

COACHING NETWORK TALKS

Gifted Results or Gifted Relations, Which Do You Prefer?

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I presented various slides in this network talk. Their content is offered, slightly edited, in this handout.

Giftedness should also be approached subjectively, that is:

It helps when gifted individuals are aware of the following questions/choices.

- Is there a choice “to be, or not to be gifted” ? Is denying the gift a way to deny myself?
- What is my own connection to those typical and seemingly (?) uncommon characteristics? How does it feel to be him / her / ...me ?
- I want to *acknowledge* and *explore* who I am, and why I do things the way I do. And I want to *express* my *extra* intelligence and intensity.

A complementary perspective on giftedness

Extra intelligence (Xi) indicates a *subjectively verified*, uncommonly high level of one or more kinds of intelligence.

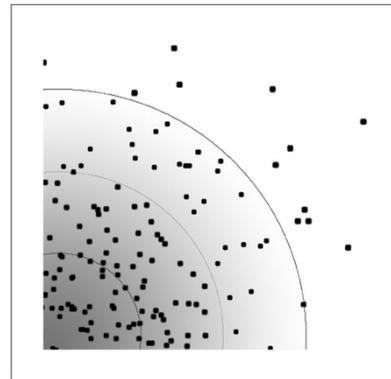
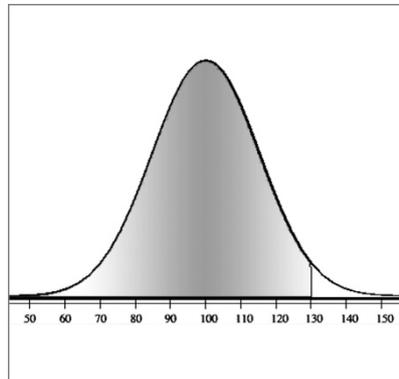
XIPs (extra intelligent people) recognize themselves essentially in three or more of the following five character traits:

1. Intellectually able
2. Incurably inquisitive
3. Needs autonomy
4. Excessive zeal in pursuit of interests
5. Contrast between emotional and intellectual self-confidence.

Such a diversity!

IQ-score is a one-dimensional projection of many aspects. There are so *very many* ways to be uncommonly intelligent.

Do you know *how* you are uncommonly intelligent and intense?



Compare the left diagram, showing a one-dimensional normal distribution of IQ scores, with the right diagram, the projection of a combination of two parameters using a two-dimensional normal distribution.

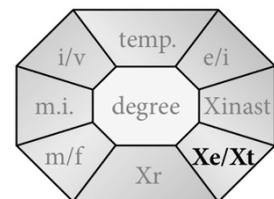
Differences between (extra) Task-orientation (Xt) and (extra) Empathy (Xe)

(Extra) Task-orientation (Xt):	(Extra) Empathy (Xe):
<p><u>Result</u> is preferred to relation;</p> <p>Attention to <u>focus</u> rather than context;</p> <p>Favours <u>structure</u>, hates political games;</p> <p>Low ability to pick up non-verbal signals;</p> <p>Driven, like all XIPs.</p>	<p><u>Relation</u> is preferred to result;</p> <p>Attention to <u>context</u> rather than focus;</p> <p>Favours <u>cooperation</u>, hates neglect;</p> <p>Low ability to not tune in to others;</p> <p>Driven, like all XIPs.</p>

The Xt-Xe polarity is one of the facets of **Xidentity**:

Nine characteristic facets of Xi that mutually influence each other. All facets can be relevant for an XIP.

The centre “Degree of Xi” facet leads to an “amplification” of the surrounding facets, but also may lead to a qualitative difference in their expression: Hence using the description “Extra” Task-Orientation, “Extra” Empathy. More information on the [respective page](#) of the Ximension website.



Be aware that giftedness **intensifies** characteristics: *Extra ...*

- Giftedness is very often connected to *Excellent Results: IQ-tests, publicly/objectively measurable performance, prizes.*
How (extra) task-oriented are the Guardians of the label G ?
- How to define *Gifted Relations?*
“Whoever heard of a gifted Mom?” (Silverman)
Moral Leadership? Stewardship? Community building? Love?
Mark the uncommon *cOmpLex*, **intense** and *driven* way!

- Dabrowski’s “Emotional Overexcitability” refers both to
 - uncommon high emotional sensitivity
 - uncommon high empathic concern.

How is it like to be you? *Interpersonal Reactivity Index (IRI)*, 28 questions on 4 aspects, as developed by Mark Davis (1980)

Interpersonal reactions can be described in four aspects:

- *Fantasy Scale*: identify with fictitious characters in books, movies or plays. (relates to Imaginational Receptivity)
- *Perspective Taking*: adopt other’s point of view, cognitively. (relates to Empathy and Imaginal Thinking)
- *Empathic Concern*: experience concern / compassion for others in difficult situations. (some people call this Sympathy)
- *Personal Distress*: experience personal discomfort and anxiety when witnessing other people’s difficulties. (Low differentiation)

The IRI 28 questions are widely available on the internet. Comparing your own scores with the known statistical means and standard deviations can be deducted from some paid articles. The graph as shown in the video is my own design. Please respect my copyright.

What if the qualities Xe or Xt become excessive in their expression?

Extra Extra Task-orientation (XXt):	Extra Extra Empathy (XXe):
Task is <u>only</u> thing that counts; <u>Laser-sharp</u> focus, lost overview; <u>Rigid</u> structures/systems, insecure; <u>High</u> emotional peaks, abrasive; Behaviour can be Asperger-like.	Scanning others is <u>most</u> important; <u>No</u> place for <u>own</u> needs or initiatives; <u>Stifling</u> care and concern for other; <u>Plummeting</u> self-esteem and identity; Can look like co-dependency.

Patterns in childhood (simplifications!)

Empathic parent, Task-oriented child

Parent: “Child is not aware of my boundaries, and just prods on.”

Child: “Parent is unclear about what I should do, and seldomly praises my actual accomplishments. No use informing him/her.”

Possible impatience with ‘considerate cooperation’, risk for XXt.

Task-oriented parent, Empathic child

Parent: “Child is easily distracted, not persistent and should show more initiative and discipline.”

Child: “I do my best, but I never feel truly seen, loved and respected. But I’ll keep trying to do better next time!

Possible conviction: love is conditional; perfectionism, risk for XXe.

Patterns in personal relations (Simplifications!)

X empathic person looks for Xt partner to care for and seeks to elicit heartfelt love in return. Relation is about increasing feelings of mutual connection. Joining in on the partner's initiatives will hopefully be appreciated and he/she can always use some support.

X task-oriented person looks for Xe partner to take care of him/her, and to join in preferred activities/goals for mutual satisfaction upon successful completion. Relation is about joined interest and drive for accomplishments. Willing to take the lead.

Beware of XXt vs XXe behaviour!

Where do we go from here?

- There is no right or wrong, better or worse in Xe and Xt.
- Cooperation between Xe and Xt can be very satisfactory.
- It is indeed better to stay out of XXt or XXe behaviour.
- Gifted/XIPs should be aware of the *uncommon, 'extra' version* of their personal qualities. This helps to bring and keep them in an effective and sustainable mode for expression. "*Blame may show the lead for fame.*"

Literature

Davis, Mark H.(1980). A Multidimensional Approach to Individual Differences in Empathy. *JSAS Catalog of Selected Documents in Psychology*, 10, pp. 85.

Kuipers, W. (2010). *Enjoying the Gift of Being Uncommon: Extra Intelligent, Intense, and Effective*. Zoetermeer, the Netherlands and CreateSpace, USA.

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Learn more about Willem's work: www.ximension.com

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