

Gifted Workers
Hitting the target

Noks Nauta
Sieuwke Ronner

Gifted Workers

Hitting the Target

Andrew Aus

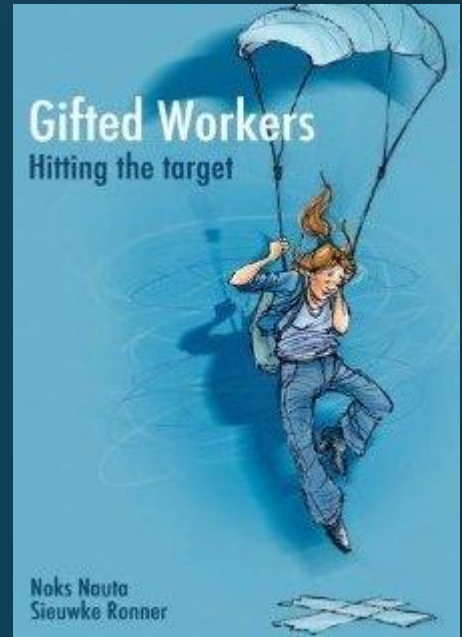
ggg999 2013, Denver CO

“Quotes found on the internet are
not always accurate”

Abraham Lincoln

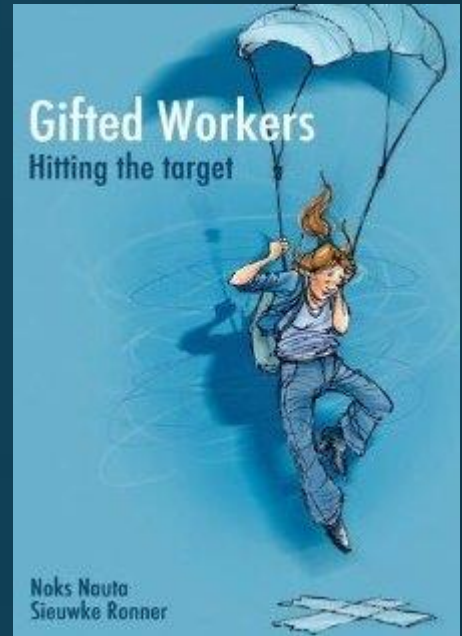
Overview

- The book and its Authors
- What's the problem?
- Standing on the shoulders of giants
- What can go wrong?
- What's in the book
- It's better this way



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- **The book and its Authors**
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Ongeleide projectielen op koers

Werken en leven met hoogbegaafdheid



Noks Nauta
Siemke Rosner

Ongeleide projectielen op koers ?

Caveat on the personal stories described

Particularly in the case of gifted people - who tend to have fairly colorful interests and a unique career - a true account could very easily result in the person involved being recognized or traced through the Internet. We therefore created the examples provided in this book from the elements of stories of different people, while retaining most of the color and the themes of their lives. This way, we hope to protect the privacy of our clients, their friends and acquaintances.

Acknowledgements

During the translation Andrew Aus from the UK proof read and corrected our language for proper English phrasing and terminology. Jakub Oblizajek from Poland helped us in finding relevant information on High IQ societies. Karel Jurgens helped us with a lot of editing, and more.

Authors



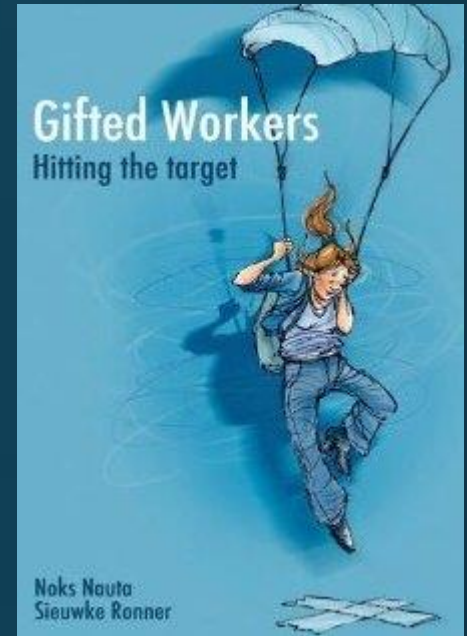
Noks Nauta

- Noks is a medical doctor and psychologist.
- She is a member of Mensa Netherlands and Triple Nine in Europe,
- Frequently attending the egg999 events
- She has also set up an institute in the Netherlands:
 - Instituut hoogbegaafdheid volwassenen – www.ihbv.nl



Sieuwke Ronner

- Organizational psychologist
- Councillor, trainer and mediator
- Coach of gifted individuals at work



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Giftedness in the Work Environment
Article by Noks Nauta.

There Are Choices
Article by Noks Nauta.

Khan Amore's Commentary on the Divine Proportion
(2MB PDF, 57-page article, new window)
by Khan Amore
All about the golden ratio $\phi = 1.6180339887498948482045868343656381177203...$

Counterinsurgency for Aid and Development Organizations
Article by G. Scott Alamanach Mikalauski on how Aid and Development Organizations can deal with insurgency.

IQ and the Problem of Social Adjustment
by Grady Towers. Reprinted, from Vidya #98, in Vidya 192 (April/May 2000).

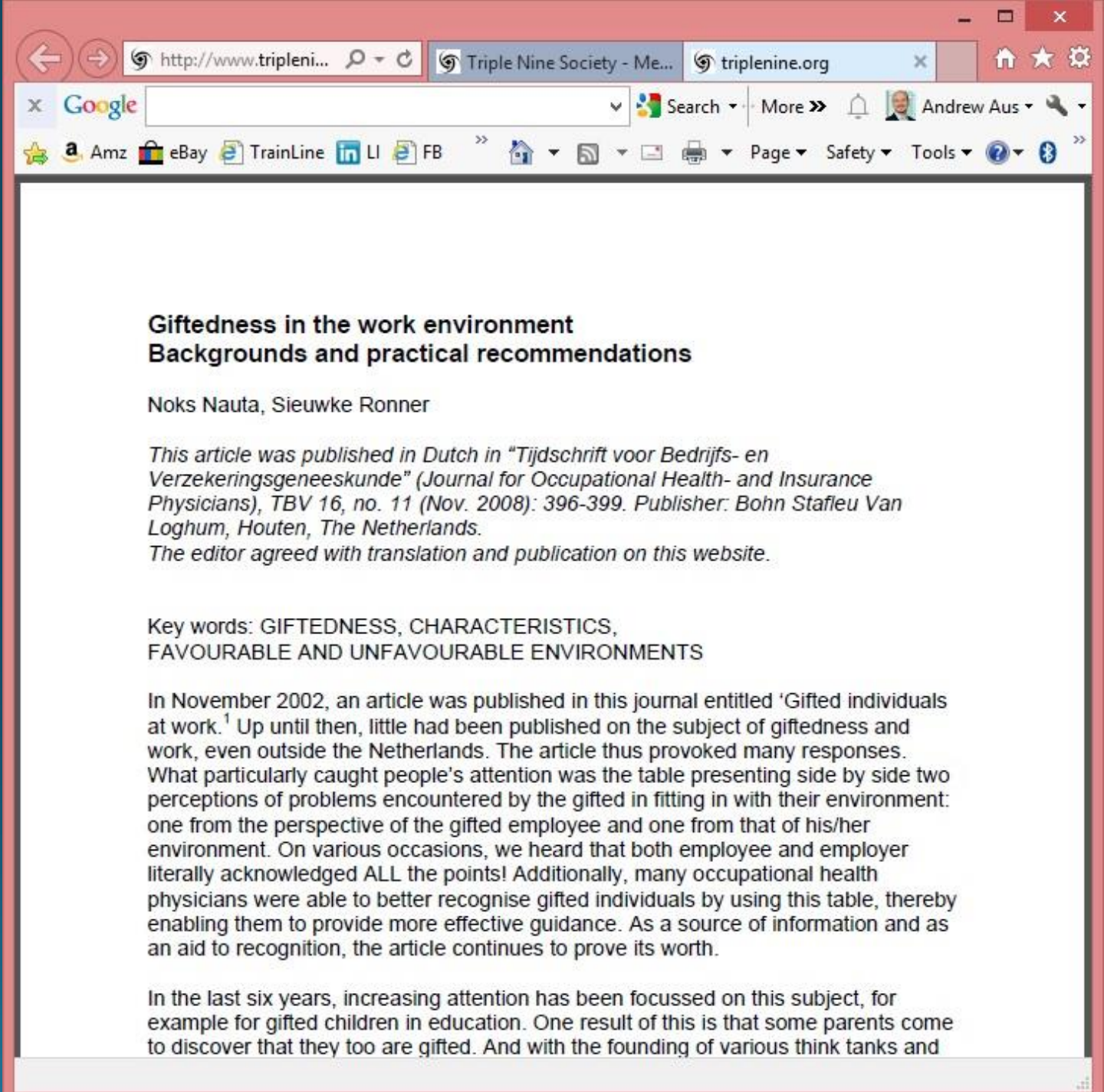
Negative Mass
by Jim Lucas. What if there is such a thing as negative mass, but it has escaped notice? Includes simulation research.

