

Profile Report



YOUR WEALTH PROFILE IS:

Accumulator





The profiling system for entrepreneurs to find their flow

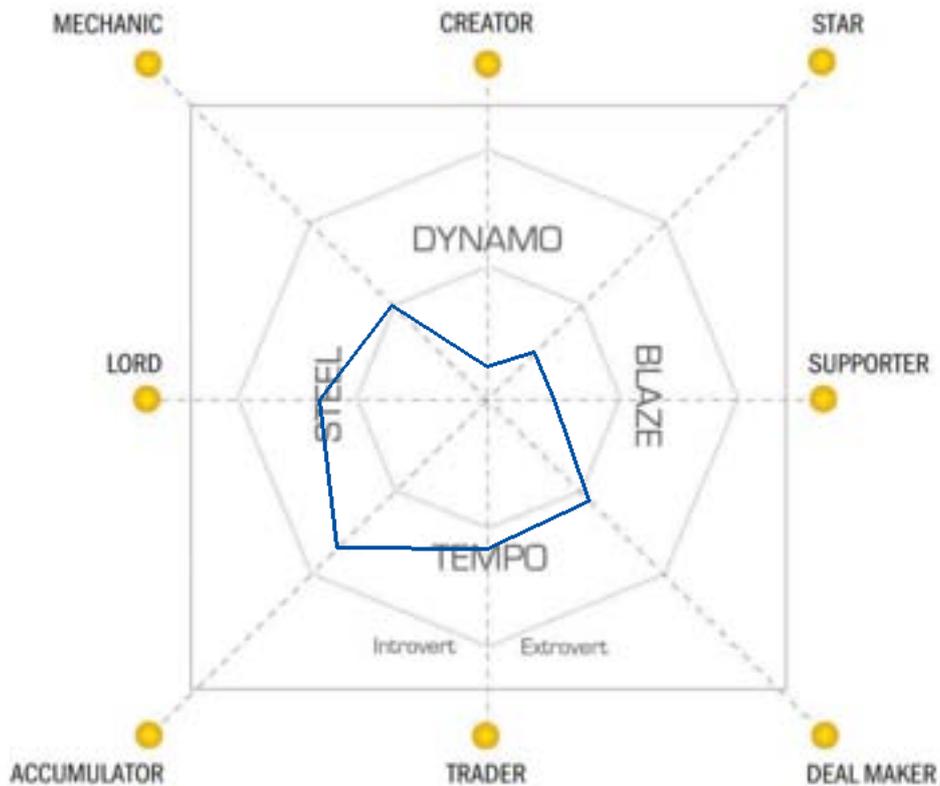
My Wealth Dynamics Graph

Name: **Tanya McDermott**

Primary Profile: **Accumulator**

Secondary Profiles: **Trader, Lord**

WEALTH FREQUENCIES			
Dynamo: 8%	Blaze: 16%	Tempo: 36%	Steel: 40%





Welcome to Wealth Dynamics

Wealth Dynamics is part of a family of profiling tools that have been used by over 500,000 people around the world to find and follow their flow. In the following pages you will learn what it means to be a Accumulator profile, and how to use this information to lead you on your entrepreneurial journey.

***“Everyone is born a genius,
but if you judge a fish by its ability to climb a tree,
it will live its whole life believing that it is stupid.”***

In this report you will recognise the strengths and weaknesses of your profile and see what you should – and more importantly should not – be doing to stay in your flow. We also cover how your profile links to the other profiles, so that you can begin to appreciate the people around you, how to bring out the best in them and how to support them towards their own natural paths.

You will see that Wealth Dynamics is far more than a profiling tool. It is both a language of entrepreneurship which allows us to tune in to the concept of flow and it is a map of wealth. It allows us to see that wealth has a place for all of us, provided we follow the path that lets us shine.

After reading this report, I recommend you follow the Wealth Dynamics mission on GeniusU, our online entrepreneur education platform, for the best steps to find your flow. This comes free with this report. You can also get guidance from our global community of Flow Consultants, who can coach you based on your current situation to get the most out of your profile and natural path.

Then, when you are ready, you can choose to get more involved within our Entrepreneurs Institute community and courses to build your business. For the greatest benefit, use the gift vouchers at the back of this report. Discover which of the nine levels you are at with the Millionaire Master Plan test. Learn about our other tests, including Talent Dynamics, for high performing teams, and the Genius Test, a free test for friends and family. Use GeniusU for ongoing learning and to connect with other entrepreneurs of different profiles in different countries.

When we collaborate to grow our flow, we grow our collective ability to create and contribute wealth. I look forward to sharing the journey ahead.

Keep shining brightly,

Roger

Roger James Hamilton
Creator, Wealth Dynamics



The power of Wealth Dynamics

Running your own business should be exciting, rewarding and fun. Yet, too often, it can be overwhelming and a struggle. When understood and used effectively, Wealth Dynamics can be one of the most powerful tools you can use to bring clarity and direction to your entrepreneurial journey. Here are the biggest benefits to focus on when using Wealth Dynamics:

Find your flow, reclaim your time

When you understand your profile, you can reorganise your time to focus on what you love most and do best. You can know what to say no to. When you do this, your fulfillment and effectiveness goes up, and your stress and struggle go down. That's what happens when you find your flow.

Clarify your natural path

Your profile is not a box to get stuck in, but a path to follow and a game to play. Each of the eight profiles have different playgrounds and different rules to the game. By knowing your natural path, you can know what role models to follow, what advice to take, and what you can ignore.

Grow a high performing team

Each of the eight profiles attracts, builds and leads a team in a different way. Having a high performing team is the key to scaling your business. Building the right team, with the right people in the right place, begins by using Wealth Dynamics to know yourself, and then to know your team.

Accelerate your financial success

At the heart of Wealth Dynamics is the wealth equation: Understanding how flow is created through value and leverage. Once you know how to create value and leverage it in your natural way, you can control not just the flow of time, but the flow of money, accelerating your financial success.

Achieve your true potential

How much do you believe you are currently achieving your true potential? Most of us are only achieving a fraction of what we are capable of. Using the entire system of Wealth Dynamics allows us to leverage our own value far more effectively, to make the difference we can in the world.

When you take the Wealth Dynamics Mission on GeniusU, you will find an assessment to measure your current flow factor: how much you are experiencing and living a life in flow. Return to this assessment in the coming months to see how your flow grows as you follow your natural path.



The Wealth Formula

“Be still like a mountain and flow like a mighty river.”

The Wealth Paradox

Have you noticed how for some people, no matter how much money they get, it just disappears? Whereas for many wealthy people, you can take all their money away and it comes right back again. This is best explained by the ‘Wealth Paradox’, which states:

“The more money you have, the more opportunities you have to lose it.”

Without true wealth, all the money that flows through you will disappear. So how do we define wealth? Roger James Hamilton, the creator of Wealth Dynamics defines wealth like this:

“Wealth isn’t how much money you have. Wealth is what you’re left with if you lose all your money.”

Creating a River

Roger is talking about how entrepreneurs should not focus at chasing water upstream, but create a river of flow. There are trillions of dollars flowing around our planet every day, so you don’t need to make money; you simply need to direct it.

“Wealth isn’t about making money. It’s simply about good plumbing.”

We each have a natural way to create the river, and this is how the Wealth Dynamics square is formed. This becomes easier to understand when we see the wealth formula.

The Wealth Formula

There are rules to how money flows, and this is the Wealth Formula:

$$\text{WEALTH} = \text{VALUE} \times \text{LEVERAGE}$$

Water always flows from high ground to low ground. Money always flows from high value to low value. Whoever values something more will be happy to pay for it, and whoever values the money more will happily take the money. Value determines the speed of money flow (the more value, the steeper the river and the faster the flow).

Leverage is the width of the river, and so determines the volume of money flow. If I had a widget that I sell for \$100, I can double money flow by increasing value (a widget worth \$200) or increasing leverage (two widgets worth \$100 each).

Opposites of Value and Leverage

What few of us are taught is that there are two opposites to value and two opposites to leverage, and we are each more natural at one than the other.

Intuitive thinkers create value through innovation (create new things), while Sensory thinkers create value through good timing (trading and service). Introverts leverage value through multiplying (through systems). Extroverts leverage value through magnifying (through people). These four make up the four sides and eight profiles of the Wealth Dynamics square.



Accumulator

Your primary profile in a nutshell

Wealth Creation Key: Buying and building appreciating assets

THE ACCUMULATOR		
Dominant Frequency	Action Dynamic	Thinking Dynamic
Tempo / Steel	Introvert	Sensory



Strengths: Reliable, careful, delivers on time, organised, looks for a time and place for everything, sees what can go wrong, keeps the team together.

Weaknesses: Often finds it difficult to decide, easily distracted by detailed, worried about getting things wrong, collects clutter, walks away from chaos.

Successes: When left to work at their own pace, Accumulators are the tortoises that wins the race. They are slow to get started, but pick up the pieces others leave behind. They deliver results by putting the leg work in.



Failures: Accumulators will often wait for enough information or direction. Like a goalie in a football game, they are the best defenders because they are so careful, but they don't see the need to lead up front.



The best roles in teams: Keep the project on time, keeping the team detailed research, organisation, activity-focused leadership, learning through measurement and observation, communicating through data and reports.

