

To grow and to flourish is to know what to nourish



For more information on the background of this project and theories behind the model, scan this QR code to get to the website.

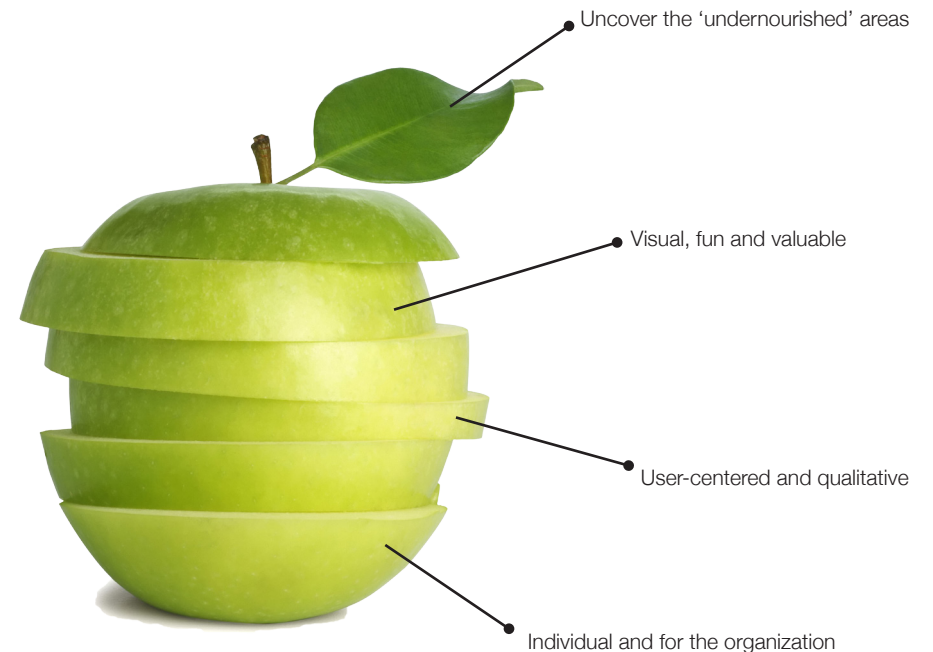
A n n a . J . K l a p w i j k

This model is the product the Honours Programme I followed during the master course Strategic Product Design at the Technical University in Delft. I was free to research a topic of my liking, and lucky enough, through this programme, to speak and engage with many bright, positive and forward looking individuals that shared their views with me. After a short two years this is the end-product, though it is never finished. I hope this helps to create smarter, more positive organizations full of flourishing individuals!

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H e l l o y o u !

This model is made for you. It is developed from the perspective of the individual and can be used to identify to 'weak' spots in an organization. You can use it as an individual to evaluate your fit with the company or team you work with, or as part of an organization to better understand how to improve your organization based on the qualitative aspects that drive performance and motivation.



Why use this model

There are many factors that contribute to how we feel and perform in an organization and in daily life. Some are more personal, and some have to do with how we interact with the people and environment around us. On the left side of the model are the 'basic factors'. These don't add to motivation or engagement, but cause frustration when they're not satisfactory. For human flourishing there should be a balance between the other layers. Personal, social, management and organization should be aligned in values to give stability. Much like an apple do you need nourishment from different sources equally. Use this model to indicate where the weak spots in the organization are and where nourishment is required. This can be done for the organization or the individual.

- Very good, high or agree a lot
- Good, above average or agree
- Not good not bad, average or indifferent
- Not good, below average or disagree
- Very bad, low or disagree a lot



How to use this model

1. Indicate for each of the different topics how it reflects your feeling towards that subject. Use the colors so you have a visual overview of areas that need 'nourishment'. Green colors indicate a positive relation, red colors negative.
2. Use this to engage in a conversation with your peers or supervisor to see how these areas can be changed or influenced.
3. Take a picture and send it to your email address with the topic 'To grow and flourish'. You now have a timestamped record saved in your own mailbox.
4. Wipe iout the model with tissue and save this for future use.

What does it mean?

Much like an apple that is bruised on the inside, red spots indicated 'bruises' which (potentially) cause frustration and stand in the way of reaching your potential. If these are all in the organizational layer, the company might not be a good fit, if they are all on the personal layer it indicated there are some things to work on. When there are a lot of average colors, there will be a lot of average results. We strive for all green spots, with the red ones to most urgent to work on. Use this to start a conversation with your supervisor or evaluate the company for youself. For more information and theories behind the model, scan the QR code to go to the website!