

reliability & validity



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get in touch

This document is a summary of the statistical findings which support the internal validity and reliability of the Lumina Spark Model. For more information on the research please contact Julie Ensor or Stewart Desson

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the background

Big Five base

At the heart of the Lumina Spark system is an innovative psychometric model based on the Big Five research paradigm which emerged in the 1980s and 1990s with Costa and McCrae leading the field (1992). Costa and McCrae worked in academia, whereas Lumina Spark has been designed to integrate best practice identified in a range of Big Five and Jungian models for application in industry. In particular, Lumina Spark has set out to use the latest empirical Big5 research as its foundation while maintaining a link to the Jungian approach.

Jungian Lens

The Lumina Spark system also makes practical use of many of the profound ideas developed by Carl Gustav Jung. Lumina Spark enables practitioners to use a Jungian lens to utilise concepts such as individuation, projection, the shadow, psychological type and the integration of opposite qualities within us.

The Lumina Online System

The application of this model is made possible through Lumina's pioneering online technology. Working in over ten languages, this technology enables the speedy customisation of Lumina Spark's psychometric analysis. Each individual who completes a Lumina Spark questionnaire receives a detailed report which is made available online so that they have easy access to their own personalised portrait.

Practical Application

To support the practical application of the model, the Lumina Spark system also puts into the hands of the practitioner state of the art workshop designs, workbooks, coaching frameworks, e-learning and action learning concepts. These resources have helped build Lumina Spark's reputation as a system that drives practical application and delivers results.

Business Psychology In Action

Lumina Spark's innovative design was conceived of by Stewart Desson, a humanistic psychologist working at the University of Westminster's Business Psychology Centre. The design embraces the core values of humanistic psychology – a fundamentally optimistic belief in the potential of all human beings to learn and grow. Stewart is the Director of Research as well as the CEO and founder of Lumina Learning.

the system

Dimensions

Lumina Spark is based on trait theory and measures 24 traits on a continuum. Each trait independently measures the level to which each individual uses opposite, competing and (sometimes) seemingly contradictory aspects of their personality, e.g. it measures the way an individual may use introversion and extraversion.

For use with clients, the traits are described as 'Your 24 Qualities'. Each quality is split into three personas:

- how you function naturally
- your everyday behaviour and
- how you sometimes overextend yourself.

The model has simplicity and depth. It can be used:

- at a high level, using 4 memorable colours to describe clusters of Qualities
- at an 8 Aspect level
- at a detailed full 24 Quality level.

The Big Idea

The Lumina Spark questionnaire does not 'force the choice'. Unlike many psychometric models that aim to identify a person's 'type' by asking them to choose between statements, Lumina Spark measures the individual's traits on a continuum with a Likert scale.

The Lumina Spark model is based on trait assumptions, and is founded on an empirical Five-Factor Model paradigm. In this way, individuals differ in the quantity of a quality they possess. Conversely, with a typing assumption, individuals are deemed to 'have' or 'not have' a quality. Typing models normally make use of dichotomous measurement techniques, and do not normally assess the intensity of a quality.

The Lumina Spark approach takes this 'big idea' further than just 'trait, not type'. Although many other Big Five models also use a Likert scale, they typically still only measure one end of a polarity. For example, Extraversion may be measured directly and an absence of Extraversion is often assumed to be Introversion. In contrast, with Lumina Spark, a person may claim qualities at both ends of a polarity. When working in organisations to help people develop, being able to develop and integrate both ends of a polarity is of great benefit.

The Lumina Spark Mandala and Colourful Splash

The mandala works as Lumina Spark's key visual aid. In the inner ring are the eight Aspects. Each Aspect consists of three Qualities, shown on the outer ring. Each quality is measured by six questions in the questionnaire. Two questions measure each persona in every quality.

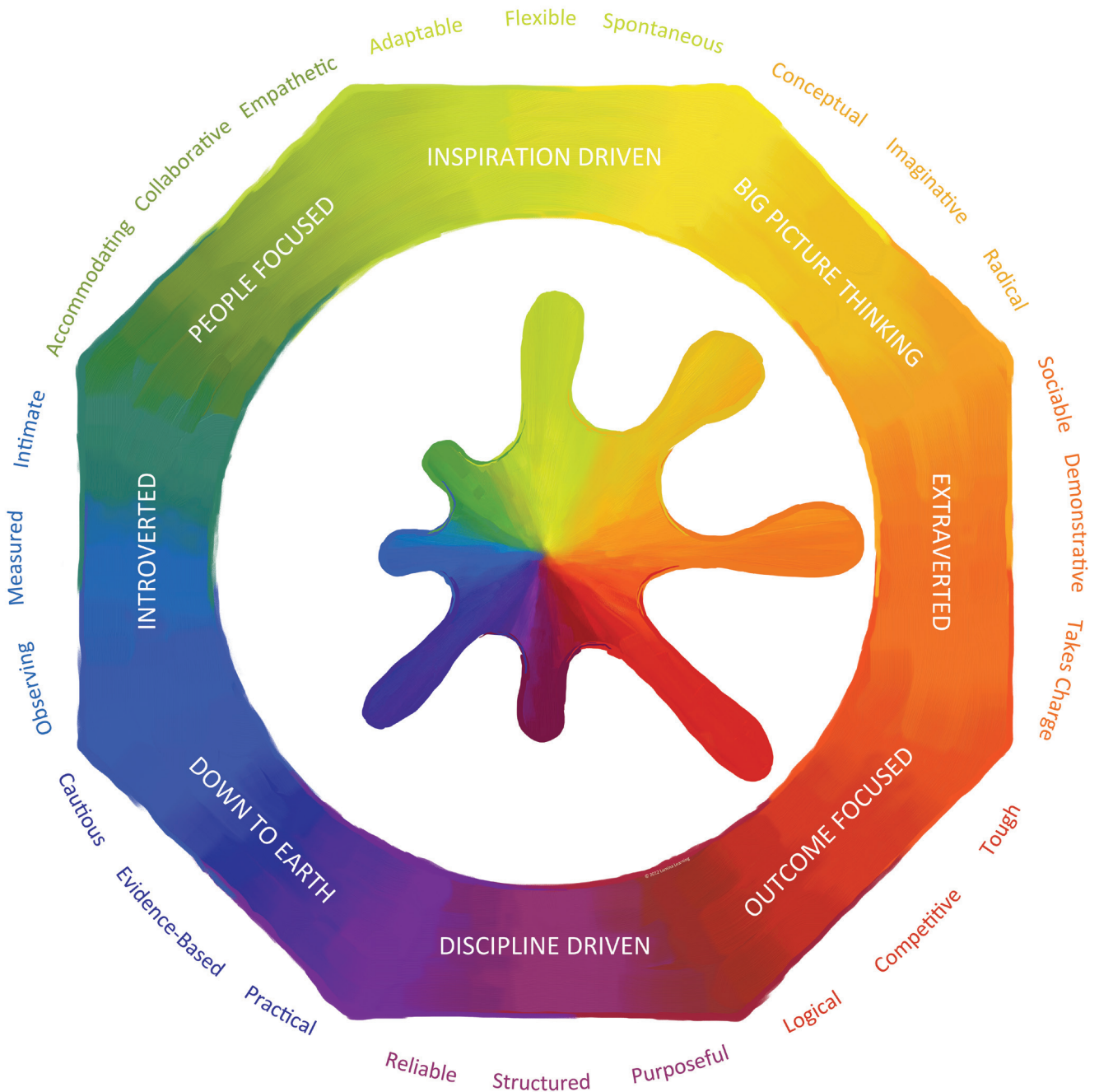


figure 1

The Lumina Spark Mandala

The mandala is designed to show how Aspects of personality relate to one another. The closer together two Aspects or Qualities are on the mandala, the more related they are. Aspects and Qualities on the other side of the mandala are polar opposites. For example, people who are high on Big Picture Thinking are also more likely to be Extraverted and Inspiration Driven, but unlikely to score highly on Down to Earth.

validity & reliability

Sample

After data cleaning to remove test users and retakes, 9628 cases (4710 male and 4918 female) were analysed. For the purpose of examining linguistic differences, the sample was divided into 5 major language groups: English (6210) Dutch (1523), German (477), Japanese (857), French Canadian (372). For some of the analyses, data is presented for several subgroups: English UK (3906), English USA (1103), English Canadian (1043), English South Africa (158), Dutch (1523), German (477), Japanese (857), French Canadian (372), and Slovak (189).

Internal Consistency Reliabilities – 8 Aspects

The Cronbach Alpha reliability coefficients were assessed for each Aspect. The coefficients are consistently high across the five major language samples.

table 1

Cronbach Alpha Coefficients for the 8 Aspect Scales by Language

	Global	English	Dutch	French	German	Japanese
People Focused	.79	.80	.78	.78	.82	.76
Inspiration Driven	.76	.77	.81	.69	.77	.68
Big Picture Thinking	.81	.81	.81	.76	.81	.81
Extraverted	.85	.85	.86	.86	.84	.87
Outcome Focused	.82	.83	.80	.83	.82	.79
Discipline Driven	.74	.75	.77	.75	.80	.65
Down to Earth	.81	.82	.78	.83	.79	.80
Introverted	.82	.82	.81	.83	.83	.78

factor analysis - 8 aspects

Construct Validity - Factor Analysis

The 8 Spark Aspects were entered into a Principal Components Analysis followed by Varimax rotation. Four factors were specified based on the hypothesised model structure.

As can be seen, the four factor structure is clearly evident, with each Aspect loading strongly onto its associated factor, that is, opposite Aspects clustering under one factor. This provides sound factorial validity for the model structure.

table 2

Factor Analysis at 8 Aspect Level

	DD/ID	IN/EX	OF/PF	BPT/DTE
Discipline Driven	.95			
Inspiration Driven	-.87			
Introverted		.96		
Extraverted		-.87		
People Focused			-.90	
Outcome Focused			.88	
Big Picture Thinking				.94
Down to Earth				-.71

Note. A Principal Components analysis with Varimax rotation was used. N = 2,158. Loadings $\geq \pm .40$ are shown. IN/EX = Introverted / Extraverted; ID/DD = Inspiration Driven / Discipline Driven; OF/PF = Outcome Focused / People Focused; DTE/BPT = Down to Earth / Big-Picture Thinking.

factor analysis - 24 qualities

Factor analysis of the 24 qualities

The 24 Spark qualities were entered into a Principal Components Analysis followed by Varimax rotation. Four factors were specified based on the hypothesised model structure.

