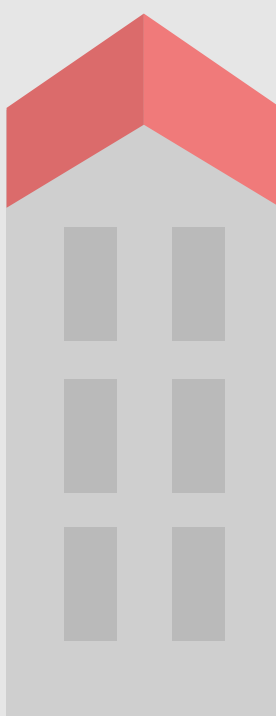


hoozyu at home



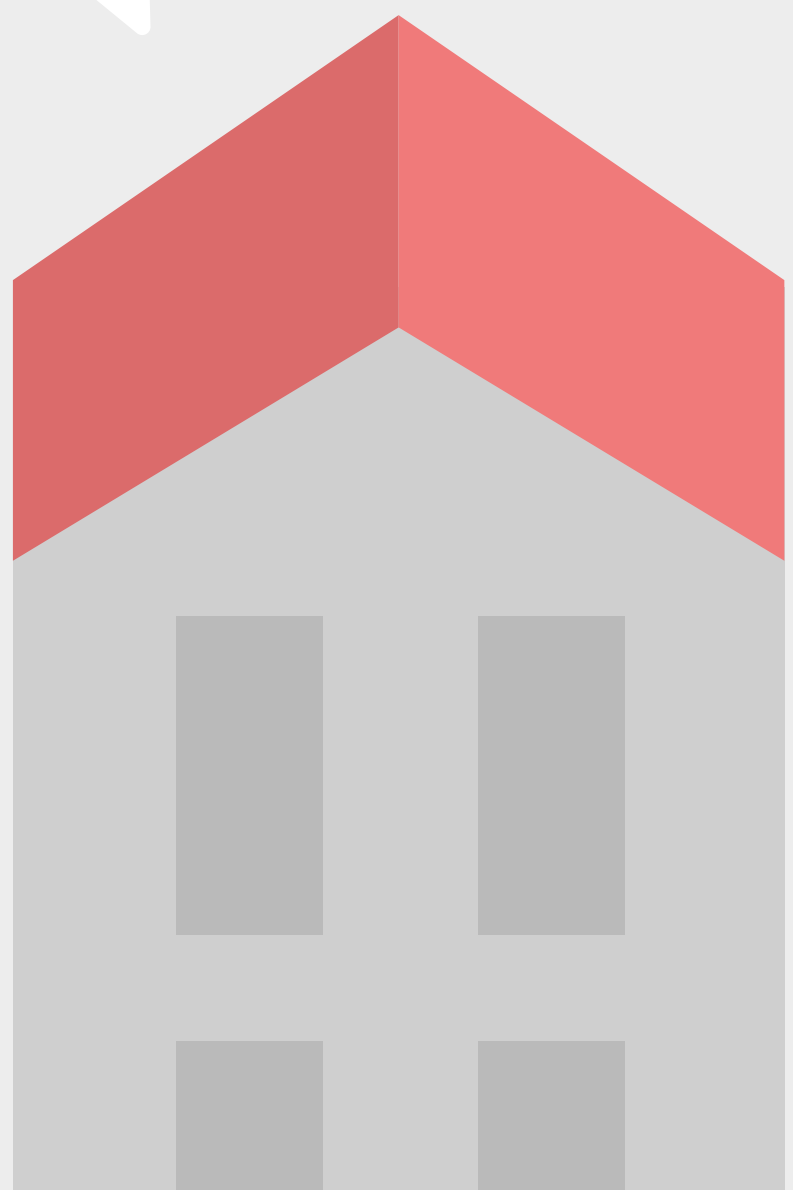
***Conversation Guide
& Practical Activities***

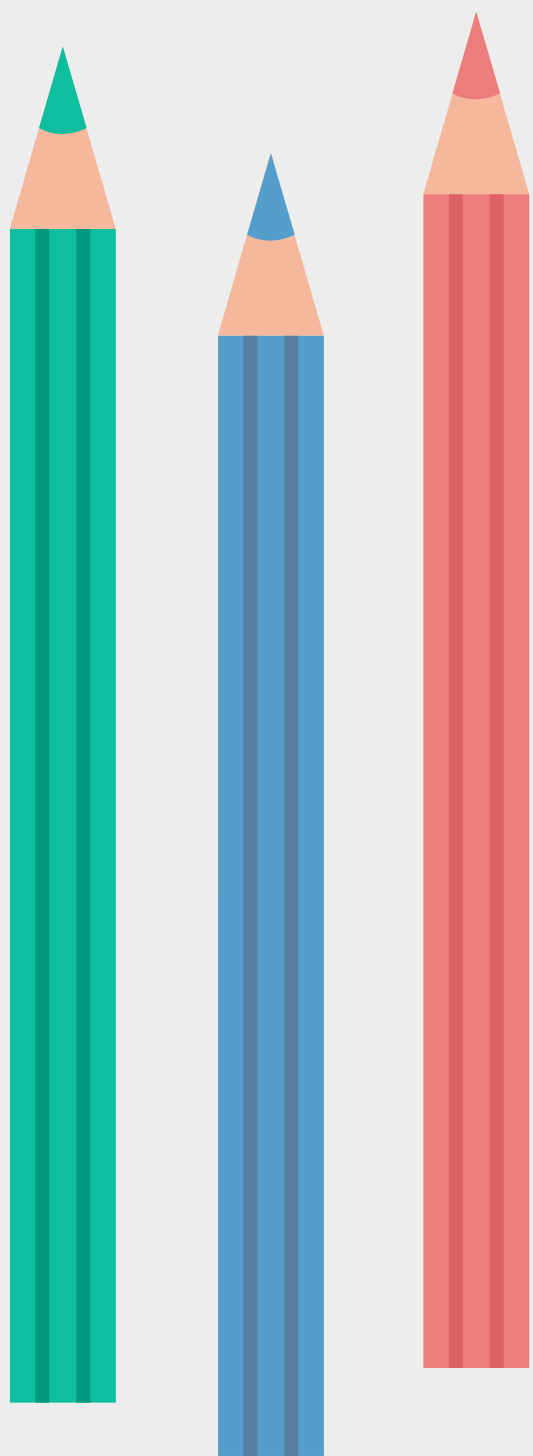


With all the disruption the last few years has brought to our usual routines of life & work, there has never been a better time to talk your teens through their hoozyu data - especially if you have your own hoozyu report too!

You may at times feel ill-equipped to help your teens navigate everything they're facing, but you *can* help them to understand some of what they may be finding difficult, and the scores that can help them to stay engaged and motivated...

Getting some objective data on each of you, and then discussing your similarities and differences? That can be life changing!





For all of the ideas and activities in this document, you'll each need your own hoozyu report, plus some paper, pens or coloured pencils.

You will also need to be able to print, or access the relevant documents on another device!

If you don't already have hoozyu for your whole family you can purchase online, for just \$135 per person, and keep using your reports for many years ahead!

