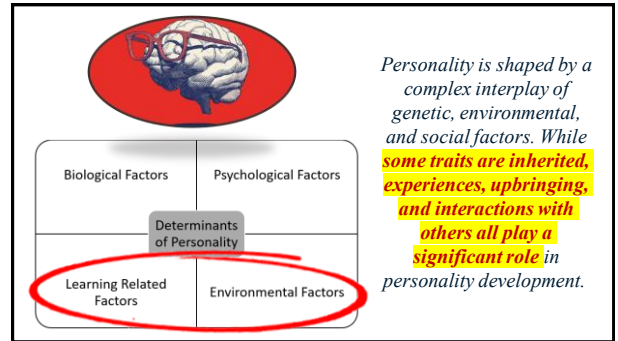
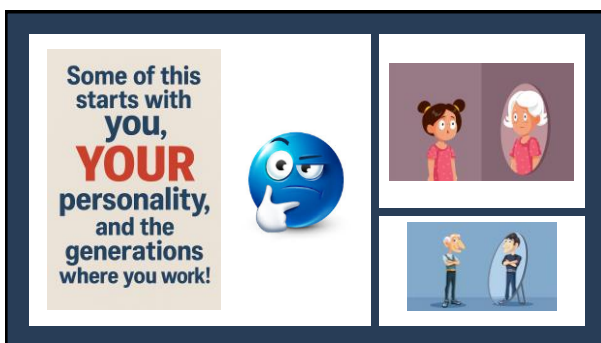