Analogy in Physical Action
(222KB PDF, 4-page article, new window)
by Jon Miles. Shows the mathematical isomorphism among the constitutive equations (ordinary 2nd order linear differential equations) across 8 levels of physical action.

100%

Triple Nine Society – Member Articles

Giftedness in the work environment Backgrounds and practical recommendati ons



The screenshot shows a web browser window with the address bar displaying 'http://www.tripleni...'. The browser has multiple tabs open, including 'Triple Nine Society - Me...' and 'triplenine.org'. The page content is as follows:

Giftedness in the work environment Backgrounds and practical recommendations

Noks Nauta, Sieuwke Ronner

*This article was published in Dutch in "Tijdschrift voor Bedrijfs- en Verzekeringsgeneeskunde" (Journal for Occupational Health- and Insurance Physicians), TBV 16, no. 11 (Nov. 2008): 396-399. Publisher: Bohn Stafleu Van Loghum, Houten, The Netherlands.
The editor agreed with translation and publication on this website.*

Key words: GIFTEDNESS, CHARACTERISTICS, FAVOURABLE AND UNFAVOURABLE ENVIRONMENTS

In November 2002, an article was published in this journal entitled 'Gifted individuals at work'.¹ Up until then, little had been published on the subject of giftedness and work, even outside the Netherlands. The article thus provoked many responses. What particularly caught people's attention was the table presenting side by side two perceptions of problems encountered by the gifted in fitting in with their environment: one from the perspective of the gifted employee and one from that of his/her environment. On various occasions, we heard that both employee and employer literally acknowledged ALL the points! Additionally, many occupational health physicians were able to better recognise gifted individuals by using this table, thereby enabling them to provide more effective guidance. As a source of information and as an aid to recognition, the article continues to prove its worth.

In the last six years, increasing attention has been focussed on this subject, for example for gifted children in education. One result of this is that some parents come to discover that they too are gifted. And with the founding of various think tanks and

Who is Andrew Aus?



- English (and Norwegian) Speaker
- Reformed grammar pedant
- Member of the
Apostrophe Protection Society
- Big fan of semi-colons;

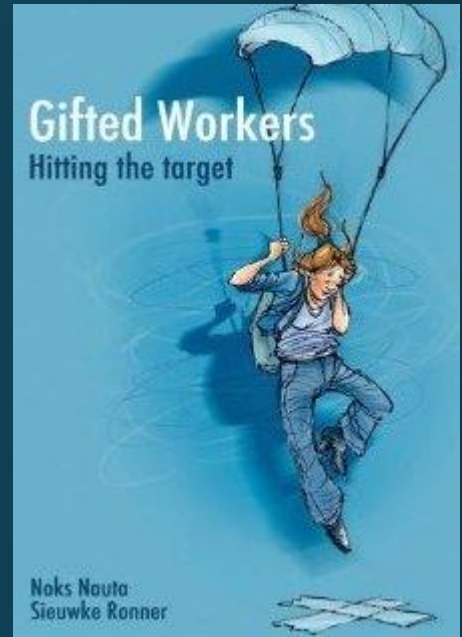
Ending a sentence with a preposition is something...

“..up with which I will not put ! ”

Winston Churchill

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What's the Problem ?

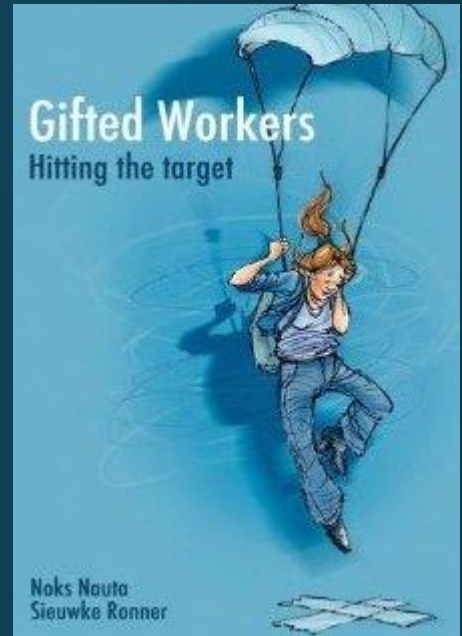
- It seems that people with higher IQ have certain, systematic issues in the workplace and elsewhere.
- These issues can now be materialised
- And then we hope they can be solved!

What can we do about it ?

- Not only can we help the gifted to live happier, healthier lives,
- But they can also contribute more to society
- And we can prevent gifted individuals from taking paths that are harmful to society.

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Standing on the Shoulders of Giants

- Hollingworth
- Terman
- Towers
- Simonton
- Ghiselli
- Dabrowski
- Persson
- MacCabe
- Cantopher
- Csikszentmihalyi
- Piechowski
- Streznowski
- Jacobsen
- Aron
- Ellis
- Cortens
- Nauta
- Ronner

Terman, Hollingworth and Towers

The Outsiders



Parent Category: [Favorite Articles](#)

Category: [Favorite Articles from Past Issues of Gift of Fire](#)

Last Updated on Monday, 24 September 2012 21:24



(From The Prometheus Society's Journal, [Gift of Fire](#) Issue No. 22, April 1987. This article was re-issued in Issue 72, March 95.)

This was provided by Robert Dick, who says "The Outsiders" is his favorite [Gift of Fire](#) article. As the [former] Prometheus Society [Membership Officer](#), he recommended "The Outsiders" as a good view of the high-IQ condition.

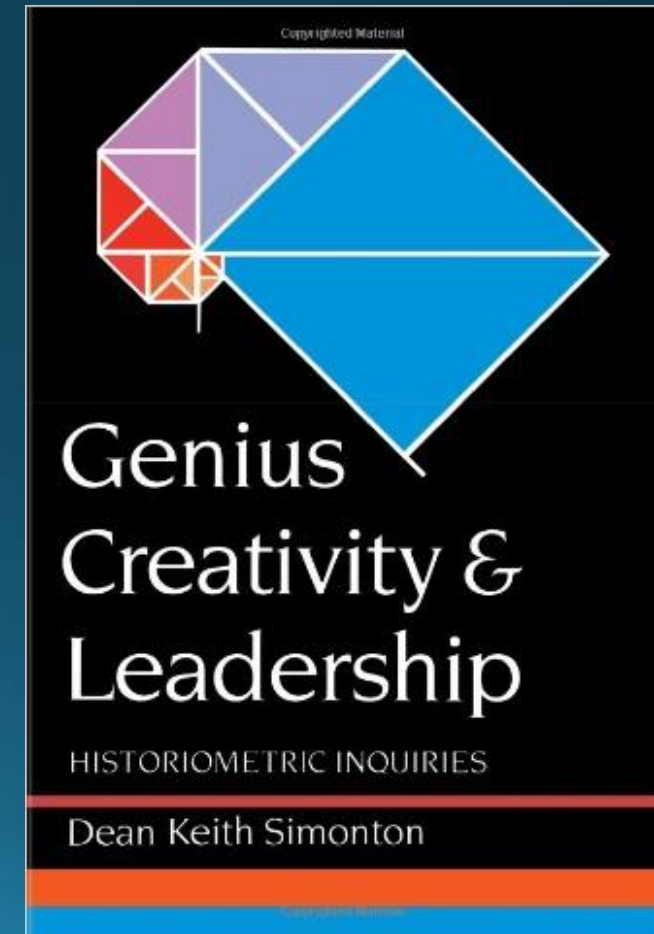
His name was William James Sidis, and his IQ was estimated at between 250 and 300 [8, p. 283]. At eighteen months he could read The New York Times, at two he taught himself Latin, at three he learned Greek. By the time he was an adult he

Towers' 4 problems for HIQers

1. Learning to focus efforts over prolonged periods of time. Lack of acquired self-discipline.
2. Versatility - leading to difficulty in choice of specialisation, and feeling of underachievement or not reaching potential.
3. Interaction with 'normal' people, or learning to suffer fools gladly.
4. Isolation - Outsider - Greater problem the higher the IQ.