\$135

***NZD**

visit: kokkoi.com/buyhoozyu to buy now

Please note: you must be aged 13 or above to complete the questionnaire

Contents

- **Guide: Running a Family Session using hoozyu**
- **At the Dinner Table: hoozyu conversation prompts**
- **Quick Ideas & Activities**



Got little ones feeling left out? Why not get them colouring while you discuss your reports!

Guide:

Running a

Family Session

using hoozyu

Guide: Running a Family Session

Once everyone has completed the Birkman Questionnaire, and received their results, they'll be able to access the *Printable Summary page*, when they log into the hoozyu platform.

You should each print a copy of your Summary page for use throughout the session.

Each individual will *also* need:

- the Grid Reference sheet
- Areas of Interest 1-page summary

Both are available on the *Printable Worksheets page*, within the platform, so just print enough copies for everyone involved.

Framing

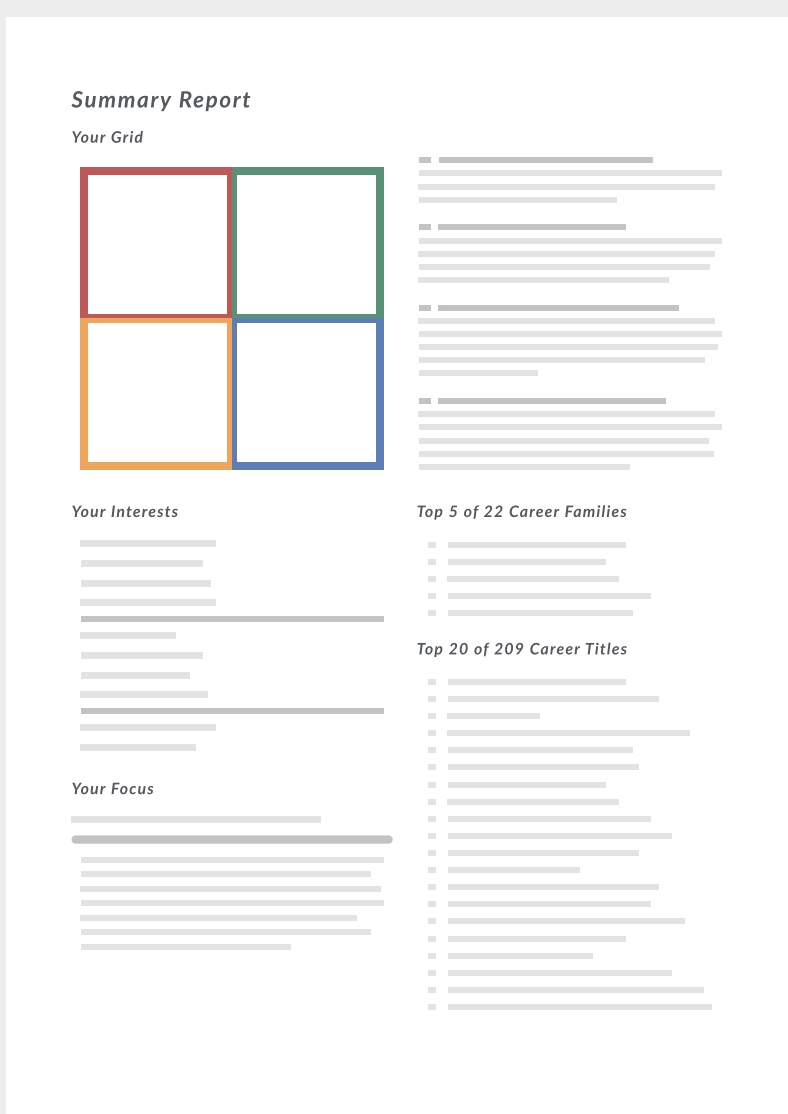
The aim of this session is really just to understand one another better - your similarities and differences of perspective, fundamental motivations and approach to the world. *Don't feel you need to over-complicate the process.* If this is the first family session you've done around your hoozyu data, then there is going to be plenty to discuss and discover.

If you've done a couple of conversations around hoozyu already, you may want to raise more specific topics relevant to your own family - e.g. helping your kids make informed decisions about their future, or dealing with stress or upheaval.

Intro to the Data

Depending on how familiar you all are with your hoozyu data, you may want to spend some time at the start of the session talking through the data you'll see on your summary pages - and how to read it.

It may be best, however, if you can encourage everyone to read through the platform content *beforehand*. This will allow you to move straight to the group-oriented discussion.



It will also avoid the pressure on you to be able to explain the data...

(If you're not already an expert on hoozyu - or The Birkman Method - this can be a little daunting!)

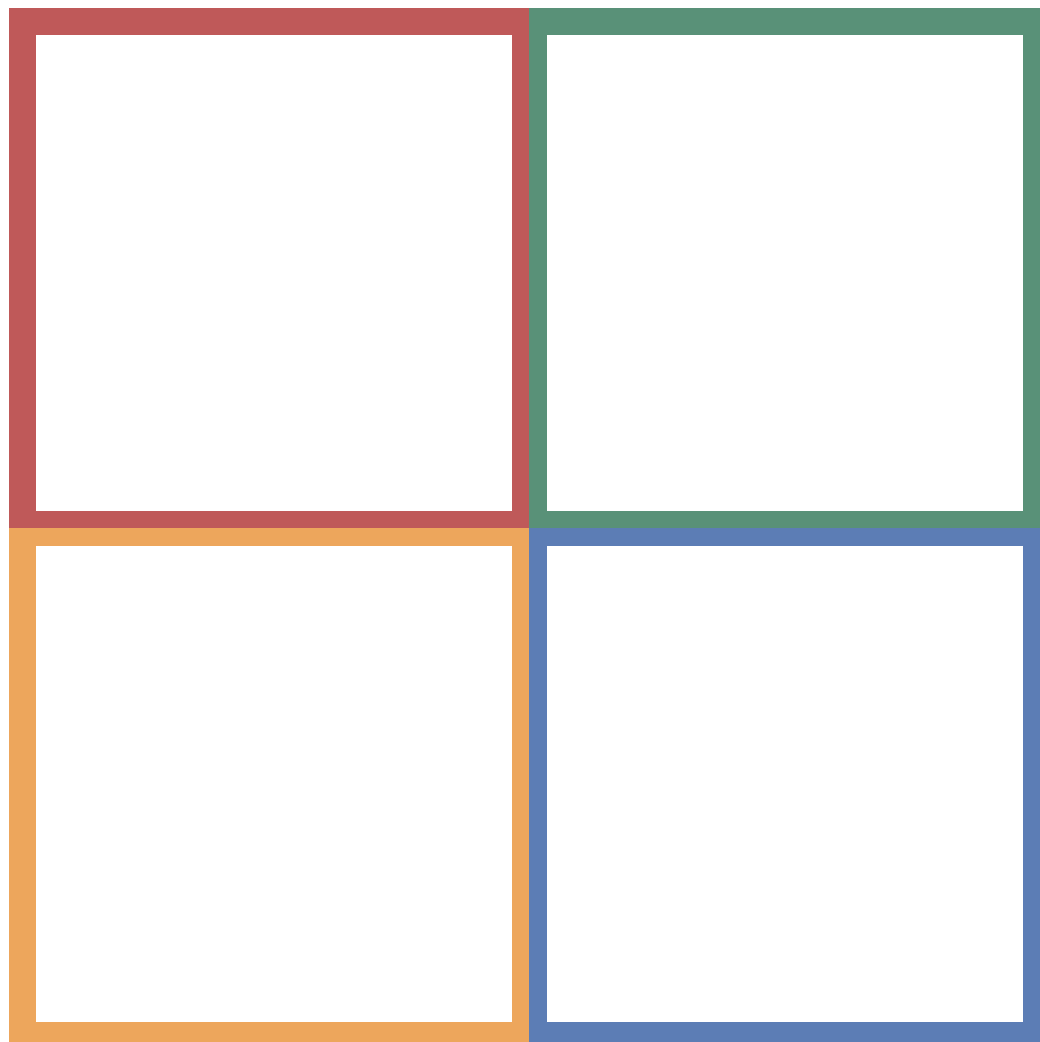
Here's a quick
rundown of the
Summary page

