



Transforms Team Performance

TetraMap® is a
globally proven
learning experience

designed to grow
everyone's potential



Our core belief:
Strength lies in valuing difference

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TetraMap® values nature
- yours and the planet's

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www.tetramap.com

What is TetraMap®?

TetraMap is more than just a learning tool.

It's a **learning experience** that places collaboration, relationships and connection at the centre.

TetraMap is simple and elegant. We use nature as a metaphor and the four Elements to explain human behaviour and the different ways we prefer to communicate.



Air is CLEAR: Ensures systems and processes are followed, to keep everyone working effectively together.



Fire is BRIGHT: Inspires, motivates and excites us, bringing fun and energy to any situation.



Earth is FIRM: Pushes us forward toward our goal and keeps us firmly on track.



Water is CALM: Brings harmony and flow, as well as patience and consistency.

We use nature because it's something everyone can connect with - no matter who they are or where they are from. Our language is simple, playful and inclusive, and our ideas are sticky.

This means they can be applied anywhere and everywhere.

"As a leadership development professional, I have rarely found an assessment with more resonance than TetraMap. The experience of learning about The Elements and their "stickiness" keeps people referencing their results and integrating their learning in the day-to-day realities of both professional and personal livelihoods."

Marcy Levy Shankman

*Ph.D. Certified TetraMap Facilitator,
USA*

Why TetraMap®?

What sets TetraMap apart is our ability to build a common language across cultures, teams, and whole organisations.

We like to think of TetraMap as an experience rather than a tool. It takes you on a journey of self-discovery while also giving you the necessary tools to strengthen relationships and improve your communication and collaboration skills. It's an experience that you will continue on long after the workshop ends, and will remain relevant no matter where you go or who you are with.

"There are other similar tools to TetraMap however the standout feature for us is the simplicity of the concepts and the language, enabling wide application and understanding."

Chris Sidwell
*Head of HR, Inghams,
New Zealand*

TETRAMAP
for relationships

Looks at commonalities between people and attempts to group them by preference.

FLEXIBLE
Looks at capability to flex your preferences as needed.

CONTEXTUAL
Behaviour is driven as much by context and environment as it is by natural preferences.

SIMPLE and INTUITIVE
Creates a common language which uses universally acceptable metaphors. These are easy to remember and apply.

A tool to help strengthen relationships, reduce conflict and improve communication in teams.

TOOLS
for profiling

Looks at individual behaviour traits and attempts to predict likely response.

FIXED
Looks at personality 'traits' which are unlikely to change.

COMPARTMENTAL
You are who you are, and these are the paths that best suit your personality.

COMPLEX and CHALLENGING
Often provides a lengthy assessment and a detailed analysis of individual personality traits. These can be difficult to remember and apply.

A tool to inform future career and life decisions, and suitability for specific roles.

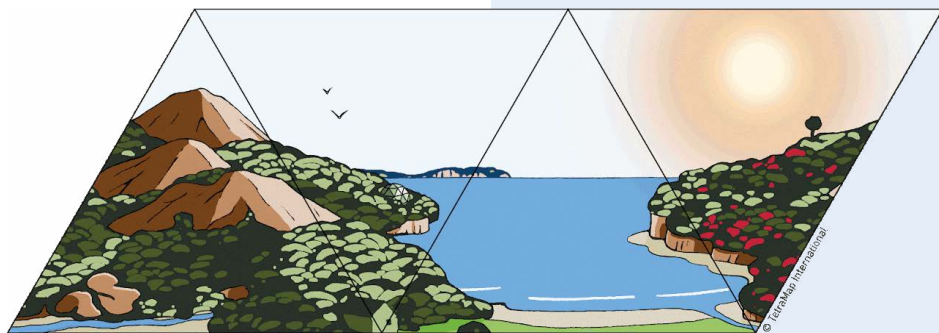
TetraMap embraces the idea of 'inter-dependence' - which to us, means 'my success depends on your success'.

This simple but powerful mindset shift helps participants to see the impact of what they say and do. It gives them the power to consciously adapt and flex depending on context. And, it celebrates the power of diversity.

