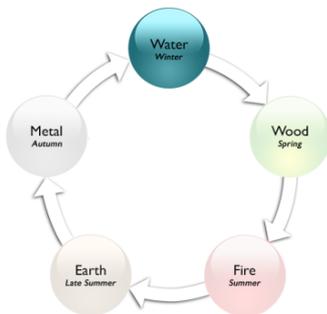


The Five Energies in Depth

If you're someone that really needs or wants to understand each Energy in more depth, we have included here an in-depth guide to each of the Five Energies starting with Water Energy.



Water Energy



Water has a dual nature to it; it can be still and peaceful, allowing reflection, or fast moving and powerful.

Water is the Energy that teaches us about rest, action and sustainability. It allows us to reflect, learn and move on to a higher level of success and destiny. It is also the Energy that drives our stamina, willpower and purpose.

Water Energy is associated with winter.

In winter, we rest and at the same time, we live with the consequences of our previous actions. As a farmer if you didn't tend or look after your crops, in winter you lived with the consequences of those actions.

Water Energy, like winter, is a point of transition. It's about consequence, safety, reflection and future potential.

Water types at their best, are fearless and extraordinary at assessing risk. They have the ability to reflect on the past and almost sense the future, allowing them to make the world a better place by constantly assessing and improving everything.

Water types will often spend time reflecting of what's happened and considering and looking at consequences for the future, especially if it is connected with safety or sustainability issues.

As such, historians and futurists will commonly have this dominant Water Energy, as will anyone with a disproportionate focus on what the future holds or what the past can teach us.

Water types can have issues around their own sustainability, working too hard or taking too many risks. They can also sit at the other extreme being too fearful, especially about their own potential greatness or resources they have available.

Water Energy is associated with the following: Safety, security, fear, risk (seeing them, assessing them and managing them), sustainability, resources, reserves, consequences, reassurance, authority, the future, dreams, visions, purpose, potential, the duality of rest and action, steadily flowing, willpower, history, destiny and legacy.

The Big Question

Am I safe? (Or Is it safe? or Are we safe? Or variations of that theme)

Responding to Your Big Question

Many of the traits, characteristics and behaviours you see coming from your Water Energy will be a result of you *Responding* to your **Big Question** (i.e. attempting to answer it, consciously and unconsciously).

For example, your *Response* to your **Big Question** about safety, might make you think about the safety of something right now, based on the resources or the reserves you have available.

Or, you could be someone who thinks about long term sustainability, about how things will play out or end up, especially if there's an element of risk involved.

You could also come across as a *safe pair of hands* or reassuring, because other people sense (without even knowing) that you're thinking about their safety or the safety of the situation.

That's right, people trust you because you make them feel safe.

Testing Your Big Question

As well as *Responding* to your **Big Question** around safety you may also be *Testing* (consciously and unconsciously) as another approach to try to find the answer to your **Big Question**.

This shows up as you literally *Testing* your own safety or the safety of certain situations.

Sometimes these *Tests* can be quite quick and in the moment (like driving too fast), while other *Tests* can be quite complex and long term running over many years (for example, taking long term risks with your health).

These *Tests* may involve you alone, or they may involve other people and your relationships with them. Examples include being uninsured or not having any pension or long-term savings.

Virtues & Value of Water types in life and at work

Now, let's explore Water Energy some more, and while we're doing that, see if you can spot all the *Responses* and *Tests* to your **Big Question** around safety, as well as the brilliance, value and gifts this Energy brings to you and the world.

Risk Assessment & Fear: Water types are constantly looking for the risk in any situation or are taking risks to find the answer to that important question. Yes, it's the **Big Question** of *Am I Safe? or Is It Safe?*

As a result of this *Responding* or *Testing* to the **Big Question** Water types can either be fearful or fearless, cautious or reckless, scared of their own greatness or fearlessly challenging powers greater than themselves.

Often these two extremes can happen simultaneously within a person, depending upon the situation. In other cases, the more extreme sides appear only when the person becomes tired or under constant stress.

Authority & Reassurance: People with a high percentage of Water Energy tend to come across with a natural authority and reassurance. This is especially potent if their experience and history backs them up.

What if: People with a high percentage of Water energy can be fantastic at asking ‘What if?’ questions, encouraging others to discuss the future and so identify or prevent any future problems. This can also reveal powerful new opportunities (see Thinking long-term below).

This is an invaluable strength in the workplace, but can sometimes, if out of balance, grind proceedings to a halt as one risk after another is highlighted, or if one great long-range idea after another gets floated.

This can also happen within the home in the same way, and can lead to disagreements or a difference in view as to what is safe and what is not.

At times, this can also cause stress and fear within others as Water types try to find the answer to their **Big Question** of *Am I Safe? or Is It Safe?* by taking one risk after another.

Thinking long-term: Water types have a tendency to think long term and strategically, assessing resources, potential and risk. They can often see future problems others miss, as well as the potential for greatness

However, this can play out in interesting ways that can veer between extremes. You can often see Water energy types building up great reserves or taking out lots of insurance policies. At the other end of the scale, some have an absolute absence of any future security.

Both of these extremes is the ultimate *Test* of their safety.