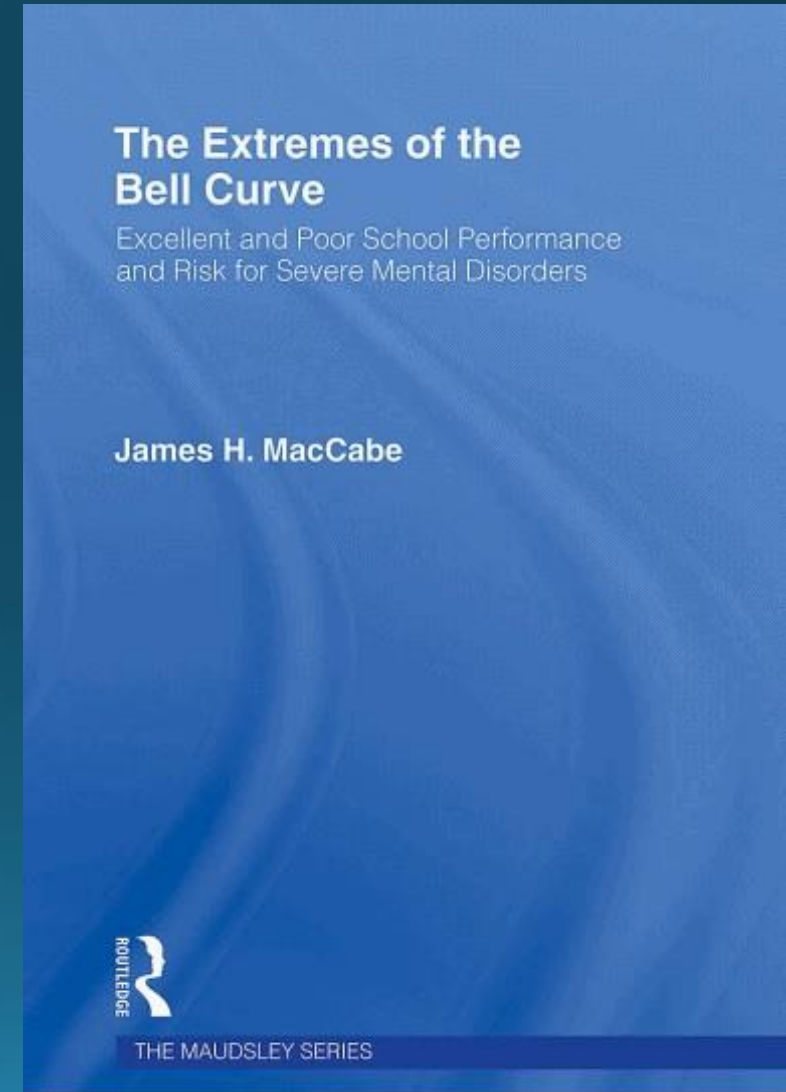
Simonton and Ghiselli

- Intelligence and managerial success.
 - Ghiselli, Edwin E, Psychological Reports, Vol 12(3), 1963
- Managerial success is lowest at the upper and lower bounds.
- Intelligence and personal influence in groups: Four nonlinear models.
 - Simonton, Dean K. Psychological Review, Vol 92(4), Oct 1985, 532-547
- Leadership works when there is "...a leader–follower gap of between 8 and 20 points..." (sd 15)

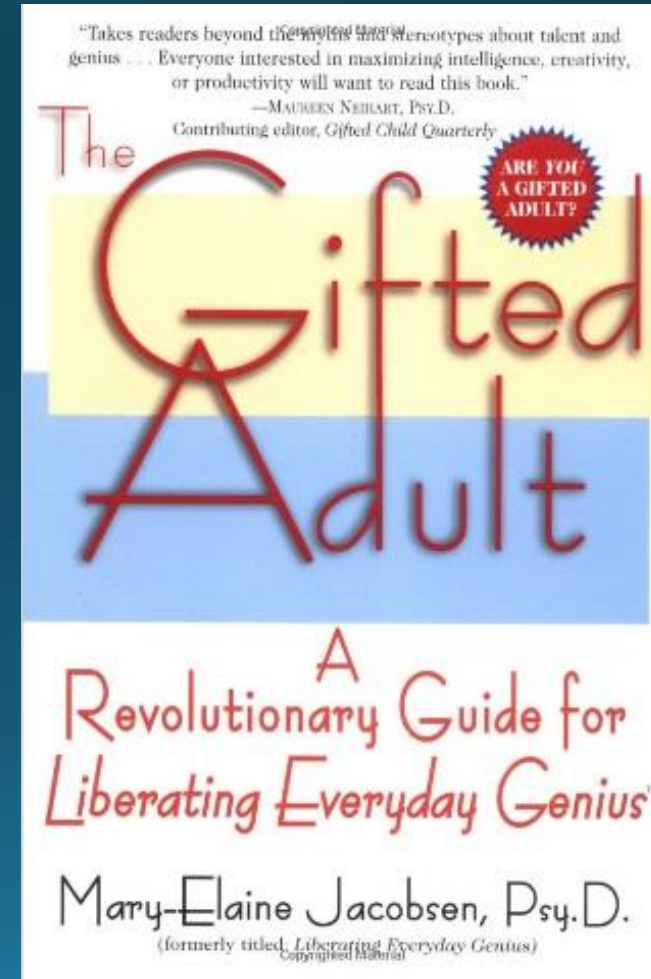
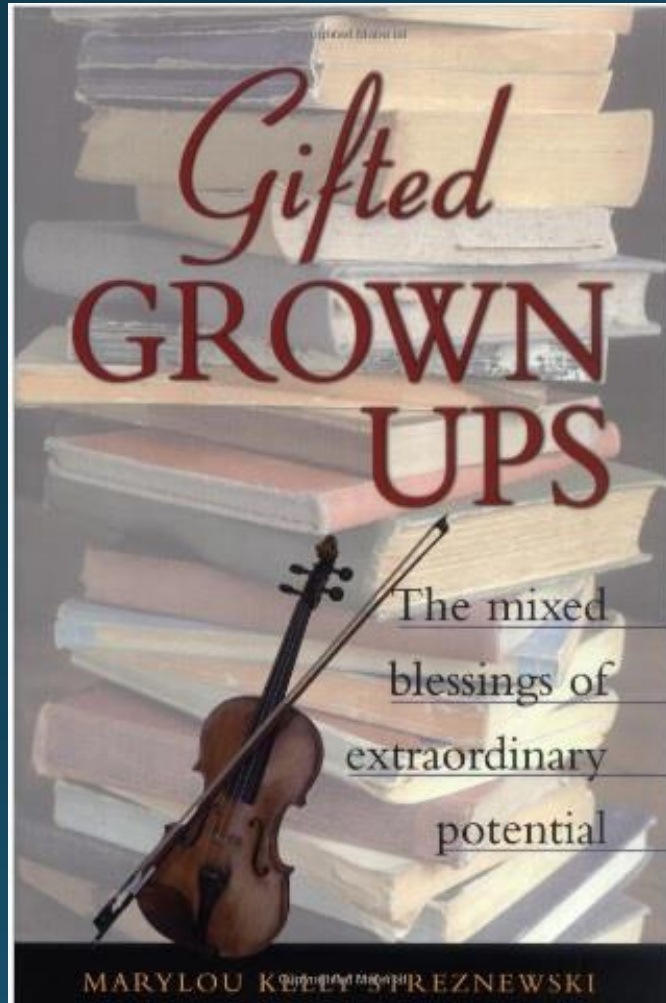


The Extremes of the Bell Curve

- Severe mental disorders are more likely at the upper and lower tails of the IQ Bell Curve.



Streznewski and Jacobsen



The Unwanted Gifted – Roland Persson



Research focusses widely on giftedness and talent but has an emphasis on social context and the gifted individual in society. Current aspects within this frame are equity issues (egalitarianism), gender, music behaviour, Gifted education and social perception.

