

**BUILDING
THE FUTURE** 

THE END OF AVERAGE: CELEBRATING INDIVIDUALITY

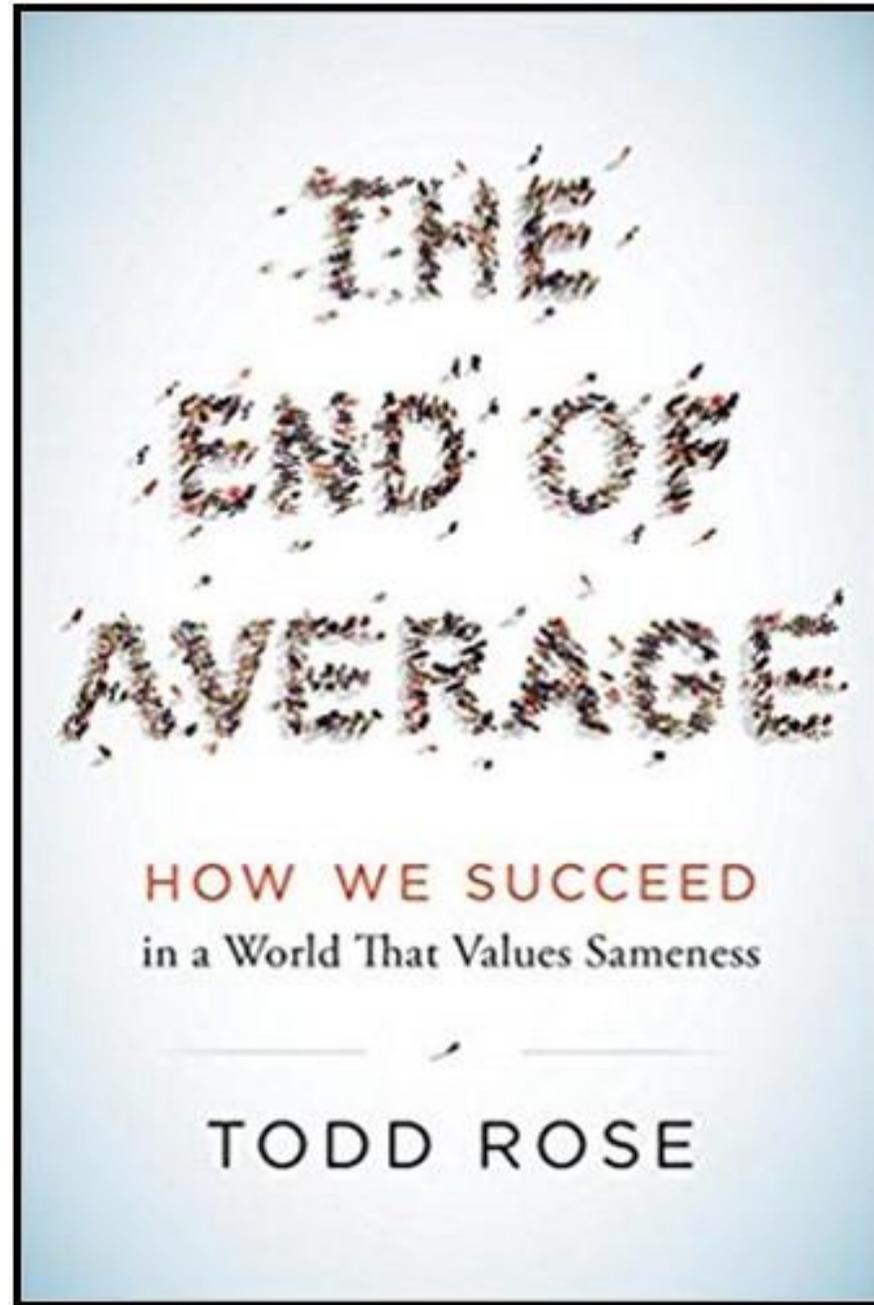
University of Houston System Student Affairs and Enrollment Services

2019 LEADERSHIP CONFERENCE

LEARNING OUTCOMES

1. Articulate the **three** principles of individuality
2. Identify **one** practice within your work that is developed based on “averagarianism”
3. Apply at least **one** of the principles of individuality to your personal or professional lives

A single value that summarizes the general significance of a set of unequal values.