Sustainability & Safety: Water types will often have a concern about sustainability and safety as you’d expect with their **Big Question**. This can show up in lots of different ways. There could be an interest in the environment or sustainability issues both at home and at work or as a wider concern for the planet or us as a species.

Movements for Change: If someone with a high percentage of Water Energy has found their purpose and that resonates with others, then they can lead a movement for change. Sometimes they need to face and overcome their fundamental fear to succeed at this.

Dreams & Willpower: Water types can be strong willed, determined and purposeful, although sometimes their dreamy edge can make them appear slightly less so.

The Way They Create: Reflecting on the past and doing it better

Leadership Style: Authoritative, inspiring, reassuring and powerful

People with a high percentage of Water Energy can inspire others to follow them to a place that others would fear to tread, with their fearless and sometimes risky approach. They can have an inspiring long-term dream of how things can be or what can be achieved. They can inspire a nation or community to achieve the impossible.

JFK, with his mission to put a man on the moon, was one such person. He inspired a whole nation with a dream. Although some say he took a risk too far with the Cuban missile crisis, as he held the world on the brink of destruction, the other view was that it was a fantastic case of risk management. (And perhaps less so with his reported extramarital affairs.)

The Workplace: common places to find Water Types

Businesses and roles that are based around vision, future opportunities, future results or strategy, strategic buying or learning, sustainability, environmental issues, end result assessment, risk, security, safety, franchise or membership organisations, long term relationships, products or services. And businesses with a strong reputation, brand or legacy are all common places to find those with a high percentage of Water Energy.

Water Energy Challenges and Struggles

In this section, we identify the most common flaws and challenges that come from Water Energy, the ones we have seen over the years, and day in day out within our consultancy and practice at the Five Institute.

Personal sustainability and resources: Water Energy types can struggle with issues around their own sustainability and resources, burning the candle at both ends and depleting their reserves. This can be their internal energy reserves or their time and the external reserves such as money. The irony is that this becomes more common as they become more depleted and exhausted, accelerating this destructive cycle.

This could also be part of *Testing* to see if they are safe

Fear: Fear is a common problem for people with a high percentage of Water Energy, subtly holding them back from reaching their full potential. Again, this becomes a more common pattern when they are tired or overstretched, often becoming more obvious and noticeable.

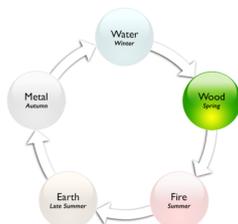
Strengthening your Water Energy is a way to overcome fear and move forward to fulfil your destiny. One secret is to find something that is bigger than you, something that greatly reduces that fear or ideally makes it insignificant, but watch that you don't exhaust yourself!

Recklessness: The tendency to be reckless is again a common problem for Water types, especially when tired. It can be seen within a single sudden action in one area of life or as a steady process, as in being consistently reckless with your health by constantly overworking.

Dreams: There can also be problems for Water types with being too dreamy as a response to stress. They can get lost in a world of their future dreams, never quite stepping into their rightful space (by taking the necessary actions), because of their fear of failure or the inability to sustain what they have created for the world.



Wood Energy



Wood Energy is associated with spring, which in many ways epitomises the qualities of this forceful Energy.

Spring is a chaotic time of new beginnings and growth; everything is fresh and alive with lots of energy. Wood types are often innovators, rebels and often driven.

Wood is flexible until the point it snaps. Wood types are the same. Don't push them too far, or they will snap!

In ancient China, Wood Energy encompasses all the plant world, which tells you more about this Energy.

For example, a seed, nut or bulb has to escape the confinements of its outer shell to fully express itself. Wood types are the same, unless they have freedom we don't see their full brilliance at play.

Wood Energy types are often highly creative and innovative, using their imagination and strong drive to push things forward like no other Energy type. If they take this to extremes, they can also be controlling and dictatorial, having little tolerance for those slower than their demanding pace, or those that disagree with them.

Wood types can be chaotic at times or highly organised with a strong dislike of anything that is out of place, disordered or not in their control.

They can also be rebels and rule breakers and frequently like to challenge conventional thinking. But be careful if you break a rule or a value that they hold dear, they won't be happy!

At the same time Wood types hate injustice and will take a stand against it, even if it means they lose out or have to go against a foe far more powerful than themselves.

And then of course, they have this whole thing going on about freedom!

Wood Energy is associated with the following: Creativity, innovation, ideas, newness, control, chaos, driving, forceful, rigidity, stubbornness, anger, irritability, timidity, flexibility, inflexibility, plans, direction, know it all, vision, inspiration, rule breaking, rules, disruption, boundaries, judgement, justice, defending injustice, tension, stuckness and sudden release.

The Big Question

Am I free? (Or Are we free? Or variations of that theme)

Responding to Your Big Question

Many of the traits, characteristics and behaviours that you see coming from your Wood Energy will be a result of you *Responding* to your **Big Question** i.e. attempting to answer it, (consciously and unconsciously).

For example, your *Response* to your **Big Question** about freedom might be a fear of being trapped or on the other hand, loving a job that gives you the opportunity to express yourself freely or to be your own boss.

Or, you could be someone who is on a mission to help others have more freedom in their lives, perhaps by doing what they love.

You could also come across as highly creative or an *innovator* or even a *change maker*, because other people sense (without always knowing) that you're constantly looking to escape the problems and difficulties we have in the world.