Google persson unwanted Search More >> Andrew Aus >

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Book_Shavinina_9781402061615_Proof2_December 2, 2008

01 **Chapter 46**

02

03 **The Unwanted Gifted and Talented: A Sociobiological**

04 **Perspective of the Societal Functions of Giftedness**

05

06

07 Roland S. Persson

08

09

10

11

12

13

14 **Abstract** How come certain highly gifted individuals

15 are not allowed to flourish and develop although they

16 exist in an environment that has both the means and the

17 possibility to assist and stimulate such development?

18 Furthermore, how come there is such an over-emphasis

19 on a certain group of abilities in giftedness research,

20 whereas the study of others is more or less ignored? Fi-

21 nally, are there gifted individuals in our midst that we

22 actually do not want? These are questions raised and

23 discussed in this chapter. To answer them, I propose a

24 taxonomy of gifted societal functions based on a socio-

25 biological framework. The phenomena of stigmatizing

26 and marginalizing gifted individuals are discussed in

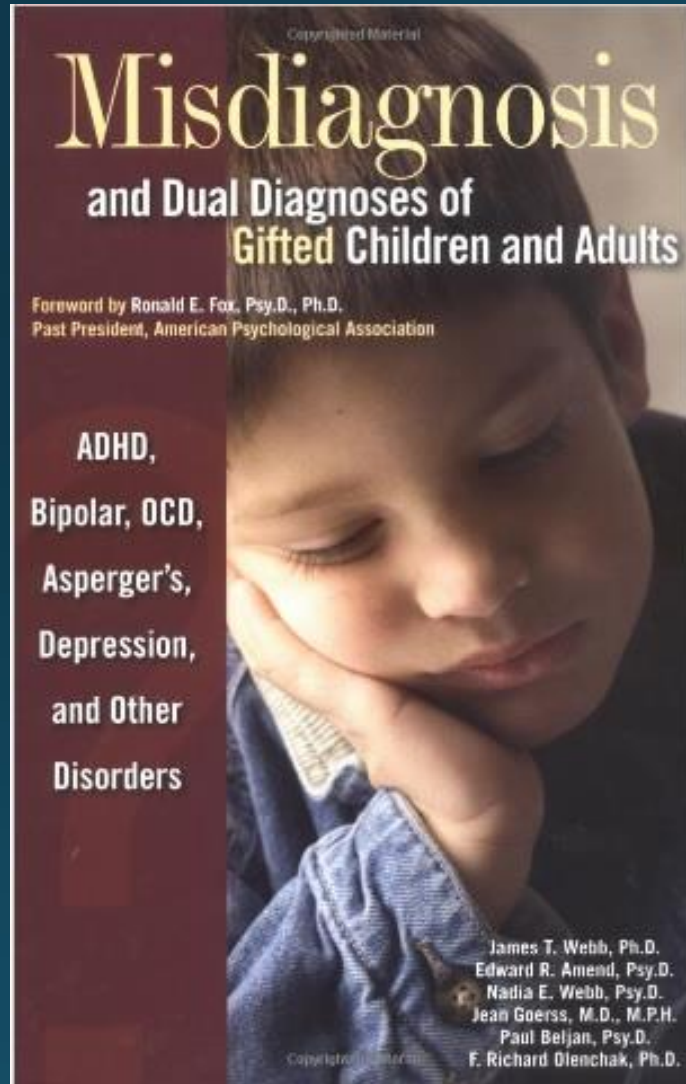
27 this light. The chapter concludes by suggesting a num-

ber of testable hypotheses regarding the predictable

doubt, the cleverest, most insightful, most friendly, most concerned, the wisest and most knowledgeable people I have yet encountered. Such intellectual, social and practical prowess, one might expect, would be greatly appreciated everywhere; a formidable asset to any employer or organization and they would seem to be dream students at any educational institution. But the fact is they share a common fate: they are appreciated nowhere—and so far not at anytime, except by single individuals in their social network.

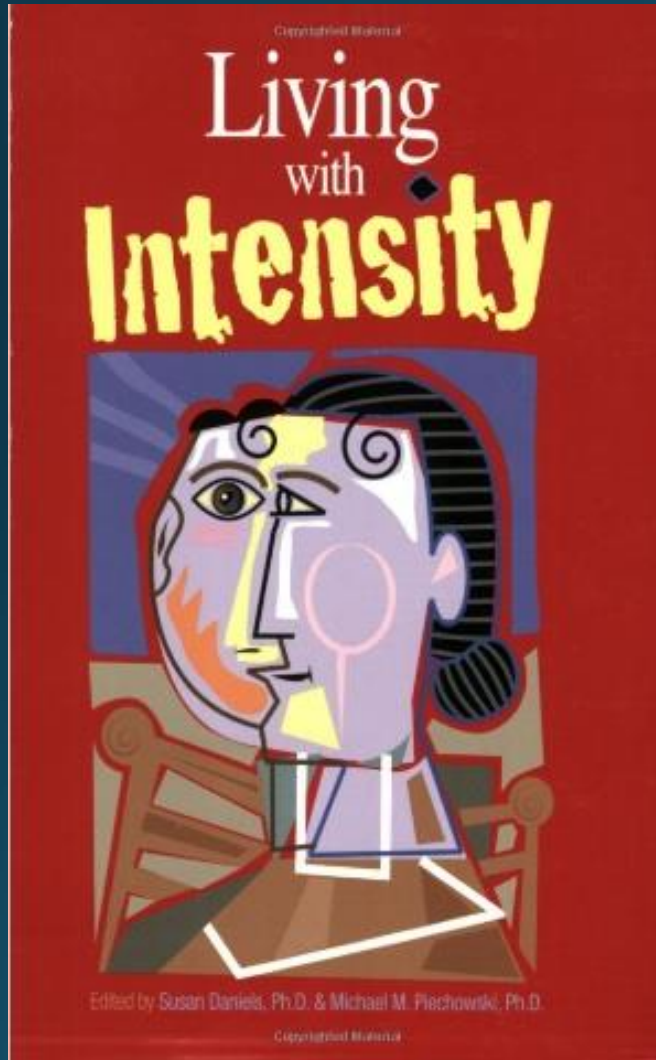
James, the Canadian Potential Nobel Laureate

Misdiagnosis and Dual Diagnosis



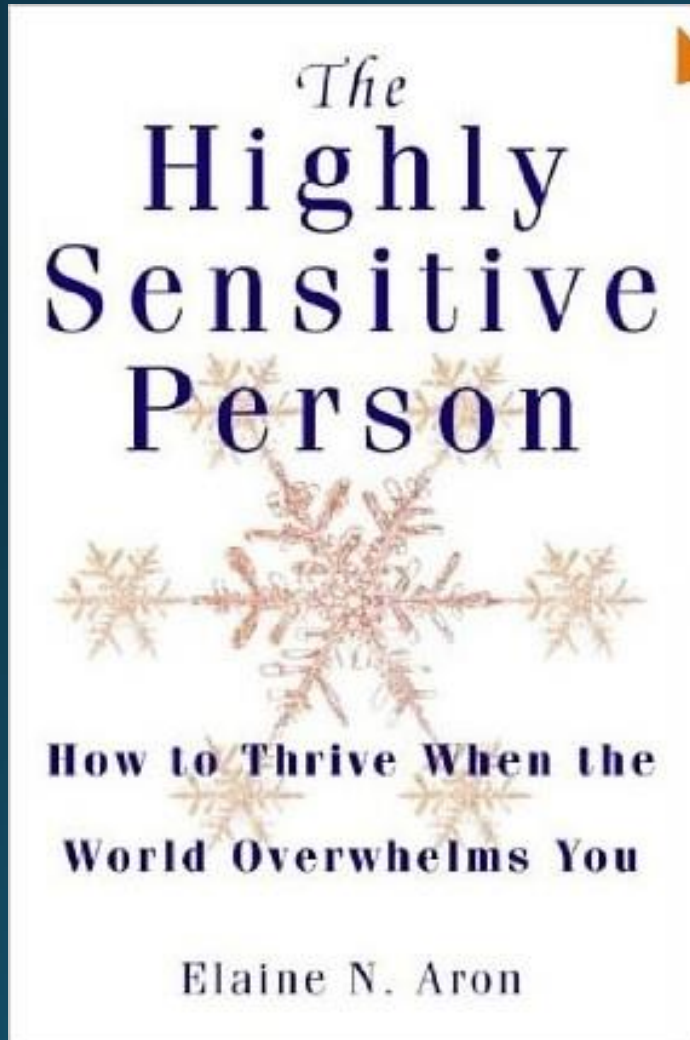
- Health professionals are not always aware of the specific issues faced by highly gifted children and adults.
- This can lead to incorrect diagnoses.

