

# Noetic Psychology

## The Psychology of Meaning



“Rediscovering Our Humanity” – Dr. Leigh



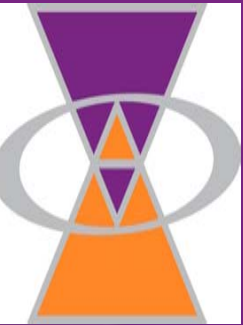
Hello, My Name is Leigh Kibby.  
Welcome to my presentation on:

# **Noetic Psychology**

## **Rediscovering our humanity!**

The Industrial Revolution, the I.T. Revolution and Knowledge Technology have provided a significant capacity to improve performance through the ability to manage information, understand and use ideas. But, are we smarter, are we better off as organisations and are we happier as people.

We can be happier, and organisations can do better, if we develop our personal approach to life and also improve/change our Social Capital.



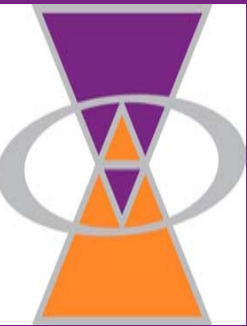
# Noetic Psychology

The most recent revolution in human development is a return to the basics - the rediscovery of spirit and spirituality, a return to our fundamental humanity and the spirit that inspires us.

Noetics comes from Noös, the Greek for spirit, hence the terms Noetic Psychology and Noetic Technology.

Noetic Psychology is an approach for building social cohesion/capital, increasing happiness, improving health and creating optimum workplace performance and satisfaction by instilling a sense of spirit through the creation of values driven meaning and purpose.

Noetic Intelligence (NI), Spiritual Quotient (SQ), Meaning Quotient (MQ) and Self-Actualising Intelligence (SAI) are labels for the new revolution.



# Noetic Psychology

The following slides explain the Noetic Psychology model of people and then the key steps for achieving optimum performance and human satisfaction, resilience, coping and happiness.



# Noetic Psychology

In Part, theory is based on :

- **Humanistic Psychology**

Rogers 1961, 1966 & 1969

Frankl – 1955, 1963, 1969 & 1992

Maslow – 1962, 1968 & 1970

- **Noetic Leadership, The Psychology of Emotions and Emotions Management Competencies – Kibby, 2004, 2003, 2002, 1997 & 1979**



# Noetic Psychology

According to Noetic Psychology, we have both **Persona (Ego)** and **Noetica (Soul)**.