That's right, people value that you're constantly finding solutions and coming up with ideas, because you're someone who hates being held back or restricted.

Testing Your Big Question

As well as *Responding* to your **Big Question** around freedom you may also be *Testing* (consciously and unconsciously) as another approach to try to find the answer to your **Big Question**.

This often shows up as you literally *testing* your own level of freedom or the freedom within certain situations or scenarios (ironically, sometimes even by limiting or restricting your freedom!). Sometimes these *Tests* can be quite quick and in the moment (like saying something controversial to test your freedom of speech), while other *Tests* can be quite complex and long term running over many years (for example, testing how much freedom you can have in your career or life).

These *Tests* may involve you alone, or they may involve other people and your relationships with them. Examples include being excessive in your demands for freedom or making a point of doing exactly what you want, just to test where the boundaries or restrictions lie.

Virtues & Value of Wood types in life and at work

Now, let's explore Wood Energy some more, and while we're doing that, see if you can spot all the *Responses* and *Tests* to your **Big Question** around freedom, as well as the brilliance, value and gifts this Energy brings to you and the world.

Creativity and innovation: This often sits at the heart of anyone with a high percentage of Wood Energy in their profile. They will often have come up with 1000 and 1 great ideas before lunch! So, if you need a solution they are your people!

Rules: With their **Big Question** of *Am I free? Or Are we free?* Wood types have a tendency to break, bend or enforce the rules. They are particularly happy to break rules when they rule doesn't fit their values or appears restricting their freedom or the freedom of others.

When there are no rules, say when an organization has just started, Wood types will be the first to come up with some rules or suggest that there should be some. Or they could be adamantly against rules, as in the Gun Lobby and the freedom/right to bear arms.

You could also find someone with a high percentage of Wood Energy helping people understand the new rules, say within online marketing.

Stubborn: Wood types can be quite stubborn. This allows them to persevere way beyond the time when others would have given up, and as a result, they can *make the impossible work* like no other profile.

Justice: When those with lots of Wood Energy enter into the service of others they often have a very clear sense that rules are there to be defended, to protect the most vulnerable within our society, at home or within any situation.

In the workplace this could be as a union representative or in the military or perhaps as a judge when combined with their ability to make great and fair judgements. Then there are the Wood types who without a formal role of position constantly defend others against injustice in the workplace or out in the world, just because it's the right thing to do.

At home, this sense of justice and fair play can show up as a parent that is very clear that all their children should be treated equally.

Each Wood type will find their own expression of this trait.

Timing: People with a high percentage of Wood energy in their profile can be great at timing and are often slightly ahead of the curve. That's why they are often found at the forefront or cutting edge of things.

Plans: When Wood types have a plan they are often unstoppable, but when they don't have a plan, they really struggle to get going and can get quite stuck, which is something they hate.

Even when they don't have a plan or are quite stuck themselves they can still be brilliant at helping others with their plans, structures and ideas.

Wood types can also spend hours and hours creating a plan, and then perhaps with this dislike of being trapped and love of freedom, never follow or stick to their own plan!

The Way They Create: With lots of revolutionary and new ideas

Leadership style: Firm and directed, with a leaning towards the dictatorial when under stress or fully in flow

When others buy into their vision of the future, they can lead them in a direction faster than any other Energy Type. However, sometimes the problem is keeping up or coping with the chaos they create in their wake.

Wood types tend to work in massive bursts of frantic activity with new ideas and plans constantly replacing the old ones, and woe betide you if you try to stop them when they are in

full flow and on a mission – they don't tend to take prisoners or tolerate questions about their ground breaking vision and their plan to make it happen.

The Workplace: common places to find Wood Types

Businesses and roles that are based around innovation, creation, ideas, problem solving, fighting for or assessing fairness or justice, making judgements, enforcing rules, order, planning, control, positive disruption for example advertising, sales or marketing. Or businesses that require some stubbornness or some level of rebellion or challenging the status quo are all common places to find those with a high percentage of Wood Energy.

Wood Energy Challenges and Struggles

In this section, we identify the most common flaws and challenges that come from Wood Energy, the ones we have seen over the years, and day in day out within our consultancy and practice at the Five Institute.

Rules: Wood Energy types commonly struggle with issues around their tendency towards rebellion and rule breaking, especially if the rules don't fit with their values or that they believe to be necessary.

They can also get into trouble if they are disruptive or destructive for the sake of it. This is commonly seen after they have achieved their goal, especially if it was a driven and hard task.

Or this can happen when they are just bored. You can also see this happen as part of *Testing* their **Big Question** around freedom.

Boundaries: *Testing* or *Responding* to their **Big Question** around freedom can also make Boundaries a challenge or place to struggle.

This is often seen in their inability to maintain their own boundaries, either overstepping the mark often by being too controlling or dictatorial, or failing to protect their boundaries, allowing others to take advantage of them. The common response to this is often a disproportionate readjustment, often accompanied by a disproportionate expression of annoyance.

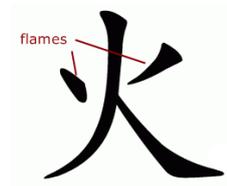
Control: If under stress or in full flow, Wood types can be controlling of themselves or others, never allowing other people to help and contribute, ruining the chance of a full or healthy success as they exhaust themselves by trying to do every task and control every detail.