As can be seen, the four factor structure is clearly evident, with each Quality loading strongly onto its associated factor e.g. all the Introverted and Extraverted qualities cluster under one factor. This provides sound factorial validity for the model structure.

table 3

Factor Analysis at 24 Quality Level

	IN/EX	DD/ID	BPT/DTE	OF/PF
Observing	.91			
Measured	.88			
Sociable	-.83			
Demonstrative	-.80			
Intimate	.70			-.40
Takes Charge	-.52		.40	.47
Purposeful		.87		
Flexible		-.85		
Reliable		.80		
Structured		.80		
Spontaneous		-.79		
Adaptable		-.78		
Imaginative			.85	
Conceptual			.84	
Radical			.77	
Practical			-.75	
Evidence-Based			-.63	
Cautious	.41		-.62	
Empathetic				-.94
Tough				.79
Logical				.78
Accommodating				-.73
Collaborative				-.71
Competitive				.56

Note. A Principal Components analysis with Varimax rotation was used. N = 2,158. Loadings $\geq \pm .40$ are shown. IN/EX = Introverted / Extraverted; ID/DD = Inspiration Driven / Discipline Driven; OF/PF = Outcome Focused / People Focused; DTE/BPT= Down to Earth / Big-Picture Thinking.

factor analysis - hot reactor & cool reactor

The fifth factor - hot reactor & cool reactor

Table 4 shows the factor structure of the model when the 'fifth' factor of Hot and Cool Reactor is added. As can be seen the result is a clear 5 factor structure with all the Qualities loading strongly onto their associated factor.

table 4

The Five Factors

	Factor 1 Neuroticism HR/CR	Factor 2 Extraversion IN/EX	Factor 3 Conscientiousness DD/ID	Factor 4 Agreeableness PF/DF	Factor 5 Open to Experience BPT/DTE
Reactive	.90				
Impassioned	.88				
Concerned	.85				
Resilient	-.84				
Even-Tempered	-.71				
Self-Effacing	.70				
Optimism	-.70				
Self-Belief	-.58				
Observing		.89			
Measured		.89			
Sociable		-.82			
Demonstrative		-.81			
Intimate		.65			
Takes Charge		-.48		-.45	.41
Purposeful			.88		
Flexible			-.83		
Structured			.82		
Reliable			.82		
Spontaneous			-.76		
Adaptable			-.74		
Empathetic				.84	
Tough				-.78	
Accommodating				.75	
Logical				-.74	
Collaborative				.74	
Competitive				-.54	
Conceptual					.85
Imaginative					.84
Radical					.76
Practical					-.66
Evidence-Based			.42		-.57
Cautious			.41		-.52

Note. A Principal Components analysis with Varimax rotation was used. N=2,158. Loadings $\geq \pm .40$ are shown. IN/EX = Introverted/Extraverted; ID/DD = Inspiration Driven / Discipline Driven; OF/PF = Outcome Focused / People Focused; DTE/BPT = Down to Earth / Big-Picture Thinking; HR = Hot Reactor; CR = Cool Reactor.

aspect inter-correlations

Aspect Inter-Correlations

The Lumina Spark model hypothesises that personality differences can be modelled on a mandala

- with adjacent Aspects being positively correlated
- with inverse correlations between opposite Aspects

The relationship between adjacent and opposite Aspects has informed the structure of the Lumina Spark Mandala. For example, Extraverted correlates positively with Outcome Focused to the left and Big Picture Thinking to the right, and negatively with Introverted from the opposite side of the circle. Table 5 shows how the Aspects correlate with each other.

There are however two low correlations between People Focused and Inspiration Driven as well as between Outcome Focused and Discipline Driven. This appears to reflect the Alpha and Beta higher order constructs of personality as proposed by Digman (1990). That is, there is a greater tendency for those high in Extraverted to also be Big Picture Thinking, Inspiration Driven and Outcome Focused. Similarly, Down to Earth, Discipline Driven, Introverted and People Focused often go together.

table 5

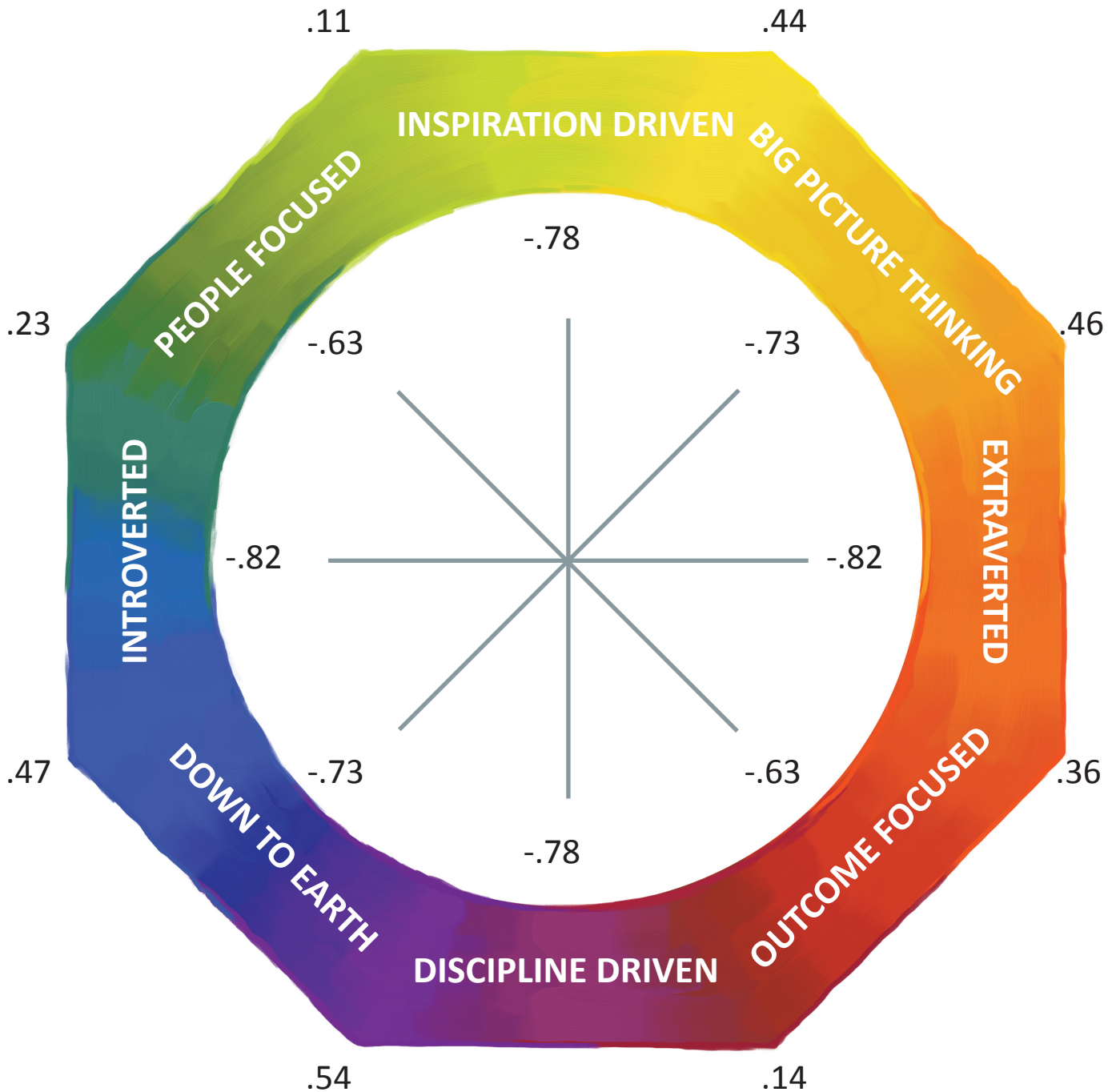
Aspect Inter-Correlations N= 2,078

	People Focused	Outcome Focused	Big Picture Thinking	Down to Earth	Inspiration Driven	Discipline Driven	Extraverted	Introverted
People Focused	1	-.63	-.10	.09	.11	.00	-.15	.23
Outcome Focused	-.63	1	.28	.02	-.02	.14	.36	-.19
Big Picture Thinking	-.10	.28	1	-.73	.44	-.30	.46	-.26
Down to Earth	.09	.02	-.73	1	-.42	.54	-.44	.47
Inspiration Driven	.11	-.02	.44	-.42	1	-.78	.24	-.10
Discipline Driven	.00	.14	-.30	.54	-.78	1	-.15	.20
Extraverted	-.15	.36	.46	-.44	.24	-.15	1	-.82
Introverted	.23	-.19	-.26	.47	-.10	.20	-.82	1

Aspect Inter-Correlations

There are two low correlations at two of the 'seams' of the mandala- between People Focused and Inspiration Driven as well as between Outcome Focused and Discipline Driven. This appears to reflect the Alpha and Beta higher order constructs of personality as proposed by Digman (1990).

figure 2



quality – aspect correlations

The table below shows how the Qualities correlate with the Aspects across English language groups (N=2,078). Correlations of Qualities with the Aspect they belong to are shown in dark grey boxes. They should also have an inverse correlation with their opposite Qualities, which are shown in light grey.