Kazimierz Dabrowski



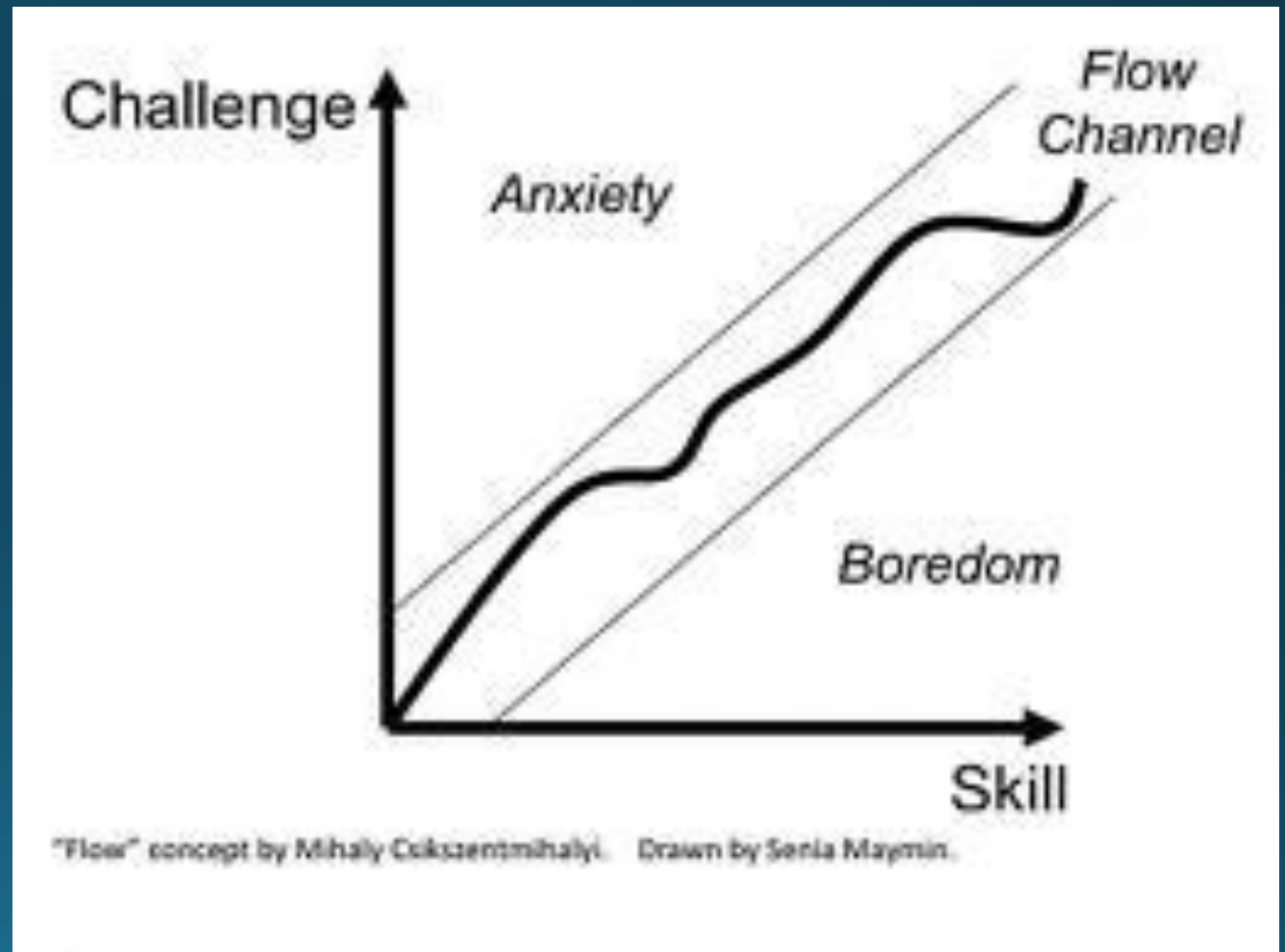
- Positive Disintegration
- Overexcitabilities

The Highly Sensitive Person



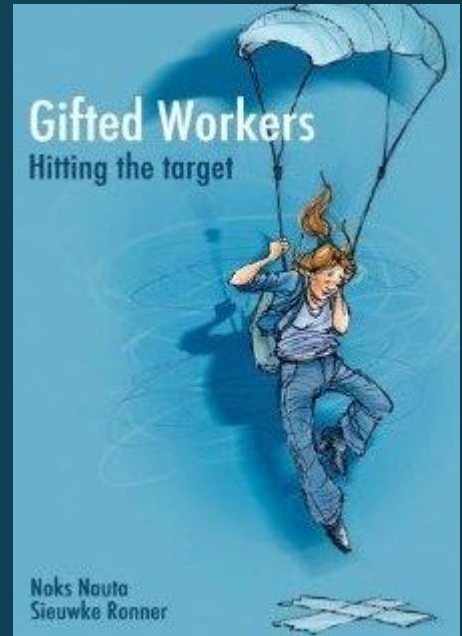
- All people with high IQ are highly sensitive
- Not all highly sensitive people have high IQ
- High sensitivity in many areas:
 - Emotional
 - Physical (inc. microphone feedback)
 - Psychological

Mihaly Csikszentmihalyi



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- It's better this way



Missing the Target – What can go wrong?

- Unfortunately there are many who have missed the target
- And this can not only be harmful for that person, but for others they affect.

Who has gone wrong?



Ted Kaczynski
(Unabomber)



Adolf Hitler



Osama Bin Laden ?



?

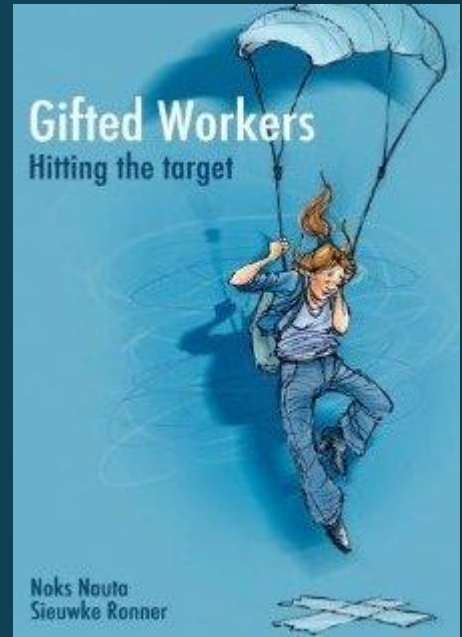
Savage Chickens

by Doug Savage



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What the book contains

1. I think my manager is stupid
2. I'll do that myself
3. I spy with my little eye
4. I don't belong
5. Is this what I really want?
6. I know better...
7. Pain everywhere, what now?
8. My way or the highway
9. Everybody is against me...
10. That's just the way I am!
11. I can't choose...
12. Gifted workers, hitting the target

Is this what I really want?

- Kitty den Hollander is a 22 year old student
- She has finished her degree in mathematics
- She got a research position continuing in the mathematical field.
- She feels unhappy in what she is doing, but her parents insist she stays where she is.
- Through discussions with psychologists, she realises she wants to go out and explore the world more before she decides what to do.



I know better...

- Edward Browning is a 30 year old medical doctor
- His coworkers frequently irritate him, as they do things wrong, and not to the required standard.
- Now his coworkers are getting irritated by his arrogant and self-righteous style
- His boss suggests that Edward see an organizational psychologist
- Through discussions with the psychologist Edward learns to control his outbursts at his colleagues, and to communicate better with them
- He also learns how to overcome his own perfectionism, to be happier



My way or the highway

- Bastian Schaefer is a 53 year old woodworker
- He gets extremely angry when things don't go the way he wants them to.
- He lashes out at those around him, including his wife and children.
- His wife gets fed up, and threatens to leave unless Bastian gets treatment.
- Through discussions with psychologists, Bastian realizes that he must change the way he thinks, and finds a way to reconcile with his wife and children.



That's just the way I am!

- Boris Vogel is a 35 year old librarian
- He has had a long list of jobs
- He is about to get fired again
- He becomes physically ill, and calls in sick as he doesn't want to face his co-workers.
- He is asked to see an occupational psychologist, who helps him see how he can improve his thinking and behaviour, so that he can fit better in at work.