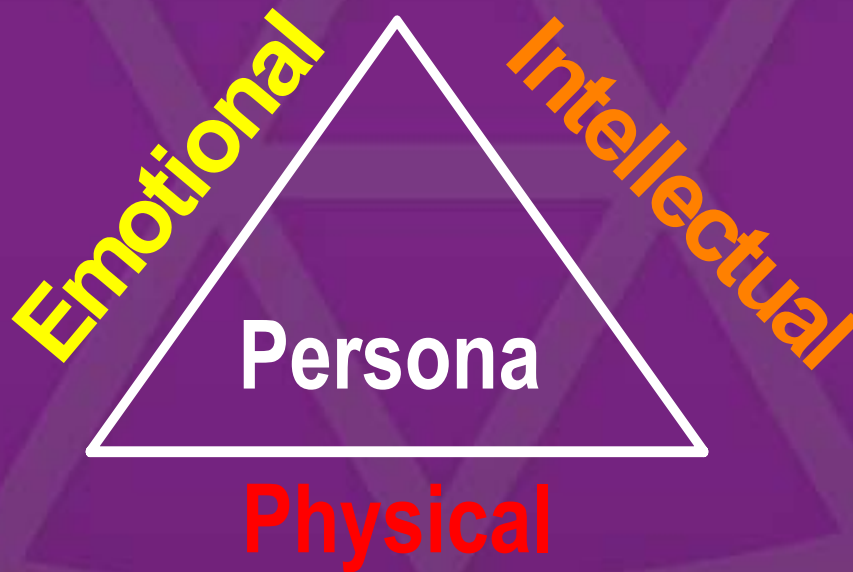


The following slides explain these two aspects of our lives



# Noetic Psychology

## Persona and Ego

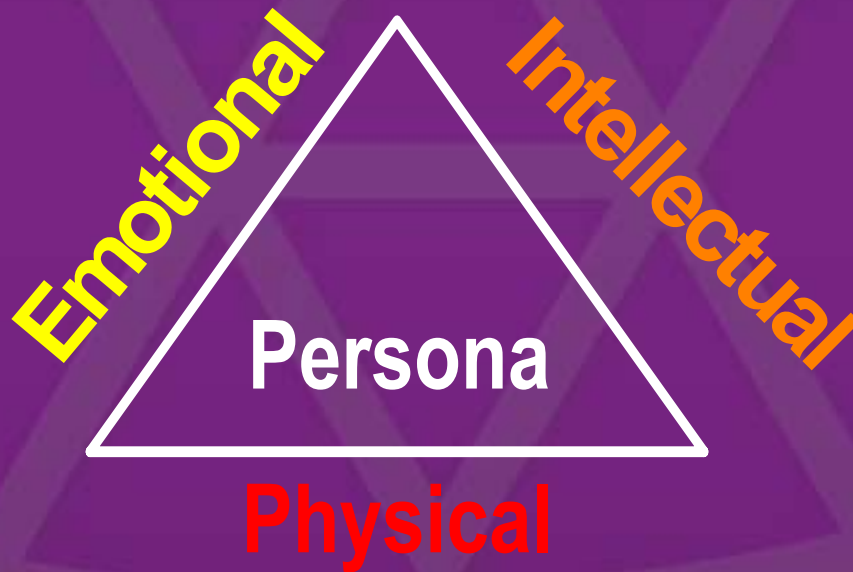


**This is the realm of reaction; fight- flight; nurturing and nurturance; patterned responses; conditioned behaviour; and socialised behaviour.**



# Noetic Psychology

## The Noetic Model of People



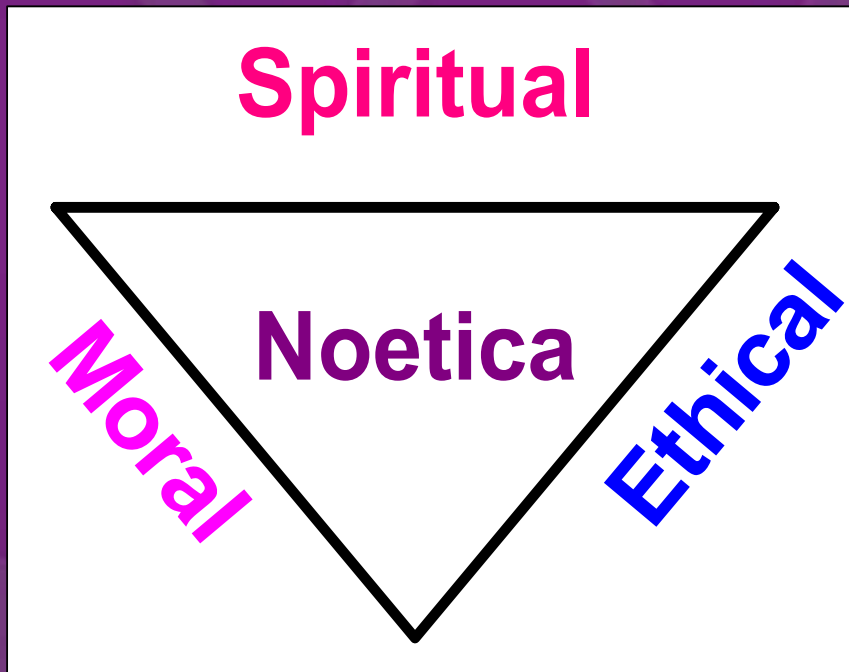
The Persona consists of the skills, knowledge, feelings and emotions components of who we are.