The worst roles in teams: Creating change in chaos, creative design, creative writing, networking, people-focused leadership, learning through debate and discussion, communicating through visuals or conversation.



The best roles in life: Project management, scientific research, market research, calculation, organisation, time keeping, jobs that require accuracy.

The worst roles in life: Networking, negotiating, creative design, creative writing, strategic leadership, public speaking.

Accumulators to learn from: Benjamin Graham (Graham Newman Corporation), Warren Buffett (Berkshire Hathaway), Carlos Slim Helu (Telmex), Li Ka Shing (Cheung Kong Holdings), Gina Rinehart (Hancock Prospecting), Helen Clark (UNDP), Leonardo Del Vecchio, Joseph Safra, Aliko Dangote, Wang Jianlin



Accumulator

Your primary profile description

Summary



Accumulators are your best ambassadors. They are reliable, get things done on time, and don't make rash decisions. Accumulators make the best project managers, when a task or a project needs to be delivered reliably on time and budget. They are the reliable organisers in the team.

Accumulators always prepare and the most successful ones can be found doing their homework. As Warren Buffett said in an annual report, "Noah did not start building the Ark when it was raining." Steady and dependable, if the profiles were compared to a football team, the Stars would be the strikers while the Accumulators would be the goal keepers.

While Stars are quick to spend, Accumulators are quick to save. Accumulators often fail as a result of keeping too much to themselves, rather than building the team who will network and speak on their behalf. They rarely act on impulse, and fail if they have not set the rules to take action. Often accused of procrastinating, they simply need more data to make an informed decision.

When Buffett appeared on the TV program, Money World, he was asked what investment advice he would give a money manager starting out. "I'd tell him to do exactly what I did 40-odd years ago, which is to learn about every company in the United States that has publicly traded securities." Moderator Adam Smith said, "But there are 27,000 public companies." Buffett replied, "Well, start with the A's". Successful accumulators include Warren Buffett, his mentor Benjamin Graham, Sandy Weill, Hong Kong's richest man, Li Ka Shing, and Microsoft co-founder, Paul Allen.

In for the long haul



Accumulators sit on the bottom left of the Wealth Dynamics square. The Accumulator is the safest of the profiles, relying on a system of small steps to achieve success. The best plans often go wrong when we wander off the beaten path. The natural Accumulator becomes successful by patiently sticking with what works, and taking the steps better than others.

Successful Accumulators are happy to remain down-to-earth, holding the kite strings while others fly high. The natural Accumulator becomes successful by patiently sticking with it. Accumulators don't need a lot of people to achieve a big difference. They can be happily hands-off, seeking out the next gem to add to their collection, while the others grow in value with little more than the occasional polish.



Accumulator

Your primary profile description

Doing your homework

As they expect to be hands-off, Accumulators will take longer to do their homework and to decide on when is the right time to act. They will look for talent or assets that need little maintenance. After Buffett has invested in a company he won't interfere in the operations, saying, "At Berkshire we don't tell 400% hitters how to swing."

Accumulators often struggle if they attempt to start up companies and create products, but make money naturally when leaving the start-up to others. As with all wealth profiles, few started with money. They started with their time and, once they had demonstrated their natural ability to pick appreciating assets, money got attracted to them. Accumulators who wake up to their profile often find they have spent their entire life collecting, and they did it naturally. When this ability is redirected to collecting appreciating assets their wealth soon flows.

How Accumulators lead best



Their analytical skills and sense of timing make Accumulators excellent project managers who will find the way to deliver what is needed on time. This ability to be extremely reliable has led many Accumulators up the ranks in areas that are not their passion. Many end up being faced with office politics, which they have little interest in and are ill equipped to handle. Accumulators lead best when they have the power to choose their team, as they will ensure that they only choose those reliable enough to get the job done.

How Accumulators communicate best



Accumulators need quiet time to be at their best, and so get annoyed when there is too much conversation or stories that don't help them to concentrate. They don't like to get things wrong, so are not as willing to volunteer a wrong answer, and would rather write things down and get clear feedback on how they can improve. Accumulators communicate best when writing down and presenting clear concepts, data and numbers.

How Accumulators get into flow



Accumulators are the opposite of Stars, who get into flow from instant feedback and performing to a crowd. Accumulators would prefer to be recognised for the results of their hard work and are happy being on their own until they are ready to present what they have been doing. When they are in a team, they get into flow by being the anchor for the team, and to be the one that people go to for dependable, objective advice. Accumulators get into flow by knowing everything is manageable and in order.



Accumulator

Two Case Studies

Benjamin Graham

“The Dean of Wall Street”

Benjamin Graham is recognized as the “Father of Value Investing”, and is credited as the mentor of many modern investors, including Irving Kahn, William Ruane and Warren Buffett. Starting as a bond salesman at a Wall Street brokerage house when he was 20, Graham generated little commissions, earning \$28 a week. When the quality of his research reports was noticed, however, a position was created for him in the firm as “statistician” – a role that the industry today calls a security analyst.

In the 1920’s, Graham began formulating his principles of value investing. By 1926 he had attracted \$450,000 in funds when his big break came. Reading through an Interstate Commerce Commission annual report on railroads, he came across a small footnote on some pipeline assets owned by the Northern Pipeline Company, as a result of the breakup of Standard Oil in 1911. A train trip to Washington led him to the discovery of unvalued railroad bonds owned by the company, amounting to \$95 per share against the share price of \$65. Graham began buying up all the shares he could afford, and over the next two years persuaded the company to distribute the surplus capital to shareholders. With the support of the largest shareholder, the Rockefeller Foundation, the shares in Northern Pipeline rose to true value, and Graham’s fund grew to \$2.5 million by 1929.

In 1929, the stock market crash hit Graham as hard as the rest of America. On Black Tuesday, \$14 billion was wiped off the market. Over the next three years the market continued to falter, and by 1932 Graham was left with less than 25% of the \$2.5 million he had before the crash. Graham moved to a cheaper apartment and began to earn money from writing. He wrote a series of articles for Forbes magazine on his experience during the crash, and hired David Dodd, a colleague at Columbia, to help him write an investment book.



Graham also decided to leverage his students from the lectures he was giving at Columbia University for his research. The students were tasked to compare the “intrinsic values” of all 600 industries listed on the New York Stock Exchange with their market prices, which led to the discovery that one in three companies had a market price that was below their net working capital.

Graham began buying up the best bargains. While still recovering from the crash, in 1934 at the age of 40, Graham published his first book,

“Security Analysis”. It soon became an investor’s bible. His second book, “Intelligent Investor”, was described by Warren Buffett as “the best book on investing ever written”.

By 1948, Graham had turned his investment vehicle into a public company, Graham Newman Corporation. Graham became far more disciplined in his approach, and the results showed. In 1951, Newman sent his top student to research GEICO, a direct mail auto insurance company they were looking to invest in. The student visited the company on a Saturday and the janitor sent him to the only person in the office, Lorimar Davidson. The two chatted for five hours and the student was impressed enough to pledge three-quarters of his own net worth – at that time \$9,000 – to buy shares in the company. On his recommendation, Graham bought 50% of GEICO, for around \$720,000, using a quarter of his fund’s assets.

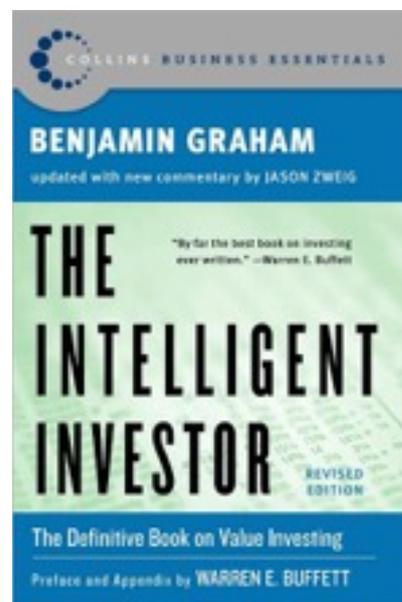
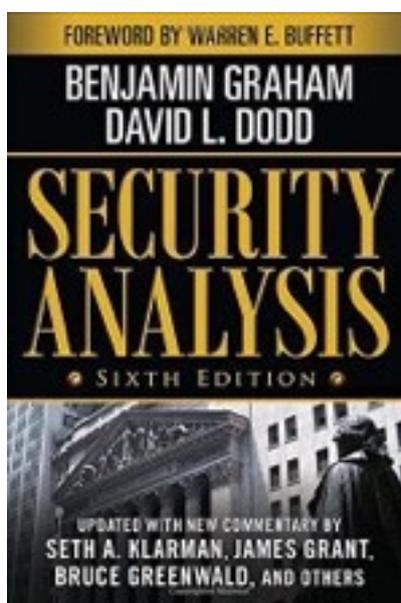
In the following two years, the company’s share price increased by 50%. The 21-year-old student, Warren Buffett, was rewarded with a \$4,500 profit, which grew to significantly more over time. Today GEICO is part of Berkshire Hathaway, and valued at over \$9 billion.