Gifted workers, hitting the target

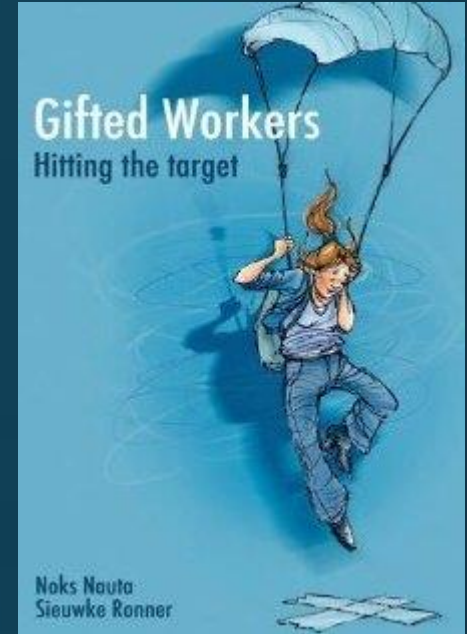
- Gifted workers can contribute a huge amount to the organisations they work for, and to society at large.
- However, they frequently suffer from problems which hinder this.
- There is starting to be the realization that this is happening, and people working towards helping these highly useful members of society.
- Current work in the area is in its infancy.
- We are starting to get some good results.
- There is still much to be done.

Lady: Sir, you are drunk

Churchill: Madam, I may be drunk,
but you are ugly,
and I will be sober in the morning.

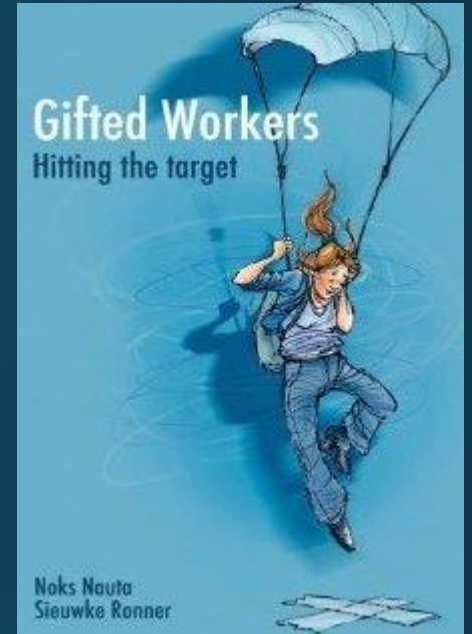
Psychological Issues Described

- ADHD
- Autism
- CANS
- Depression
- High sensitivity
- Overstrain and burnout



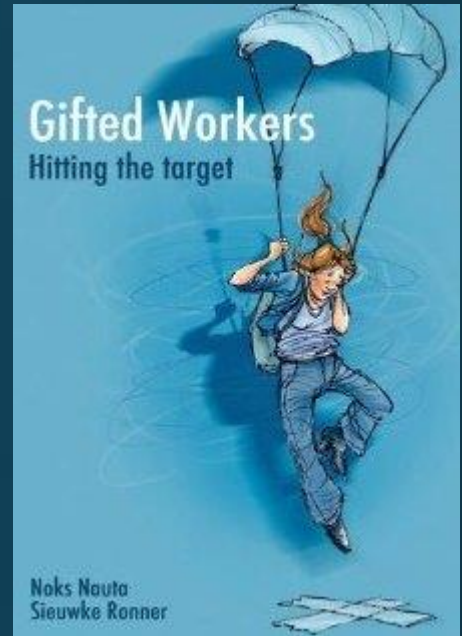
Psychological treatments

- Cognitive Behavioural Therapy
 - ABC Model and Rational Emotive Therapy
- Core Quality Model
- Transactional Analysis



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Neurotic Illnesses

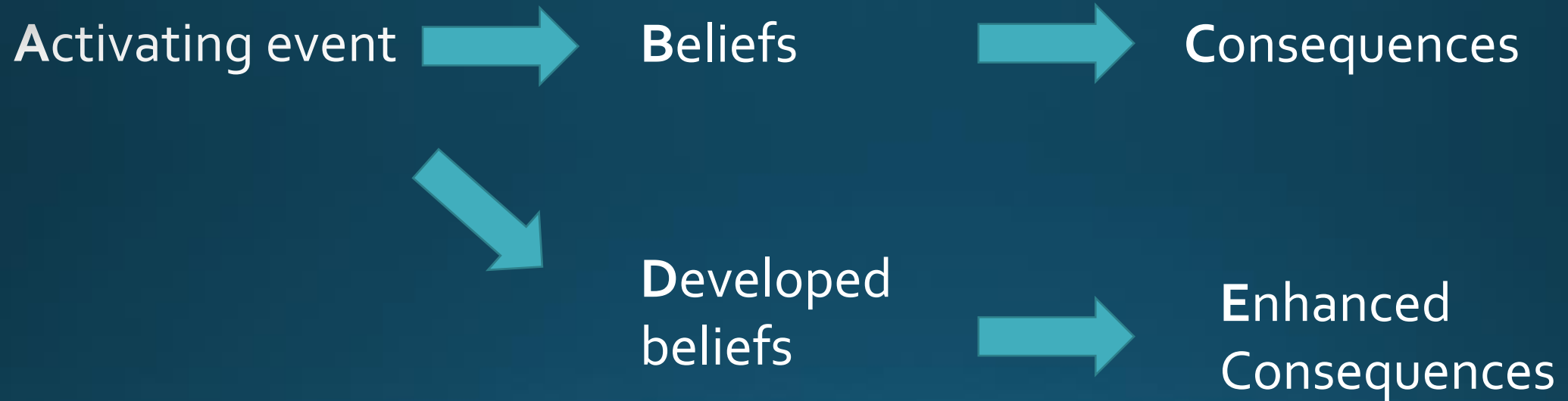
Albert Ellis noticed that many clinically depressed people have very similar characteristics of thinking:

- Ruminating / worrying
- Negative thought patterns.

Types of Neurotic Illnesses:

- Stress, anxiety, depression, OCD, Anorexia, Bulimia...
- All of which can be treated with CBT