Your Grid

The Grid maps your usual (positive) behaviour, your underlying needs, and your reactive behaviour when experiencing stress (due to your expectations of the world around you not being met).

Summary Report

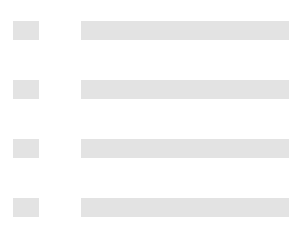
Your Grid



Your Interests



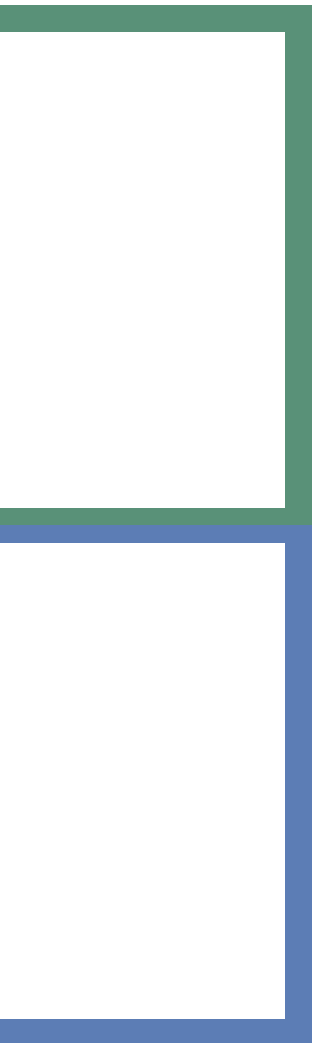
Top 5 of 22



Guide: Running a Family Session

Markers

Beside the Grid you will find a key describing the 4 markers (the circle & square are superimposed on the Grid), what they represent (Interest, Usual, Need & Stress), and a description of what your markers say about you.



- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
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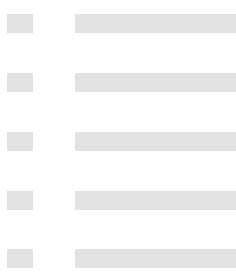
Top 5 of 22 Career Families

- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

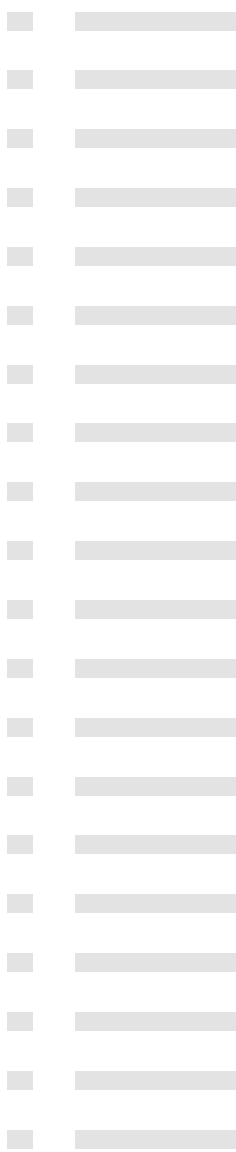
Your Interests



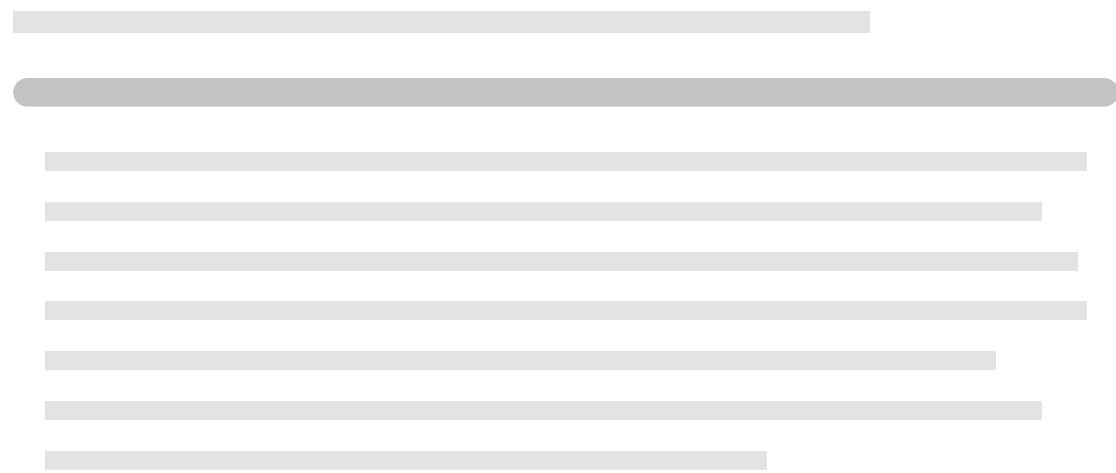
Top 5 of 2



Top 20 of



Your Focus



Your Interests

The Interest scores are all about what motivates you. The higher an Interest score, the more that area is going to matter to you, and the more energising you are likely to find activities relating to that area.