The GEICO investment was an example of Graham’s distinction between speculating and investing. Investing was based on knowing the “intrinsic value” of a stock based on the health of the company, rather than stock market fluctuations. Graham’s concept of “margin of safety” became the key measure for Accumulators, where the difference between the intrinsic value and the market value could be measured. The lower the market value was against the calculated intrinsic value, the more attractive the investment was to buy.

Graham’s view was that wealth creation does not come from taking greater risks, but from taking less risk. He believed that with research, better bargains led to higher margins of safety, and it was in these investments that risk would be lowest while returns would be highest. Risk’s correlation was not with reward, but with research.

Graham gave detailed, common-sense strategies for value investing, so why didn’t everyone who read his books become wealthy?

Graham pinpointed the need for the right “temperament” saying, “While enthusiasm may be necessary for great accomplishments elsewhere, in Wall Street it almost invariably leads to disaster.” Having the temperament of an Accumulator – patient, analytical, reliable – was one step to following Graham’s strategies effectively.



A second step was in effective leverage. Graham’s disciples who went on to become billionaires were Accumulators who became wealthy by growing and leveraging funds made up of other people’s money, eventually recycling the money they made from their river into their own flow. Those who attempted to use his strategies simply to invest their own limited supply of money would need to wait until old age before finding their fortune.

Warren Buffett

“The Sage of Omaha”

Warren Buffett’s story underlines the importance of finding the right mentor, and adding to their flowing river as you master the practice of value and leverage. Buffett started his learning early. At the age of 13, Buffett submitted his first income tax form, deducting his bicycle as an expense for his paper rounds. The following year, Buffett had accumulated enough money from paper rounds to buy 40 acres of farmland. He continued this accumulation trend, through booms and busts, building a \$42 billion fortune, which he is now giving away.

Determined to have the right mentor early on, Buffett applied to Columbia Business School where Benjamin Graham was lecturing. He subsequently worked for Graham until Graham’s retirement in 1956. In 1957, Buffett had learnt enough to launch his own fund. Needing capital, he approached the investors from his previous funds. He asked one of his partners, a doctor, to find ten other doctors who would invest \$10,000 each into his partnership. Eleven doctors agreed to invest. He continued to leverage his contacts in this way, with investors recommending investors and by 1962 the Buffett Partnership, which began with \$105,000, was worth \$7.2 million.

Buffett invested \$1 million of his \$5 million fund in Dempster Mill Manufacturing, bringing in management to turn it around, and making a net gain of \$2.3 million within two years. From then on, Buffett’s direction evolved from Graham’s investing strategy. He saw himself as a capital allocator, where his input could support the intrinsic value growth of a company. He began to repeat the formula of buying a controlling stake of undervalued businesses through his partnership, then adding value and seeing his investment grow.



Buffett had a big break in 1962, when American Express shares fell from \$65 to \$35 following a scandal. As the rest of the market was selling far below intrinsic value, Buffett bought the company’s stock, investing \$13 million - 40% of his assets. Within two years, the shares had tripled in price and the partners made a \$20 million profit. Four years later, Buffet made a fateful purchase of a textile company, Berkshire Hathaway.

He recalls, “We went into a terrible business because it was cheap. It’s what I refer to as the “used cigar butt” approach to investing. You see this cigar butt down there, it’s soggy and terrible, but there’s one puff left, and it’s free. That’s what Berkshire was when we bought it – it was selling below working capital – but it was a terrible, terrible mistake.”

Buffett bought Berkshire Hathaway and then tried to turn it around, but couldn’t. So he turned this ‘terrible, terrible mistake’ into a listed vehicle to manage all his other investments. As a listed company he could now raise funds through the stock market. Through his experience with GEICO, he also understood the value of owning insurance companies, giving you an instant cash base from policies to invest with. In 1967, he bought two insurance companies for \$8.6 million which came with a combined investment portfolio of \$31.9 million.

Over the next two years he grew the portfolio to \$42 million – more than paying for the entire purchase price of the companies. Buffett continued with this strategy and by 2004, Berkshire Hathaway owned 38 insurance companies.

With ready access to cash to feed his flow, Buffett had built the leverage mechanisms he needed to sustain ongoing growth. He set a target to grow the intrinsic value of his investments by 15% per year, which he then proceeded to do. Reinvesting all gains, Berkshire Hathaway has grown through forty years with no dividend payments. In 1969, Buffett dissolved his partnerships and injected his funds into Berkshire Hathaway. The following year, Berkshire made \$45,000 from its textiles business, and \$4.7 million from investments.

Accumulators love under-priced markets – especially when they are flush with cash. The 1972 market sell-off came at just the right time, leading Buffett to say that at the time he felt “like an oversexed guy in a harem.” He added, “You’re dealing with a lot of silly people in the marketplace; it’s like a great big casino and everyone else is boozing. If you can stick to Pepsi, you should be OK.”

By 1979, Buffett’s fortune had risen to \$140 million, but he continued to live on a \$50,000 salary. Accumulators are famed for their frugal life, and Buffett has continued to work from the same office and live the same lifestyle that he had before his wealth. The security and comfort that comes from familiarity extends to their relationships. In 1978 Charlie Munger joined Buffett as Vice President, and over the next 28 years they have built one of the most enduring partnerships in modern business history. Buffett married his wife, Susan Thompson, in 1952. They lived in the same Omaha home that they bought in 1958 for \$31,500, until Susan passed away in 2004.

In the 1980s, access to money became far easier, as the leveraged buyout market and the junk bond market took off. Buffett, however, stayed out of this market, despite junk bonds becoming a \$210 billion market and investors claiming returns of 60% and more. Buffett noted, “Mountains of junk bonds were sold by those who didn’t care to those that didn’t think and there was no shortage of either.” During the 1987 stock market crash, Berkshire lost 25% of its value. Undaunted, the following year Buffett began buying stock in Coca-Cola, eventually buying seven percent of the company for over \$1 billion. This turned out to be one of his most profitable investments.



During the dotcom boom, while facing open criticism for not achieving the same astronomical returns as Nasdaq, Buffett wrote, “We have embraced the 21st century by entering such cutting-edge industries as bricks, carpets, insulation and paint – try to control your excitement.” After the crash in 2002 he bought discounted bonds including \$158.4 million in those of Amazon.com. By keeping to his strategies, Buffett has achieved a 22.2% compound growth rate over 40 years. Berkshire Hathaway has grown from \$22 million to \$241 billion in

value. In June 2006 he announced that he would give 85% of his \$42 billion fortune to the Gates Foundation. This was the largest act of charitable giving in history. Today, Warren Buffett continues to grow his wealth with ever-larger investments. He is worth \$67 billion.



Accumulator

Leaders that share the Accumulator profile

Once you become aware of the eight profiles, you will notice that all the most successful leaders in all fields of life have focused at one of these eight paths to achieve mastery and success. Here are more examples of leaders around the world who share your profile and mastered your path:



Carlos Slim, Telmex

Known as “The Warren Buffett of Mexico”, Carlos Slim is the richest man in the world, with a net worth of \$67 billion from his investments in Mexico companies.



Li Ka Shing, Cheung Kong Holdings

A self-made billionaire, Li Ka Shing’s companies make up 15% of the Hong Kong stock exchange, and today he is one of the richest men in Asia.



Gina Rinehart, Hancock Prospecting

The wealthiest person in Australia, Gina Rinehart took over her father’s mining company, and has since diversified into cattle stations and media stations.



Helen Clark, UNDP

After serving three consecutive terms as New Zealand Prime Minister, Helen Clark is currently the Administrator of the United Nations Development Program.



Leonardo Del Vecchio, Luxottica

The richest man in Italy, Leonardo Del Vecchio is the founder of Luxottica, which owns brands including Oakley, Sunglass Hut and Rayban.



Joseph Safra, Safra Group

Joseph Safra is a billionaire Brazilian banker, and the richest banker in the world. His company, Safra Group is one of the world’s largest private banks.



Aliko Dangote, Dangote Group

Aliko Dangote has built his company, Dangote Group, into the largest industrial company in Africa, making him Africa’s richest man, worth \$17 billion.



Wang Jianlin, Dalain Wanda Group

The richest man in China, Wang Jianlin has built his fortune through the Dalain Wanda Group, the largest private property company in China.



Accumulator

Your Wealth Creation Strategy

To see the power of this six step strategy, see it as the building of a mountain followed by the carving of a river. Once you have a Wealth Foundation and begin investing in staying in flow by maximising your moment of Wealth Creation, the river forms. Owning the value you create before leveraging it is critical, and then securing the cash flow is the final step that often gets forgotten!

1. Building Wealth Foundation



You are not naturally inclined to throw wild parties for the neighbourhood, so the idea of building a network may be far from your mind. But you need one to get to your wealth. If you don't have the money to invest, you need to know the people who do – Find a strong Star to network on your behalf, and a great Mechanic to put your systems together.

2. Moment of Wealth Creation



You need to maximize the time you invest in developing your selection system for the appreciating assets that you are focusing on. Focus on one area that you have a high interest in, and seek out those that already are masters in that area. This might be an asset class, like businesses or properties, or it might be a region.

3. Value Creation



Develop your market knowledge in terms of overall trends and where and when buying opportunities occur. Your ability to sense future trends, and your understanding of how to finance and refinance your assets without needing to sell them will be key factors in effectively compounding your gains.