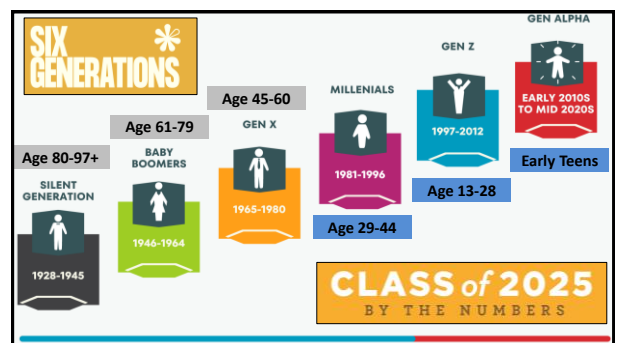
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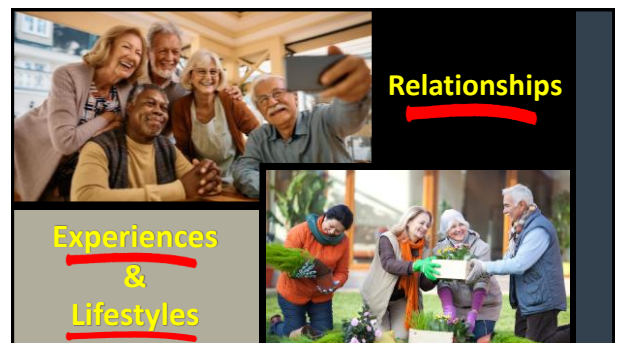
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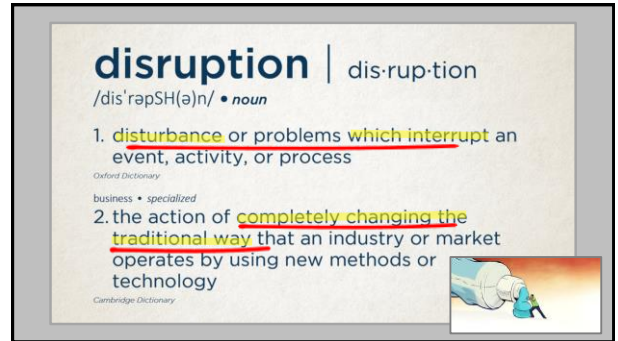
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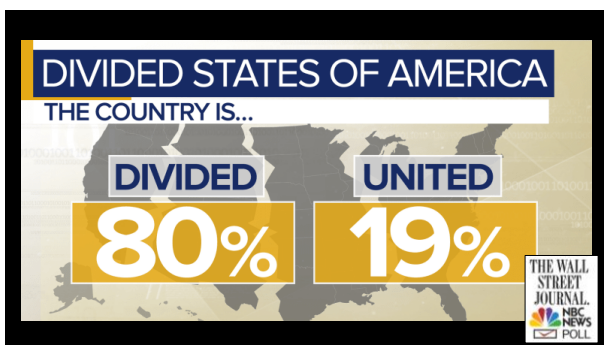
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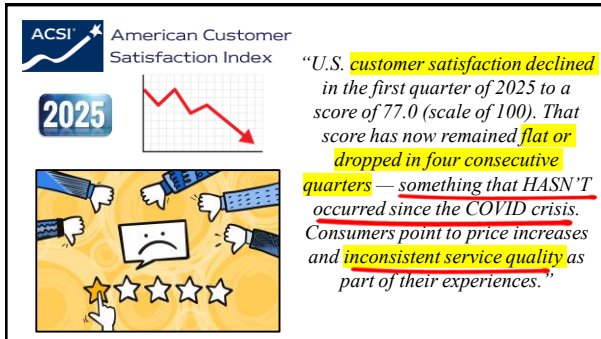
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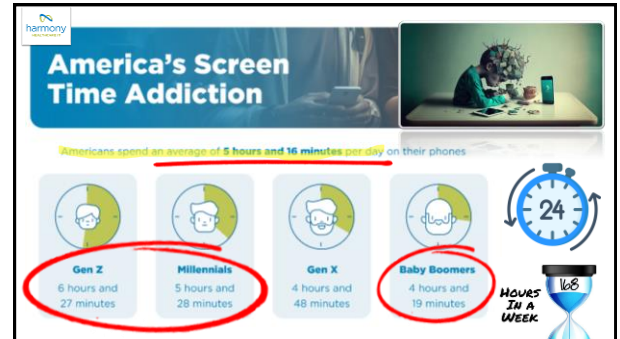
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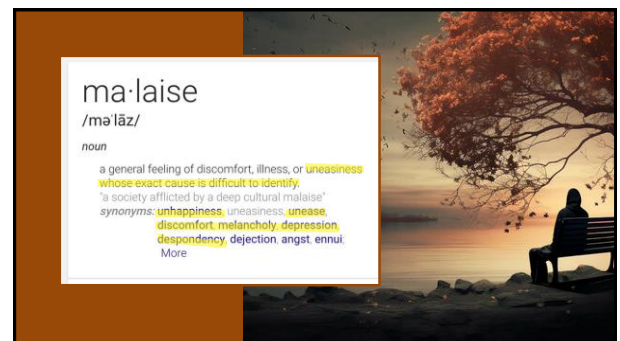
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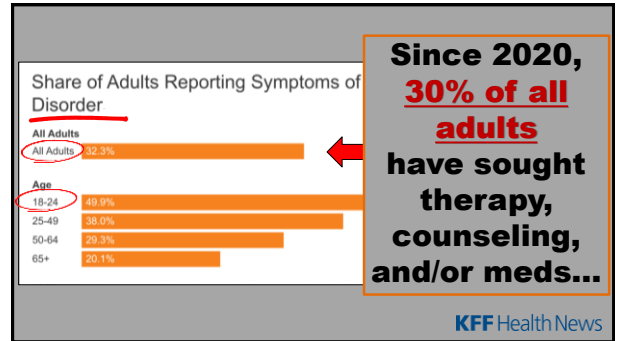
"Quiet cracking" refers to a deep and often unseen state of **disengagement and unhappiness** experienced by employees, eventually leading to decreased productivity and resignation.

