

Mikell's
Hidden Treasures



*"Knowing others is wisdom.
Knowing yourself is enlightenment"*
~ Lao Tzu



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History of the Hidden Treasures

Mikell's Hidden Treasures is an asset-based approach to better understanding our selves and others. It is a user-friendly assessment that enables us to examine our style, motivation and behavior, as well as the patterns and styles of others.

Mikell Worley created Hidden Treasure Styles in 1993 and further developed it in 1997 while working on Project MEND (Women Empowered to Nurture Their Daughters,) a Girl Scout program for the daughters of incarcerated women. She and Patricia Gadsden of Life Esteem met with the women for five-week sessions and at the end of that time the women were permitted to have an onsite visit with their daughters. The lack of time made it critical to understand the women's communication styles as soon as possible to give them a better understanding of how they related to others. There were other programs available but they were expensive and included deficits. Mikell and Pat felt that the women were all too aware of their faults and limitations. Most had spent a lifetime receiving negative messages so it was important to keep the assessment simple and based on assets.

Over the years, as Mikell delivered the course to participants in schools, colleges, social service and volunteer organizations and businesses, she began to notice patterns in fashion styles. The Rubies were comfortable in their flat shoes, comfortable sweaters and soft denims. The Emeralds looked professional and business like in their neutral, functional attire. The Diamonds wore classic, time-tested items. The participants who were a little over the top, dressing with fun and flair, wild jewelry and occasionally orange hair, were invariably Amethysts.

At times the people voiced frustrations with their jobs – some didn't feel that they were taken seriously, and others were concerned that they were seen as unapproachable. As these patterns emerged it became evident that the messages we send can affect how we are viewed, and so the Hidden Treasures Analysis was created. It is a fun follow up to the styles.

Instructions for the Treasure Hunt

Overview of Types

Since the beginning of time we have been fascinated, and often frustrated, with human behavior. Hippocrates identified four types of human response over twenty-five centuries ago. Carl Jung, a renowned Swiss psychiatrist, wrote *Psychological Types* in 1921, identified four cognitive styles. Katherine C. Briggs and her daughter, Isabel Briggs, both influenced by Jung, developed the Myers-Briggs Type Indicator (MBTI), and expanded the four types to sixteen categories of human behavior. David Keirsey, Don Lowry, William Molton Marsten and many others have followed.

You are Unique

Styles are not pigeon holing but preferred types of functioning. You will be asked to list the order and number of all of your treasures in order to see the whole picture. Each person is unique. The intensity is impacted by many factors including:

- Birth order, relationships, personal experiences
- The situation you are considering as you take your assessment (personal, work, volunteering, parenting, church groups, teams, etc.)
- The impact of the style that is least like you
- The impact of the style that is next most like you
- The variations in the intensity of each style.

Taking the Hidden Treasures Assessment

We all have unique styles and talents that make us special.
Discover your personal treasure style.

Note: Focus on one situation as you complete the assessment –
your career, your personal life, etc

Identify your treasures. Look at the questions and put a number one (1) next to the word that is most like you. Then put a two (2) next to the word that would be your second choice. Put a three (3) beside the answer that is next to your last choice and a four (4) next to the word that is least like you.

Sample:

I prefer to spend my free time							
1	shopping	4	playing sports	3	Volunteering	2	reading

Complete the questions and total your score by adding the columns.

Your lowest number is the gemstone that is MOST like you. The largest is the gem-stone that is least like you. Remember to record your first thought. And have fun! There are no wrong answers.