4. Value Ownership



The ownership that you need is not the asset but the rights to the asset – which means even though it may be part owned by the bank, or by a fund that you set up, you hold full control on whether to hold or sell that asset at any moment in time.

5. Leverage



With this ownership, your leverage will come from the system that you create to identify and select the right purchases. Your greatest leverage is your performance history, as ultimately investors like a safe pair of hands delivering reliable returns.

6. Secure Cash Flow



To hold on to your assets for the long term, the two ways to return liquidity back into your pocket is either by tradable shares on your asset, or by refinancing your assets as they appreciate, allowing you to take out the appreciation in cash. Either way, you end up with cash and with the rights to the assets still in your hands.



Accumulator

Your Time and Team Strategy

Businesses are time machines. They give you the ability to turn your time into team. As you follow your natural path, the result is high performing time and a high performing team. Here are the six keys to grow the value of your time and the value of your team:



Focus on your primary profile

How much of your time as an Accumulator each week is dedicated to collecting? Redesign your time to increase the amount of time in your flow. Set your milestones based on how much you are converting your accumulation into assets.

Use your secondary profiles

Your secondary profiles are like wings. If you need to slow down, because you are 'over-trading' and the team can't keep up, shift your time to play in your secondary profiles: Your secondary profiles are Trader and Lord. As a Trader, focus at the transactions. As a Lord, focus at analyzing the details.

Create a rhythm for your time

Set a rhythm of review and renew for all frequencies within your business and your life. Each year, quarter, month and week, check in on different days to the spring, summer, autumn, winter and spirit aspects of your life, when you're focusing at answering the questions "why?", "what?", "who?", "when?" and "how"?



Using the 1-2-3 team formula

As a general guide, the most powerful team for a Accumulator is to have a Mechanic (2 steps along the square) to create the systems and a Supporter (another 3 steps along the square) to connect with the team. This 1-2-3 formula works for all profiles.

Connecting to seasons and teams

If you are looking to join a team rather than create your own team, Accumulators are very valuable in project management. Stay in your flow by using your strengths within the teams you join and by joining the right teams, companies and industries in 'autumn' and 'winter' season.

Create a rhythm for your team

Just as you do for your life rhythm, set a rhythm of review and renew for all frequencies within your business. As you build the team to support you in the other areas of your business, set a daily, weekly and monthly rhythm to ensure the other areas of your business - from the big picture to the people side, are flowing smoothly.



Trader

Your secondary profiles in a nutshell

Wealth Creation Key: Buying low and selling high

THE TRADER		
Dominant Frequency	Action Dynamic	Thinking Dynamic
Tempo	Introvert / Extrovert	Sensory



Strengths: Balanced, observant, grounded and always clear in what is fair. Takes time with people, gets to the point, and often sees things that others miss.

Weaknesses: Needs direction to get results, happier with existing routines than new things, needs to see it to believe it, often loses direction or clarity.

Successes: Works best when in the thick of the action. Traders need to be hands on and actively engaged. When they are in charge of making moment-by-moment decisions they are at their best, and are the best to lead in a crisis.



Failures: Traders fail when they are in charge of creating or directing from a blank sheet. They will take on too much or forget to delegate effectively. They also need much more information before being comfortable with new directions.



The best roles in teams: Keeping the team together, keeping things fair, activity monitor, time keeper, activity-focused leadership, learning through hands-on experience and observation, communicating one-to-one.

The worst roles in teams: Public speaking, creating new ideas or plans, creating change, task-focused leadership, learning through visuals, communicating through visuals or presentations.



The best roles in life: Customer care, emergency services, market trading, market research, time keeping, human resources, team harmony.

The worst roles in life: Creative design, strategic leadership, public speaking, marketing, financial accounting, system design

Traders to learn from: George Soros (Quantum Fund), Jim Rogers (Rogers International Commodities), Carl Icahn (Icahn Enterprises), Azim Premji (Wipro), Melinda Gates (Gates Foundation), Joanne Liu (Doctors without Borders), Ray Dalio (Bridgewater), Jason Simons, Peter Lynch, John Templeton



Lord

Your secondary profiles in a nutshell

Wealth Creation Key: Controlling cash generating assets

THE LORD		
Dominant Frequency	Action Dynamic	Thinking Dynamic
Steel	Introvert	Sensory / Intuitive



Strengths: Cautious, organized, very detailed, analyses very situation, sees many details that others miss, only comfortable when everything is covered.

Weaknesses: Often very controlling, little patience with small talk, always worrying about the detail, can often miss the big picture or miss the party.

Successes: focused on the detail in the back end, and freed from the front end, Lords rule. Once the systems in place, Lords will make sure things run smoothly. Lords are behind every bank and big business, watching the numbers.



Failures: Lords like to control, which makes them good with numbers but not so good with people. They don't have time for small talk and stories, but they are the ones to get down to the facts. Left to start things on their own, they often are at a loss.



The best roles in teams: Controller, treasurer, data management, score keeper, data-focused leadership, learning through measurement and calculation, communicating through data and reports.

The worst roles in teams: Creative design, creative writing, networking, negotiating, people-focused leadership, learning through debate and discussion, communicating through visuals or conversation.



The best roles in life: Financial management, detailed operations, analyst, auditor, proof reading, measurement, jobs that require accuracy.

The worst roles in life: People management, motivation, networking, negotiating, marketing, product development, performance, public speaking.

Lords to learn from: Andrew Carnegie (Carnegie Steel), Sergey Brin, Larry Page (Google / Alphabet), Robin Li (Baidu), Angela Merkel (Politician), Janet Yellen (Federal Reserve), Indra Nooyi (PepsiCo), Mukesh Ambani (Reliance Industries), Sri Mulyani Indrawati (World Bank), John D Rockefeller (Standard Oil)



Background of Wealth Dynamics

“Focus at your strengths, not your weaknesses, and follow your flow.”

The No.1 Entrepreneur Profile Test

Roger James Hamilton devised Wealth Dynamics in order to reconcile all of the conflicting and often confusing advice on wealth creation, based on his extensive experience and considerable research.

After much study, it became clear that wealth creation was a consequence not of a myriad of conflicting business theories, but proven concepts that have been used successfully for thousands of years, across a wide range of cultures and philosophies.

Integrating the five energies, seasons and elements led to the development of the Wealth Dynamics square. This system has now been used by over 500,000 people in the last 10 years.

A parallel universe

Let's imagine a parallel universe where some of today's most successful Wealth Creators ended up taking different approaches when they got started. What would have happened if Bill Gates had opted for a career as a footballer? Would Oprah Winfrey have made millions as a commodities trader?

If any of these Wealth Creators had not followed their path of least resistance to wealth, we would not have heard of them today. Each of us has a path based on our natural habits and talents – the ones we were born with. Only when we follow our path do we give ourselves the opportunity to achieve our true potential. Your path will be one of the eight on the Wealth Dynamics Square.

What makes Wealth Dynamics unique

Most job-seekers have been through the experience of taking personality tests of one kind or another. Wealth Dynamics is unique compared to other personality tests in the following five ways:

Tailored to entrepreneurs

Wealth Dynamics doesn't put you in a box, but highlights a formula and path specifically for entrepreneurs, with role models to follow.

Synchronized to time

In fast changing times, Wealth Dynamics is the only personality test which shows you how your strengths link to the cycle of time.

Intuitive and easy to follow

While many personality tests are not easy to explain to others, once you know the eight profiles and how they link to the way we create value and leverage it, it's easy to explain and apply to others.

Linked to your flow

You can use Wealth Dynamics immediately to directly grow your flow, and use the GeniusU mission to measure your flow.

Linked to your entrepreneurial spirit

Through its link to the I Ching and the five chinese elements, Wealth Dynamics links to the fifth element - spirit, your purpose, and the question 'why'.

The Wealth Dynamics Square

The Wealth Dynamics Square gives us the relationship between the eight Wealth Profiles. Think of it like an eight-sided mountain, where there are different rivers flowing down each side. Each of us has our own flow, which naturally links our dreams to our reality.



The square shows the two opposites in the way we think and the way we act.

Some of us think more with our 'heads in the clouds', where we create value through innovation. This is the 'Dynamo' energy on the top of the square. Some of us think more with our 'ear to the ground', and are more 'sensory', creating value through timing. This is the 'Tempo' energy at the bottom of the square.

Some of us act more through people, and are more extroverts. The natural way to leverage is to magnify. Some of us act more through data, and are more introverts. Their natural way to leverage is to multiply.

The Wealth Dynamics profiles fit around the square, each with a different balance of how they most naturally think and act. You will find that everyone has a profile and a natural path to success.

These four energies are also related to the four seasons, spring, summer, autumn and winter. As all teams, companies, markets and countries move through the different seasons, the profile who naturally fits that season will be most in their flow.

Knowing what season of growth you are in, together with the natural profiles of your team, partners and customers, allows you to orchestrate the right people to do the right things at the right time.

The Eight Wealth Profiles



CREATOR

*“Creating a
Better Product”*

Creators are great at getting things started, and terrible at finishing. They are the high in Dynamo energy, and are always using their quick thinking and imagination to get out of trouble. Their flow comes from expressing their creativity in valuable ways.