Our Persona is enacted in what we do how we feel and the way we behave.



# Noetic Psychology

## Noetica and Soul



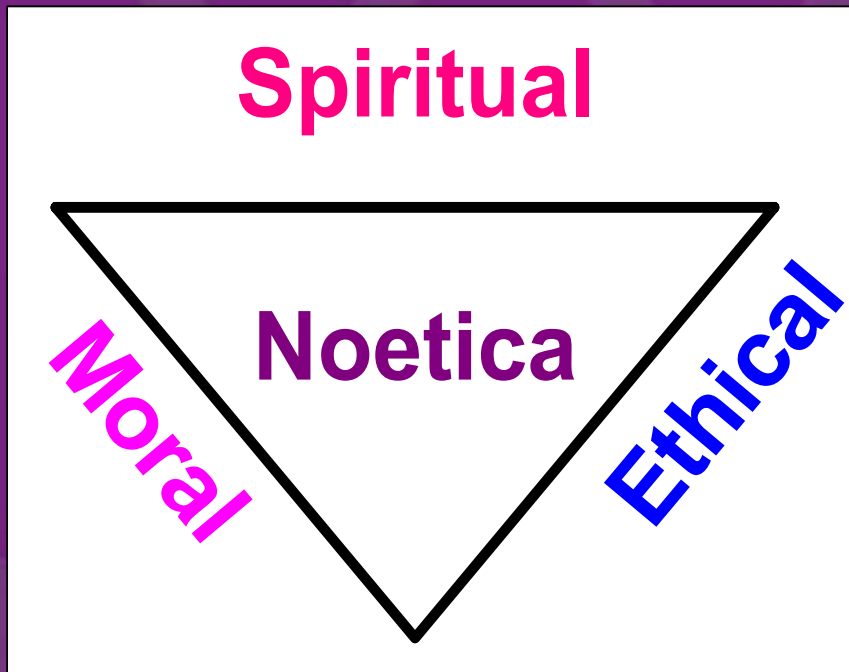
**The Noetica consists of the ethical, moral, principled and spiritual components of our lives.**

**The Noetica is our inner selves and our conscience.**



# Noetic Psychology

## Noetica and Soul

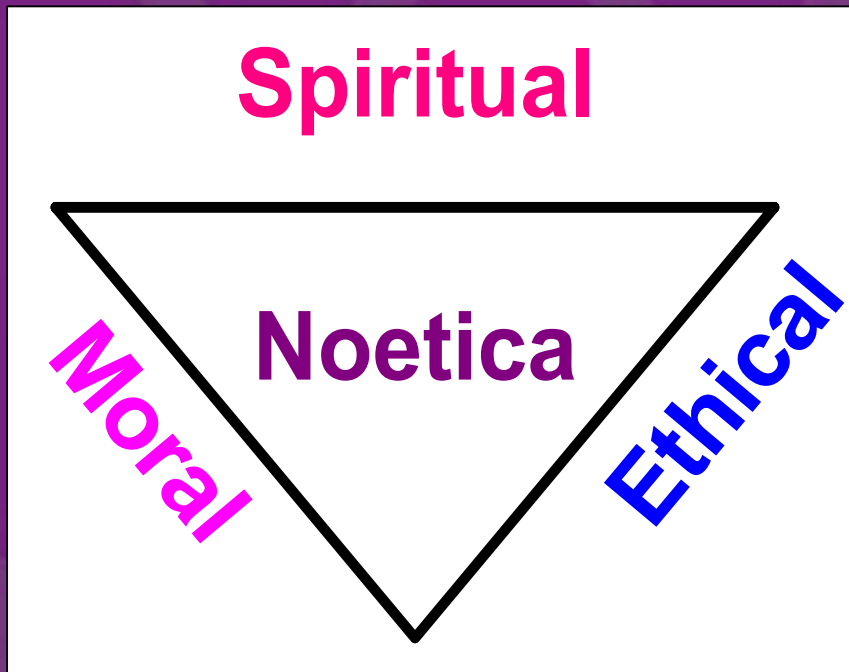


Noetica is the realm of response; responsibility; resilience; coping; happiness; awareness; insight; self-determination; and self-actualisation.