New Research Reveals:

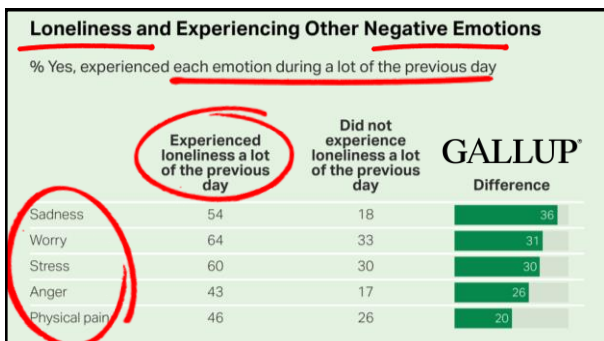
**Quiet Cracking: A Hidden Workplace Crisis**



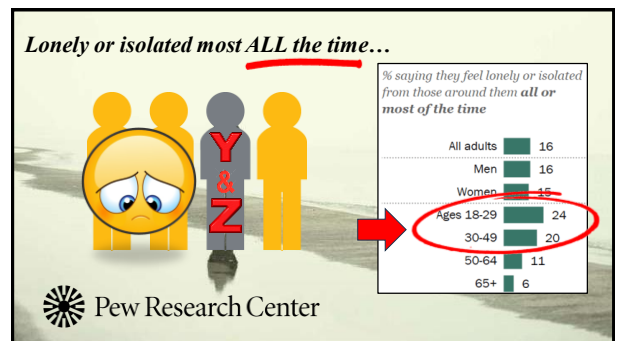
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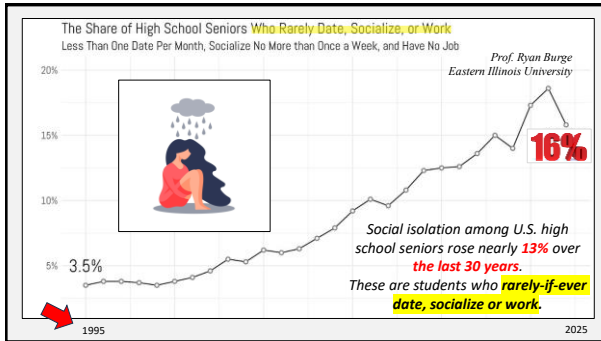
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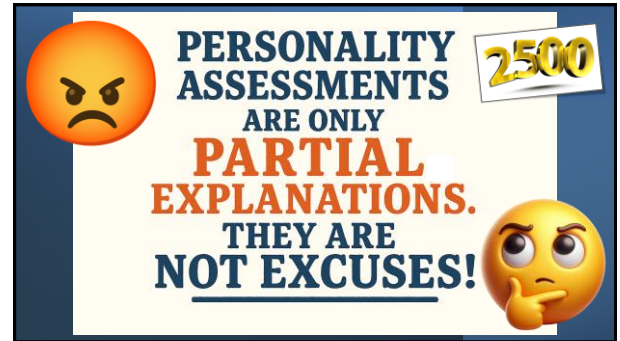
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**THE COLOR CODE**  
A NEW WAY TO SEE YOURSELF, YOUR RELATIONSHIPS, AND LIFE  
Taylor Hartman, Ph.D.

- **REDS**  
Need to look good technically, be right, and be respected. They are strong leaders and love challenges.
- **BLUES**  
Need to have integrity and be appreciated. They are focused on quality and creating strong relationships.
- **WHITES**  
Need to be accepted and treated with kindness. They are logical, objective, and tolerant of others.
- **YELLOWS**  
Need to be noticed and have fun. They love life, social connections, and being positive and spontaneous.

