feel good about myself



**Insight** - I am proud of what I have been able to experienced



**Agility** - I am prepared for what is coming



**Planning** - I am my own best friend



**Knowledge** - I trust my own inspiration



**Norms** - I recognise my line of descent in who I am



**Position** - I really have a place in this world



**Structure** - I am supported by how I organise my things



**Values** - I know well where we are with each other



**Connection** - I am surrounded by people that love me and visa versa



**Relevance** - I know that I am a gift to my environment



## I Perspective

I take full responsibility for my situation

## WE Perspective

Responsibility is something we share

## IT Perspective

I have no influence on what happens.

# Roots

Carrier



Grandma



Caretaker



Life giver



Hunter



Farmer



Winemaker



**Motivation**  
My inside

## Existence

The basics of being, the felt right to exist

### Grandma

Grandmothers focus on being there for all that is needed, content and the source of rest for everyone.

'I can be there for others from a fulfilled Self.'

They love, give safety and embrace from their abundance.

### Caretaker

Caretakers are comforting, reliable, embracing and reassuring.

They have an attitude of: 'trust me, lean on me, rest with me.'

They know they 'are who they are' and know they 'are trustworthy.'

### Life giver

Life givers are powerful, driven, mobile and able to reinvent themselves.

They are needed for growth and enthusiasm.

They have a 'lust for life' and are life-creating.

### Hunter

Hunters are alert and looking for opportunities to confirm themselves and prove themselves.

They want to stay in charge of initiatives.

They are industrious self-starters.

### Farmer

Farmers do what they do.

They feel responsible for their surroundings.

They are relied upon for sustainability and stewardship.

They are anchor points in their environment.

### Wine maker

Wine makers have peace of mind in the given order, freed from the here and now.

The givenness of life is often translated into a natural sense of long-term reassurance.

Their being in life sometimes feels like destiny or magical.



**Position**  
My existence

## Existence

The basics of being, the felt right to exist

# Roots

Carrier



Master



Apprentice



Doubter



Joker



Organiser



Innkeeper



## Planning

My grounding

### Stability

The necessary support, in people and continuity

#### Master

Masters are naturally comfortable in themselves and are at peace.

They are no longer focussing on themselves.

Masters are connected to life and they are filled with love for everything.

#### Apprentice

Apprentices know peaceful rest can only be attained by practicing it continuously.

Peace of mind in the current situation, if properly guarded, provides life long balance and stability in being.

Being one's own best companion gives them a clear view on others

#### Doubter

Doubters know that life is uncertain by definition; certainty is an illusion.

The search for an inner life and inner stability means saying goodbye to things that appear stable.

Openness to the situation in the here and now feels liberating.

#### Joker

Jokers always take the initiative in the group, involving everyone, engaging them in what they are doing.

They ensure that the 'safe' people do not 'escape' from the collective group.

Good at sensing who simply does not belong to the group.

#### Organiser

Organisers simply know how to establish the social environment that makes everyone feel at ease.

They meticulously ensure that everything is in order, and they make sure that there is something for everyone.

They are always there for friends and colleagues.

#### Innkeeper

Always willing to be there for others, no matter who they are.

Enormous trust in people, no exceptions. Kindness is a trademark.

Open and welcoming, making everyone feel at ease.



## Connection

My friendship

### Stability

The necessary support, in people and continuity

# Trunk Builder



Believer

Bookworm

Inventor



**Knowledge**  
My creativity

## Empowerment

The experienced power to direct one's life

### Believer

Believers trust and then receive all that they need.

They really believe in the power of letting go.

Believers know what need to be known at the right time they need to know it and they are open to receive this knowledge.

### Bookworm

For bookworms truth is something you can look up, something that is already 'known'. Always looking for the recognisable source of an idea.

They regard themselves as the ones presenting knowledge rather than the ones discovering knowledge.

### Inventor

Inventors are an inexhaustible source of inspiration and creativity.

They always think there is another truth and nothing is set in stone.

They combine thousands of things and turn it into something new.

Seller

Tailor

Provider



**Relevance**  
My contribution

## Empowerment

The experienced power to direct one's life

### Seller

Sellers have a keen sense of knowing what others need and what they can therefore 'deliver'.

They spend energy thinking about opportunities and trying to find new ways to come to a deal.

They are enablers of success.

### Tailor

Tailors listen well to what others want and they do their utmost to deliver this as precisely as possible.

They work along familiar lines and concepts.

They focus to optimize their chances of success for others and themselves.

### Provider

Providers give themselves to others.

They trust that 'what comes from the heart' will always be welcome.

Meeting others is about mutual fulfillment and not driven out of necessity.

# Trunk Builder



**Dreamer**



**Diarist**



**Treasure seeker**



**Wrecker**



**Bricklayer**



**Dweller**



## Insight My history

### Ordering

The longing for structured being



#### Dreamer

Dreamers gratefully accept what life has given them – not only the pluses and minuses, but also the lessons.

It makes them happy to accept why they are who they are.

The 'lesser' traits in themselves no longer bother them.



#### Diarist

Diarists know themselves well and fill any gaps in this knowledge easily.

To do this they investigate, reflect and listen to others.

They gather information in order to solve the 'mystery of me.'



#### Treasure seeker

Treasure seekers are always looking for the treasure they know they are.

They are looking inside and outside, and reinvent themselves over and over again.

They are driven by the addictive magic of great happiness or the final wisdom about who they are.



#### Wrecker

Wreckers yearn to be supported.

They feel this new order lies beyond chaos.

If things do not work out and if wreckers do not find the help to do their 'thing', everything must change.



#### Bricklayer

Bricklayers seek order through timing, regularity, resources and right insight.