Top 5 of 22 Career Families

- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

Top 20 of 209 Career Titles

- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
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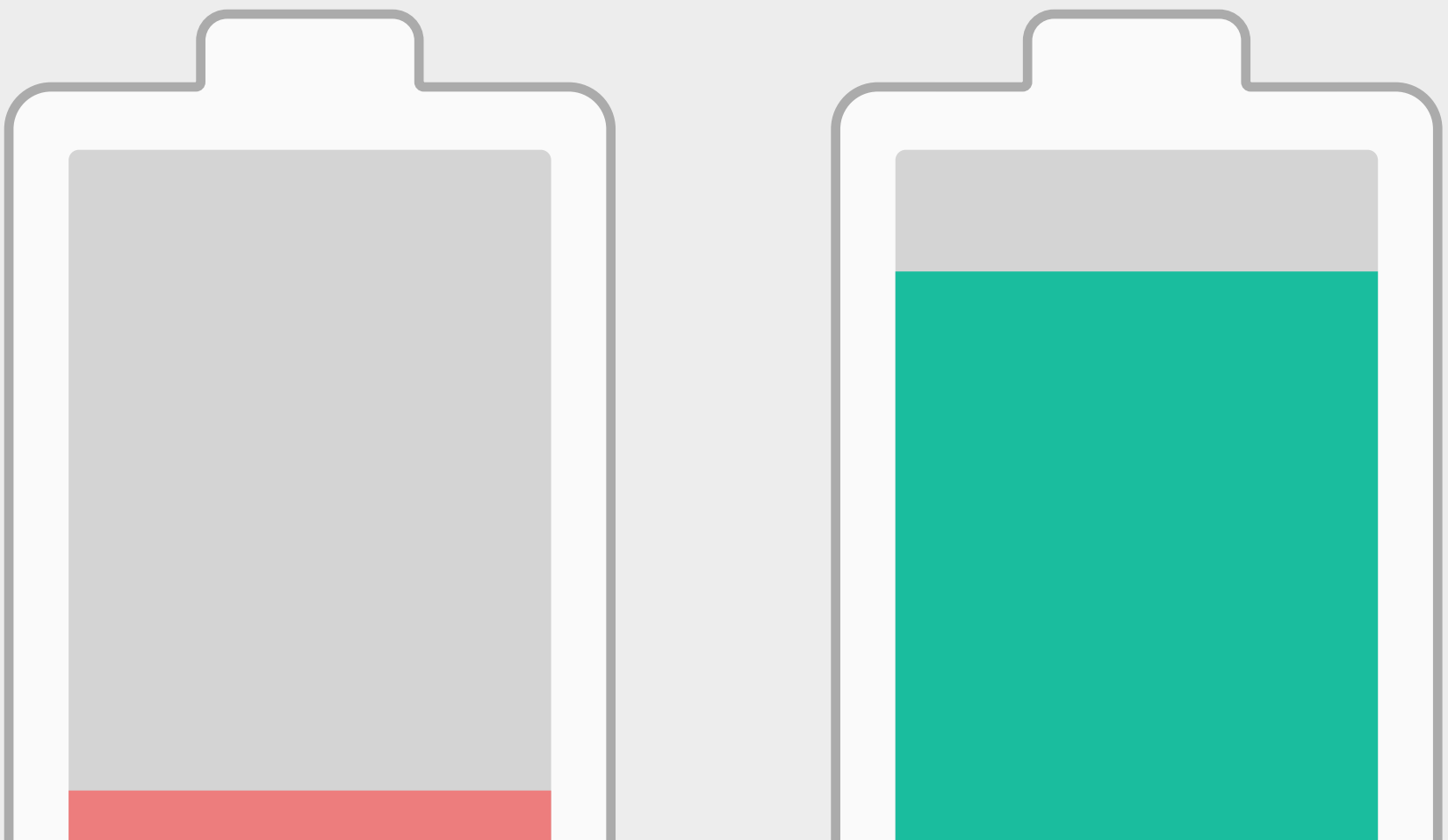
Career & Focus Data

This session does not make use of the Career or Focus data provided on the summary page, but you can find out more about these areas on the platform, under the Careers Report or In-Depth Report tabs.

Areas of Interest

For this section, everyone should be looking at both their own **Summary Report** (focusing on the *Your Interests* list, under the grid) and a copy of the **one-page Areas of Interest** handout.

You will need a copy of the one-page Interests handout too, as you lead the discussion, but you may also wish to print off a copy of the full **10-page Areas of Interest guide** for your own reference. This can be found on the same page of the platform as the other handouts, and will provide you with more details and examples to draw on, as you go through the 10 Interests.



Guide: Running a Family Session

As you go through each Interest:

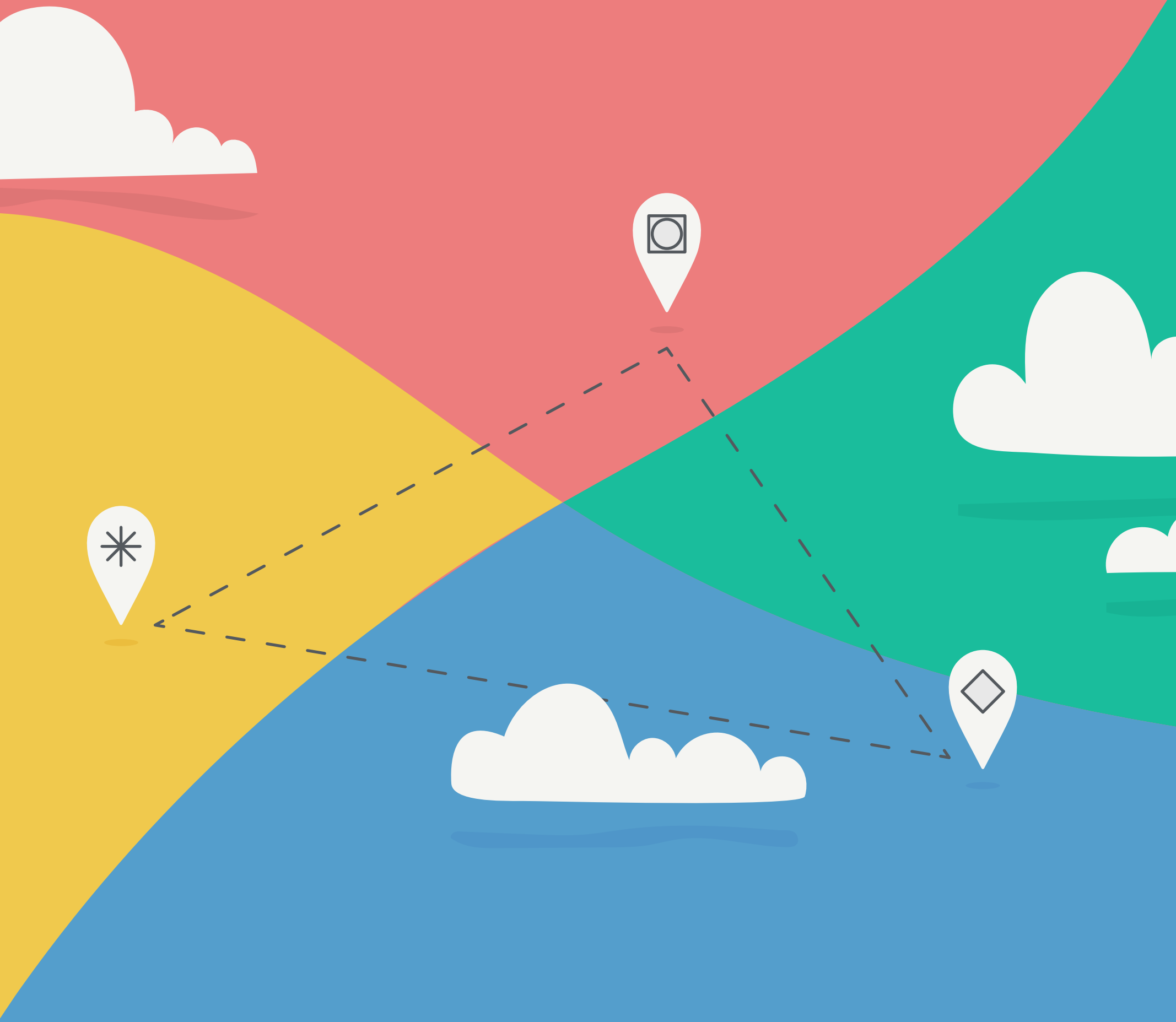
- First, talk through the description: *what is this score all about?*
(Remember we're only talking about motivation here: these scores do not measure skill - or lack thereof.)
- Next, ask if anyone has a high score for this interest (66 or higher)
- If yes, ask them how they think this score plays out for them. *In or out of school or work - what activities do they engage in around this score? And how does it affect their approach to their studies or group projects?*
- If multiple people have a high score does it play out differently for them? Or do they engage the interest in a similar way? *Be aware many of the scores can interact - so 2 people with the same high score may engage it very differently, depending on what other areas motivate them.*