I want others to see me as	<input type="checkbox"/> friendly & approachable	<input type="checkbox"/> creative & adventurous	<input type="checkbox"/> sophisticated	<input type="checkbox"/> classic & traditional
I want people to value my	<input type="checkbox"/> sensitive nature	<input type="checkbox"/> free spirit	<input type="checkbox"/> expertise	<input type="checkbox"/> attention to detail
My style is	<input type="checkbox"/> easy & comfortable	<input type="checkbox"/> contemporary	<input type="checkbox"/> sleek & elegant	<input type="checkbox"/> tailored
My make-up is	<input type="checkbox"/> chap stick or lip gloss	<input type="checkbox"/> the newest and boldest	<input type="checkbox"/> polished	<input type="checkbox"/> refined & understated
For dance lessons I'd try	<input type="checkbox"/> country line dancing	<input type="checkbox"/> salsa	<input type="checkbox"/> ballroom	<input type="checkbox"/> ballet
My favorite evening is	<input type="checkbox"/> cookout with the family	<input type="checkbox"/> gallery opening	<input type="checkbox"/> symphony	<input type="checkbox"/> candlelight dinner for two
I make decisions based on	<input type="checkbox"/> how it makes me feel	<input type="checkbox"/> my gut reaction	<input type="checkbox"/> the bottom line	<input type="checkbox"/> facts
My favorite accessory is	<input type="checkbox"/> a gift from a loved one	<input type="checkbox"/> one of a kind designer jewelry	<input type="checkbox"/> a distinctive watch	<input type="checkbox"/> a family heirloom
I hope people will view me as	<input type="checkbox"/> caring	<input type="checkbox"/> spontaneous	<input type="checkbox"/> direct	<input type="checkbox"/> responsible
Totals	# Ruby	# Amethyst	# Emerald	# Diamond

Discovering Our Treasures

Refer to your totals at the bottom of your tally sheet.

Since you put your lowest number, # 1, in the box that was most like you, your lowest number will be most like you and your highest number will be least like you.

My Treasures

List total for each treasure, from the lowest number to the highest number.
If you have a tie list the tied treasures in alphabetical order for now.

	Number	Treasure
Lowest #		
Second lowest #		
Second Highest #		
Highest #		

You are a combination of all of the treasures so you will want to learn more about each of them to better understand yourself, as well as to better understand others.

Review the brief description of your brightest treasures. Does the description sound like you? If you have a tie, read them both and decide which one you sounds more like you.

Proceed through all four of the treasures using the descriptions. If you are working in a group find others of your style and review the description of the treasure most like you. Discuss “ah-ha”s, similarities, and differences. Ask each of the groups to report on their treasure to the larger group.

If you are working independently, read each description and reflect on your own experience. It is best to find others to discuss the information further and to process. As you listen to or read the descriptions, note where the treasures fall on the graph. This will give you a perspective on the main focus areas and tendencies of each treasure and how they relate to each other.

Brief Descriptions of the Treasures

Ruby

The Ruby is the most caring of the treasures. Rubies are motivated by feelings and they make their decisions from the heart. The word empathy was created for the Ruby personality. They have a gift for finding the words to nurture and to validate. Rubies view people as our most valuable resource. They provide an atmosphere of safety that allows others to explore and develop their gifts and talents. They believe in a higher purpose and frequently devote their time to careers and volunteer activities to improve the lives others.

Diamond

People with the Diamond personality value beauty, order, and structure. They are attentive to detail, responsible and proficient. Diamonds are generous, caring and frequently involved in organizations that provide service to others. You can depend on them to do more than others expect of them. The Diamond is consistent and loyal. They cherish the traditions and ceremonies that preserve the strength of the family and heritage.

Emerald

The Emerald is the most complex of all of the treasures. Knowledge and competency are important to them. They are visionary and see the larger aspect of a project or situation. They are curious, knowledgeable and innovative problem solvers. They are results oriented and often described as driven. Their desire to do their best often leads them to become experts in their careers as well as their hobbies.

Amethyst

The Amethyst personality is the treasure most willing to enjoy the moment! They are creative, spontaneous and willing to take risks. They are sociable but can end connections quickly if they find it necessary. They won't look back. They do not plan. They do. Others are often charmed by their joy, enthusiasm and sense of fun. This treasure brings excitement and energy to the project and contributes innovative ideas and solutions. Action is their passion. They frequently enjoy sports, dance, and living on the edge!

How to Recognize a Ruby

Personal Style

Comfort and respect for nature are interwoven throughout a Ruby's experience. They love soft, natural fabrics – cotton, wool, and linen. They don't fuss a lot with their hair – soft and natural is their style. Their colors will be coordinating and colors reflect the colors in nature. Shoes are comfortable - Birkenstock or sneakers for casual wear, flats or low heels for the office. And if they can get away with it, many Rubies go barefooted! The jewelry they wear will have a value –an heirloom, a gift from a dear friend, a special find memento from a trip or a special stone or crystals.

