

PRESS RELEASE PRESS RELEASE

Psychological Genome

Australian research leads the way in the attempt to map the Psychological Genome – the psychological equivalent to the biological genome that scientists around the world are seeking to understand. Whereas the genome is a map or matrix of genetic factors that govern who we are, the Psychological Genome is a map of emotions, thoughts, ethics and needs that control what we do.

The Psychological Genome grew from the work of PhD researcher and consultant Leigh Kibby who completed ground breaking work in Emotional Intelligence - Leigh created a new model of EI called Affective (emotion) Cognitive (intelligence) Integration.

“While the rest of the world was developing a better test of EI, I was developing a test of the psychology that creates EI so that we could teach people how to increase their EI,” says Leigh who is also Managing Director of Kinematic.

Kinematic, a boutique Australian company, has run EI training programs for over 2500 Australians, including Federally funded Mentoring programs for remote medical families, making it one of Australia’s leading trainers in Coaching and Mentoring skills. The success of his work in teaching skills that transform emotions into ethical behaviour, lead Leigh to the exploration of the Psychological Genome, a research project he funds through his own company.

“My PhD research proved that the new EI model I developed and the Affective-Cognitive training program is effective,” comments Leigh. “In the workplace it has helped increase staff satisfaction from 51% to 89%. However, I knew there was more to know and began to map needs, emotions and behaviours which lead to the creation of the Psychological Genome,” he adds.

Unfortunately, this research may become a part of the Australian Brain Drain.

Although published internationally and attracting interest at international conferences, Leigh’s work remains largely unknown here. Except for rare examples, corporations in Australia are generally only interested in consulting and training solutions in the form of generic products from large, brand name companies. Small companies like Kinematic find it hard to survive let alone conduct research and continue the charitable work with schools and the community that Kinematic sees as a priority.

“We have had great success for the last eight years,” says Leigh, “but the time has come when I will have to pursue overseas offers. In Australia, small businesses are an oversight and Government funding is so bureaucratic it becomes the sole domain of universities and other large institutions,” says Leigh.

Leigh is currently writing a book on “The New EI and the Psychological Genome” which might keep him, and his invaluable contribution in Australia. In the interim, Leigh can be reached at (+61 3) 5222 7578 or leigh@kinematic.com.au The Kinematic web site is <http://www.kinematic.com.au>