Guide: Running a Family Session

- Next, ask if anyone has a low score for this interest (25 or lower)
- If yes, ask them how they feel about this area. *Do they recognise any of the responses given by the people with high scores? Or does their perspective seem completely alien? What activities around this area do they try to avoid?*
- Again, if multiple people have this low score get them to compare their responses - *do they avoid / feel drained by the same kinds of activities?*

Repeat this process for each of the 10 Interests.

The purpose of this activity is for you all to get to know more about yourselves & each other. Recognising how you are similar in some ways, and different in others - and recognising you all have different motivations driving your behaviour & focus - can have a huge impact on how you get along as a family.



On The Grid

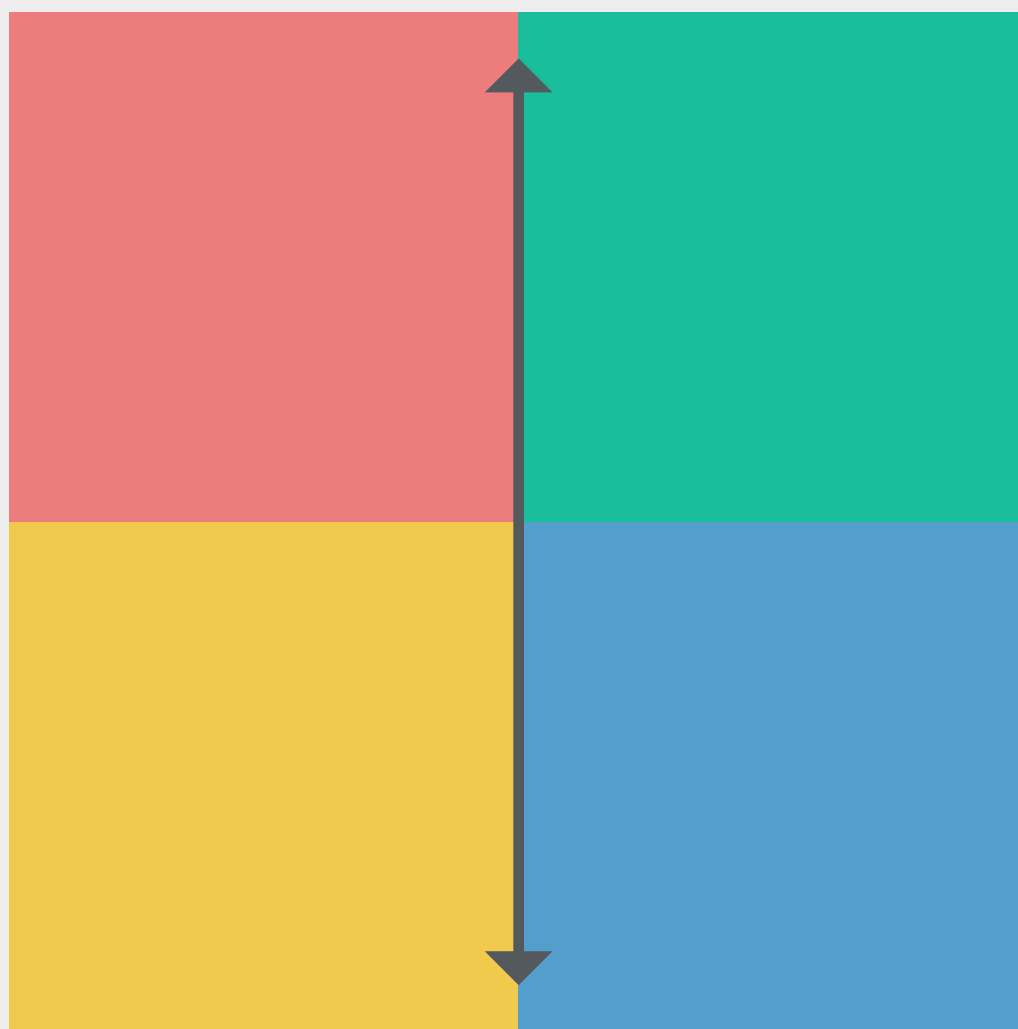
For this part of the session everybody should be looking at their **Summary Report** (focusing on the Grid and the list of descriptions to the right of it) and the 2-page **Grid Reference Sheet**. But first: it helps to have the language to read the Grid...

Guide: Running a Family Session

Start by talking through the axes or “dimensions”. These are not provided on the Summary Report but you could get everyone to write them in as you go through:

The vertical axis measures how Direct or Indirect a person is in terms of their communication and involvement with others. The higher up the grid, the more direct, the lower on the grid, the less direct. Simple!