The irony here is that the very desire for control, freedom and independence leads them to be controlled and trapped in a world they neither like nor can easily sustain. A world they created!

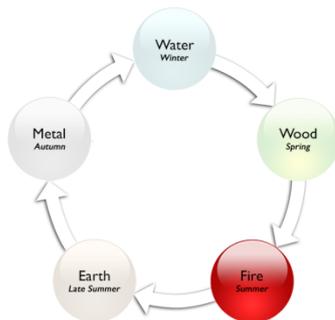
At home, within relationships and in life, Wood types can create difficulties, tension, stress and at times misery by being too controlling.

This often appears when they are under stress, have a lack of control within some other area of their life, when their freedom is restricted, or when too much change is thrust upon them.

Chaos and plans: Wood types can be either plan obsessed, becoming annoyed or irritated when others don't follow their perfect plan. Or they can have no plans or plans that are never adhered to, creating chaos or control in their life or in the lives of the people around them.



Fire Energy



Fire in its very nature expands and connects. Fire types are the same, they are expansive in their thinking and personalities and they love to connect.

With all this expansive energy, there can be issues about balancing activity with rest. A common issue is falling into the trap of being too busy to think about the future or the consequences of your actions.

Fire illuminates and allows us to see in the darkness, Fire types are the same, they are never happier than when they are sharing a story or shining a light on someone or something.

Because Fire types are so passionate it's no surprise that love, feelings and fun matter to them.

Fire Energy types are talkative, sensitive, passionate, fun loving and enthusiastic. They also have a seemingly endless amount of energy when they're fired up about something, but they can have issues around burning out or exhausting themselves if they're not being selective.

This selectivity is a key aspect of Fire energy. Fire represents summer, when the crops planted in spring are bursting forth all over the place. Selectivity is vital if we are to grow and nurture the crops we truly want. Fire energy at its best can be highly selective to great effect. However, Fire types can often be atrocious at being selective, to their great cost.

Fire types are the ultimate connectors and tend to know lots of people, and are always connecting people and ideas together.

Fire types make others feel at home and generally people will naturally warm to them. There can be issues of story over substance and a propensity to talk rather than listen, but they are really fun to be around.

And then of course, they have this whole thing going on about Love! (More on this in just a moment...)

Fire Energy is associated with: Summer, passion, love, warmth, joy, fun, happiness, laughter, expansion, outward looking, impulsive, spontaneous, burning bright, flirtatious, passionate, loving, kindness, consideration, heart based, sensuous, smouldering, connected, communication, talking, talkative, conversations, message and sharing.

The Big Question

Am I loved and appreciated for who I truly am? (Or Is there love? How is this connecting with others? Or variations around that theme of love and connection)

Responding to Your Big Question

Many of the traits, characteristics and behaviours you'll see coming from your Fire Energy will be a result of you *Responding* to your **Big Question** (i.e. attempting to answer it).

For example, your Response to your **Big Question** about love and appreciation, might make you highly responsive to how someone is feeling in that moment. Or highly sensitive to what people say to you, or about you.

Or, you could be someone who thinks about what makes someone happy and feel special or if they are feeling connected with what's happening.

As a result of this, and the fact you're easy to get along with, you could be someone that people turn to in their hour of need or if they feel lost, alone or need to talk to someone. Especially as you know just the right thing to say! (Fire energy people are often known for their skills and adeptness in communicating, both verbally and in writing.)

People sense (without even knowing) that you're thinking all the time about how they're feeling and the genuine depth of your connection.

That's right, people love you because you make them feel loved, appreciated and connected.

Testing Your Big Question

As well as *Responding* to your **Big Question** around love you may also be *Testing* (consciously and unconsciously) as another approach to try to find the answer to your **Big Question**.

This shows up as you literally *Testing* to see how people feel about you. If you're unconditionally loved, liked or appreciated for who you truly are.

Sometimes these *Tests* can be quite quick and in the moment (like not accepting a party invitation until you're asked more than once), while other *Tests* can be quite complex and long term running over many years (for example, moving towns or companies or between groups of friends to see how you fit in or if people genuinely like you).

These *Tests* may involve you alone, or they may involve other people and your relationships with them. Examples include; having affairs (often with people who are unavailable or unable to commit), or being difficult in a relationship to *Test* how much you are loved.

Virtues & Value of Fire types in life and at work

Now, let's explore Fire Energy some more, and while we're doing that, see if you can spot all the *Responses* and *Tests* to your **Big Question** around love and appreciation, as well as the brilliance, value and gifts this Energy brings to you and the world.

Connecting: One of the real strengths of Fire Energy types is their ability to form connections. This can be connecting together people or connecting together the chaotic thoughts and ideas of someone else.

Fun: Fire types often approach things from a position of humour and laughter, lightening the mood with a wisecrack or playing the fool to make sure everyone is having a good time.

Networking and knowing people: This is at the very heart of this Fire profile. But, there is also a vulnerability to them; they don't like to be hurt and will also protect those they know and love from the same fate.

We're seeing here a classic *Response* to their **Big Question** about love and feelings.