Quality and Aspect Correlations in the English Language Sample

We can see that each set of Qualities correlates highly with its related Aspects and, as expected, demonstrate relatively strong negative correlations with the opposite set of Qualities.

table 6

	People Focused	Out-come Focused	Big Picture Thinking	Down to Earth	Inspiration Driven	Discipline Driven	Extra-vered	Intro-verted
Accommodating	.80	-.59	-.29	.29	-.01	.07	-.41	.45
Collaborative	.85	-.42	.05	-.03	.16	-.02	.05	.05
Empathetic	.89	-.57	-.01	-.04	.14	-.04	-.01	.07
Tough	-.62	.81	.36	-.11	.06	.05	.40	-.27
Competitive	-.39	.82	.23	-.08	.02	.05	.42	-.28
Logical	-.55	.76	.09	.27	-.13	.25	.00	.14
Conceptual	-.04	.23	.81	-.51	.25	-.15	.22	-.05
Imaginative	-.02	.17	.92	-.70	.42	-.28	.46	-.28
Radical	-.19	.33	.92	-.70	.47	-.33	.52	-.33
Practical	.03	.06	-.64	.84	-.28	.41	-.24	.27
Evidence-Based	-.06	.16	-.60	.85	-.42	.51	-.39	.40
Cautious	.19	-.08	-.67	.92	-.40	.49	-.48	.51
Adaptable	.22	-.15	.24	-.19	.84	-.61	.02	.09
Flexible	.07	-.01	.44	-.45	.92	-.77	.22	-.11
Spontaneous	.06	.06	.46	-.44	.93	-.70	.33	-.18
Purposeful	-.06	.17	-.23	.44	-.74	.91	-.07	.10
Structured	.01	.13	-.28	.53	-.66	.88	-.20	.27
Reliable	.09	.05	-.29	.46	-.64	.86	-.13	.17
Sociable	.06	.09	.24	-.31	.25	-.18	.83	-.71
Demonstrative	-.06	.22	.42	-.42	.25	-.16	.89	-.73
Takes Charge	-.33	.54	.48	-.37	.12	-.05	.79	-.61
Observing	.16	-.12	-.21	.42	-.12	.20	-.77	.93
Measured	.03	.05	-.19	.44	-.16	.25	-.67	.86
Intimate	.37	-.39	-.27	.39	.00	.10	-.70	.84

Responses of males and females were compared at the Aspect level. Answering 'neutral' to every question in an Aspect would give a raw score of 54, so scores above or below this point indicate a preference towards agreeing or disagreeing. The diagrams below are derived from the means of men and women across all major language groups.

gender differences at the aspect level

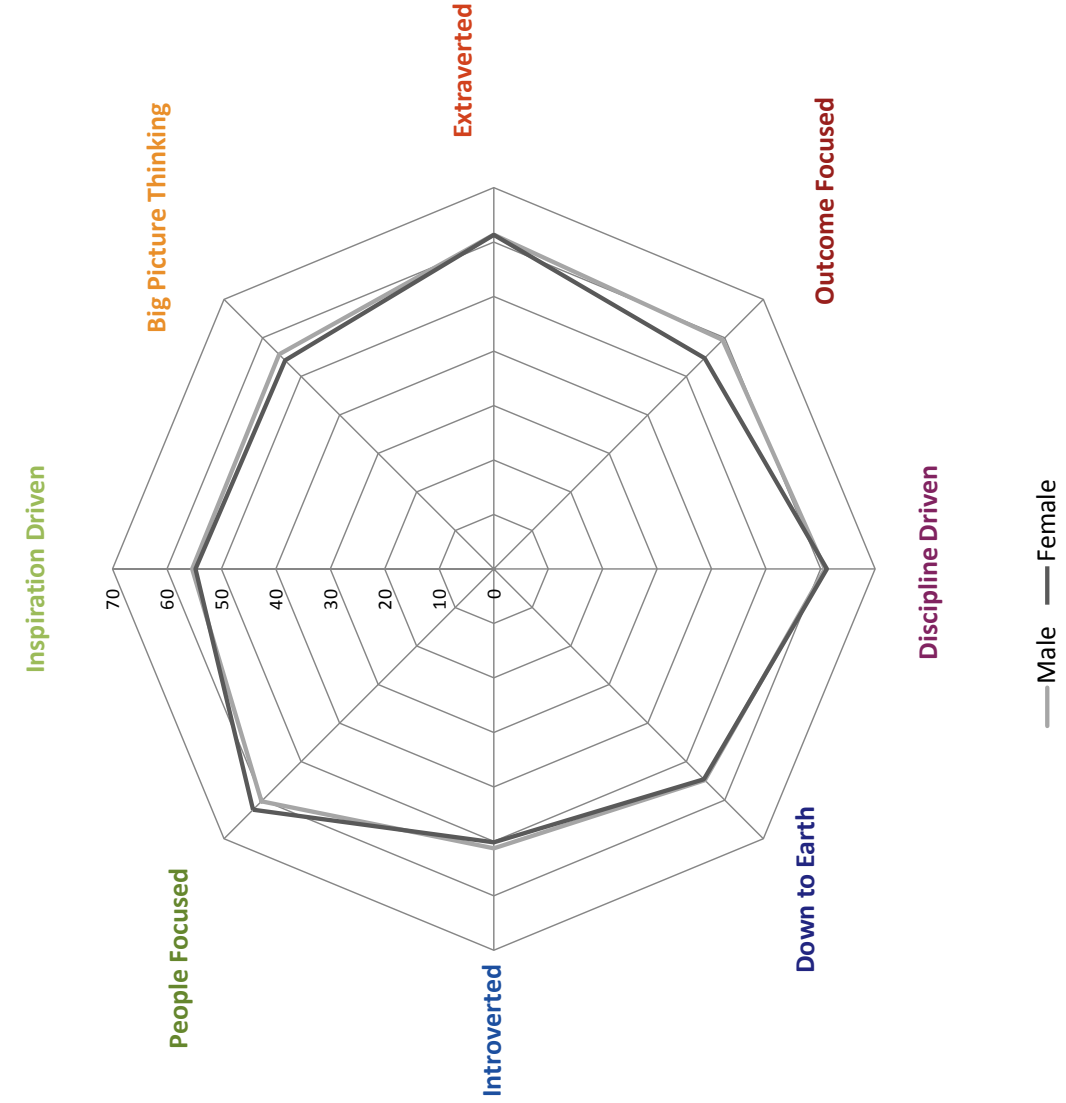


table 7

Gender Differences on the 8 Aspect Scales of the Global Sample

figure 3

Aspect Means for the 8 Aspect Scales by Gender

A comparison of the means, reveals significant differences for 5 of the 8 dimensions. Women have higher scores on People Focused while men score significantly higher on Inspiration Driven, Big Picture Thinking, Outcome Focused and Introverted. Note: * significant differences at $p > .001$

table 8 Language Differences for the 8 Aspect Scales of the Global Sample

	Dutch	South African	UK	USA	Can (en)	Can (fr)	German	Japanese
People Focused	58.92	60.66	61.82	62.31	63.20	60.19	60.65	62.35
Inspiration Driven	54.42	55.31	54.78	55.37	55.97	53.57	54.05	57.04
Big Picture Thinking	54.35	56.95	55.31	55.79	55.39	53.23	53.82	53.82
Extraverted	62.97	62.58	61.51	61.73	61.83	60.68	58.55	58.28
Outcome Focused	56.80	59.50	57.29	57.73	56.55	57.07	54.53	56.48
Discipline Driven	58.47	63.18	61.69	61.69	61.63	61.35	62.02	59.08
Down to Earth	53.51	55.73	54.40	55.56	55.57	56.38	55.87	54.05
Introverted	48.29	50.93	50.74	51.35	51.51	50.46	51.18	52.47

In this table we see those differences up close. The top score in each Aspect is highlighted in green, the bottom score is highlighted in red. The highest and lowest scores for each language are shown in Black.