Direct Communication & Involvement

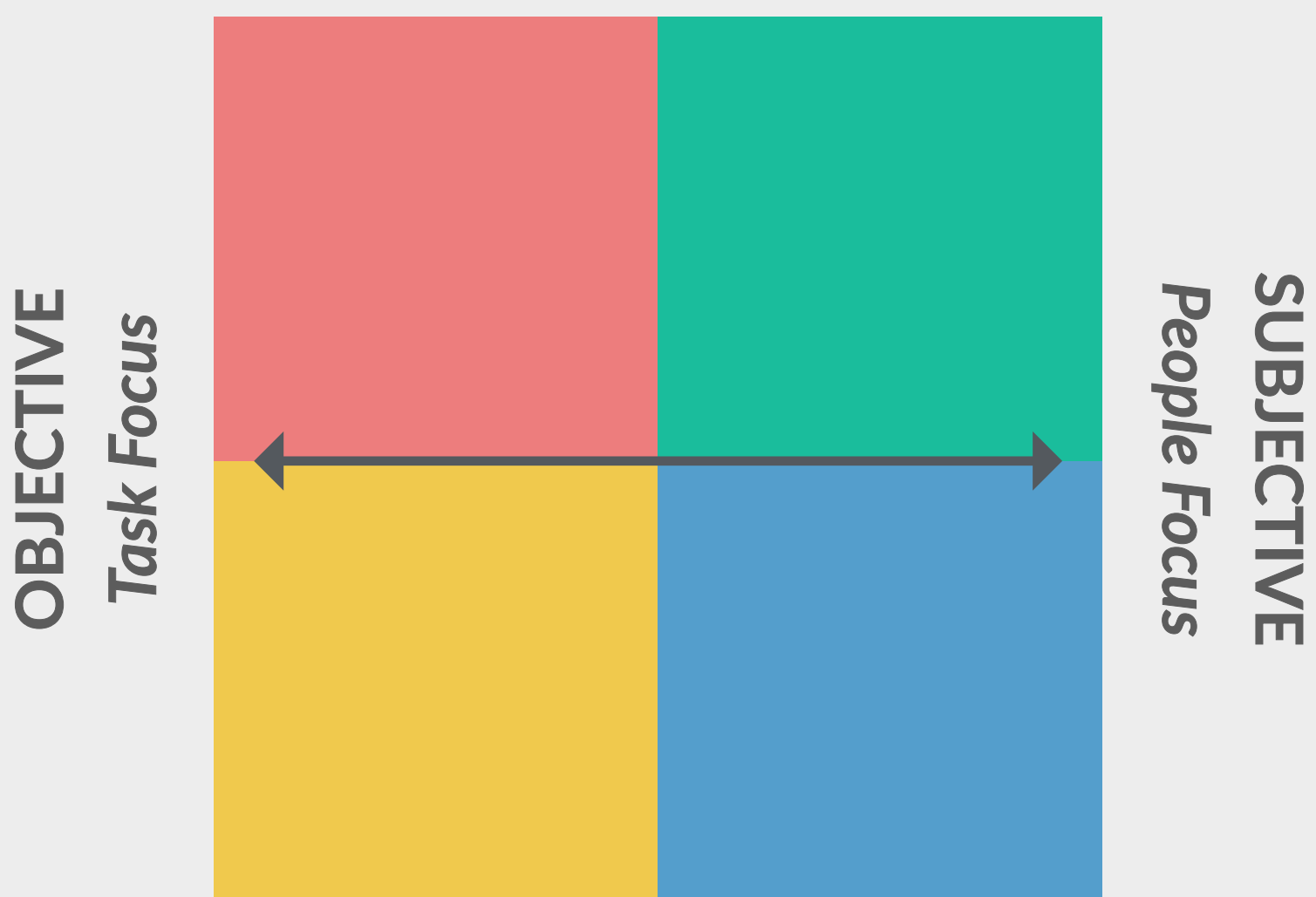


Indirect Communication & Involvement

Guide: Running a Family Session

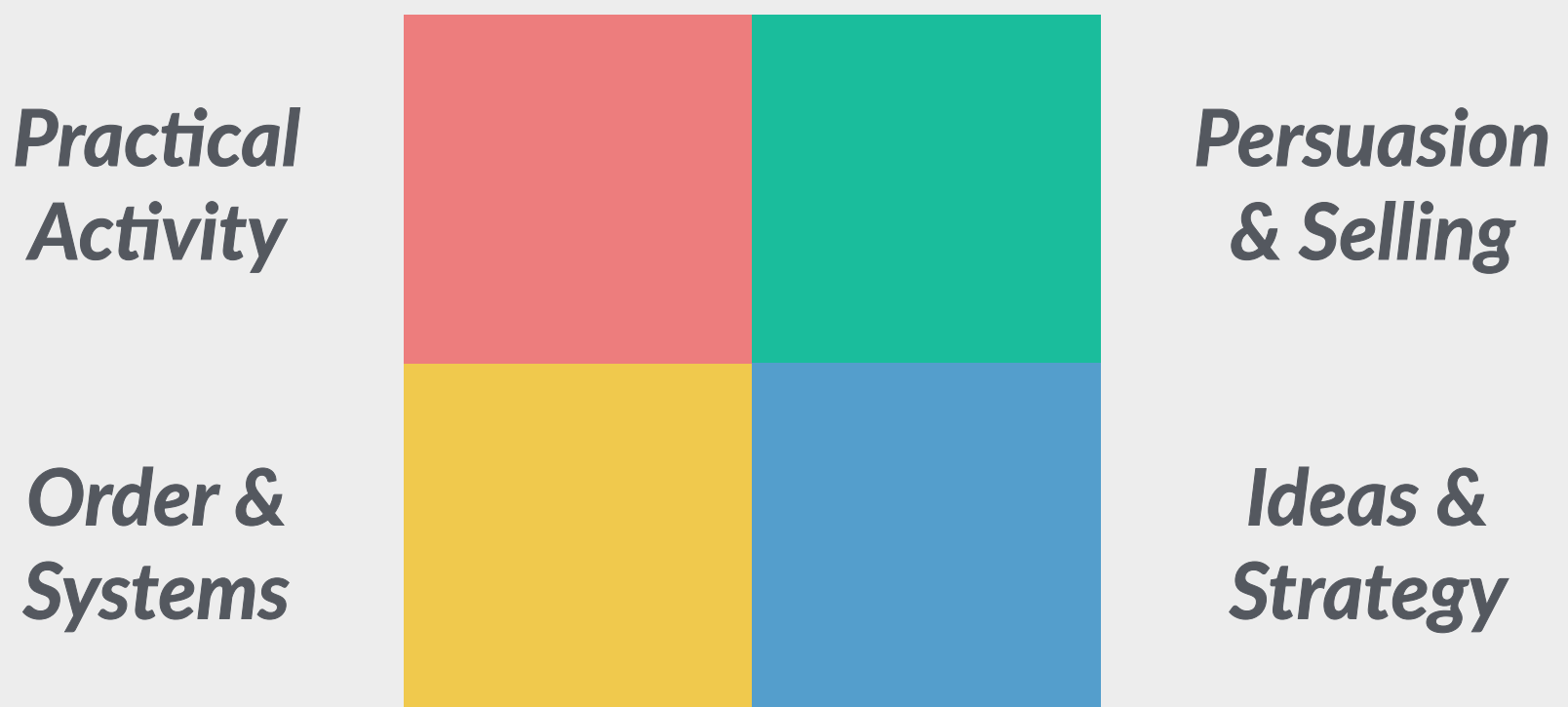
The horizontal axis measures how Task or People focused a person is. In other words if you are on the far left of the grid your focus is likely to be on the processes and practicalities of getting things done. If you're on the far right side of the grid your focus is likely to be on the people and interactions involved in getting things done.

We also say the left side is more Objective, the right side more Subjective.



Guide: Running a Family Session

Next up, you're going to want to explain the colours - again, the labels you see here are not written on the Summary Report, but you could get people to write them in for themselves, if it helps them remember what the colours mean.



Think of these colours not as buckets that people are grouped into, but as regions on a map. The nearer a person is to an outer corner the more strongly they will match the description for that colour. The nearer they are to the *centre* of the grid the more colours they may relate to, while people on the border between 2 colours will likely recognise some aspects of both.