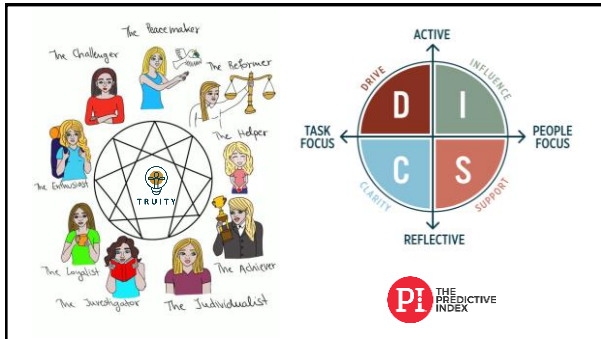
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16 Personalities

<b>INTJ</b> THE ARCHITECT IMAGINATIVE STRATEGIC PLANNERS	<b>INTP</b> THE LOGICIAN INNOVATIVE CURIOUS LOGICAL	<b>ENTJ</b> THE COMMANDER BOLD IMAGINATIVE STRONG-WILLED	<b>ENTP</b> THE DEBATER SMART CURIOUS INTELLECTUAL
<b>INFJ</b> THE ADVOCATE QUIET MYSTICAL IDEALIST	<b>INFP</b> THE MEDIATOR POETIC KIND ALTRUISTIC	<b>ENFJ</b> THE PROTAGONIST CHARISMATIC INSPIRING NATURAL LEADERS	<b>ENFP</b> THE CAMPAIGNER ENTHUSIASTIC CREATIVE SOCIAL
<b>ISTJ</b> THE LOGISTICIAN PRACTICAL FACT-MINDED RELIABLE	<b>ISFJ</b> THE DEFENDER PROTECTIVE WARM CARING	<b>ESTJ</b> THE EXECUTIVE ORGANIZED PUNCTUAL LEADER	<b>ESFJ</b> THE CONSUL CARING SOCIAL POPULAR
<b>ISTP</b> THE VIRTUOSO BOLD PRACTICAL EXPERIMENTAL	<b>ISFP</b> THE ADVENTURER ARTISTIC CHARMING EXPLORERS	<b>ESTP</b> THE ENTREPRENEUR SMART ENERGETIC PERCEPTIVE	<b>ESFP</b> THE ENTERTAINER SPONTANEOUS ENERGETIC ENTHUSIASTIC

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- 1. Understanding Differences:** Assessments like MBTI, DISC, or CliftonStrengths help team members **understand each other's** communication **styles**, decision-making approaches, and stress responses.
- 2. Reducing Conflict:** When people understand the "why" behind others' behaviors, it fosters empathy and **reduces misunderstandings**.
- 3. Self-Awareness/EQ:** Employees gain insight into their own tendencies, helping them **grow in areas like emotional intelligence**, resilience, and communication.
- 4. Culture Fit:** While not a sole determinant, personality assessments can help evaluate **how well a candidate might mesh with team dynamics**.
- 5. Common Language:** When everyone understands the framework (e.g., "She's a high 'C' on DISC"), it creates a **shared language** for discussing behavior constructively.