language differences at the aspect level

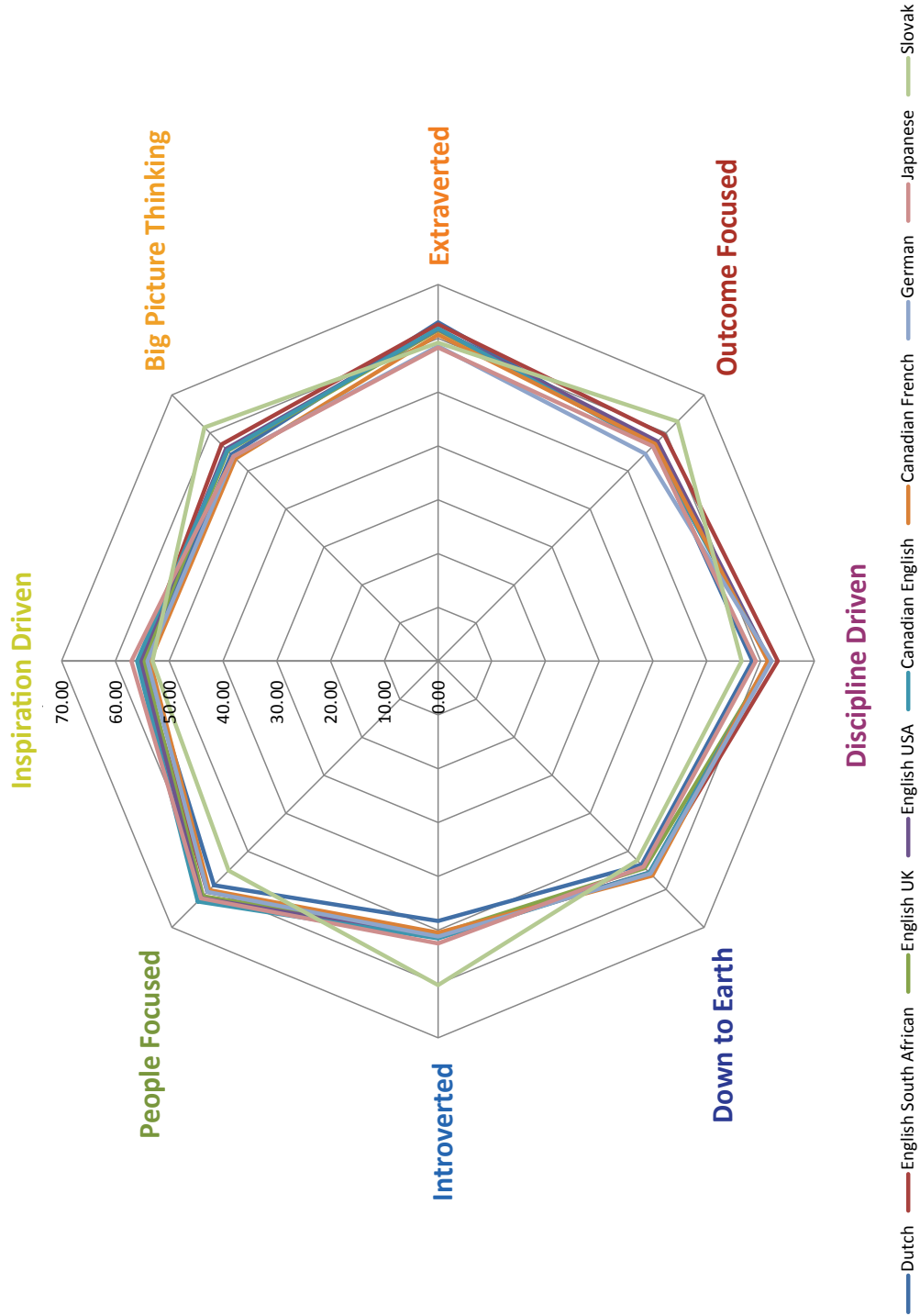


figure 4

Language Differences on the 8 Aspect Scales
As with gender, absolute differences between language groups are minimal. We can see that Dutch respondents claim the least Introversion, German respondents the least Outcome Focused, English Canadian the most People Focused and Japanese the most Inspiration Driven.

gender differences at the quality level

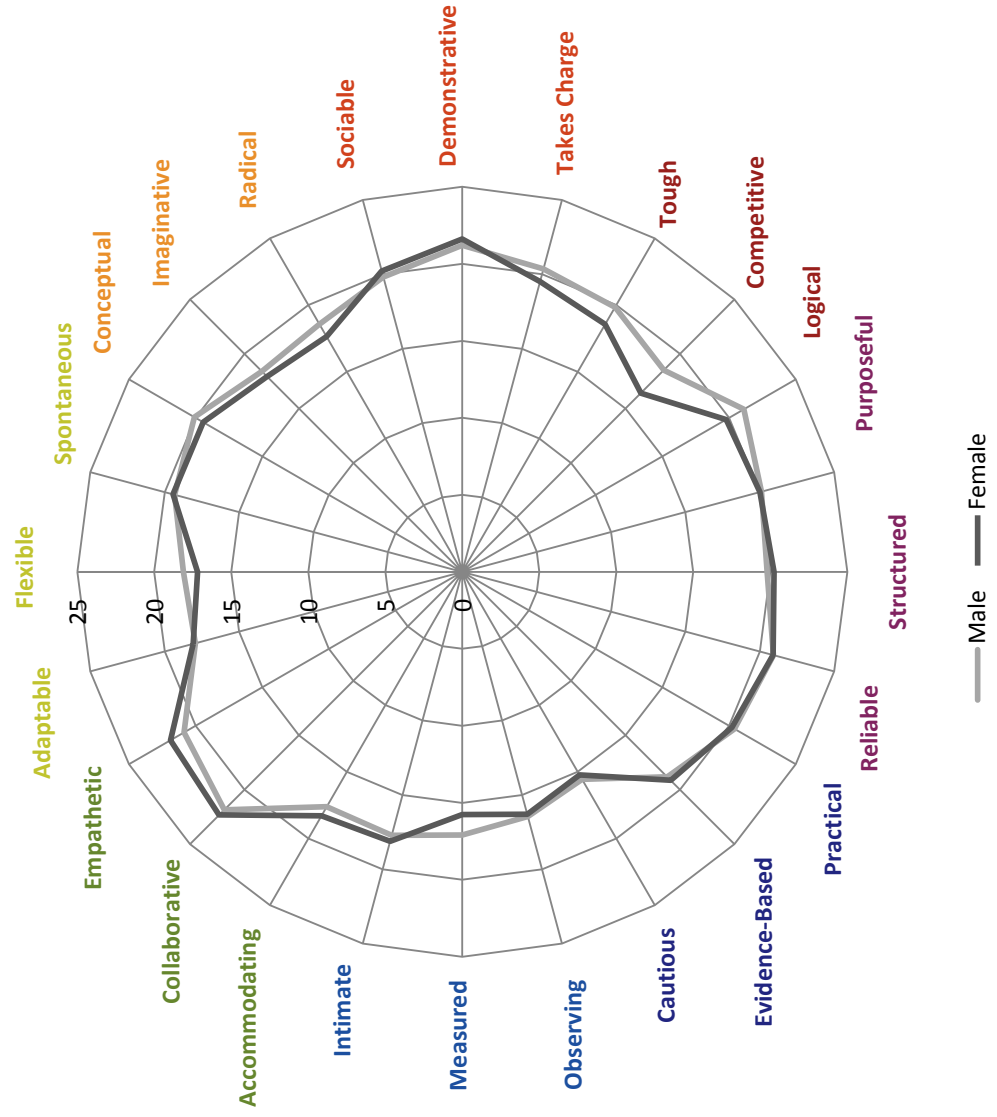


figure 5

Gender Differences on the 24 Quality Scales
 By looking at the quality level we can see that men report being more Logical, Tough and Competitive than women, and women report being more Empathetic than men. Men also tend to be more Measured. Although, a T-test revealed sig. differences (marked with *), overall, the similarities are far more noteworthy than the differences.

table 9 Gender Differences for the 24 Qualities Scales of the Global Sample

	Men	Women	Men	Women
Accommodating	17.62	18.29	19.83	18.55 *
Collaborative	21.86	22.33	18.51	16.40 *
Empathetic	20.85	21.87	21.10	19.78 *
Adaptable	17.94	18.10	20.11	20.01
Flexible	18.10	17.20 *	19.79	20.24 *
Spontaneous	19.34	19.44	20.92	20.90
Conceptual	20.09	19.43 *	20.41	20.22 *
Imaginative	18.41	17.93 *	18.83	19.15 *
Radical	18.55	17.64 *	15.57	15.22 *
Sociable	19.82	20.21	16.45	16.31
Demonstrative	21.20	21.60	17.10	15.76 *
Takes Charge	20.37	19.51 *	17.71	18.11 *
			Tough	
			Competitive	
			Logical	
			Purposeful	
			Structured	
			Reliable	
			Practical	
			Evidence-Based	
			Cautious	
			Observing	
			Measured	
			Intimate	

language differences at the quality level

Looking at language differences at the quality level, we also find an overall similar pattern.

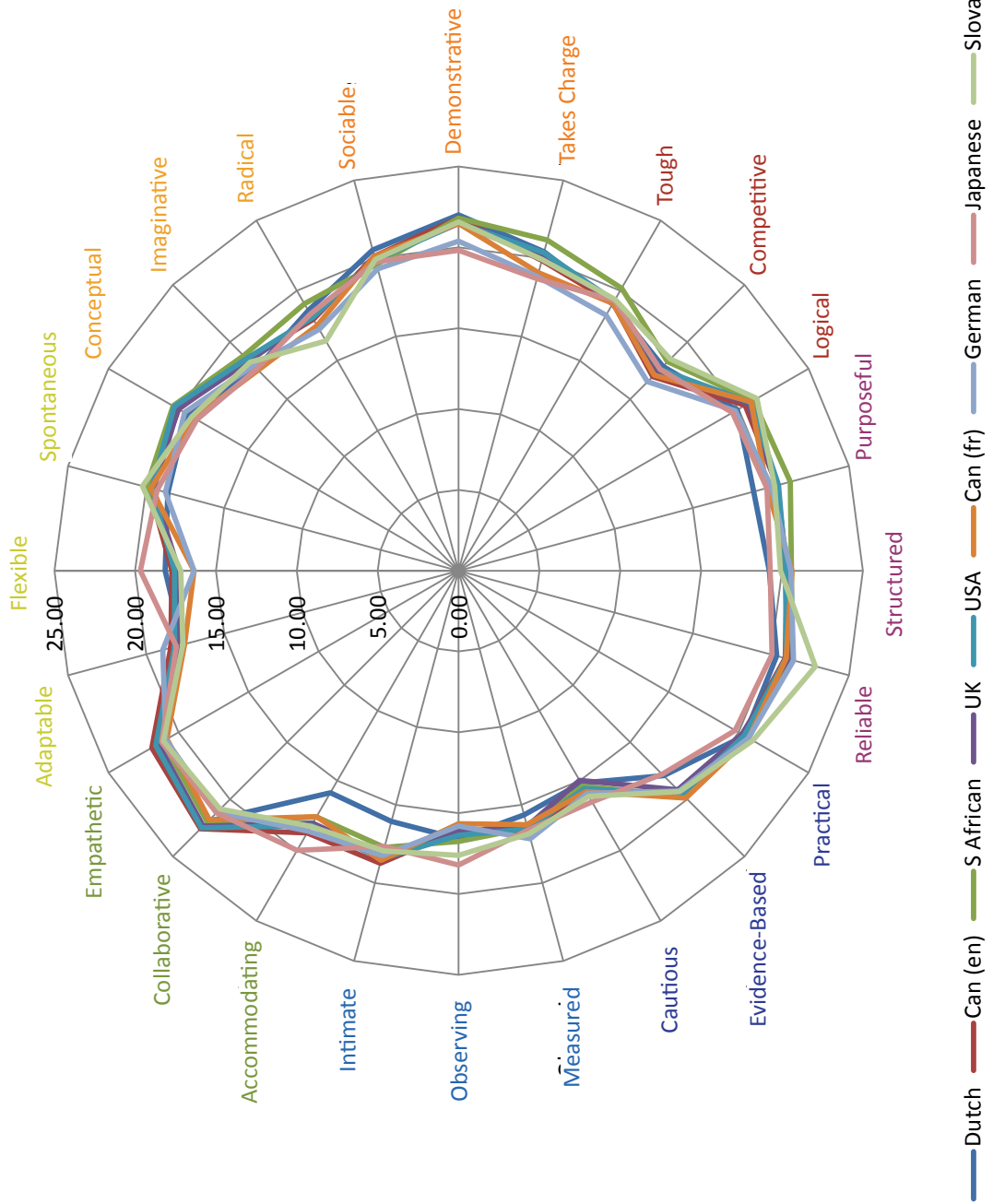


figure 6

Quality Means by Language

table 10

Language Differences for the 24 Quality Scales of the Global Sample

In this table we see those differences up close. The top score in each Quality is highlighted in green, the bottom score is highlighted in red. The highest and lowest scores for each language are shown in Bold.