Creators can't resist creating. They keep creating long after they've run out of resources, money, and other people's patience. In fact, they have their greatest creative breakthroughs after most others would have given up. Before Walt Disney's first animated movie was finished, his distributor went bankrupt. Before his second movie was finished, he ran out of money himself. To produce the now famous "Steamboat Willie" featuring Mickey Mouse in 1927, strapped for cash, he wrote to his brother Roy: "Slap a big mortgage on everything we got and let's go after this thing in the right manner."

Many Creators fail because of their over-optimism as to what their business and their team can achieve. This optimism has led many to take on far too much, leaving them little time to do what they do best. Successful Creators have delegated everything except the creative process itself – and they focus on creating new products, or new companies, while others take care of the day-to-day business.

Successful Creators include Walt Disney, Richard Branson, Steve Jobs, Bill Gates, JK Rowling, Sara Blakely, Jack Ma and Elon Musk.



STAR

*“Creating a
Better Brand”*

Stars are excellent promoters and are high in both Dynamo and Blaze energy. They are quick on their feet and can sometimes seem to dominate the conversation. Stars are best when they use their sparkle to shine the light on others more than themselves.

The Creators set the stage, and the Stars steal the show. Stars get their most valuable feedback in the limelight, and find their flow while on their feet. As a result, they are able to evolve their attraction on the fly, and it is their personal magnetism that is their greatest value.

Stars are naturals at creating a unique identity for themselves. It is their personal brand that attracts others. By magnifying their brand, they quickly magnify their attraction. Failed Stars do not realize this and have been attempting to build their wealth by improving their products, their systems or their teams – none of which come as naturally. Stars also get frustrated that others can't do what they can do, and so make poor managers without the right deputies. Successful Stars are happy to leverage on the products and platform of others in order to perform their magic. They lead from the front with their name shining in lights, while others count the receipts.

Successful Stars, who share the same winning formulas in their path to success, include Oprah Winfrey, Paul Newman, Arnold Schwarzenegger, David Copperfield, Hillary Clinton, Beyonce Knowles, David Beckham and Martha Stewart.

The Eight Wealth Profiles



SUPPORTER

“Leading the Team”

Supporters are excellent with people, and will always be found in the middle of the party. They are strong Blaze energy and often distracted supporting others. Their flow comes from being actively involved in leading others in fun and worthwhile adventures.

While Stars are busy shining, Supporters are busy lighting up others. Supporters are the strongest leaders, as they can translate value into action through people. They are masters at energizing teams by giving them the confidence they need to succeed. They supply the glue without which great plans would crumble.

Many Supporters struggle to find the right business to start, despite their fabulous network. This is because they are asking themselves what business they should start, when they should be asking themselves which value creator they should support. Steve Ballmer has led Microsoft, giving Bill Gates the space to create, and his shares in Bill's company now give him a net worth of over \$1 billion. Some of the most successful Supporters can also be found in their own businesses – such as in public relations, headhunting and consulting where others will pay big bucks for access to the people they know. Where others would take months to find the right person, it often takes Supporters just one phone call.

Notable Supporters include Jack Welch, Michael Eisner, Steve Case, Steve Ballmer, Meg Whitman, Sheryl Sandberg, Howard Schultz and Ginni Rometty.



DEAL MAKER

“Bringing People Together”

Deal Makers are strong in Blaze and Tempo energy, so they are down-to-earth. They have a strong sense of timing and loyalty, and always make sure everyone is OK. They are best when connecting people and ideas together for everyone's benefit.

Like Stars and Supporters, Deal Makers leverage by magnifying out in front. While Stars are high in the sky, Deal Makers have their ear to the ground: Creating value through timing, not innovation, and living in the present. Successful Deal Makers tend to catch the imagination of the business world, with their sweeping gestures that make millions in a moment. Of all the profiles, the Deal Makers rely most on the relationships around them.

While a Star's value grows as they become less accessible, a Deal Maker's value grows as they become more accessible. They are constantly on the phone and on the move. They create their wealth by spotting connections in the market. Once the deal is done, the new value created enriches everyone involved. Struggling Deal Makers are often stuck trying to start a business or caught up in detail, as the idea of wheeling and dealing, wining and dining, just sounds like too much fun! Every successful Deal Maker has picked a niche from which to attract the best deals in their market.

Notable Deal Makers include Donald Trump, Rupert Murdoch, Masayoshi Son, Charles Koch, Susan Wojkicki, Lynda Resnick, Sheldon Adelson and Jorge Paulo Lemann.

The Eight Wealth Profiles



TRADER

*“Buying Low
Selling High”*

Traders have their ear-to-the-ground, with strong Tempo energy. They will always know who upset whom, and how to keep things fair. Quiet by nature, they will often only share if asked, and find their flow in keeping the peace and keeping things on time.

Traders are masters of timing but, unlike Deal Makers who make their money by bringing assets and resources together, Traders will buy and sell the assets and make their money from the spread. Extrovert Traders will do this where they can influence the price through hard bargaining. Introvert Traders prefer to trade through analysis rather than face-to-face bidding, and include many of today’s successful market traders. While Creators need to immerse themselves to create their wealth, Traders need to detach themselves. If markets were symphonies, the Creators are the composers while the Traders are the conductors. Value comes from waiting for and surfing the right wave while others get caught in the current.

Many failed Traders have never taken control of the trade. As reliable and hard-working employees, they may see either the buy side or the sell side of a transaction within the company they work for, but often never the two together. Only when they are in control of both sides will Traders become aware of the natural talent that they have.

Famous Trader profiles include George Soros, Jim Rogers, Carl Icahn, Azim Premji, Melinda Gates, Joanne Lui, Peter Lynch and John Templeton.



ACCUMULATOR

*“Collecting
Appreciating Assets”*

Accumulators are excellent project managers and researchers. They have strong Tempo and Steel energy, and are always careful in their work. Don’t expect them to be overly creative. Their flow comes from collecting and organising what’s already there.

While Traders create wealth by accelerating money flow, Accumulators create wealth by decelerating it. Rather than making money by buying and selling off waves, they make money by buying and holding on rising tides.

Steady and dependable, if the profiles were compared to a football team, the Stars would be the strikers while the Accumulators would be the keepers. While Stars are quick to spend, Accumulators are quick to save. Accumulators often fail as a result of keeping too much to themselves, rather than building the advocates who will network on their behalf. They rarely act on impulse, and fail if they have not set the criteria to take action. Accused of procrastinating, they simply need more data to make an informed decision.

Once Accumulators connect to the right team, they are quickly uplifted while keeping the team grounded. They ensure that everything is in order and that what needs to get done gets done on time. Successful Accumulators are happy to remain down-to-earth, holding the kite strings while others fly.

Successful Accumulators include Warren Buffett, Benjamin Graham, Carlos Slim, Li Ka Shing, Gina Rinehart, Helen Clark, Leonardo Del Vecchio and Joseph Safra.

The Eight Wealth Profiles



LORD

“Controlling Cash Flow Assets”

Lords are great at the detail, with strong Steel energy. They won't be the loudest voice in the room, but are the best at researching and studying information and coming up with considered decisions. They are best when looking after all the details.

Lords love the detail, and are renowned for their thrift. They can squeeze out the cash flow from assets without needing to own the assets. Rockefeller became a billionaire in the oil industry without needing to own a single oil well. Mittal became a billionaire in steel without needing to own a single mine. Whether commodity Lords or land Lords, they have the patience to collect and crank up every cent of cash flow they find.

While extrovert Supporters value people over numbers, introvert Lords value numbers over people, and don't have time for politics or niceties. Lords love certainty and hate risk. They prefer to keep to themselves, and those who haven't yet found their wealth often fail to see their analytical skills, risk aversion and need for control as their greatest strengths.

Successful Lords are unrelenting once they find their niche, with the ability to consistently generate cash flow without the need for either innovation or timing, weathering market conditions and acquiring the competition until they are dominating entire industries.

Successful Lords include Andrew Carnegie, Sergey Brin, Larry Page, Robin Li, Angela Merkel, Janet Yellen, Indra Nooyi and Mukesh Ambani.



MECHANIC

“Creating a Better System”

Mechanics are the best at completing things. They are high on Steel and Dynamo energy. As perfectionists they sometimes seem to take longer to get things done. Their flow comes from taking things apart and finding better ways to put them back together.

If Creators need to have their head in the clouds, then Mechanics need to have their finger in the pie. While Creators are great at starting things, Mechanics are great at finishing things. They are perfectionists, which is why they cannot resist finding ways to do things better. While Stars twinkle, Mechanics tinker. They get hands-on with their systems and prefer to study how to improve things with their hands dirty. Many Mechanics have yet to get going because they are still trying to figure out what business to start. Many Mechanics have companies with better systems than their competitors, but they have not leveraged these systems with stronger products produced by others, or their business is limited by their autocratic management style and high staff turnover.

Successful Mechanics remain hands-on, fine-tuning their systems long after they have delegated many other areas of their business to others. This is where they see the greatest results, and where they gain the most satisfaction.

Successful Mechanics include Sam Walton, Michael Dell, Mark Zuckerberg, Jeff Bezos, Marissa Mayer, Christine Lagarde, Loretta Lynch and Tadashi Yanai.