"In my experience TetraMap is the most powerful communication and team development tool that I have come across in 25 years of working with people development."

Anja Doil

*Coach and Consultant,
Vemmer Doil Consulting,
Germany*



When you look at a Tetrahedron, you'll notice all four sides touch. There are no opposites or sides that are stronger or weaker than others. Instead, they are all equal, and when they come together, they become nature's strongest shape. Likewise, TetraMap believes that when we learn to see the strength in difference and the value each element brings, we are able to build stronger relationships and teams.

"We share TetraMap with everyone that visits our school because we believe in it so strongly. We use it in our daily conversations as a language, for example to make decisions, to make things come about, and to manage emerging issues. Culturally some of our staff do not speak out often. Understanding this gives them confidence in how important their voice is and why we need to hear from them."

Glen Ryan

Principal, St. Anne's Catholic School

How does it work?

If you are interested in bringing TetraMap to your organisation or team, the first step is to connect with one of our certified facilitators.

These amazing individuals have one key priority: to make things **easy** for you, and **memorable** and **fun** for your team.

To do this, they will work with **you** to develop a workshop that is specific to your needs, using one of our five workbooks as a starting point.

"The value of TetraMap as a tool lies in its ability to help our participants better understand themselves and others over several energy-packed and fun sessions. It is a tool for action, enabling each participant to understand how to work effectively with others to attain their desired goal, and one which participants can integrate into their everyday life."

Debbie Noon

*Rotary Youth Leadership Awards,
(RYLA) coordinator*



Throughout the workshop, your team will:

- ▶ Learn about the TetraMap model
 - ▶ Discover their own unique elemental preferences
 - ▶ Come to understand themselves better, as well as everyone else in their team
 - ▶ See the strength in valuing difference
 - ▶ Learn to apply the lessons directly in the context of the needs you've identified
-

At the end of the workshop, you will have gained a stronger, more cohesive team, and they will develop skills that will stay with them, and benefit them, for the rest of their lives.

"TetraMap is a game changer for teams and I always receive positive feedback from participants. They love the concept of the metaphor, its simplicity and the authenticity of valuing diversity in the workplace. Teams go away feeling engaged, valued and inspired."

Ian Blackwell

*TetraMap Facilitator,
United Kingdom*



"As much as TetraMap transforms individuals, teams and organisations it also transforms oneself. TetraMap has guided me to think carefully and critically, to listen with compassion and empathy, to speak purposefully and confidently and to act with integrity in a way that uplifts people."

Kararaina McLean

Master TetraMap Facilitator

TetraMap® in Action



Building Future Leaders

We have been proud supporters of the Rotary

Youth Leadership Awards (RYLA) for 20 years now. Learn more about we use TetraMap to unleash the full potential of our next generation of leaders.

"Participants regularly report that TetraMap is the most practical of all the skills we teach them and they go on to use it widely in their workplaces and personal relationships."

Ganesh Cherian

Programme Director 2017-2020



Improving communication and collaboration on a global scale

Find out how TetraMap Facilitator Anja Doll went from designing a one-day TetraMap workshop to creating a global people development initiative that provides hundreds of IT professionals with a common language for communication and collaboration.

"If you see a window of opportunity for TetraMap in your organization, the slightest chance to introduce TetraMap to your first group of employees, then go for it step by step: Take a leap of faith, involve wonderful allies, inspire avid ambassadors and exercise patience when necessary and very likely momentum will follow."

Anja Doll

*Coach and Consultant,
Vemmer Doil Consulting,*





Connecting TetraMap with an indigenous worldview

Find out how Ruhia King, Master TetraMap Facilitator from Te Wānanga o Aotearoa in New Zealand, has been able to take the TetraMap experience, incorporate a unique indigenous worldview, and then use that to create culture of community at Te Wānanga o Aotearoa.

“Having a moment to stop and think in Māori is known as āta. Using TetraMap allows everyone to engage, āta before you react to a situation.”

Ruhia King

*Master TetraMap Facilitator,
Te Wānanga o Aotearoa, New Zealand*



Read in detail and find more examples of how TetraMap has made an impact on our case studies page on our website:

www.tetramap.com/case-studies



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