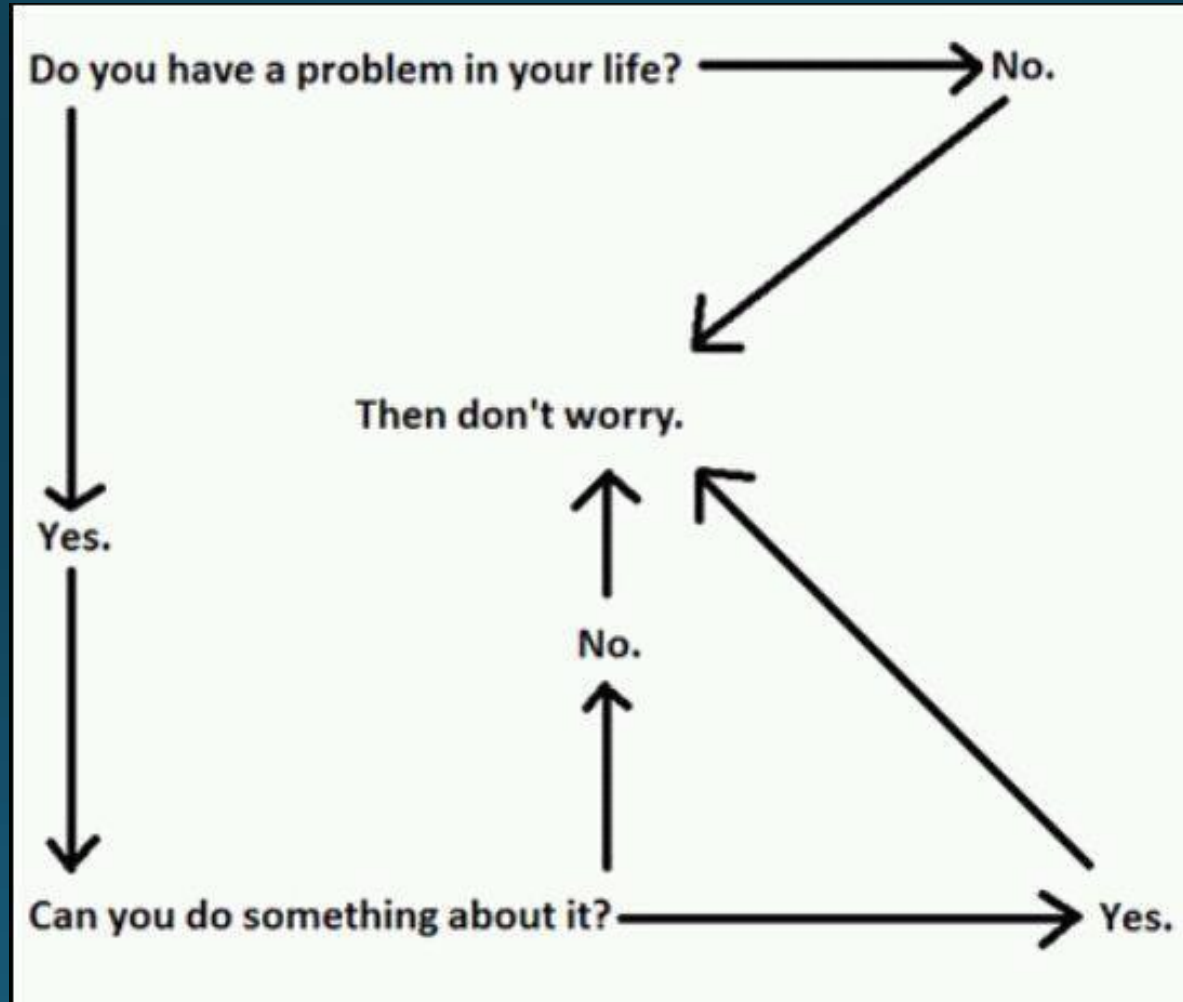
CBT and the ABC model



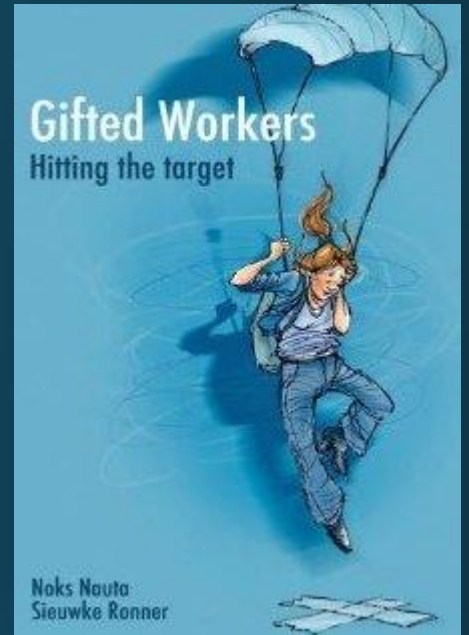
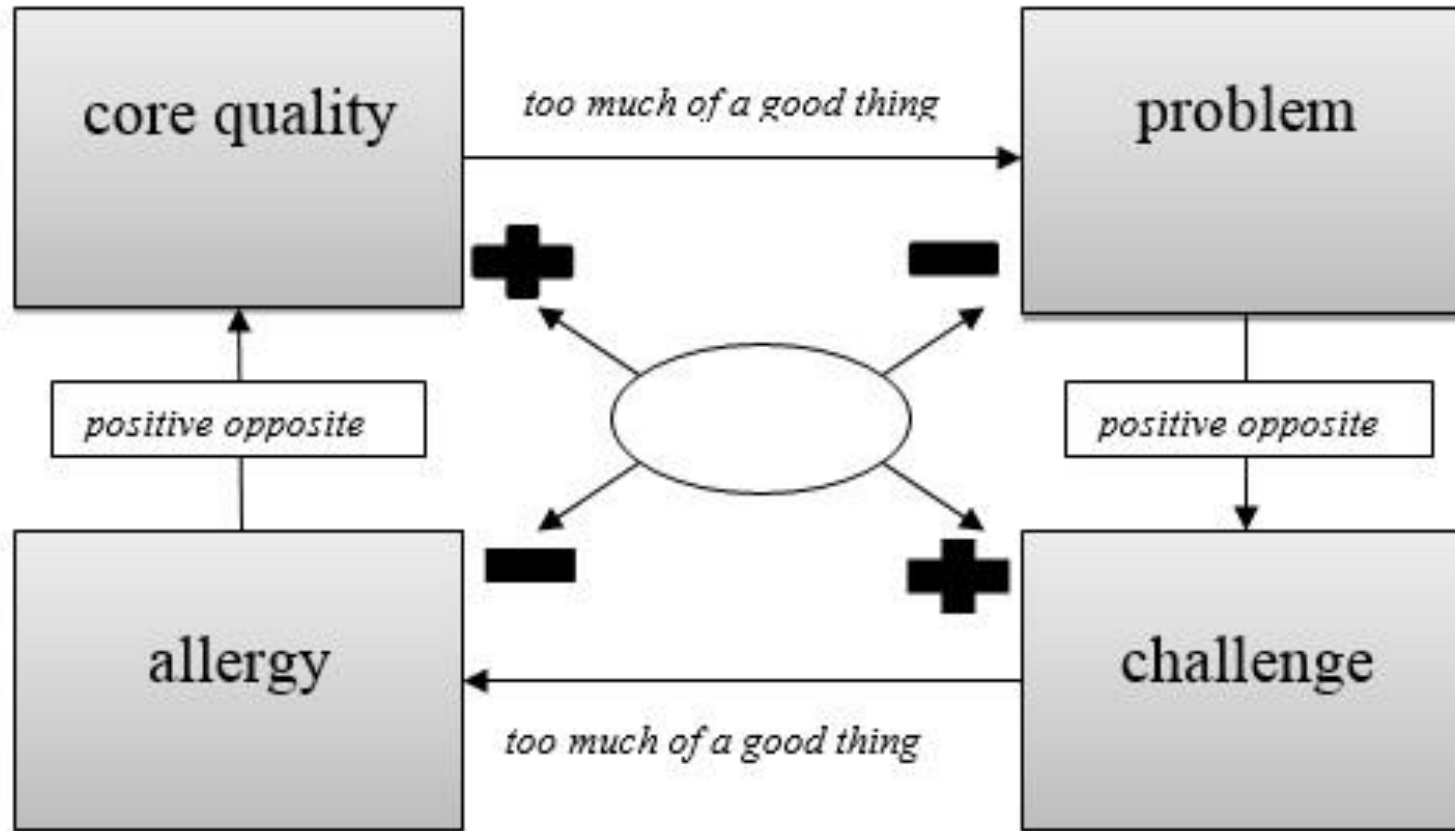
There's no point in Worrying

- Events that have a big impact on your life are mostly not predictable, so cannot be worried about.
- Events that you worry about usually have a very small impact on your life.
- So there is no point in worrying.
- If you need to worry, don't do it all the time.
 - Set yourself an hour in the evening, e.g. 8-9 pm, for worrying – Worry Hour
 - Don't worry outside of this time.