Fire types are often seen expanding ever outwards with an infectious enthusiasm and a big smile that people warm to. Because of their super sensitivity to their **Big Question**, they can be great at reading a situation, knowing how to make people feel comfortable and at ease.

Selective: People with a lot of Fire Energy in their profile can be utterly brilliant at selecting exactly the right thing to say, but utterly atrocious at being selective and saying no.

As a result, they can over-commit and risk exhaustion or leaving a trail of broken promises (and therefore broken relationships – including the very connections they treasure).

When in balance, they commit to no more than they can achieve and have fun with others, while getting down to the serious stuff.

Distraction: Fire types are prone to distraction and impulsiveness. The secret to overcoming this, and the secret to their success, is to find and align themselves to a *Big Purpose*. When they do this, they can easily make use of their fantastic communication skills and connections to build a business, community or tribe that will love and follow them.

The way they create: Adding fun, people, and meaning

Leadership style: A great communicator with an inclusive style

Fire types can build fantastic teams that are clear about their big mission and why each team member has been selected for the task at hand. They regularly enthuse and inspire their team and rarely keep secrets from them. They can be fun to be around and they make sure that people are having a good time.

On the flip side, they can sometimes lose sight of the bigger picture in the interests of how people are feeling in the here and now, wasting a lot of energy and time trying to keep everyone happy, or they can lose their authority by trying too hard to be one of the in-crowd.

David Brent from the TV sitcom *The Office* is a typical out of balance Fire Energy leader. He is trying to make everyone like him, leading poorly and ineffectively from just one aspect of his Energy profile. (Ironically, he is not well liked or appreciated, and he's always worried about just that).

Fire types can also do too much for people, both at home and within the workplace. They are easy to approach and ask for help, and without realising it, they have often taken on a task or taken it back!

They are more prone to being burnt out if they are not selective enough and try to keep everyone happy.

The Workplace: common places to find Fire Types

Businesses and roles that are based around messages, marketing, sales, communication, linking together, teams, love, appreciation, looking after and protecting, heartfelt emotional contact, enthusiasm, fun, laughter, selection, outward expression, expansion and rapid growth.

Also, businesses or roles that require a strong human contact interaction or connection are the likely or common places to find those with a high percentage of Fire Energy.

Fire Energy Challenges and Struggles

In this section, we identify the most common flaws and challenges that come from Wood Energy, the ones we have seen over the years, and day in day out within our consultancy and practice at the Five Institute.

Distraction & a Failure to Select: For Fire Energy this is perhaps their biggest struggle. It is driven by their immense passion for life and their impulsiveness. This is compounded by their desire for variety and their more extrovert social side.

The more they are out and about talking to people the more opportunities come their way, and the more they are tested in their ability to be selective as to what they say yes to, and more importantly what they say no to!

Energy management: As a consequence of these selection issues there can be Energy management problems, the extreme version of this being a 'burn out' scenario.

If the Fire Energy is consistently out of balance, we see a situation of someone going from one 'burn out' to another, interspersed by periods of busy or hectic activity.

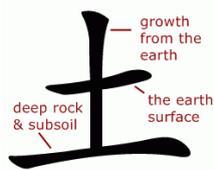
If lessons are not learnt, often the spaces between one burn out and the next become increasingly shorter and the level of recovery diminishes.

Searching and Testing for love: When someone with a lot of Fire Energy in their profile becomes tired, stressed or unhappy they can (driven by their **Big Question** in life) go on a constant search for love.

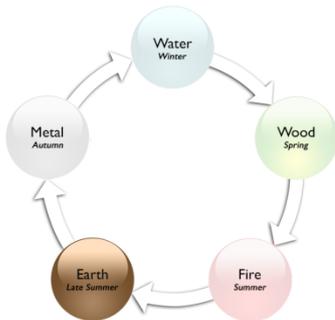
This can be seen as ignoring those who love them in search of someone unavailable, or constantly wanting, seeking and *Testing* to see if they are loved and appreciated. Extreme versions of this search for reassurance and love is both painful for them and often distressing for others to see.

Communication: Although this is one of the biggest strengths for any one with plenty of Fire Energy in their profile, it is also one of their biggest challenges. This often involves issues around inappropriate communication based around their high energy, excitement and passion.

They can get carried away *in the moment* and become inappropriate, or carried away by the sound of their own voice, feeling that what they have to say is far more interesting than anyone else's views or the other person's conversation.



Earth Energy



Earth Energy: Within ancient China there was a debate and a struggle as to how to link what appeared to be four seasons with the five Energies.

Following the tradition of observation and thought, they realised that there was a stage of transition between summer and autumn. They called this late summer, a lazy, hazy time when much of the work had been done.

This is a slower time with less growth, a time to look after each other, a time where the frenetic nature of spring and the heat of summer had passed.

This grounded stillness and caring time are some of the key characteristics of Earth Energy and Earth types.

Earth Energy types have a desire to understand and be understood, and they will make time to support, listen and look after people around them. They can at times have issues around knowing the difference between 'Supporting and Sacrifice' and often don't easily ask for help.

Earth types with this desire to understand and be understood are often found in listening or teaching roles, or sitting at the heart of a family or community with everything and everyone looked after and on board.