	Dutch	Can (en)	S African	UK	USA	Can (fr)	German	Japanese
Accommodating	15.86	18.73	17.58	18.04	18.20	17.57	18.61	19.96
Collaborative	21.94	22.57	21.97	22.34	22.49	21.79	21.14	21.18
Empathetic	21.11	21.91	21.11	21.43	21.63	20.83	20.91	21.21
Adaptable	17.65	18.42	18.07	17.95	18.18	17.53	18.94	18.06
Flexible	18.15	17.73	17.27	17.30	17.57	16.35	16.36	19.68
Spontaneous	18.61	19.83	19.97	19.52	19.63	19.69	18.76	19.30
Conceptual	19.40	19.98	20.39	20.03	20.30	18.88	19.57	18.69
Imaginative	17.66	18.51	18.80	18.33	18.55	17.53	17.94	17.65
Radical	18.58	17.95	19.07	18.09	18.08	17.51	17.23	18.33
Sociable	20.53	20.14	19.60	19.96	19.88	20.14	19.33	19.78
Demonstrative	22.01	21.81	21.80	21.48	21.49	21.47	20.38	19.81
Takes Charge	20.42	19.88	21.18	20.07	20.37	19.07	18.84	18.69
Tough	19.04	19.11	20.17	19.27	19.27	19.08	18.24	19.29
Competitive	17.87	16.97	18.28	17.35	17.61	17.10	16.53	17.63
Logical	19.89	20.47	21.05	20.67	20.84	20.89	19.76	19.56
Purposeful	18.89	20.38	21.23	20.36	20.48	19.74	20.03	19.74
Structured	19.22	20.33	20.59	20.21	20.24	20.63	20.55	19.27
Reliable	20.36	20.91	21.36	21.11	20.96	20.98	21.45	20.07
Practical	20.42	20.29	20.58	20.24	20.40	20.72	20.70	19.75
Evidenc-Based	17.93	19.62	19.77	19.17	19.59	19.88	19.27	17.80
Cautious	15.17	15.66	15.38	14.98	15.56	15.78	15.90	16.51
Observing	15.64	16.74	16.47	16.37	16.54	16.26	17.16	16.61
Measured	16.59	16.04	16.74	16.14	16.36	15.66	15.79	18.21
Intimate	16.06	18.73	17.72	18.23	18.45	18.55	18.24	17.66

persona differences at the aspect level

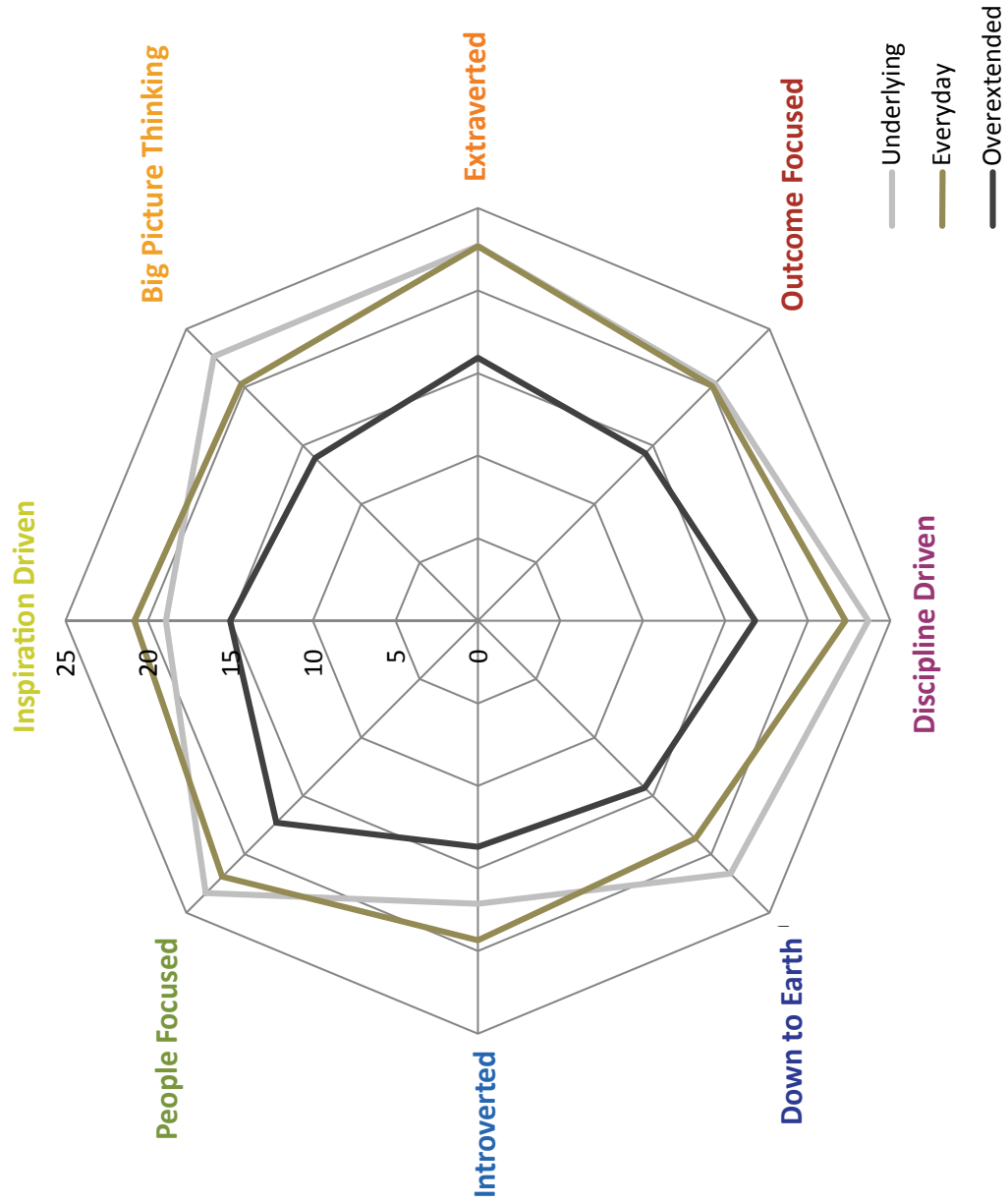


figure 7

Persona Scores on the 8 Aspect Scales

Lumina Spark measures each quality with six questions, each of which also measures that quality in the context of a persona. The three personas are Underlying, Everyday and Overextended. Underlying measures how we are most comfortable, Everyday measures the way we act and appear to others on a day-to-day basis and Overextended measures how we can behave when we are under pressure.

gender differences in the personas at the aspect level

	Underlying		Everyday		Overextended	
	Male	Female	Male	Female	Male	Female
People Focused	22.39	23.31	21.11	21.91	16.83	17.28
Inspiration Driven	18.98	18.91	20.85	20.82	15.55	15.01
Big Picture Thinking	23.27	22.63	21.42	20.28	14.37	13.95
Extraverted	22.86	22.71	22.12	22.68	16.40	15.93
Outcome Focused	21.56	20.31	21.70	20.09	16.18	14.34
Discipline Driven	23.08	23.65	22.09	22.28	16.96	16.80
Down to Earth	21.52	21.65	18.76	18.64	14.53	14.30
Introverted	17.15	17.14	19.96	19.34	14.14	13.69

table 11

Gender Differences for the 8 Aspect Scales of the Global Sample

It was hypothesised that Overextended behaviour occurs less frequently than the Underlying/Everyday and lower raw scores were expected for the overextended scales. This expected pattern is reflected in the above data.