Guide: Running a Family Session

RED (Direct Communication + Task Focus) - this is all about **Practical Activity**: *hands-on tasks, taking action, getting things done.*

GREEN (Direct Communication + People Focus) - this is all about **Persuasion & Selling**: *engaging with people, getting buy-in on ideas or products, enthusiastic interaction.*

YELLOW (Indirect Communication + Task Focus) - this is all about **Order & Systems**: *following plans & processes, organising & administrating, keeping records.*

BLUE (Indirect Communication + People Focus) - this is all about **Ideas & Strategy**: *thinking & reflecting, coming up with a better picture of the future, innovation.*

Guide: Running a Family Session

Now that everyone has the language to read the Grid, it's time to start unpacking what the family 'looks like' on the Grid...

- Start with the Diamond symbol - this represents Usual behaviour (how I expect myself to act). Read through the descriptions on the Grid Reference Sheet for Usual.
- Go around and get each person to say where their Diamond falls on the Grid - for example: "in the far Yellow corner" or "halfway up the border between Red and Green" - and which part of the Diamond / Usual description on their own summary report they most relate to.
- Once everyone has said where their symbol falls, you should be able to tell if there are any patterns (are you all within a similar area of the Grid?) or gaps (are any of the colours unaccounted for?).

Guide: Running a Family Session

- Next up, the Circle & Square - these two are super-imposed into one marker, but they actually represent two different but related scores: Need & Stress.
- Need is what I expect from the world, and from the people around me - it's the environment that helps me feel most comfortable. While Stress is my unconscious, counter-productive reaction when my Needs are not met.
- Repeat the process of reading through the descriptions (first for Need and then Stress) and getting people to say where they fall on the Grid, this time regarding their Circle / Square symbols.
- Are there any patterns here? Gaps? What does this tell you?

Note: We won't cover the Asterisk here, as it is simply a summary of those Interest scores we've already talked about, but feel free to add it in if you'd like to.

Guide: Running a Family Session

Another thing to think about is how far apart your **Usual** (Diamond) and **Need** (Circle) are.

Why? Because Usual is how people tend to see you (it's your visible behaviour), but Need (which is hidden) is how you need people to treat you...

So the further apart these two markers are the more likely people are going to 'read you wrong' and treat you in a way that matches your Usual instead of your Need.

The result: **Stress!**

Need Met:



Usual

*Well-socialised,
Positive, Productive*



Need

*Fundamental,
Hidden, Persistent*

Need Not Met:



Stress

*Reactive, Negative,
Counter-Productive*

Wrapping Up

To wrap up the session you may want to raise these last points, as a way of reflecting back over all the things you've talked about, and looking forward to how they can be applied in everyday life!

- *Are we alike or very different in our perspectives? How does this dictate the way we interact together?*
- *Does it ever lead to conflict? How might we mitigate or minimise this?*
- *What are our shared Interests? How might we shape our family time around these areas as a way to tap into the things that motivate us all?*
- *How might we be able to help one another to stay more energised and out of our Stress behaviour?*



**At the Dinner
Table: *hoozyu*
Conversation
Prompts**

At the Dinner Table: Conversation Prompts

Put a spin on the usual “how has everyone’s day been?” by bringing hoozyu into the conversation.

If someone is feeling demotivated by their day ask them about the kinds of things they were doing.

How do those things fit in with their high or low Interest scores? Can you see a connection? What could they do to re-energise?

Share your highlights from the day or week.

Were those highlights related to a task or activity that you particularly enjoyed?

Or a met need? (e.g. for variety, focus, enthusiasm, reflection time...)

At the Dinner Table: Conversation Prompts

Pay attention to Need. Top of the Grid suggests a need for plenty of direct human interaction, while bottom of the Grid suggests a need for more downtime.

Either of these needs may have been set off by lockdown & WFH!

Are you carving out undistracted time to spend together (i.e. not all on your own devices)? Are those who need it getting their own space? Discuss what you have each found difficult, and how you can help one another stay out of Stress.

Talk about Stress behaviour too.

If you're conscious you've all been reacting to one another, be open about it and apologise!

At the Dinner Table: Conversation Prompts

Discuss your favourite days out / adventures / holidays you've been on as a family. What was it that you each enjoyed most about that time? *Linked to your Interests?*

If you were planning your next holiday together, what would you want to include to keep each family member engaged?

If one person's high score is another's low score, how could you balance out different activities to make sure everyone has a good time?