Earth types often have a love of food, feeding and nurturing others. They can also struggle with their weight or difficulties around their relationship with food or eating.

Generally, Earth types have a good attention to detail and they typically can assimilate it very well, absorbing and making sense of it. However, they can at times become overwhelmed or bogged down in the detail, especially if they are struggling to see how everything will fit together.

Earth Energy is associated with: Understanding, being understood, assimilation, bringing together, stability, reliable, rhythm and routine, centred, grounded, detailed focus, giving support, receiving support, nourishment, nurturing, feeding, processing, thinking, overthinking, empathy, sympathy, feeling, sensing, hands on, teams, communities, groups, as one, slowing time, having time, making time, taking time.

The Big Question

The **Big Question** for Earth Energy is two-fold and complementary...

Do I understand? and Am I understood? (Or variations of this theme of understanding and being understood)

Responding to Your Big Question

Many of the traits, characteristics and behaviours that you see coming from your Earth Energy will be a result of you *Responding* to your **Big Question** (i.e. attempting to answer it).

For example, your *Response* to your **Big Question** about understanding and being understood might make you a brilliant listener of teacher or someone that is searching for a deeper understanding or meaning within your work, relationships or life in general.

Or, you could be someone who is on a mission to bring people together. Be that your family, friends, work colleagues or society as a whole.

You could also come across as highly caring, compassionate and wise because people sense (without always knowing) that you're constantly considering everything and everyone.

That's right, people value that you're constantly trying to understand them, the world and how everything fits together.

Testing Your Big Question

As well as *Responding* to your **Big Question** of understanding and being understood, you may also be *Testing* (consciously and unconsciously) as another approach to try to find the answer to your **Big Question**.

This often shows up as you literally *testing* how well you are understood, or your own level of understanding within certain situations or scenarios.

Sometimes these *Tests* can be quick and in the moment (like taking an excessively complex and hard to understand route home to avoid traffic), while other *Tests* can be quite complex and long term running over many years (for example, having a job or career that requires you to constantly deal with incredibly complex relationships, situations or calculations).

These *Tests* may involve you alone, or they may involve other people and your relationships with them. Examples include never asking for support or saying what you want, just to *Test* if the other person truly understands your needs. This can lead to your exhaustion and an imbalance in the relationship.

Virtues & Value of Earth types in life and at work

Now, let's explore Earth Energy some more, and while we're doing that, see if you can spot all the *Responses* and *Tests* to your **Big Question** around your desire to understand and be understood, as well as the brilliance, value and gifts this Energy brings to you and the world.

Understanding: It's no surprise that Earth types have a strong desire to understand everything and everyone with their **Big Question** around understanding and being understood.

As a result, you'll often find them within the family, community or at work taking on the role of the listener or someone that builds bridges between ideas, people or communities.

With this desire to understand everything, they can also be found pulling apart anything that is complicated, breaking it down into its component pieces, and then teaching others how it all works and fits together.

Nurturing and Feeding: Earth types often have a love of food, feeding and nurturing others. Meals and food based social gatherings are seen by them as a *must do*, and an important way of bringing people together.

This can also express as a desire to nurture others on a deeper level, from feeding people different ideas and concepts to nourish and support their personal development and growth.

Serving and supporting others: For anyone with plenty of Earth Energy in their profile, service and supporting others is a key driver, and they do it brilliantly! They appear (as a result of their **Big Question** in life) to almost effortlessly have a deep understanding of everyone's needs and what makes them contented, happy and at home. When you see them in a customer support role, they also seem to know deep down that customers matter, and exactly what is required to make them feel looked after and taken care of.

Finding time: Earth types appear to have all the time in the world for anything or anyone, especially for people or situations where other Energy types would normally become annoyed or have disappeared.

As a consequence, at work they can build powerful and inclusive teams and structures with everyone understanding what needs to be done.

And at home and within their personal relationships, they also seem to be able to make time for everyone else, endlessly listening and considering everything that is said, and noticing every unspoken word, or action.

When in balance, they look after themselves and others equally well, and are well grounded with a compassionate and caring approach to life.

When Earth types understand their purpose, they truly contribute to how we are all in one big relationship, healing, building bridges and giving us all hope. With their desire to understand and be understood, they are the ones that will endlessly search for a way for us all to live together in peace.

The way they create: Assimilating and pulling it all together.

Leadership style: Solid and powerful, seemingly able to understand everything and everyone. Like the Fire types, those with a high percentage of Earth Energy lead by carrying the people with them, but instead of using the power of their communication, they lead by example, really getting to know what is happening on the ground.

As leaders, they can have a tendency to get a bit too involved in the detail, not in a controlling way as in those with a high percentage of Wood Energy, but from a desire to understand and know the details thoroughly.

The Workplace: common places to find Earth Types

Businesses and roles that are based around customer service, understanding customers' needs, groups, community or membership based businesses, food, catering, caring industries, medical or health based businesses, counselling, listening, teaching and learning, sharing.

Businesses or roles that have to assess or look at or into the detailed meaning or understanding of something, such as law, with detailed contracts, agreements or interpretations are all common places to find those with a high percentage of Earth Energy.

Earth Energy Challenges and Struggles

In this section, we identify the most common flaws and challenges that come from Earth Energy, the ones we see day in day out within our consultancy and practice at the Five Institute.