# Noetic Psychology

## Noetica and Soul



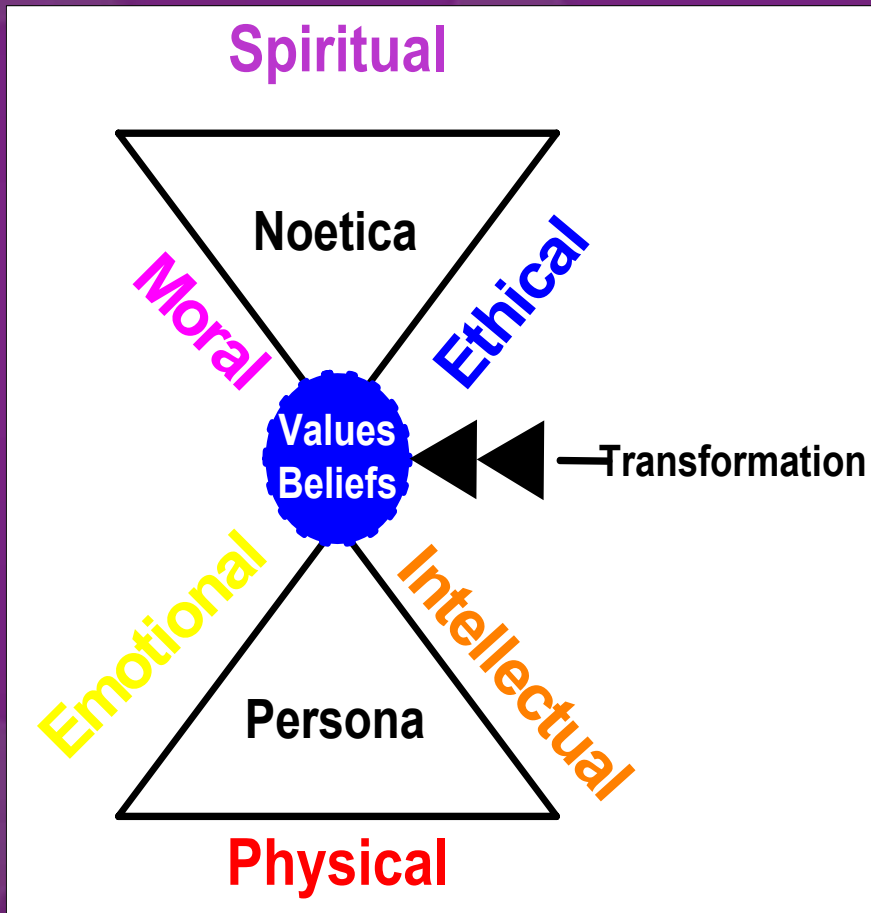
It is through values that we build resilience, increase our happiness, cope better and enact our moral, ethical and spiritual lives and become inspired.

Also, the Soul is brought to life through values that create meaning and purpose.



# Noetic Psychology

## Transformation



According to Victor Frankl, values are the tool for discovering spirit hence they are the tools of Noetics.