The Five Frequencies

Synchronizing with the seasons

Our primary profile is the game we play when we are in our flow. Each of us has a primary profile based on the balance of our frequencies. We were all born with a different mix of five ‘frequencies’, first identified in the Chinese ‘Book of Changes’: The I Ching. Through Richard Wilhelm’s translation of the I Ching, passed to Carl Jung as he was devising ‘Psychological Types’, these frequencies have become the basis of modern psychometric tests, as well as the basis of Chinese disciplines such as Chinese Medicine, Martial Arts and Feng Shui.

The four base frequencies form the four sides of the Wealth Dynamics Square. Each of these four frequencies is a state of change, like the four seasons. When you take the Wealth Dynamics profiling test, you identify how much of each frequency you hold.

The balance determines which of the eight games you play most naturally: the one that creates the greatest resonance and harmony with your natural frequencies. The more time we invest in harmony with our strongest frequency, the sooner we get into our flow. Here are the five frequencies:

Frequency	Season	Element	Characteristics
Dynamo	Spring	Wood	Energized, dynamics, great at getting things started. Getting things finished can be a challenge.
Blaze	Summer	Fire	Passionate, outgoing, great at networking and meeting new people. Easily distracted from the task at hand.
Tempo	Autumn	Earth	Compassionate, great team player and reliable at getting things done. Will often seek direction from others
Steel	Winter	Metal	Orderly, systems oriented with a good eye for detail, strong at completing. Can find it difficult to start new things.
Spirit	Transition	Transition	Connected, tranquil and spiritual. Focused on the ‘why’ behind everything.

The fifth frequency is what Aristotle called ‘The First mover’, being the source to the rest. This is the water energy, which is the basis of flow. This frequency is outside of time.

The five frequencies form a cycle that begins and ends at water. They chart also shows the relationship with the five Chinese elements, which represent states of change. Every project, business, industry, country goes through these frequencies as they cycle from creation to completion to creation again. You are currently going through this natural cycle with each relationship you have and each journey you embark on.

Our effectiveness changes as we resonate with our environment, and also as we resonate with our time. Even in the right environment, as time changes we can lose our flow – our winning formula can become a losing formula. Great entrepreneurs recognize this, and so will move industries and even countries to stay in the flow.

The five aspects of vision

20/20 Vision

Why do we need a team? Because a team in flow gives us a far better vision for what's coming. Each of our profiles gravitates to one of the five aspects of vision, based on the question each asks most naturally.

Dynamo provides Perspective - Best at asking "What?"

Perspective is related to depth of vision. Perspective gives a deeper view of what is possible. Perspective focuses light and sparks the flame, yet this focus can miss the elements on the periphery. Dynamos are great at providing perspective, but often at the expense of the peripheral issues.



Tempo provides Perception – Best at asking “When?”

Perception is related to breadth of vision. Peripheral vision gives a wider view of what is there. Perception includes more distinction on what already exists, grounding experience in place and time. Tempos see the wood for the trees, but often miss the bigger picture.

Steel provides Clarity – Best at asking “How?”

Clarity is related to the detail of vision. Clarity can see in black and white, and can pick up details that others will miss. Clarity can clearly distinguish between the different elements of a situation. Steels see every detail, but often at the expense of the people involved.

Blaze provides Colour – Best at asking “Who?”

Color is related to drama of vision. Color can make our vision come alive with variety and vibrancy. Color allows us to see the rainbows in light, and gives us a chance to dance; yet with color we lose clarity, and can easily miss the detail. Blazes see the excitement, but often miss the detail.

Spirit gives Insight – Best at asking “Why?”

The fifth element offers the fifth aspect of vision, insight. Insight transcends our two eyes, and is seen through what different cultures have termed the ‘third eye’. Insight relates our outer world to our inner knowledge, or in Jungian terms, our ‘conscious’ to our ‘unconscious’.

When we bring together the right team, we build the power of great vision. Through vision, we can turn our thoughts to action. With great vision, we can turn great thoughts to great action. We can turn dreams into reality. Making magic is a team sport.

Effective operating systems

“Plant a seed in the wrong place and no matter the seed, no flower will grow.”

Dressed for Success

Each of the five frequencies require a different foundation to flourish. If you put yourself or any of your team into an environment that doesn't suit your individual profiles, all success will be short-lived. Here are the emotional needs linked to each of our five frequencies:

Dynamo needs Significance: “Grow”

Take away significance, esteem or independence from their operating environment and Mechanics, Creators and Stars will soon leave if they can. Provide an environment that gives them the freedom to grow, and they will work at their best. A Dynamo's greatest stress comes from a loss of independence and a loss of any prospect to individually shine.

Tempo needs Connection: “Slow”

Tempo frequency does not need this same independence. However, take away their connection or comfort and they will soon react. While Dynamo needs to fly, Tempo needs to be grounded. When a project is moving too fast, Tempo will want to slow it down. If connections with customers or staff become strained, a Deal Maker, Trader or Accumulator will want to re-connect before progressing.

Steel needs Certainty: “Know”

Steel frequency strengthens with certainty. Invite Steel to a wild party, and they will be the first to take a rain check. Take away certainty, and discomfort sets in fast.

Performance comes from predictability. Force an Accumulator, Lord or Mechanic to perform without preparation in front of something as unpredictable as people, and you'll experience how cold winter can be!

Blaze needs Variety: “Glow”

Blaze frequency, on the other hand, burns brightly out and about. Variety is about people and places. Put Blaze in a back office with a spreadsheet, and the flame soon goes out. Lock a Star, Supporter or Deal Maker in a fixed plan with no variety, and don't expect them to shine. Get them out and about, however, and watch them ignite.

Understanding the need for an effective environment in which to operate gives us an insight into why those around us react to change. Change their environment, and it changes their performance and comfort. It also gives us the chance to communicate more effectively.

Spirit needs Growth & Contribution: “Flow!”

The fifth element flows on growth and contribution. As our water element grows, our need for each new learning cycle to provide growth and contribution grows as well. The more water, the better the garden grows. This is, however, a choice. Some of us have chosen to ignore this process of growth and contribution. Some of us go from day to day without asking 'Why?'. We do not grow, we do not contribute, and flow eludes us, as does our fortune – our wealth, our luck, and our legacy.

Leadership styles

“The best leadership always starts from within.”

Each Profile leads differently

There are many books out there explaining how to be a “good leader”. The truth is, each frequency has a leadership style that comes naturally. If you try and adjust your style to something different, it will not only be uncomfortable, it will feel like hard work, and at critical moments you will snap back to your natural style.

Dynamo is Task-based

Dynamo leadership is based on driving forward the new idea or project, and knocking over the tasks to move ahead. People, analysis, timing, all take second place to action. As Richard Branson said, “I believe in benevolent dictatorship provided I am the dictator.” If you want to get things moving, put a Dynamo leader in place. But once things are moving, move him on to the next project and appoint a new leader!

Blaze is People-based

Blaze leadership is based on motivating people to perform at their best. Not the most important thing if you do not yet have the value in the market, but once that’s in place, collective communication and collaboration become key. In the words of Jack Welch, “In leadership you have to exaggerate every statement you make. You’ve got to repeat it a thousand times and exaggerate it.”

Tempo is Activity-based

While Dynamo is about creation and Blaze is about collaboration, Tempo is about consultation. When Woodrow Wilson said, “The ear of the leader must ring with the voices of the people,” he was talking about

Tempo leadership. A Tempo leader will check themselves and their teams against their activity relative to the market. Don’t expect a creative plan from a Tempo leader. Do expect what needs to be done to get done on time.

Steel is Data-based

While Tempo is about consultation, Steel is about calculation. Whereas a Blaze leader can assess his sales team by being out on the field with them, the Steel leader will know just by looking at the numbers. When entrepreneurs such as Getty and Rockefeller are criticized for their aloof style, it is that style which enables them to lead from the back, rather than from the front or side.

Having great leadership around you does not come from trying to mould leaders into a particular style. It is about understanding what cycle your businesses are in, what leadership is needed, and then putting in place the leader whose frequency resonates most effectively. Leaders change markets and markets change leaders based on this cycle of resonance.

What about the Spirit Frequency?

The fifth element also has a leadership style. While the four base frequencies are based on creation, collaboration, consultation and calculation, the fifth frequency is based on contribution. The fifth element, water, is the key to flow. Flow is based on not just effective receiving but more importantly on effective giving. Knowing “why” we are doing what we are doing – to give it back – leads us inevitably to our fortune.



Team roles and cycles

Leadership of any business needs to evolve as the business evolves. As Henry Ford said, “Asking ‘Who ought to be boss?’ is like asking ‘Who ought to be the tenor in the quartet?’ Obviously the man who can sing tenor.”

As the season of your business changes, ensure the right profile is leading the change. The leaders of the most successful new start-ups are always Creators and Stars with dynamo frequency. The leaders of companies that are acquiring market share and market presence in a consolidating industry are always Supporters and Deal Makers with blaze frequency. The leaders of the most successful companies who have already begun to dominate their niche are always Traders and Accumulators, and the leaders of companies consolidating mature markets are always Lords and Mechanics.