Make up – If any it will most likely be a quick swipe with Chap stick or Burt's Bees and a light natural color for work. Actually, the concept of “make-up” may be altogether too unnatural for some Rubies!

Decorating Style

Rubies treasure everything that reminds them of friends and family. They will save a special card (that may well become boxes of cards) for years! They are also likely to have boxes of photographs waiting to be put in albums someday. They will have photos of their loved ones at their workspace, in their wallet and on their walls. Again, comfort is a priority so they will have comforters, pillows, and some even have stuffed animals (yes, even some adults!)

Their shelves will be lined with books on poetry, self improvement, religion and spirituality, field guides to identify birds and wild flowers, and stories that tug at your heart strings. They are very likely to be working on their own book – either writing or illustrating it- and journaling is frequently a daily habit.

This is the treasure most likely to have an herb garden or wildflowers. Some Rubies even love dandelions so much that they have them growing in their yards! Discovering a plant others might call a ‘weed’ in the woods hold more charm for them than a dozen red roses with no fragrance.

Pets

Whatever it is, it probably came from the animal shelter or just wandered into their lives unexpectedly. When people find a stray animal the first person they will call is a Ruby. We know who they are instinctively. Their pet will need to provide companionship and be receptive to frequent hugs!

Where will you see them?

They will be with a couple of close friends at the movies or dinner, taking a hike or spending time at the beach.

How to Recognize an Amethyst

Personal Style

Think FUN!!! Color!!! Only an Amethyst would dye their hair pink or wear an outrageous hat! Of course not all Amethysts are that exuberant, but there is always a feeling of fun and lighthearted joy in the way they dress and express themselves. If it isn't fun, why wear it? Their garb may be associated with some of their activities. You may see them headed for the beach with their surf board, the baseball field with their bat, or to the tennis court with their racket. They love toys and games!!! One of my favorite Amethysts came over on St. Patrick's Day wearing a green plastic beer mug necklace (yes, she could actually drink from the mini-mug charms), a T-shirt that said "Kiss me, I'm Irish (she isn't)" and a green hat covered in sequins with outrageous green sunglasses. Yes, it was a holiday, but can you imagine a Diamond wearing that - ever?

Shoes, like everything else they wear, have personality! You know those feet are headed for fun! Brightly colored jeweled sandals, the latest sneaker or newest heel!

Decorating

The friend I mentioned earlier has two rooms in her basement - a Christmas Room (year round) and a Jimmy Buffet Room. She is a little over the top, but that gives you the idea. Again, fun. This is the person with the pink flamingos and the race car bed. There will be outlandish posters on the wall or one of a kind works of art that are often a little shocking. Bright colors, often several in a room, and a variety of textures add interest. They may have art from various cultures that celebrates diversity are all examples of the never dull decorating style of an Amethyst.

Pets

The pets they own will add fun, variety or uniqueness to their life! They will want a dog that can keep up when they run along the river. Or they may have an animal based on its uniqueness - a boa constrictor, alligator or hedgehog. There will be something special and unique about anything they have.

Where will you see them?

Out and about in crowds!! At the ball games, either playing or watching. They will be the first to buy tickets for a concert or attend the opening of a new gallery show. They frequent clubs where "everybody knows their name". They love to see and be seen. They will be laughing, telling jokes or stories with their own special flair, and surrounded by people who enjoy their zest for life!

How to Recognize an Emerald

Personal Style

There are two aspects of the Emerald. One is the disheveled look of a person so involved with their passion that they simply don't care. Albert Einstein is perfect example. He had more important things to think about than fashion. You may get the sense that the Emerald simply didn't bother. Since Emeralds excel at what they do, they may also be wearing the doctor's lab coat or the judge's robe.

On the other hand, fashion might very well BE one of their passions! And if it is, they will wear the latest in high fashion design with more flair and style than any other treasure! Many of the top designers are Emeralds! Make up will also be all or nothing - very current and up to the minute or they won't bother.

Decorating

Emeralds are frequently fascinated with the latest technology so a variety of equipment may be a clue. Anything that can add to their drive to succeed is an investment and they are the first to learn how to use current resources. They have the latest version of computers, sound systems, cell phones and cameras.