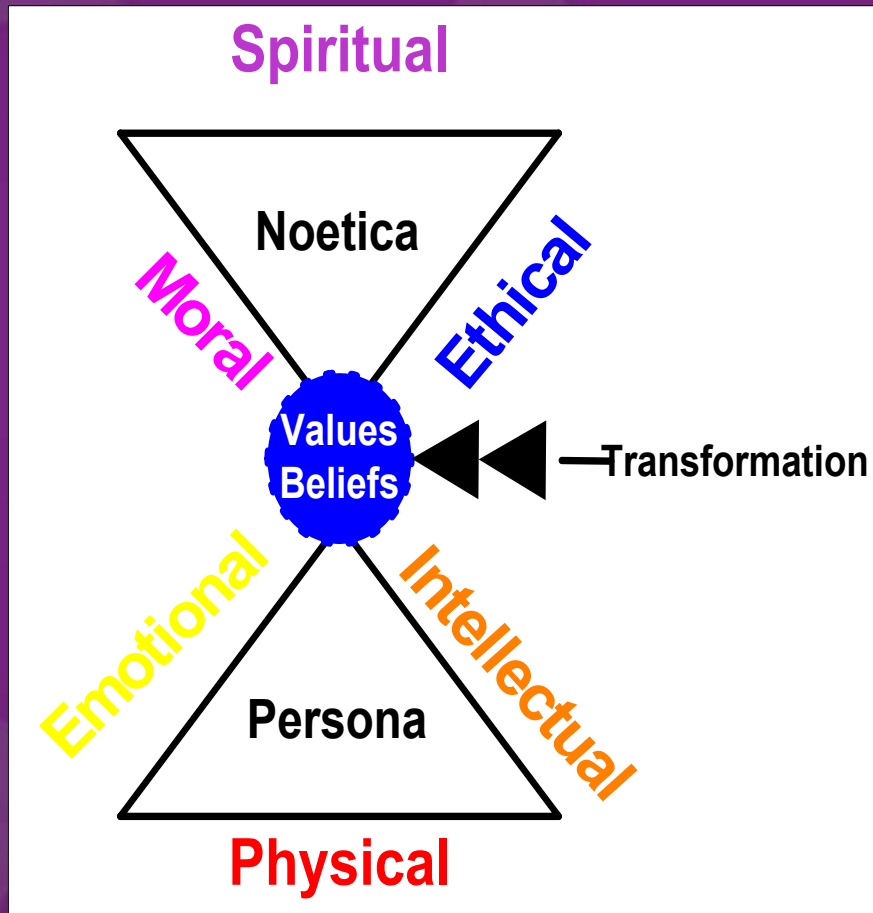
Values are the doorway to the spiritual through the creation of meaning and purpose.

Values are also the tools for transformation.



# Noetic Psychology

## Leadership



Transformational behaviour and transformational leadership is created here in the Noetic realm.

Transactional leadership remains here.



# Noetic Psychology

**In conclusion, here is a simple summary of the Noetic approach.**

**Integrate Affect (Emotion)  
and  
Cognition (Intellect)  
to facilitate  
Values Driven Action**

**(i.e. Ethical and Moral Behaviour and the Creation of Meaning)**



# Noetic Psychology in Life

Envisage the benefits to the community, community groups and workplaces when people are happier, more resilient, ethical and, with the health benefits of emotions management, healthier.

**Noetic Psychology  
can assist with health, happiness and resilience  
because:**

- Happiness, resiliency and coping are achieved by integrating knowledge, emotional state and purpose through values;
- Emotions are managed through affective-cognitive integration; and
- Human behaviours become ethical, moral and spiritually fulfilling through the enactment of values.



# Noetic Psychology in Life

**The next two slides provide examples of Noetic Psychology applied to life in general.**

**After that, specific workplace applications of Noetic Psychology are outlined.**



# Noetic Psychology in Life

## Examples of techniques for Managing Problems, Personal Development and Emotions Management (EQ)

Emotions Management Techniques such as:

EMPATHIC-REFLECTIVE-ACTION (ERA )

EMPATHIC-BELIEF-BELIEF TESTING (EBB)

EMPATHIC-STEREOTYPE-PERCEPTION (ESP)

EMPATHIC-EXPECTATION-RESPONSE (EER)

## Counselling Techniques

Affective-Rational Therapy techniques such as:

EMOTIONS-NEED-NEED TESTING (ENNT)

EMOTIONS-NEED-NEED ORIGIN (ENNO)



# Noetic Psychology in Life

## Finding Purpose

Work-Life Balance

Mentoring and Network Development (ERA & EBB  
Skills training)

Life Plan-Life Map

## Adversity

Trauma Management

Affective-Cognitive Techniques & Affective Rational  
Therapy

## Interpersonal Skills and Social Capital

examples

L.E.A.R.N.