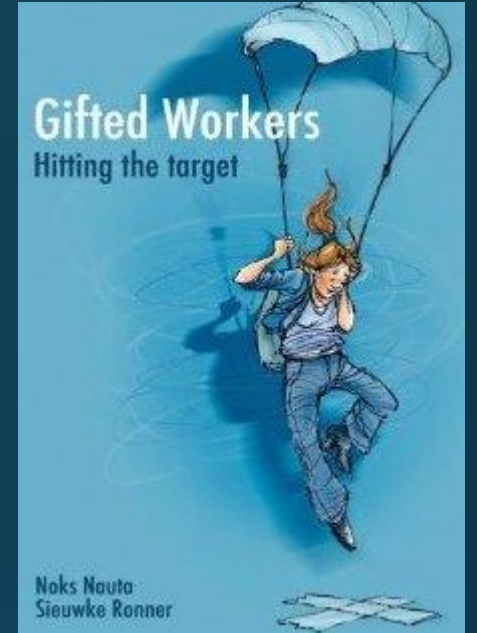
Don't Worry



Core Quality Model

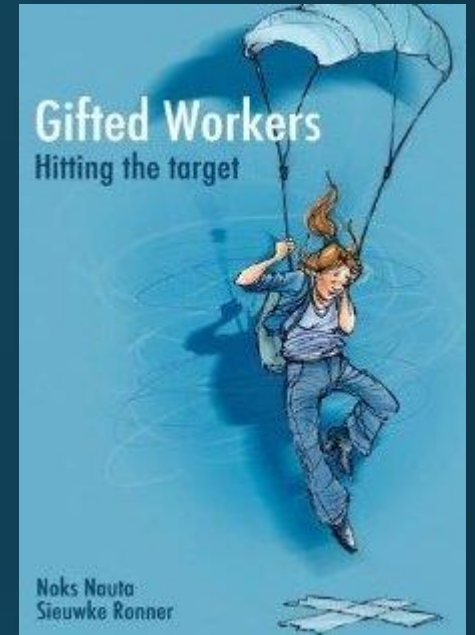


Transactional Analysis

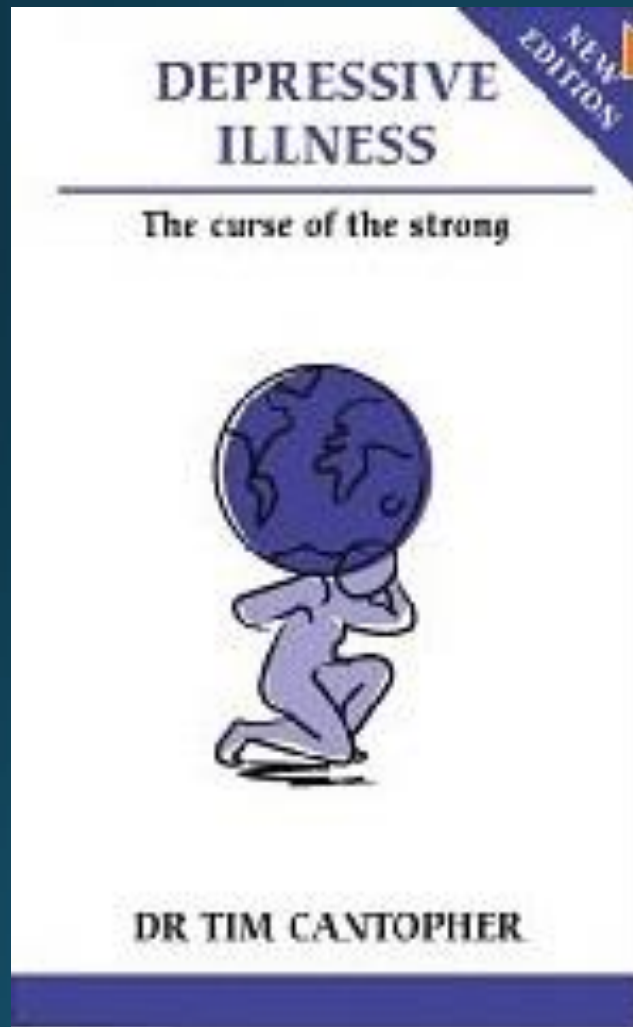


Resources – non-exhaustive

- Mensa
- SENG
- TNS
- ISPE
- Others



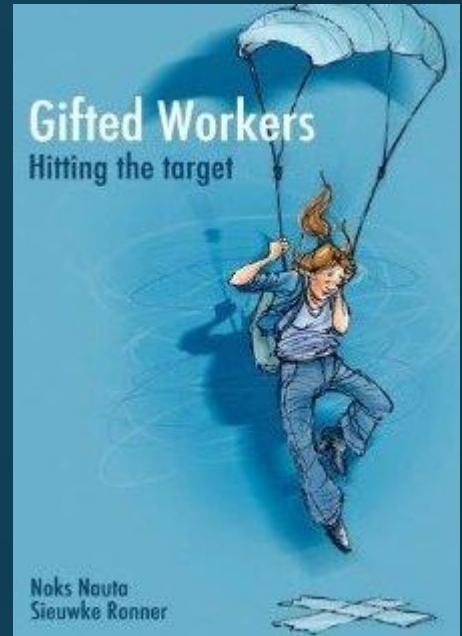
Depressive Illness: Curse of the Strong



It is those that take the weight of the World on their shoulders that get depressed.

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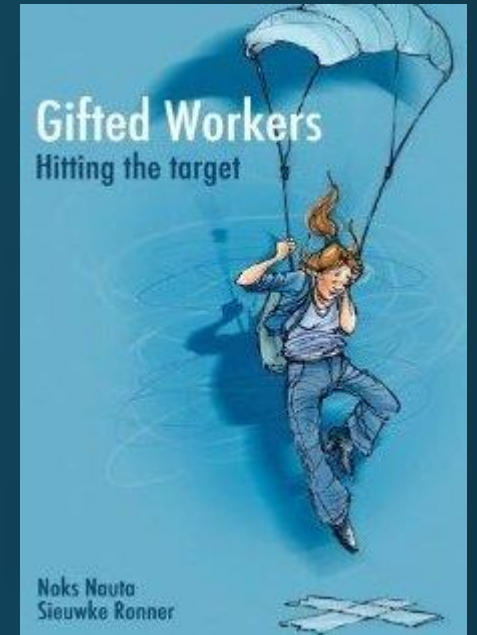
Helpful thoughts?

- When you say “No” to someone else you are saying “Yes” to yourself.
- Put the airmask on yourself first; then help others.
- If the mood of everyone you meet depends on how you are to them, then you are in an abnormally central role in the world, which is not very likely.

Hitting the Target:

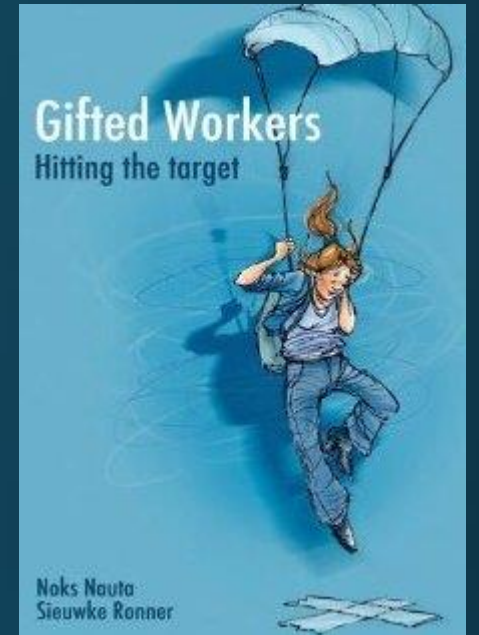
Contacts:

- Noks Nauta
(TNS Member, Doctor and Psychologist)
- Siewke Ronner (Occupational Psychologist)
- Andrew Aus (English Speaker)



Hitting the Target!

Questions ?

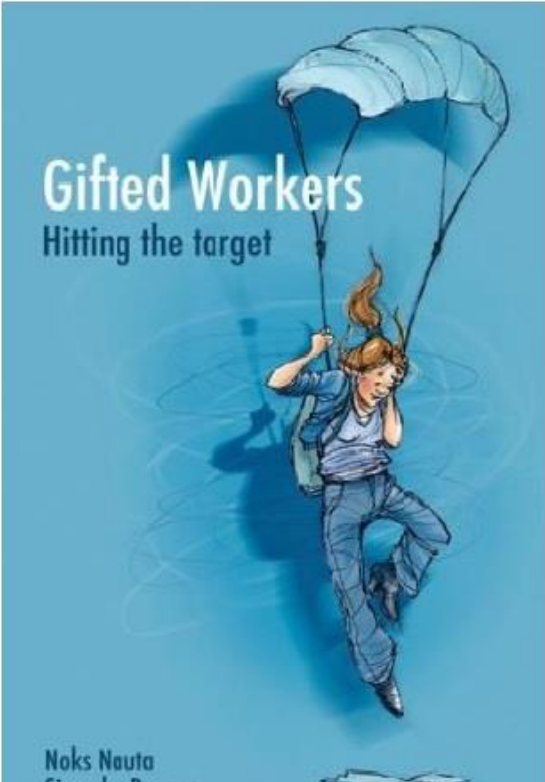


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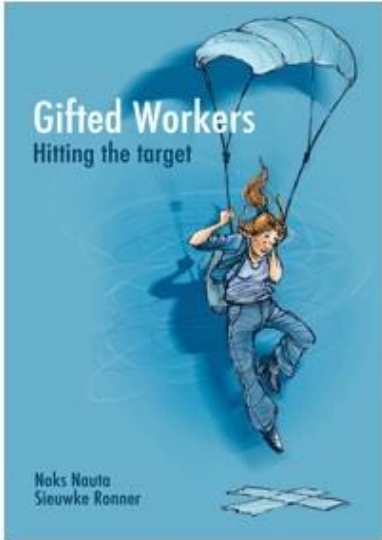
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Bestelling van een recensie-exemplaar



Gifted Workers
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Noks Nauta
Sieuwke Ronner

Psychologie

Gifted Workers

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van Noks Nauta, Sieuwke Ronner

Keywords: *Gifted; Gifted adults; Work*

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