Their furniture in their living space is functional and often minimal, usually in neutral colors and easy to care for materials. There is often no sense of history or emotional attachment. I know two Emeralds who bought each other's homes in different towns and left the furniture that was in the houses. Their thought was that it fit in the current homes and they wouldn't have to move it. Emerald can be very efficient. Now if interior decorating is one of their top interests, they will become the best in their field! Frank Lloyd Wright is a great example.

Pets

An Emerald will invest in a pet if they have a reason. Their pets are often a special interest or a hobby, such as koi or horses. They may become extensive collections. One Emerald I know received a peacock for Christmas and was on the phone with a reporter the following April being interviewed about his collection of over 300 birds of dozens of varieties. What is a mere hobby for many becomes an obsession for the Emerald.

Where will you see them?

They will be somewhere that will give them the opportunity to learn something new or hone their skills - an electronics convention, trade shows, a workshop on bonsai or Photo Shop. They may be at the library doing research or you might find them online through their state of the art website. They are often the keynote speakers at events, sharing their expertise and latest concept or accomplishment.

How to Recognize a Diamond

Personal Style

Perfection is the word that comes to mind. Every detail is in order. Clothing is conservative, classic, coordinated and always in the best taste. They will have quality, not quantity. Their wardrobes, like them, will be streamlined, functional, and color coordinated. The Channel Suit was created for a Diamond! Shoes are classic pumps or wingtips and they will be polished. You may even be able to see your reflection in them! You will not find a Diamond wearing shoes that are scuffed or heels that are worn down. Their watch is often very high quality since they see it as an investment to ensure that they will be punctual and efficient. They will also invest in a high quality leather briefcase and calendar systems such as Day Timer, and possibly a single elegant pen.

Jewelry is often handed down through the family and has a history. They are the treasure most likely to wear a single strand of pearls or the perfect gold earrings in a classic shape. They will wear a minimal amount and as always, it will be appropriate for the occasion and have a look of elegance. Make-up will be applied to perfection but not blatant or obvious. Colors will be soft and flattering. There is often an almost ageless quality to the diamond.

Decorating Style

Diamonds love exquisite detail and borders. They will have molding, beautifully framed photographs, paintings and framed mirrors. They value history and may have several pieces of quality furniture that have been passed down from other family members. They are the treasure most likely to have their grandmother's vanity or armoire. If you look on the back of a Diamond's photograph you will find the name of the person and the date. They are often masters of scrapbooking and lift the preservation of family members to a fine art form.

Pets

If they have pets (many chose not to have the trouble or the mess) they will be as perfectly groomed and meticulous as their owners. Designer dogs were made for the Diamond. They will avoid animals that shed and may take their pets to the groomers on a regular basis.

Where will you see them?

You may not. They may be entertaining at home with close friends (they are often superb cooks) or spending the evening with a good book or taking a bubble bath.

Guidelines to Improve Communications

Ruby	Amethyst
<ul style="list-style-type: none"> ➤ Be friendly and supportive ➤ Take the time to listen to their concerns ➤ Voice appreciation for their contributions ➤ Ask about their week end, family members, etc. ➤ Keep atmosphere comfortable and non-threatening ➤ Assure them that you will be available if they need assistance 	<ul style="list-style-type: none"> ➤ Be enthusiastic! ➤ Give them the big picture; avoid details ➤ Allow opportunities for variation and flexibility ➤ Encourage creativity ➤ Demonstrate appreciation for their contributions ➤ Keep atmosphere light and fun
Diamond	Emerald
<ul style="list-style-type: none"> ➤ Have your thoughts well organized, preferably written ➤ Take the time to be methodical and thorough ➤ Avoid change but initiate it slowly if it is necessary ➤ Be patient and cooperative ➤ Have an agenda and follow it in the order written ➤ Discuss any concerns privately 	<ul style="list-style-type: none"> ➤ Get to the point or bottom line as soon as possible ➤ Provide concise information ➤ Avoid small talk ➤ Use facts, not feelings ➤ Avoid/minimize physical contact ➤ Keep interaction reserved