Relationship and Rapport Building

A.I.M.S & T.R.U.S.T.



# Noetic Psychology & Work

According to the Noetic model, human action is determined by ability, emotional state, knowledge and purpose.

Therefore, the following are the KEY management and leadership questions to be asked:

**Physical i.e. Ability** – Do people have the skills required and are there systems for determining if people have the skills?

**Emotional State** – Do people feel positively towards their performance, their colleagues, their role and the organisation?

**Intellectual** – Do people know what is required in terms of output, process/systems, quality, risk and safety?

**Spiritual i.e. values, ethics and morals**– Are people personally committed i.e. do their jobs, do their colleagues, does their performance and does their work-life have a meaning that is personally real to them and related to their values and vision?



# Noetic Psychology & Work

Here are examples of the solution sets that the Noetic Psychology approach provides for workplaces

**Physical** – Skills analysis.

**Emotional** – Emotions Management e.g. ERA and EBB Skills training.

EEO and IR e.g. ESP and EER

**Intellectual** – Performance Management and the Design of Performance Metrics.

**Spiritual** – Vision, Goal, Values and Process Alignment. Work-Life Balance.



# Noetic Psychology

Kinematic can provide a summary of services that can assist you and your organisation. To date, these services have:

- Provided a 15% performance improvement within a \$40 million spend team within a “Flatlined” budget;
- Increased staff satisfaction from 51% to 89%; and
- Saved one company over half a million dollars in staff turnover with six months.

Noetic approaches also help build resilience, coping ability, happiness and commitment.

For more information on Kinematic services, email the Managing Director, Leigh Kibby, at [leigh@kinematic.com.au](mailto:leigh@kinematic.com.au)



# Noetic Psychology

## Noetic Psychology and Social Capital.

**With respect to Social Capital, techniques of Noetic Psychology build closer, more profound and more honest relationships based on ethical actions.**

**The following two slides provide an insight into understanding relationships and social capital.**



# Noetic Psychology

## Noetic Techniques and Social Capital.

Think of your closest relationship and give it a score of 10 in terms of openness and communication.

Score your ten other close relationships measured against the closest relationship i.e. your closest relationship is worth the highest score of 10 and your other relationships score between 1 & 10.

Add the total of these scores for a result out of 100. This is your personal Social Capital Equation (SCE).

What is your personal SCE score out of 100?



# **Noetic Psychology**

## **Noetic Techniques and Social Capital.**

**Now score your ten community group relationships again compared against that 10 relationship. What is this score? How does your community group SCE compare with your personal SCE?**

**Now score your ten workplace relationships again compared against that 10 relationship. What is this score? How does your workplace SCE compare with your personal SCE?**

**Picture your life if your personal SCE could be 50% higher!**

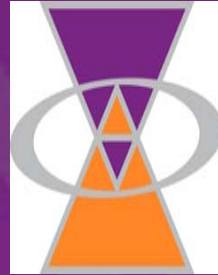
**Envisage your community group if its SCE were 50% higher.**

**Finally, how would you feel about going to work if your workplace SCE was 80+!**



# Noetic Psychology

## Noetic Techniques and Social Capital.



In summary, Noetic Psychology techniques can help you build your SCE at home, in the community and at work.

If you can picture what your life would be like with a higher SCE and if you share a belief in values, human worth and spirit, then you share a Noetic Psychology approach to life.

**For specific examples of Noetic Psychology consulting, training and development, please email**

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**OR**

**Tel (+ 61 3) 52227578**