persona differences at the quality level

figure 8
Persona Differences at the 24 Quality Scales

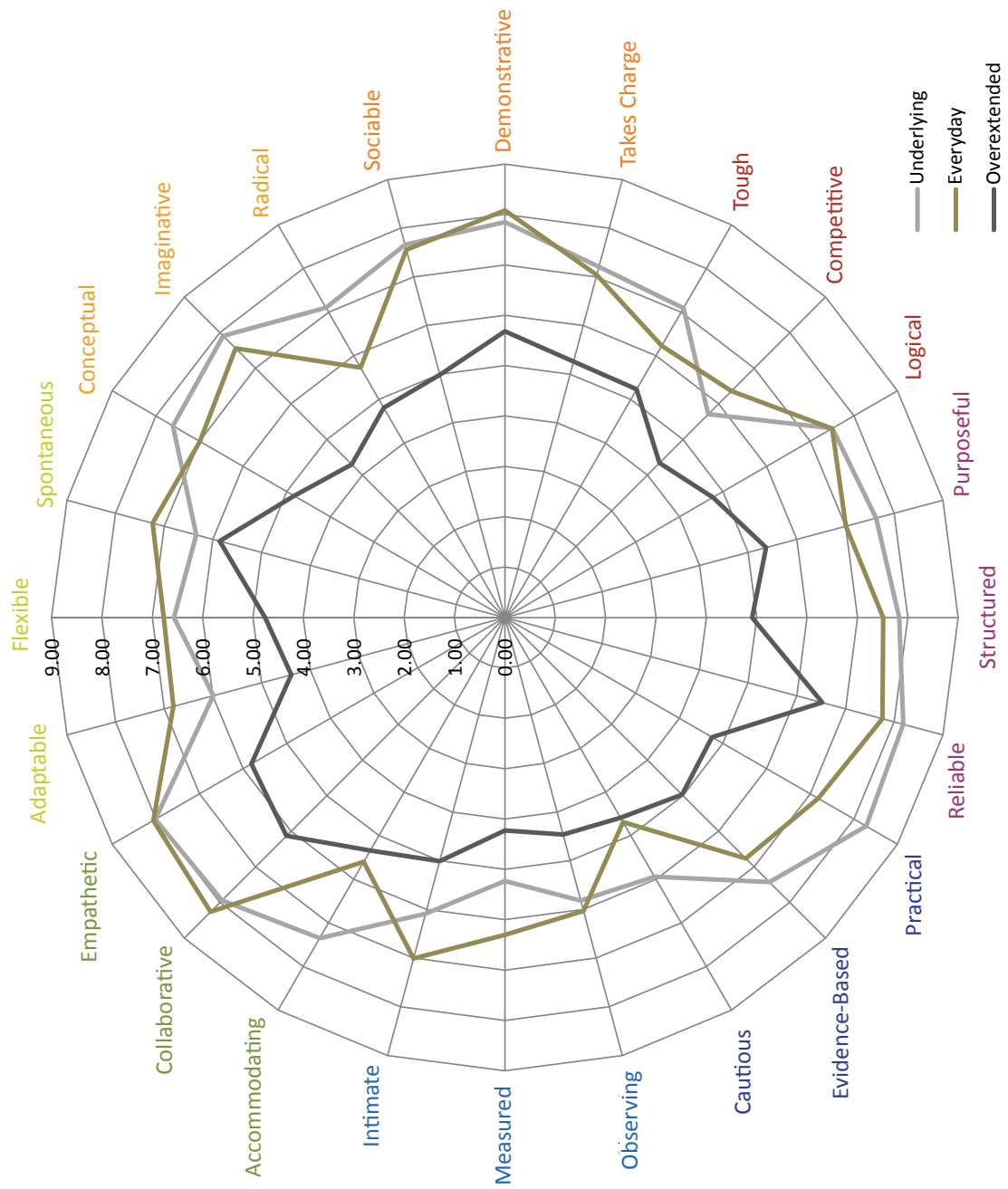


table 12

Gender Differences for the 24 Quality Scales of the Global Sample

	Underlying		Everyday		Overextended	
	Male	Female	Male	Female	Male	Female
Accommodating	6.92	7.35	5.48	5.60	5.23	5.34
Collaborative	7.85	7.94	8.03	8.26	5.98	6.13
Empathetic	7.63	8.01	7.60	8.06	5.62	5.81
Adaptable	6.21	5.99	7.04	6.81	4.86	4.39
Flexible	6.31	6.57	6.85	6.77	4.78	4.76
Spontaneous	6.47	6.34	6.96	7.24	5.91	5.86
Conceptual	7.84	7.61	7.40	6.99	4.85	4.83
Imaginative	8.15	7.91	7.72	7.56	4.54	4.30
Radical	7.28	7.10	6.29	5.73	4.98	4.81
Sociable	7.43	7.66	7.36	7.56	5.03	4.99
Demonstrative	7.89	7.85	7.52	8.08	5.79	5.68
Takes Charge	7.54	7.21	7.25	7.04	5.58	5.26
Tough	7.45	7.09	6.79	6.23	5.59	5.23
Competitive	6.24	5.71	7.11	6.36	5.16	4.34
Logical	7.87	7.51	7.80	7.50	5.44	4.77
Purposeful	7.51	7.63	7.07	7.01	5.53	5.37
Structured	7.63	7.83	7.24	7.51	4.92	4.91
Reliable	7.94	8.19	7.78	7.76	6.52	6.52
Practical	8.31	8.28	7.29	7.18	4.81	4.75
Evidence-Based	7.25	7.43	6.61	6.76	4.97	4.97
Cautious	5.96	5.94	4.87	4.69	4.74	4.59
Observing	5.69	5.82	6.19	6.03	4.57	4.46
Measured	5.57	5.23	6.82	6.30	4.71	4.23
Intimate	5.89	6.09	6.96	7.01	4.86	5.01

language differences in the underlying persona at the aspect Level

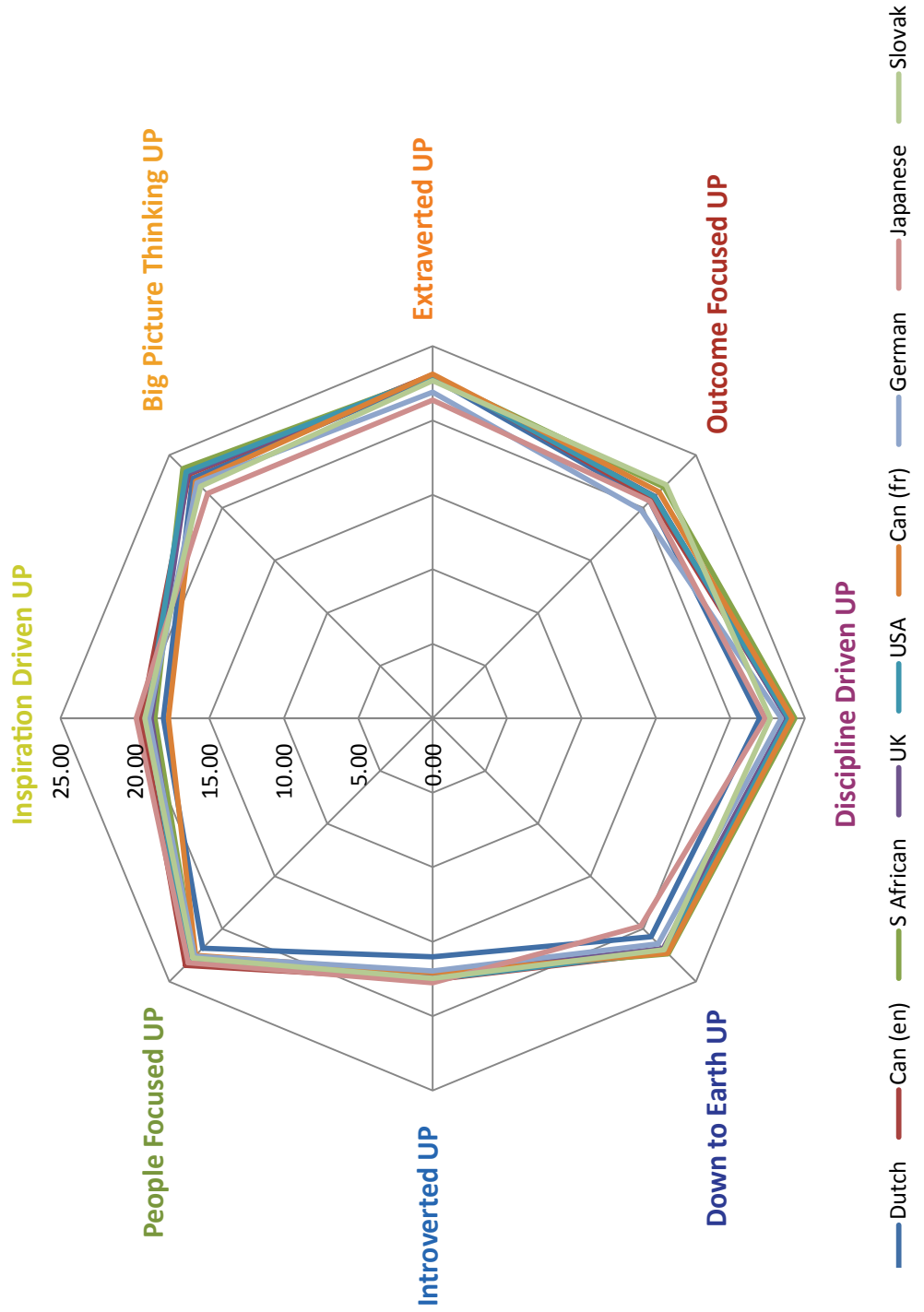


figure 9
Language Differences
for the 8 Aspect Scales
– Underlying Persona

table 13

Language Differences for the 8 Aspect Scales – Underlying Persona

	Dutch	Can (en)	S African	UK	USA	Can (fr)	German	Japanese
People Focused UP	21.84	23.47	22.67	23.02	23.13	22.51	22.60	23.21
Inspiration Driven UP	18.08	19.59	18.66	18.91	19.22	17.74	19.07	19.91
Big Picture Thinking UP	22.79	23.17	23.72	23.27	23.41	22.52	22.38	21.37
Extraverted UP	22.86	23.07	22.96	23.00	23.00	23.12	21.91	21.37
Outcome Focused UP	20.63	20.85	21.96	21.07	21.05	21.49	19.78	20.62
Discipline Driven UP	21.95	23.87	24.32	23.79	23.90	24.13	23.41	22.33
Down to Earth UP	20.75	22.25	22.37	21.88	22.17	22.31	21.42	19.75
Introverted UP	16.02	17.57	17.15	17.24	17.53	17.10	16.97	17.77

In this table we see those differences up close. The top score in each Aspect is highlighted in green, the bottom score is highlighted in red. The highest and lowest scores for each language are shown in Black.