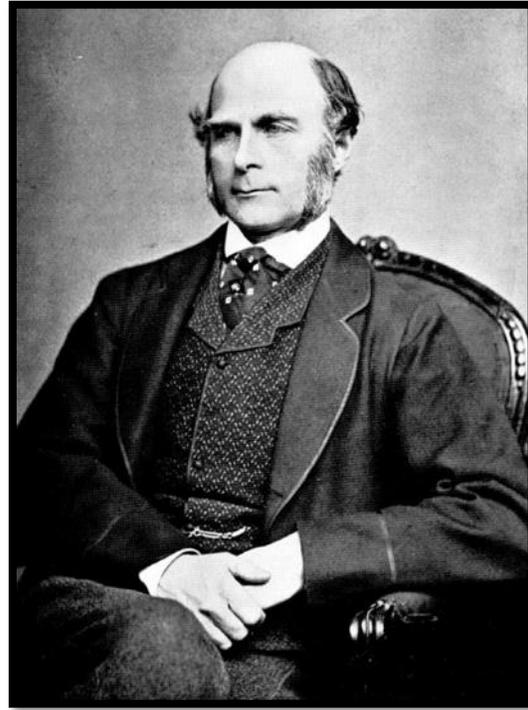


How do we use the average to understand individuals?

Why do we use the average?