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**3 BIG QUESTIONS**

✓ **Who am I?**

✓ **Where do I belong – and/or fit in?**

✓ **How might I make a difference and REALIZE a purpose?**

Brad Griffin

Kara Powell

FULLER

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**JOURNAL OF NEUROLOGY NEUROSURGERY & PSYCHIATRY**

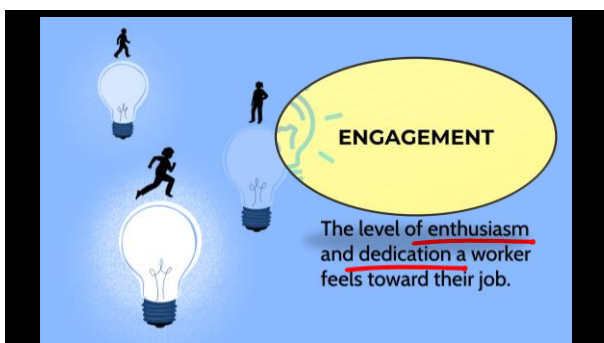
ISSUE HIGHLIGHTS

Editorial: The need for a new paradigm in the management of dementia

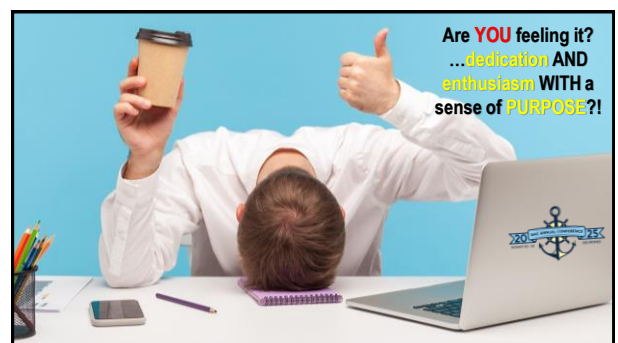
Original research: Psychological well-being trajectories preceding incident mild cognitive impairment and dementia

Feeling as if you're wandering aimlessly through life, or like you've done all there is to do, may carry harms more serious than unfulfilling days — it could be hurting your brain.

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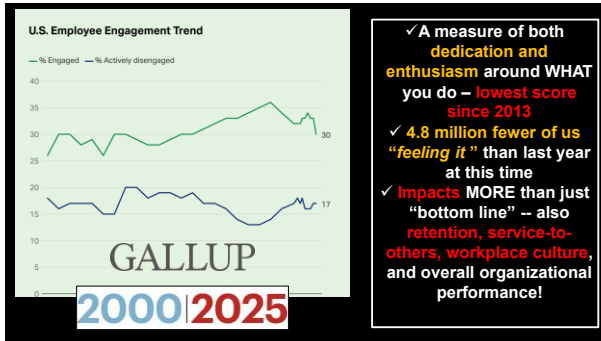


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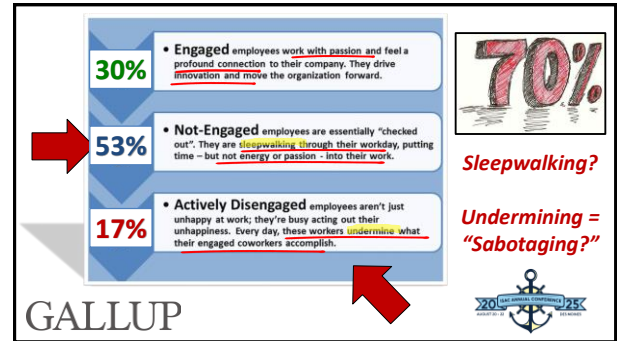


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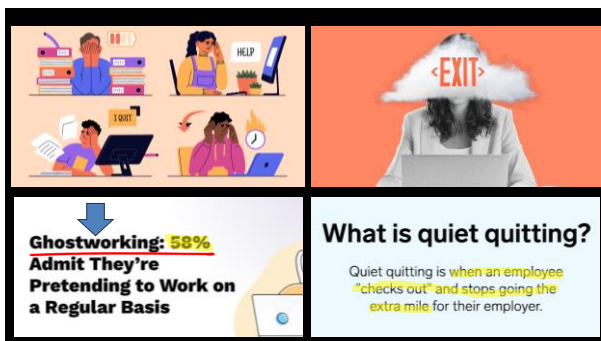