language differences in the everyday persona at the aspect level

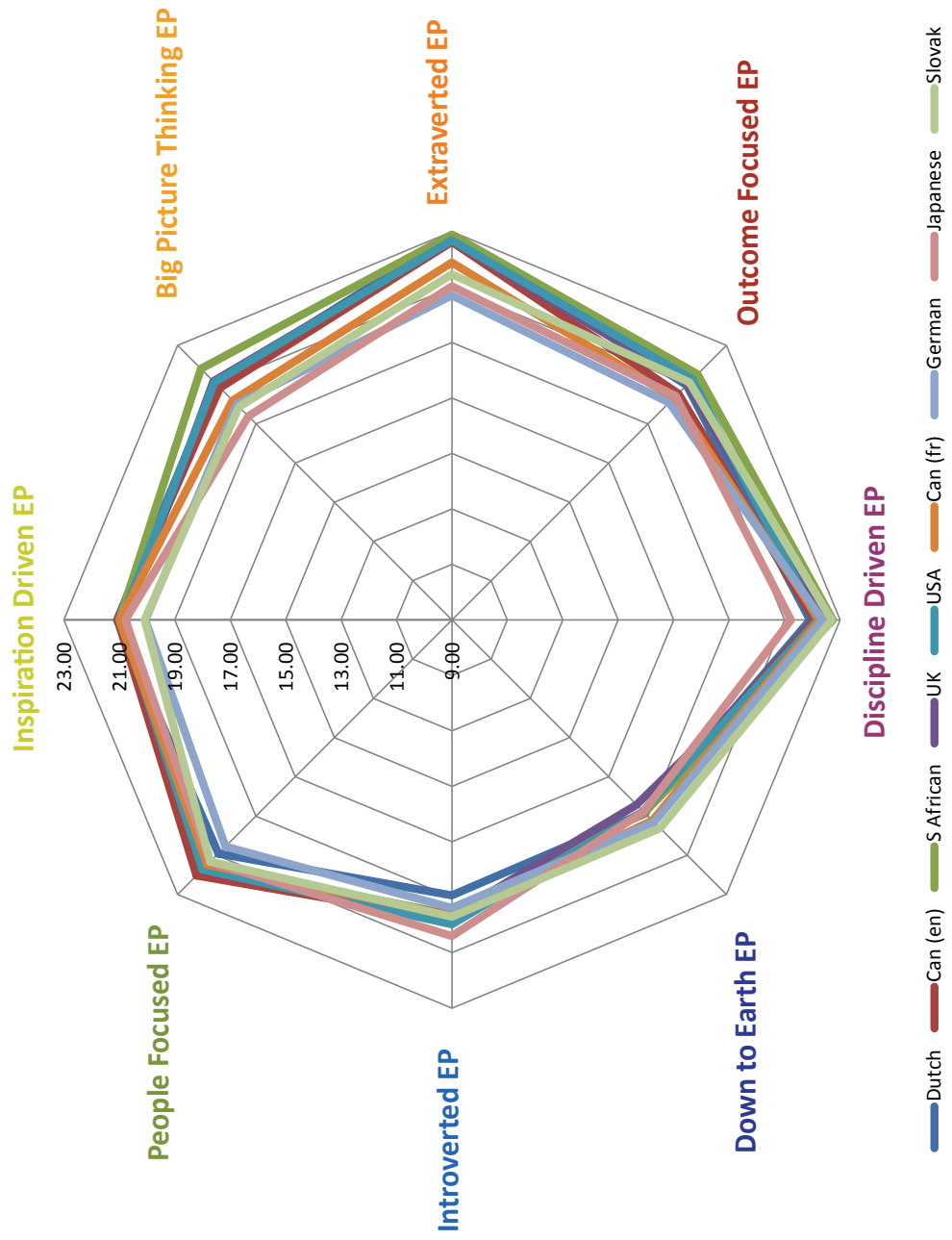


figure 10
Language Differences
for the 8 Aspect Scales
– Everyday Persona

table 14

Language Differences for the 8 Aspect Scales – Everyday Persona

	Dutch	Can (en)	S African	UK	USA	Can (fr)	German	Japanese
People Focused EP	20.91	22.03	21.53	21.74	21.72	21.48	20.56	21.34
Inspiration Driven EP	21.08	21.06	21.00	20.78	20.92	20.98	20.06	20.78
Big Picture Thinking EP	21.05	20.84	21.81	21.17	21.11	20.19	19.99	19.38
Extraverted EP	22.87	22.63	22.89	22.67	22.69	21.88	20.70	21.03
Outcome Focused EP	20.97	20.55	21.53	21.03	21.27	20.32	20.08	20.42
Discipline Driven EP	21.92	22.08	22.74	22.46	22.18	22.26	22.37	21.23
Down to Earth EP	18.83	18.77	18.82	18.42	18.76	19.23	19.31	18.78
Introverted EP	18.94	19.81	19.63	19.64	19.98	19.67	19.38	20.40

In this table we see those differences up close. The top score in each Aspect is highlighted in green, the bottom score is highlighted in red. The highest and lowest scores for each language are shown in Black.

language differences in the overextended persona at the aspect level

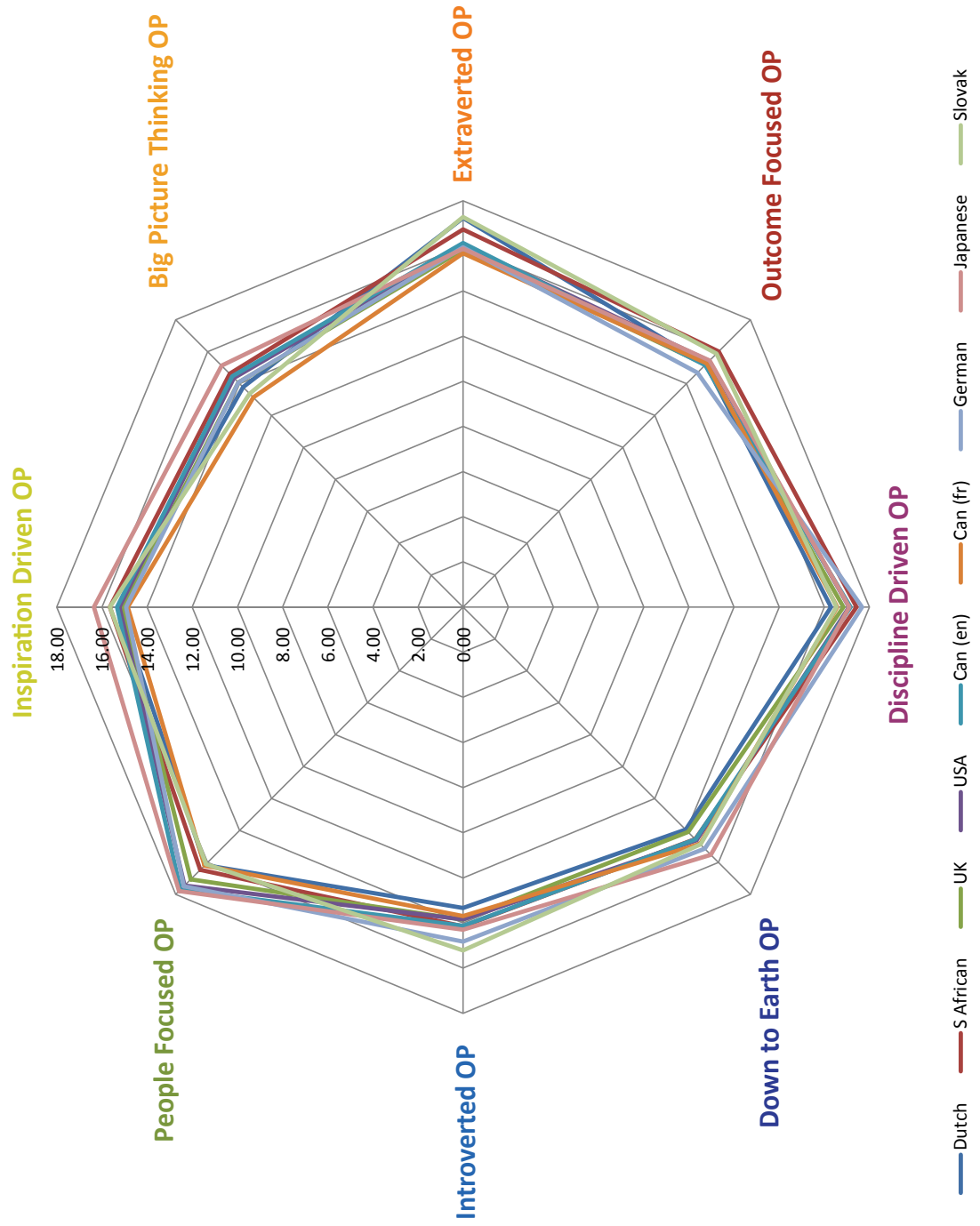


figure 11

Language Differences
for the 8 Aspect Scales
– Overextended Persona

table 15

	Dutch	S African	UK	USA	Can (en)	Can (fr)	German	Japanese
People Focused OP	16.17	16.47	17.07	17.45	17.71	16.20	17.49	17.80
Inspiration Driven OP	15.26	15.65	15.10	15.22	15.33	14.85	14.92	16.35
Big Picture Thinking OP	13.78	14.62	14.07	14.35	14.46	13.14	14.08	15.13
Extraverted OP	17.24	16.73	15.84	16.04	16.13	15.68	15.94	15.88
Outcome Focused OP	15.20	16.01	15.19	15.42	15.15	15.26	14.68	15.44
Discipline Driven OP	16.30	17.43	16.85	17.10	17.16	16.57	17.67	17.11
Down to Earth OP	13.94	14.54	14.10	14.62	14.56	14.84	15.14	15.52
Introverted OP	13.33	14.15	13.85	13.85	14.12	13.69	14.83	14.30

In this table we see those differences up close. The top score in each Aspect is highlighted in green, the bottom score is highlighted in red. The highest and lowest scores for each language are shown in Black.

the lumina spark scoring method

Comparison with The Birkman Method® - One Measure Displayed on a Non-Judgmental Bi-Directional Scale

The Birkman Method® is a highly validated and proven system, that has been used here for illustrative purposes. The Birkman Method's® display of traits is typical of many Big Five and other trait-based psychometrics. An example from a Birkman profile is shown below.