Quick Ideas

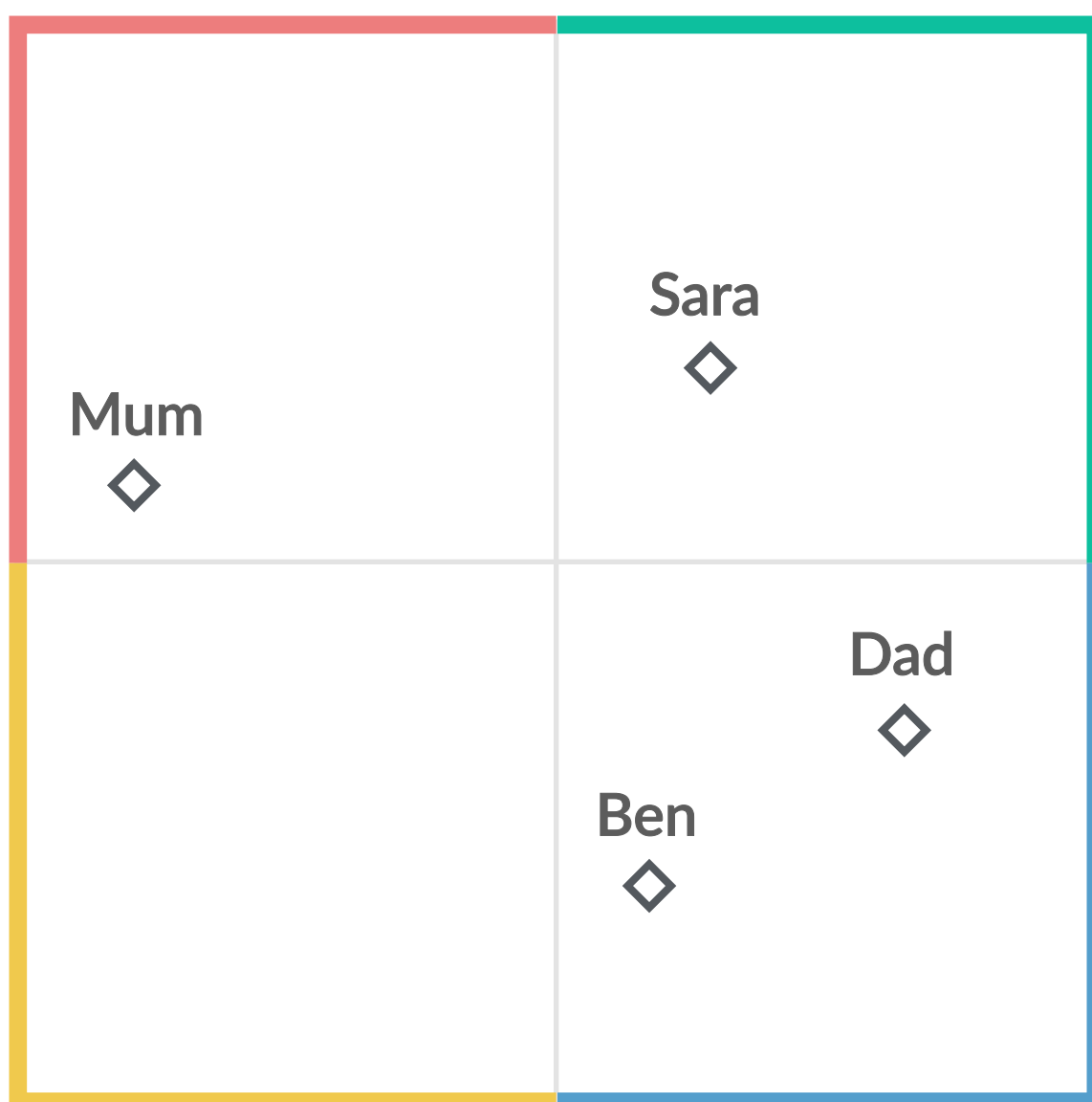


& Activities



DIY Family Group Grid

Draw your own Group Grid for each of the Grid Markers:



◇ *Usual Behaviour*

This can be a great way to help you visualise the ways you differ from one another in each area. You just need paper & pens!

On The Line

This is an activity we often use in our workshops with teams, and it centres around the Interests scale:




Remember scores below 25 are considered low, and scores above 65 are considered high.

All you need is a corridor, or a long space where you can lay out a length of string to represent the scale. Decide which end is 1, and which is 99, and then for each Interest get everyone to stand on the line according to their score for that Interest!


For some, you may all be bunched up together, while for others you may have family members at opposite ends of the line! Discuss your own scores & experiences as you go through.

Organisational Focus


We didn't cover this section of the data in the Guide to running a Family Session, but it is worth looking at!




Red: Focus on Tasks that involve production, execution, technology and operations



Yellow: Focus on Tasks that involve systems, data, order and analysis



Green: Focus on Tasks that involve 'selling', interaction, motivation and communication

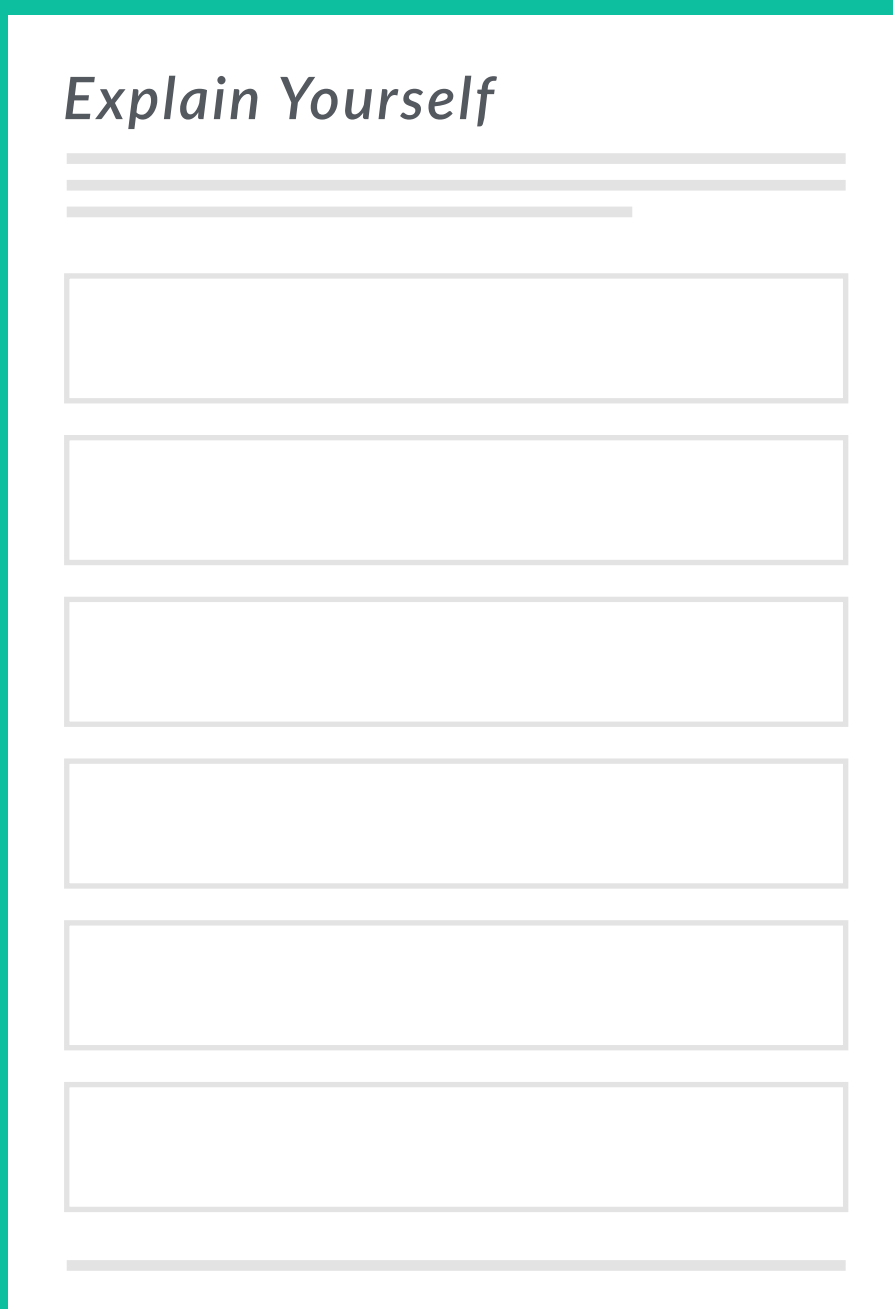


Blue: Focus on Tasks that involve strategy, innovation, design and ideation

While Interests tell you what you want to be involved in, Focus tells you the specific tasks you will likely wish to spend most of your time on! Are your Asterisk & Focus the same colour? Or different? Discuss what this may mean!

Explain Yourself Worksheet

Once completed, this worksheet (*found on the Printable Worksheets page of the hoozyu platform*) acts as a kind of summary of you!



The worksheet is titled "Explain Yourself" in a bold, italicized font. Below the title is a grid of boxes for writing. The grid consists of 7 rows and 2 columns. The first row is a header row with a light blue background. The remaining 6 rows are white with a light blue border. The first column has a light blue background, and the second column has a white background. The grid is used for writing a summary of oneself.

As you complete the boxes, using what you've learnt from each section of the data, you'll be providing yourself with the means of explaining to others: *who you are and what matters to you.*

You could get everyone to complete the worksheet individually, and then take it in turns to "Explain Yourselves" and discuss what you've learnt, about yourself and one another, through using the hoozyu data.

That's all folks!

If you have any questions, or want to get in touch, feel free to email us at support@kokkoi.com Enjoy!