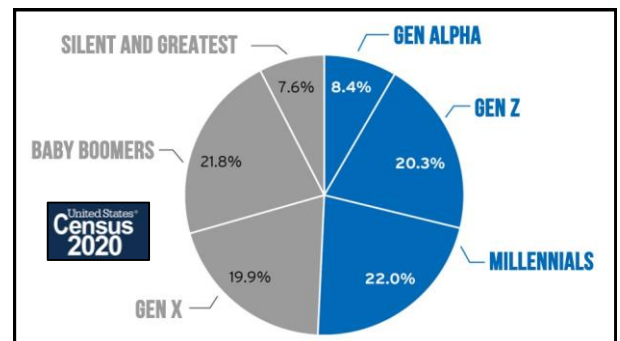
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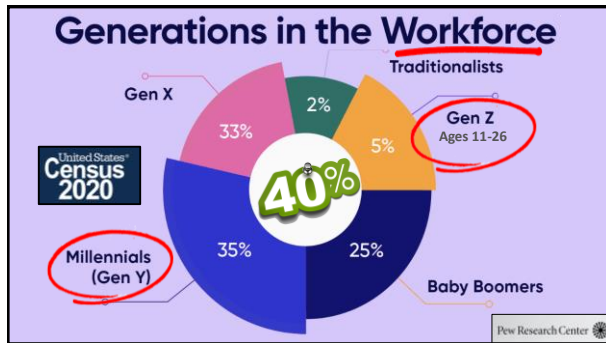
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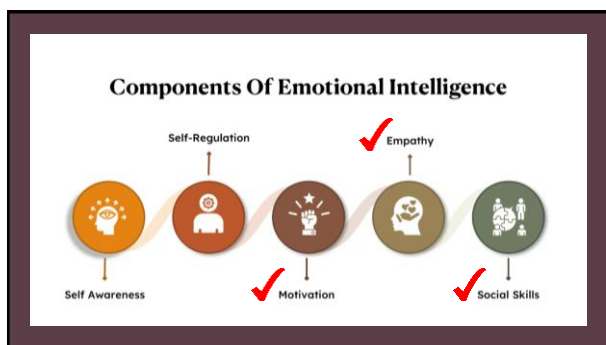


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### The Different Generations

Generation	Key characteristics and benefits to the workplace
Silent ...has a <b>high EQ</b>	Respectful of authority and tradition. Loyal to their employers. Hard-working, detail-oriented, focused, possess <b>emotional maturity</b> .
Boomer ...is <b>dedicated</b>	"Work to live" philosophy; re-defining retirement; <b>conservative; dedicated</b> , experienced, knowledgeable.
Gen X ...is <b>collaborative</b>	Hard-working and tech "literate"; <b>focus on work-life balance</b> – flextime, telecommuting, and job sharing. Independent but <b>collaborative, adaptable</b> , willing to change the status quo.
Gen Y - Millennials ...have a sense of <b>team</b>	Smart, <b>easily bored; eager to move up; short-term focus</b> ; individualistic; <b>challenging of authority; needing constant stimulation</b> , variety and challenge. Optimistic, tech savvy, tenacious; <b>team oriented and socially responsible</b> .
Gen Z ...knows <b>tech</b> and is <b>creative</b>	<b>Self-directed</b> ; capable of processing information quickly; smart; <b>less likely to be team oriented</b> ; able to process large amounts of information; <b>creative and tech oriented</b> .

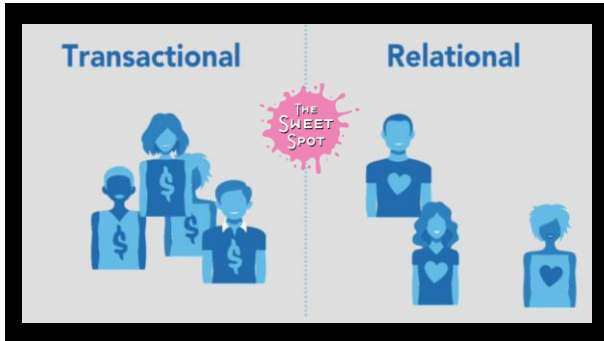
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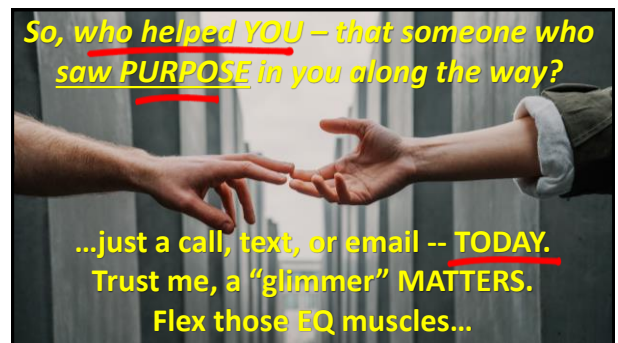
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