How do you know what season your business is in? Simply by seeing what season you have just passed through. If you have a great product that has proven itself in the market, you are out of spring and into summer, focusing on building your market. If you have many new customers and sales are coming easily, you are out of spring and into autumn, focusing on servicing your customers well. If your customers are happy and your staff settled, you are out of autumn and into winter, focusing on building the right systems for the next spring.

The biggest error that entrepreneurs make is when they hold on to their winning formula for too long, by which time the seasons have changed and their winning formula has become a losing formula. Another error is when they put the wrong people into the wrong position, basing the choice more on their qualifications and knowledge than their natural passions and talents.

Your choice of who should be where within your teams is as important as who should be leading your enterprise or projects.

***“Talent wins games,
but teamwork and intelligence wins championships.”***

- Michael Jordan

Your flow comes from following your natural path. Your team momentum comes from each team member following his or her natural path. Each frequency and each profile has a different role within the team where they can be most effective. Often the best team selection is not the person who can be most effective, but the person who enables the existing team to become more effective.

Here are the 8 profiles, and the role within the team that allows them to be in their greatest flow:

Best team roles for each profile



Creator

Creators are the best initiators, and although they can be quick to create chaos, they can also be surprisingly innovative at finding ways out of chaos. Always put them in charge of new projects, but move them on to the next creation once their job is done.



Star

Stars are the best promoters, but need to lead from the front. Give them the chance to shine, and give them the space to deliver results without tying them down. Give them the systems and support to enable them to focus on building new business.



Supporter

Supporters are the best leaders, but don't expect them to come up with the plan. Build a plan and set the goals with a Supporter, and then let them lead the team towards the plan. Let them set their own management style, and their own agenda.



Deal Maker

Deal Makers are the best peacemakers, and will leave everyone feeling good. Don't expect them to go out cold calling, as they thrive on building the relationships they have. Work with Deal Makers to nurture the customer and relationships you have.



Trader

Traders are your best negotiators. They will always get you the best price, in both what you buy and what you sell. They want to be given the parameters in which to work. Traders will have their ear to the ground in your market and your team.



Accumulator

Accumulators are your best ambassadors. They are reliable, get things done on time, and are not prone to making rash decisions. Accumulators make the best project managers, when a specific task needs to be delivered reliably.



Lord

Lords are your best analysts. Give them the space to study the detail, and to deliver the data. Don't ask them to go out and network, as they are strongest when focused behind the scenes.



Mechanic

Mechanics are your best completers. They will wrap up the process and find smart ways to do it better next time. Don't ask a mechanic to start from scratch, but do give them an existing process or product to improve on.

When we place a team member out of their flow, we really only have ourselves to blame. When others are not in their flow, it is only a matter of time before you are pulled out of your flow as well.

Origins of Wealth Dynamics

Where does the system come from?

Wealth Dynamics – a unique personality profiling system for entrepreneurs and leaders, which is currently used around the world.

Where does the system come from?

Created by Roger James Hamilton, Wealth Dynamics (and its sister tests, Talent Dynamics and the Genius Test) has been used by over 500,000 entrepreneurs around the world. You will find similar elements within Wealth Dynamics and popular psychometric tests, as they all have a common modern origin in Carl Jung's work on archetypes. Wealth Dynamics is different in that it provides an intuitive structure, practical strategies, modern role models and a link back to the roots of profiling 5,000 years ago.

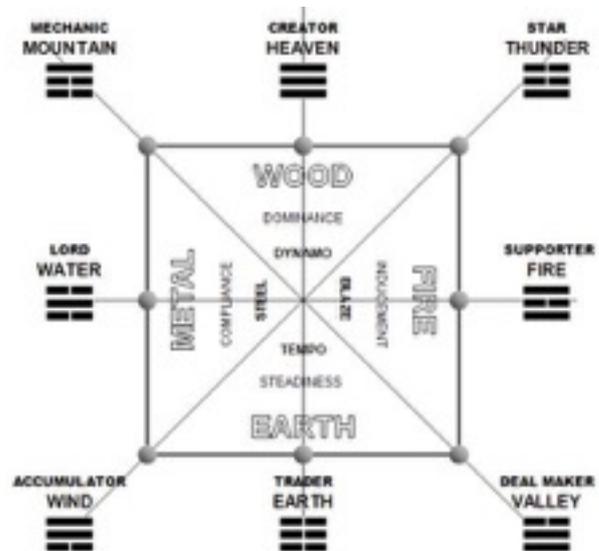
The history of personality profiling

Wealth Dynamics is based on a long history of tradition and scientific research. It comes from a 5,000 year-old Chinese system of thinking called the I-Ching, which was developed and recorded by a series of Chinese emperors and teachers. The I-Ching made its way to the West when Richard Wilhelm translated it and brought it to Carl Jung in 1919, who had it published.

Jung was so taken with the I-Ching that he drew upon it heavily for his book 'Psychological Types', and his theories on 'Synchronicity' and the 'Collective Unconscious'. Jung pioneered psychometric testing in the West, and all the personality tests you are asked to do in any job applications come from these roots.

The natural language of flow

If you choose to delve deeper into Roger's work on Wealth Dynamics and the corporate version, Talent Dynamics, you will find that he has identified these roots from Chinese philosophy as the natural language of flow used by the great masters, scientist and philosophers during Alexandrian times, the Renaissance and the Enlightenment.



The 8 Tri-Grams

Here is a diagram of how the eight 'tri-grams' in the I Ching link to the eight profiles. The I Ching means "The Book of Changes" and is a study of how time has 64 different 'vectors'. At any moment there is a natural path to take based on the vector, and this keeps us in our flow.

People who have mastered their path intuitively know what to do and when to do it. We see this all around us, yet few of us commit to our path long enough to reach this level. We trust you will!



Frequently Asked Questions

Here are some questions you might have on Wealth Dynamics, and some simple answers.

What if I'm worried the test came out wrong, or my profile changes over time?

Your profile result is based on the questions you answered. If you're worried you are another profile, then focus at that game instead. The most important thing is that you choose one game and stick to it. Those who keep switching games will always be uncertain which game to commit to, which is why they never make it into the big leagues in any of them.

Can I use my profile as a reason for my faults?

Every football player in a match takes ownership of their position, but all take responsibility for winning the game. When you know what you aren't so good at, you can still take responsibility for those areas by having others help you or putting a system in place to minimise your failures.

How do I get into flow if everyone around me is in chaos?

A river doesn't wait for the rocks to leave before the water flows. In fact, you'll find more rocks in rivers than most other places. You can step into your flow regardless of the reaction of those around you, and you will soon find others who are playing the same game being attracted to you

Should I risk it all to follow in the footsteps of my Billionaire role models?

A skier aspiring to ski like his heroes on the black run doesn't start on the black run. But if the skier commits for the long term to be a great skier, and starts at the level that does not result in a wipe out of money, time and confidence, then it's inevitable they will one day be on the black run. Roger's Wealth Spectrum Test will identify exactly which of the nine levels of wealth you are at now and the specific steps to move up with certainty and confidence.

What if I've realised I've been doing totally the wrong thing?

Don't despair and don't throw it all in. Don't quit your day job just yet. Even Superman had to be Clark Kent to earn a living before jumping into his spandex pants and saving the world. Roger runs regular events and coaching sessions to work with entrepreneurs who are making the transition to a life designed around stepping into and staying in their flow.

I love the Wealth Dynamics concept. Can I become a partner?

We have over 5,000 trainers, coaches and marketers in our Entrepreneurs Institute partner community. We would love to have you join us to spread the word and get more people into their flow. You will find links on the final pages of this report for you to join us.

Can I make a bigger difference in the world if I'm in my flow?

That's the ultimate point of Wealth Dynamics. Roger Hamilton's vision of 'World Wide Wealth' is a world in which each of us is increasing our power to both create and contribute wealth. You will find that within Entrepreneurs Institute and our GeniusU community, many entrepreneurs have used their mastery of flow to become social entrepreneurs and make a bigger difference towards the causes they are passionate about. We invite you to do the same!

About Entrepreneurs Institute

Igniting your Genius

Entrepreneurs Institute is the world's leading entrepreneur education group, founded by Futurist, Social Entrepreneur & New York Times Bestselling Author, Roger James Hamilton.

The core principle behind Entrepreneurs Institute is that in today's world we are overloaded with information and lacking in direction. Entrepreneurs Institute enables you to know where we are and where we're going - and then gives you the steps to get there. We do this through our online platform, assessments, learning tools, mentoring, events and entrepreneur resorts, and a community of over 500,000 entrepreneurs around the world.

What sets us apart from other entrepreneur education groups are the resources we have developed around our four areas of focus: Who you are, where you are, where you're going and how to get there.