Nourishment: Earth types commonly struggle with their relationship with food. They can often struggle with their weight, especially because they tend to over eat as an emotional response. On the other end of the spectrum, if they feel their life has lost some of its control, they can over-control their weight, sometimes with disastrous consequences.

If an Earth type has a diet that doesn't suit them, they can have problems with how clear their thinking is, the common description is of a fuzzy or cotton wool head.

Overthinking and detail: Another issue is overdoing the normally brilliant trait of wanting to understand everything. Earth types can sometimes become paralysed by the detail of what they are doing, getting more and more bogged down and losing sight of the bigger picture.

In Chinese medicine, the digestive system is associated with the Earth Energy. It is almost as if these Earth Energy types have to chew over everything and every detail until it feels right.

In the workplace, Earth types can ruin the flow of a meeting, getting everyone bogged down in an irrelevance and stopping the whole show in a detail that matters only to them.

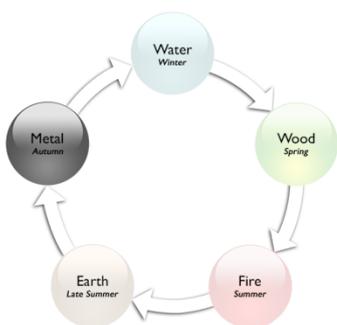
At home, this can result in endless conversations about the same subject as they struggle to understand or come to terms with something. These conversations can often go deep into the night or happen more often when they are tired or under stress.

Supporting and Silent Sacrifice: Sometimes Earth types will struggle to know the difference between supporting and sacrifice, or too often cross that line. With their endless desire to understand and their caring and compassionate nature, you can see that it's an easy trap to fall into. There can also be some *Testing* at play, as they constantly try to find out if their family, friends or work colleagues really understand how tired they are, and that they need support too.

All the time in the world: Because Earth types *appear* to have all the time in the world, it's often assumed they have more time available than they actually do. As result they will be constantly asked to help and support others with time they don't have. Leading to stress, exhaustion and the possibility that they will move from *Supporting into Silent Sacrifice*.



Metal Energy



Metal Energy is associated with autumn, the culmination of all the previous seasons. It's a time of endings and for many countries the main harvest.

In order to capture any value, one must harvest the crop. This is a process of detachment and efficiency. There can be no waste, with only a short time to complete the task at hand. This sums up much of the value of this Energy type.

They hate waste and are super-efficient. Often, they will choose expensive and well-built items because they not only love quality they also believe that things should be built and made to last!

They are also trustworthy, often perfectionists and as a result would be devastated if they let someone down or failed to deliver on a promise.

Metal Energy types are efficient, clear-headed and hate waste. They often live with a sense that something is missing or still needs to be done, and with this constant search, they are brilliant at spotting everything that's missing, hasn't been taken care of or remains unfinished.

While Metal types are brilliant at spotting what's missing they can struggle with loss in their own life, especially if it someone that is dear to them. Grief can be a painful and difficult emotion for Metal types, although they can be highly skilled at hiding it from others.

They also have an ability to step back, taking themselves outside of situations, enabling them to see exactly what is really happening.

Their ability to detach can at times be seen as uncaring or cold, but this is far from the truth. Metal types care deeply; they just have a unique ability to put their emotions to one side in order to have a clearer and more objective view.

Metal Energy is associated with: Efficiency, clarity, simplicity, controlling waste, detachment, distance, objectivity, isolation, alone, cut off, independent, recognition, systems, perfection, precise, accurate, measuring, monitoring, evaluating, automation, repeatable, completing, searching, saving, value, finding, missing, quality, clean, minimalistic, valuable, precious and rare.

The Big Question

What is missing? (or What is incomplete? Or variations of that theme)

Responding to Your Big Question

Many of the traits, characteristics and behaviours you see coming from your Metal Energy will be a result of you *Responding* to your **Big Question** (i.e. attempting to answer it, consciously and unconsciously).

For example, your *Response* to your **Big Question** about *what's missing* might give you a love of numbers or measurements, as there's no better way to find *what's missing* (or what is there) than to use numbers!

Or, you could be someone who's on a mission to help prevent waste, improve efficiency and in doing so save the planet.

You're very likely to come across as highly professional and someone that finishes everything off (and perhaps a perfectionist), because other people sense (without always knowing) that you're constantly looking for what's missing or still needs to be done (and to a very high standard).

That's right, people trust that you'll get the job done, and done very well.

Testing Your Big Question

As well as *Responding* to your **Big Question** around *what's missing or incomplete* you may also be *Testing* (consciously and unconsciously) as another approach to try to find the answer to your **Big Question**. This often shows up as you literally *testing* your own ability find, or see what's missing or incomplete within certain situations or scenarios.

Sometimes these *Tests* can be quite quick (like buying something and then exploring every detail until you find a fault), while other *Tests* can be quite complex and long term running over many years (for example, joining and becoming heavily involved with an inspiring organization only to suddenly leave disillusioned because of its fundamental flaws and imperfections).

These *Tests* may involve you alone, or they may involve other people and your relationship with them. Examples include setting *a trap* to see if someone else has spotted a problem, or not saying anything until everyone has spoken at a meeting, just to *test* how good you are at spotting what's missing.