They build to make things that are obvious and factual the norm.

They do this to help others and themselves rise to their potential.



#### Dweller

Dwellers can enjoy everything that their surroundings has to offer.

They can sit back and do what they were born to do!

They like the idea that they do not have to think about arranging their resources themselves.



## Structure My work space

### Ordering

The longing for structured being

# Trunk Builder



# Crown

## Architect



**Wizard**



**Chess-player**



**Explorer**



**Captain**



**Mediator**



**Elder**



**Agility**  
My future

## Change

The felt possibilities for change



### Wizard

Wizards's strong presence allow them to just be, regardless of what is coming their way.

They do not need to wait for anything or anticipate anything.

They trust they are everything they should be and feel free to do what they can and may do.



### Chess-player

Chess-players build their ideas of the future and vision on their reading of the now.

Mapping future possibilities that are obvious to them.

They can formulate various scenarios, compare various options and switch from one to the other.



### Explorer

Explorers are agile, quick to connect the dots and therefore ready for anything.

The pleasure they get from all the uncertainties coming their way turns them into excellent change and development experts.

Come what may – their eagerness is contagious.



### Captain

Captains have the urge to take control and know exactly what to do.

They make underlying relationships clear for others to know how they need to work, care and live together.

They determine, arrange, push and pull where they think it is necessary to do so.



### Mediator

Mediators like to make appointments and to stick to them.

Certainty and clarity are very important for them.

They are the reliable core of the group.

They ensure that everyone knows where they stand in terms of one another and in terms of themselves.



### Elder

Elders have a natural delegation power – everyone does what they need to do but within a larger context of doing things together.

They can and want to work without someone watching over their shoulder.

It is about giving people space and trusting them to do the right thing.



**Values**  
My collaboration

# Crown

## Architect

# Crown

## Architect



Guru

Mayor

Revolutionary



Actor

Teacher

Advisor

## Norms

My origin

### Adaptation

The perceived need to fit in

- Guru**

Gurus are examples for everyone of how to live life through the way they create space to think and play. Their natural attraction makes people follow them on their way.
- Mayor**

Mayors act as examples for everyone when it comes to complying with codes of conduct and (cultural) standards. They find compliance very normal. They are decent and thorough.
- Revolutionary**

Revolutionaries have an eye for the obstacles that people collectively have created. They feel like the Robin Hoods of their world. They fight against what they regard as nonsense, injustice or unworkable ideas.

# Crown

## Architect



## Ambition

My outside

### Adaptation

The perceived need to fit in

- Actor**

Actors have abundant inspiring energy that attracts attention. Their enthusiasm can bring things into movement. They take centre stage to refocus other's attention.
- Teacher**

Teachers maintain the perfect balance between what they can do, who they are, and what people want to see of them. They also know that this is why people appreciate them. They know their strengths and have very high standards for themselves.
- Advisor**

Advisors embody invitation. They show their most endearing smiles and quickly put people at ease with their kindness. They want to be perceived as inviting and open. Their friendliness and ability to listen make everyone feel welcome.

I

### Single celled

Experiencing existential rights

It

### Reptile

In constant contact with everything around, developing reflexes of survival

We

### Mammal

Deeply dependent on others and implicitly exploring creativity

### Declared human

Revealing yourself to the world. I have learned that I can get what I need. I don't have to ask questions about my right to be.

### Decoupled human

- Detaching, separated and feeling at the mercy of everything
- I have learned to trust and to provide for myself.

### Inclusive human

- Knowing where you belong and also what groups you are not part of
- I have learned what conditional love means. I know who I am among others and through the eyes of others.

### Fulfilled human

- Valuing yourself as deeply important
- I have learned that I can fulfil myself without doing injustice to others. I have learned that I am the most beautiful creation that I could be.

### Servant human

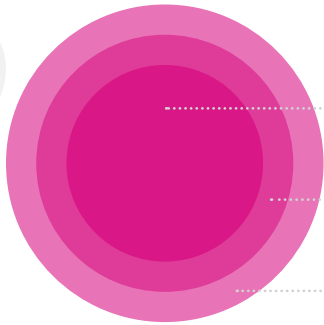
- Going beyond yourself to serve humanity
- I have learned not to think and worry about myself anymore. I am free to serve the world.

### Global human

- Connecting and embracing humanity and the earth
- I have learned to deeply connect to all human beings, almost without words. The earth is the only boundary.



# Question



**Initial Invite »**  
What part of your life do you want to explore?

**First Question »**  
What question/s are you busy with?

**Boost Question »**  
What deeper question, if you could get it answered, would help you most?

## Core question

What is the one question, if you could get it answered, would help you most in life? The question could be about yourself, others or life in general.

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## Reflection

If you could rephrase your question, what would it be now?

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# Summary

Write one sentence that summarizes your current natural core strengths.

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## Starting point

1. What will you do?

.....  
.....

2. How will you do it?

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.....

3. By when will you do it?

.....  
.....

4. Where will you do it?

.....  
.....

5. Who / what will support you to do it?

.....  
.....

# OrganiCanvas



## Identify

Identify 6 of your most visible gifts (Organikins). Describe what you identify with.



## Utilize

Describe events where your group gained from your gifts.



## Support

Describe incidents where your gifts were supported by other members in your group.

1

2

3

4

5

6



Developed by ClariAct in partnership with TransMind International.



Helping leaders, individuals and teams deal with organisational change and acquire awareness and interpersonal skills to deliver sustained high performance within complex environments as cross-functional, self-organising teams.

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Communicating complex messages through pictures

Graphic facilitation

Real-time concept illustration

Creative communication at conferences

Plotting customer journeys

Developing interactive training programs

Redesigning customer experiences

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