YOUR PERSONAL STRENGTHS AND NEEDS SOCIAL RELATIONSHIPS (NEED FOR ACCEPTANCE)

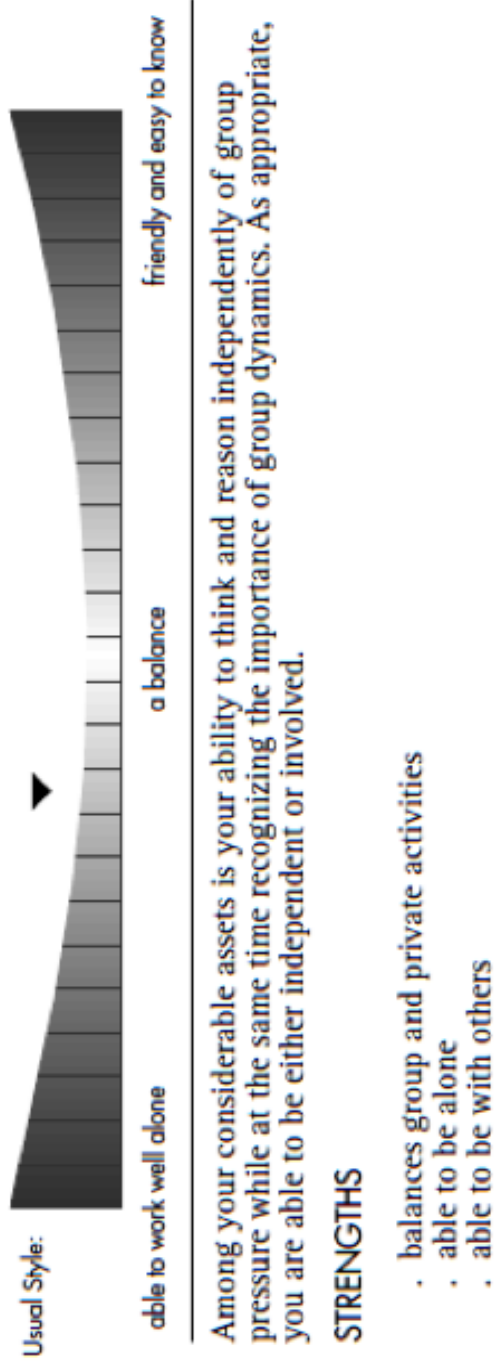


figure 12

Example of 'Need for Acceptance' Measurement from The Birkman Method®

the model

Two Non-Judgmental Measures Displayed Back to Back

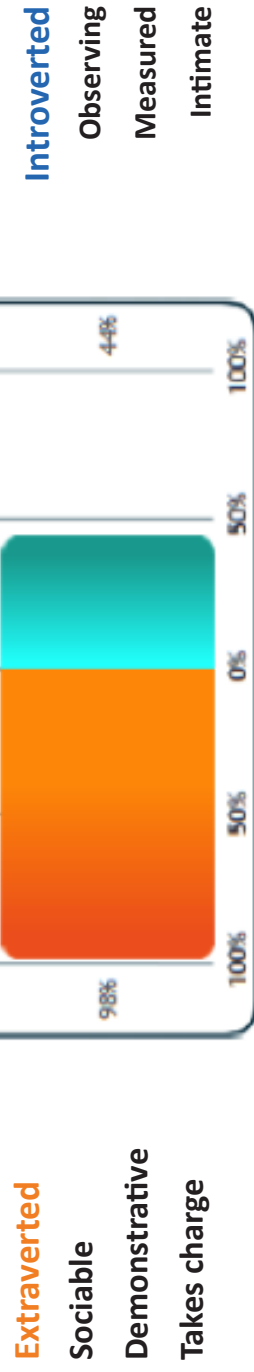


figure 13

Independent Scoring of Opposite Scales

The “both / and” approach of Lumina Spark helps learners appreciate:

- they can be different in different contexts
- it can be very positive for one’s development to “embrace the paradox” within, and have high scores at both ends of this polarity.

appendix I

Mapping Lumina Spark to Other Models

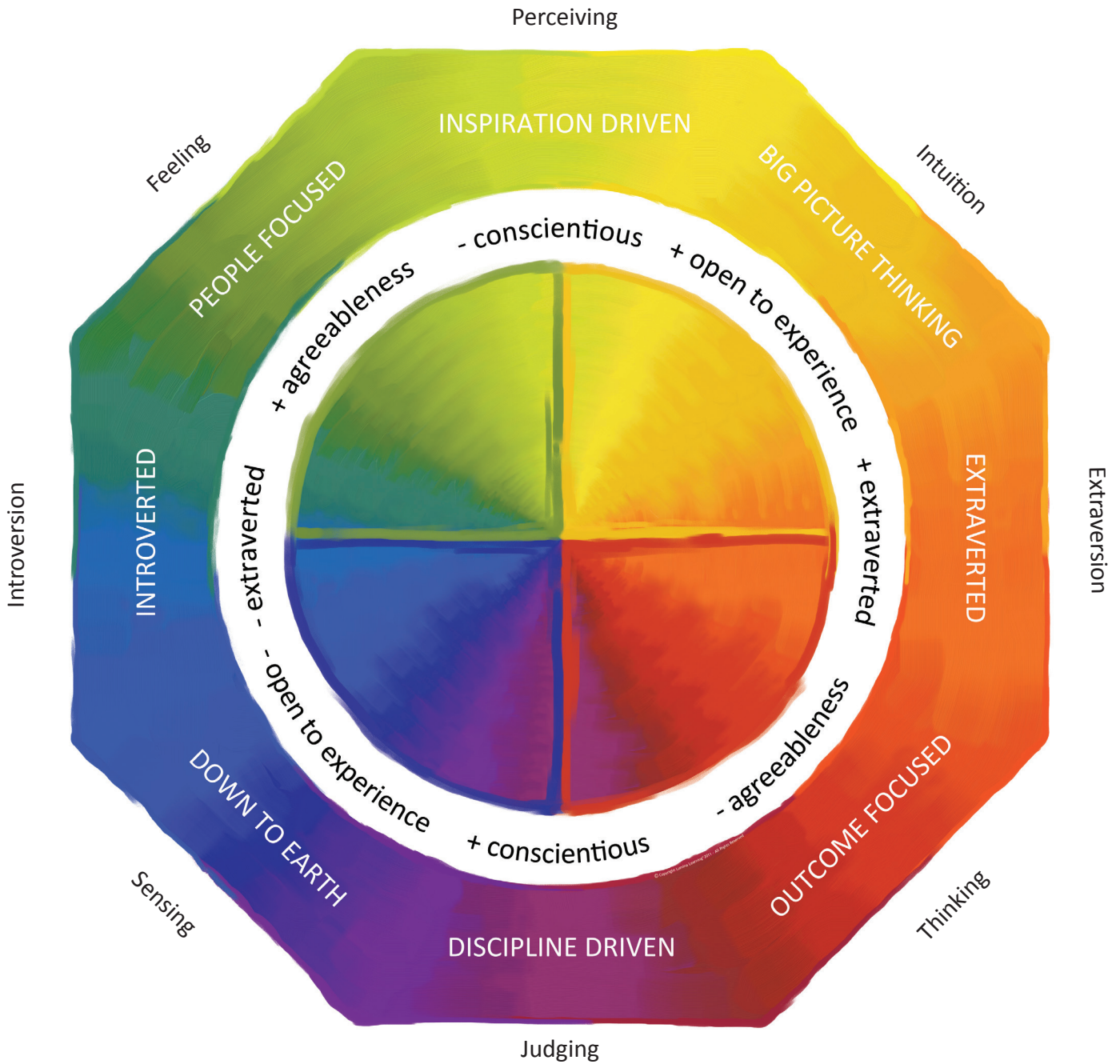
OCEAN Big Five Mnemonic, The Birkman Method®, Jungian Models And Lumina Spark

Big Five - OCEAN 5 measures	The Birkman Method®	Jungian - 4 measures	Lumina Spark - 10 measures 8 used on mandala
Open to Experience O+ to O-	<p>Change Orientation</p> <ul style="list-style-type: none"> - Change – Focused to Open 	<p>Intuition OR Sensing</p> <p>N or S</p>	<p>Big Picture Thinking (O+) vs Down-to-Earth (O-)</p> <ul style="list-style-type: none"> - Radical vs Cautious - Imaginative vs Evidence Based - Conceptual vs Practical
Conscientious C+ to C-	<p>Process Orientation</p> <ul style="list-style-type: none"> - Structure – Adaptable to Systematic 	<p>Judging OR Perceiving</p> <p>J or P</p>	<p>Discipline Driven (C+) vs Inspiration Driven (C-)</p> <ul style="list-style-type: none"> - Reliable vs Spontaneous - Structured vs Flexible - Purposeful vs Adaptable

<p><u>E</u>xtraversion E+ to E-</p>	<p>Social Orientation</p> <ul style="list-style-type: none"> - Esteem – Direct to Indirect - Acceptance – Independent to Gregarious 	<p>Introversion OR Extraversion I or E</p>	<p>Extraversion (E+) vs Introversion (E-)</p> <ul style="list-style-type: none"> - Takes charge vs Observing - Expressive vs Measured - Sociable vs Intimate
<p><u>A</u>greeableness A+ to A-</p>	<p>Control Orientation</p> <ul style="list-style-type: none"> - Advantage – Distributed to Localised - Authority – Distributed to Localised 	<p>Feeling OR Thinking F or T</p>	<p>People Focused (A+) vs Outcome Focused (A-)</p> <ul style="list-style-type: none"> - Collaborative vs Competitive - Empathetic vs Logical - Accommodating vs Tough
<p><u>N</u>euroticism N+ to N-</p>	<p>Emotive Orientation</p> <ul style="list-style-type: none"> - Empathy – Indifferent to Sensitive - Thought – Decisive to Thorough - Activity – Managed to Energetic 	<p>Typically not measured</p>	<p>Hot Reactor (N+) vs Cool Reactor(N-)</p> <ul style="list-style-type: none"> - Volatile vs Calm in crisis - Worrying vs No worries - Pessimistic vs Optimistic

appendix II

OCEAN, Jungian terminology and Lumina Spark on One Mandala



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