Virtues & Value of Metal types in life and at work

Now, let's explore Metal Energy some more, and while we're doing that, see if you can spot all the *Responses* and *Tests* to your **Big Question** around *What's Missing or Incomplete*, as well as the brilliance, value and gifts this Energy brings to you and the world

Waste, Valuation and Measurements: In ancient China, those with a Metal Energy profile were put in charge of the harvest. As there's very short window of time to measure and assess what is of value and get the crops in before winter arrives, you want someone in charge who is able to assess value, be efficient and make sure everything is completed.

At work that may make you the *go to person* if something needs doing quickly and doing well, or you could be in charge of the all-important numbers for the business, or responsible for efficiency or waste control.

At home, Metal types can be seen creating a meal from nothing, or storing small portions of food so as not to waste anything, and at the same time spending a lot of money on a thing of great value and quality.

Searching: With their **Big Question** based around *What's Missing or Incomplete* it's no surprise that we see searching a key quality and value for Metal types. They are utterly brilliant at spotting everything that hasn't been done, taken care of or finished.

Detachment: While Wood, Fire and Water types can get carried away with what will happen, Metal types consider what is right now and what still needs to be done.

They have a brilliant ability to distance themselves from all the hubbub that these other energy types generate. Metal types can stand back and take a realistic and detached view. And of course, try and find the answer to their **Big Question** about *what's missing*.

This ability to stand back doesn't mean they are cold or unfeeling, far from it. They feel emotions like every other Energy, they are just better at putting emotion to one side. This ability to be detached is one of the key strengths of this precious Energy.

Delivering: Metal types will often have good relationships built around them, but they may take time to do this, as they build strong bonds and relationships by constantly delivering on their promise.

While other profiles talk a good talk and then get carried away by something else, Metal Energy types do what they say and that is how their relationships are built.

Faith: As part of their searching for completeness, those with a high percentage of Metal in their Vitality Test profile will often connect with a higher power than themselves, so you frequently see this energy type as having a strong spiritual calling, or a faith that sustains them. Or they may be on a perpetual spiritual quest, in search of what's missing, even leading a minimalist life in that quest. Or sometimes there can be a complete lack of faith as everything disappoints them.

Philanthropic: Metal types are often philanthropic people, but they are very choosy about what they quietly contribute to, as wasted money is not an option.

The way they create: By seeing what's missing or removing what shouldn't be there.

Leadership style: Clear and efficient, but at times a little detached.

At times of high activity or crisis, Metal types can sometimes appear to be a little detached from what is happening on the ground floor.

Their response to being very busy or having a problem is to detach themselves and go away and sort it, looking for a clean and efficient solution. This is invaluable, but can leave others puzzled until the solution and its logic is revealed.

The Workplace: common places to find Metal Types

Businesses and roles that are based around measuring or assessing value, like accounting, quantity surveying or valuation services.

You can also find Metal types evolved in businesses that are about increasing efficiency and have processes based roles, as well as delivering on and managing resources. Then there are roles within businesses that rely heavily on maintaining efficient systems or processes, or those that require and expertise within automation.

You'll also find Metal types in roles that have a primary concern about perfection, accuracy and quality or looking for what is missing.

Metal Energy Challenges and Struggles

In this section, we identify the most common flaws and challenges that come from Metal Energy, the ones we see day in day out within our consultancy and practice at the Five Institute.

Spotting what's missing: Sometimes this phenomenal ability of Metal types to spot or look for what's missing (from their **Big Question**) doesn't always go down too well. Although Metal types are not being negative, by pointing out what's missing, it can at times be seen that way, or as a criticism of others.

This can happen at home and in the workplace and can cause challenges for all concerned, especially the misunderstood Metal type.

One of the many powerful uses of the **Five Energies** in life, relationships and at work is the ability to understand each person and their value.

The Vitality Test is free in order to make this information freely available and to clear up or prevent any misunderstanding in terms of who we are and how we come across. This is particularly pertinent for Metal types who are frequently misunderstood, along with a failure to fully recognise their value and contribution.

Not feeling complete: Often Metal types, with their Big Question around *what's missing*, live with a sense that something is missing or feels incomplete. The reality is if you're constantly searching for what is missing, eventually if you search enough you find something.

This area then can become an area focus or a place of pain and discomfort, something that if you could just find a solution to you would feel better and more whole.

Detachment: Being detached can be one of your greatest assets or challenges. It is often a response to stress or feeling things aren't quite right or something isn't connecting. You withdraw because you need to think and it feels better that way.

This detachment response, to these feelings, can sometimes be confusing for those around Metal Energy types, if they don't understand the nature of this sensitive Energy type.

Vulnerability: Metal types can sometimes, for no apparent reason, feel overly vulnerable or exposed within certain situations or phases in their life. The reality is that this is often related to being either overly tired or slightly run down. The common response to this is to either feel anxious, or to detach from those feelings and appear to become super confident, even to the point of overconfidence.

Grief and loss: Losing someone is difficult time for everyone, but Metal types can really struggle with grief and loss. Metal types already live with a sense that something is missing, and so when they lose someone dear to them, this sense of loss and the resulting grief can become extremely intense, uncomfortable and often prolonged.