**“You don't need to know every step.
You just need to know the right step, right now.”**

Take the next step with Entrepreneurs Institute by visiting the following sites:



www.entrepreneursinstitute.org

Links to all our sites, events and products



[Roger's Youtube Channel](#)



www.rogerjameshamilton.com

Videos, links and updates direct from Roger



[Roger's Twitter Page](#)



www.geniusu.com

The world's No.1 entrepreneur education platform



[Roger's Facebook Page](#)



www.wdprofiletest.com

The Wealth Dynamics website for entrepreneurs



[WD Youtube Channel](#)



www.tdprofiletest.com

The Talent Dynamics website for organizations



[WD Twitter Page](#)



<http://affiliate.wd-central.com/affiliates>

The Entrepreneurs Institute Partner Center



[WD Facebook Page](#)



www.fastforwardyourbusiness.net

Roger's 2 day workshop on the Top 10 future trends



[EI Facebook Page](#)



www.ilabforentrepreneurs.com

14 day and 30 day business accelerators in Bali



[EI Facebook Partners](#)



About GeniusU

Igniting your Genius

GeniusU is the world's leading education platform for entrepreneurial and transformational learning. It allows you to connect to world class mentors, learning missions and learning circles. As you grow your learning, you build your profile. We recommend you join today and take the Wealth Dynamics Mission.

The image displays the GeniusU website and mobile app interface. The main banner features the text "Welcome to GeniusU" and "Join the world's number one entrepreneur education platform" with a "Start learning now" button. Below this, a tablet shows a user profile for "Roger Hamilton | Creator" with a "2,825 social genius" score and "532 genius friends". The profile includes a bio, a "Follow" button, and a "Profile" section with "Top Experts" and "All Genius Rankings". To the left, a smartphone shows a "Community" page with a grid of user avatars. To the right, another smartphone shows a "Learn More" page with a cartoon character.

Learn through personalized missions

Free assessments to track your progress

Discover your natural genius and passions

Your own personal dashboard and profile

Connect with entrepreneurs around the world

World class mentors and genius guides

Global and country genius rankings

Latest news for entrepreneurs



The Wealth Dynamic Mission on GeniusU

Take the Wealth Dynamics mission on [GeniusU](#) to learn how to make the most of your profile. The mission is free with this report, and includes videos and details on each of the eight profiles, together with a Flow Factor assessment and playbook to measurably grow your flow.

Once you have completed the mission, consider joining us as a Wealth Dynamics Flow Consultant to guide others through their Wealth Dynamics profile (for entrepreneurs) or Talent Dynamics profile (for large organizations), or integrate Wealth Dynamics with your own training and coaching by joining our [Entrepreneurs Institute Partner Pathway](#).

The screenshot shows the GeniusU profile for Roger Hamilton, Creator. The profile includes a photo, bio, and statistics: 2,665 social genius and 532 genius friends. Below the profile is a 'Missions' section with a video player titled 'About Wealth Dynamics Mission'. The video content is as follows:

About Wealth Dynamics Mission

You are on the Wealth Dynamics Mission. Wealth Dynamics and Talent Dynamics have been taken by over 500,000 people around the world to follow their flow. Download the guide, take the test and follow this mission to follow your natural path to entrepreneurial success. Learn how to build the right team to support you.

Mission Steps

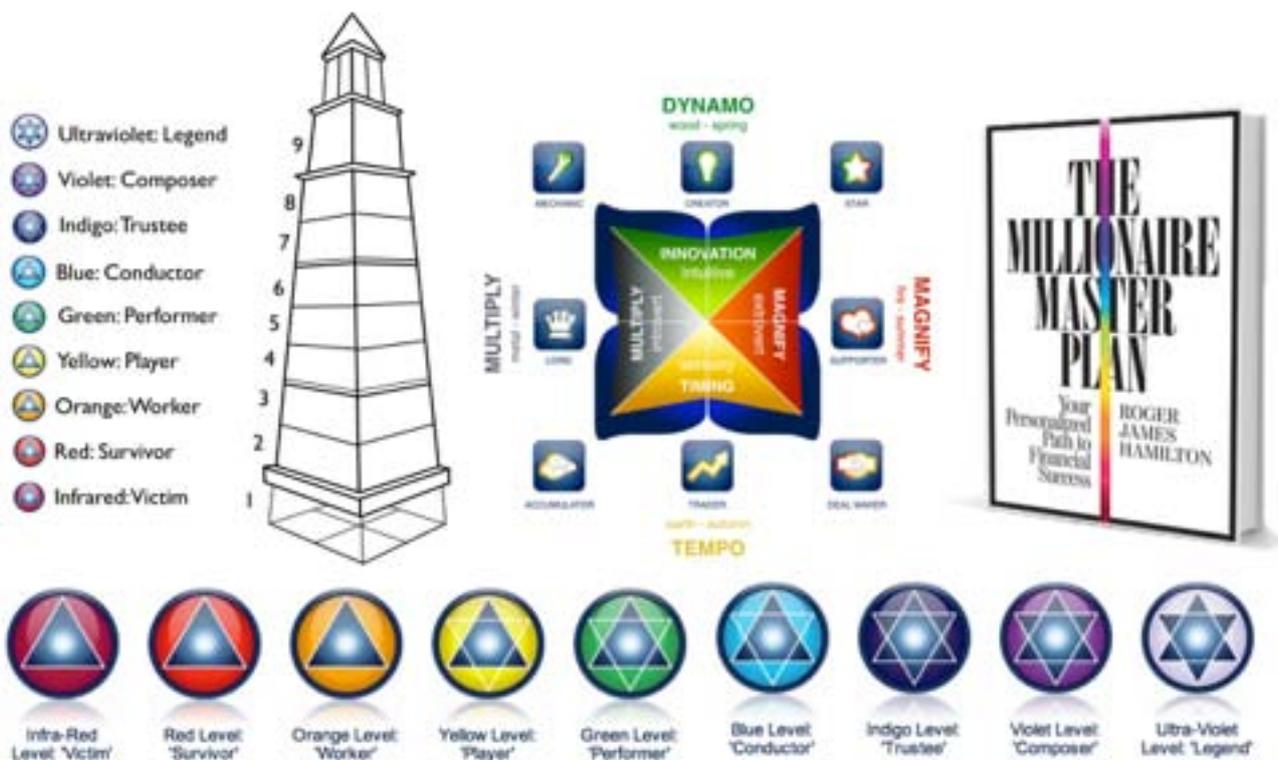
- > 1. Download the guide
- > 2. Wealth Dynamics
- > 3. Take the test
- > 4. Your flow factor
- > 5. The flow playbook
- > 6. The eight profiles
- > 7. Your team flow
- > 8. Get connected
- > 9. Your flow circle
- > 10. Your company flow
- > 11. Next steps
- > 12. Congratulations



The Wealth Spectrum

Now that you have learned about your Wealth Dynamics profile, find out which of the nine levels of the Wealth Spectrum you are on.

Based on Roger's New York Times bestseller, [The Millionaire Master Plan](#), the Wealth Spectrum is a test that allows you to discover which of the nine levels of entrepreneurial mastery you are currently operating at - and the steps to move to the next level.



Are you struggling in debt, or trying to grow a team for your business? Are you stuck in a job or running multiple businesses but stretched for time? Each one of the nine levels has specific steps we can follow to break through to the next level using our natural path.

Once you have taken the test, you will find missions on GeniusU to support you through each level with videos, assessments and playbooks taking you through each step from mastering your own personal finances, to growing your business, to growing multiple investments and creating a positive impact through your mastery of flow.

You can choose to get your own copy of Roger's book, [The Millionaire Master Plan](#), which contains a token to take the test, or you can take **the test for free** when subscribing to Roger's [Entrepreneur TV channel on Youtube](#).

Top 10 steps

Thank you for taking the time to take the Wealth Dynamics and read this report. Here are our Top 10 Steps for you to take, to make the most of your Wealth Dynamics Profile.

- 1 Use your discount vouchers**
You will have received a series of discount vouchers when you took the Wealth Dynamics test. These are available for a limited period for you to make the most of our products and courses. Make the most of them!
- 2 Use the Wealth Dynamics Power Pack**
You have also received a Power Pack of your profile, which is a full one month programme to master your profile. Schedule the time and turn it on!
- 3 Take the Wealth Dynamics Mission on GeniusU**
On the Wealth Dynamics Mission you will find useful videos on each of the Wealth Profiles, additional playbooks and a Flow Factor test to measure your flow.
- 4 Take the Millionaire Master Plan Test**
A natural next step after knowing your profile is to find out which of the nine levels of the Wealth Spectrum you are currently at. Get your copy of Roger's New York Times Bestselling book, The Millionaire Master Plan, and take the test to learn your level.
- 5 Join Roger's Entrepreneur Mentoring Program**
Roger hosts an annual Entrepreneur Mastermind program with monthly live interviews and Q&As, using the most powerful tools and strategies to grow your business. Join it to connect with Roger and his global community of entrepreneurs.
- 6 Attend an Entrepreneurs Institute Event**
Have a look at the full calendar of Entrepreneurs Institute events, and join the one that suits you, from the Fast Forward your Business events to the iLab accelerators.
- 7 Share with family, friends and your community**
The power of Wealth Dynamics grows as it becomes a language you use in your company and your community. Join our partner program, and share the test.
- 8 Become a Flow Consultant**
When you are ready, we invite you to get certified to teach Wealth Dynamics to your team, clients and community. Apply to become a Flow Consultant on GeniusU
- 9 Connect with us online**
If you would prefer to grow and apply your entrepreneurial learning more gradually, try taking missions on GeniusU, and connect with us on social media and Youtube.
- 10 Think it, Ink it, Do it, Review it**
Whatever we can provide, it is what you do that makes the difference. Commit to applying what you have learnt here, and all the difference is in the doing!