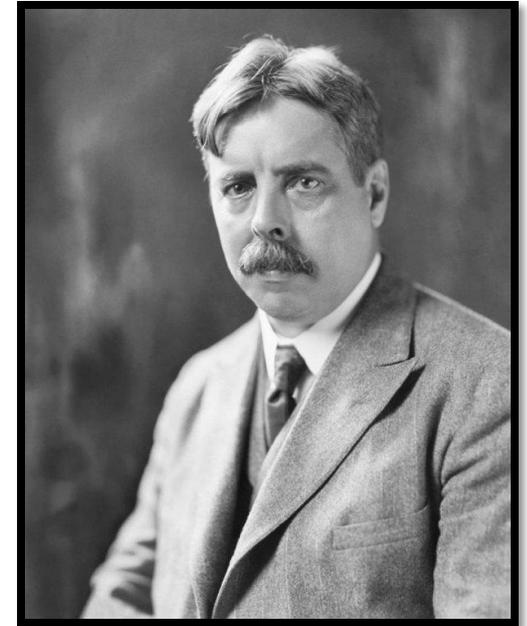
**ADOLPHE
QUETELET**



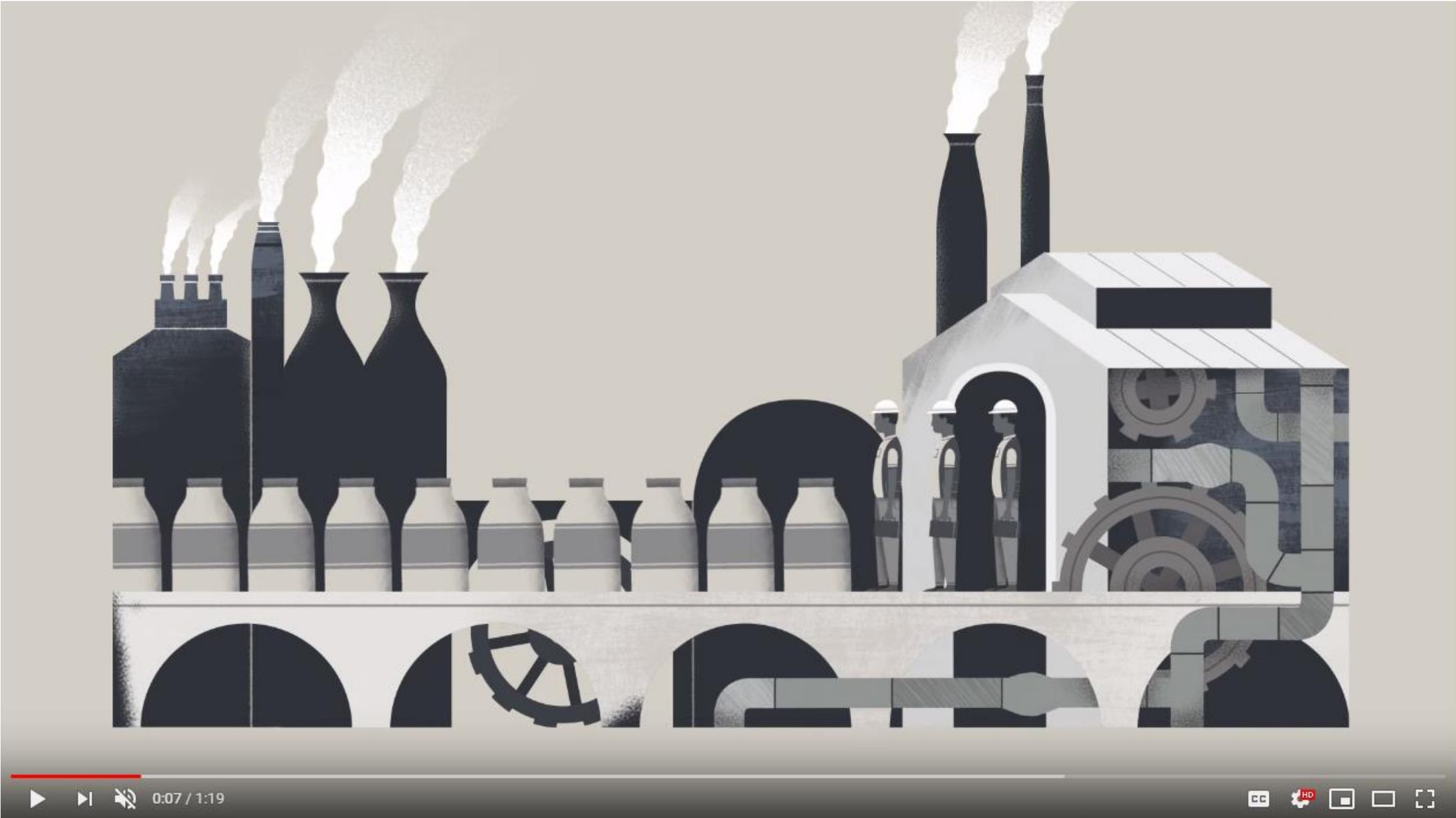
**SIR FRANCIS
GALTON**



**FREDERICK
WINSLOW
TAYLOR**



**EDWARD
THORNDIKE**



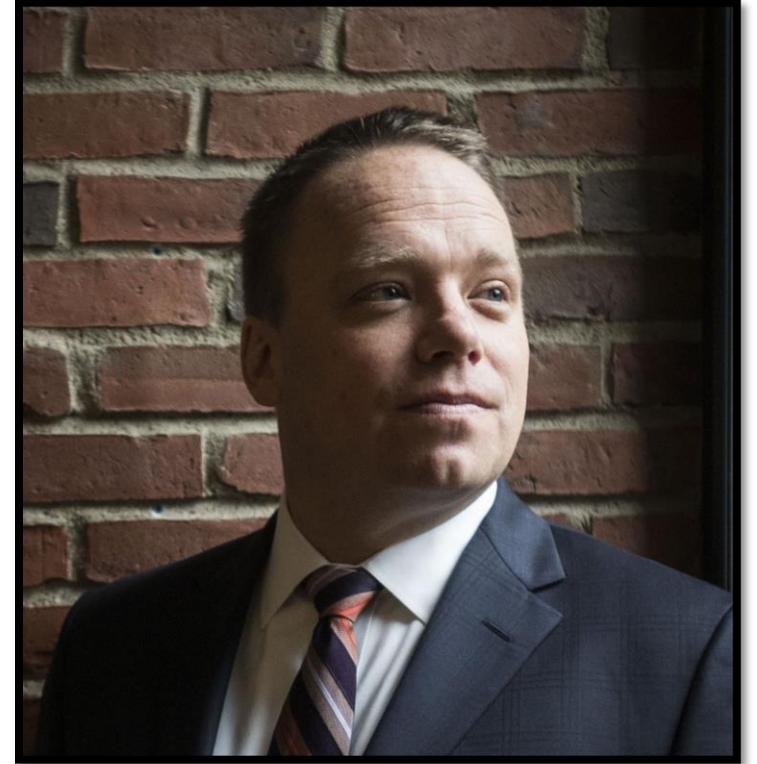
[VIDEO](#)



**PETER
MOLENAAR**



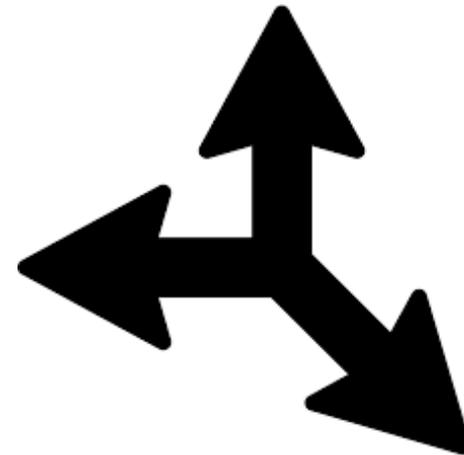
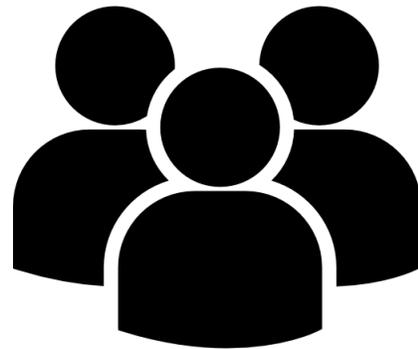
**KURT
FISCHER**



**TODD
ROSE**

THE SCIENCE OF THE INDIVIDUAL

“An individual is a high dimensional system evolving over place and time.”

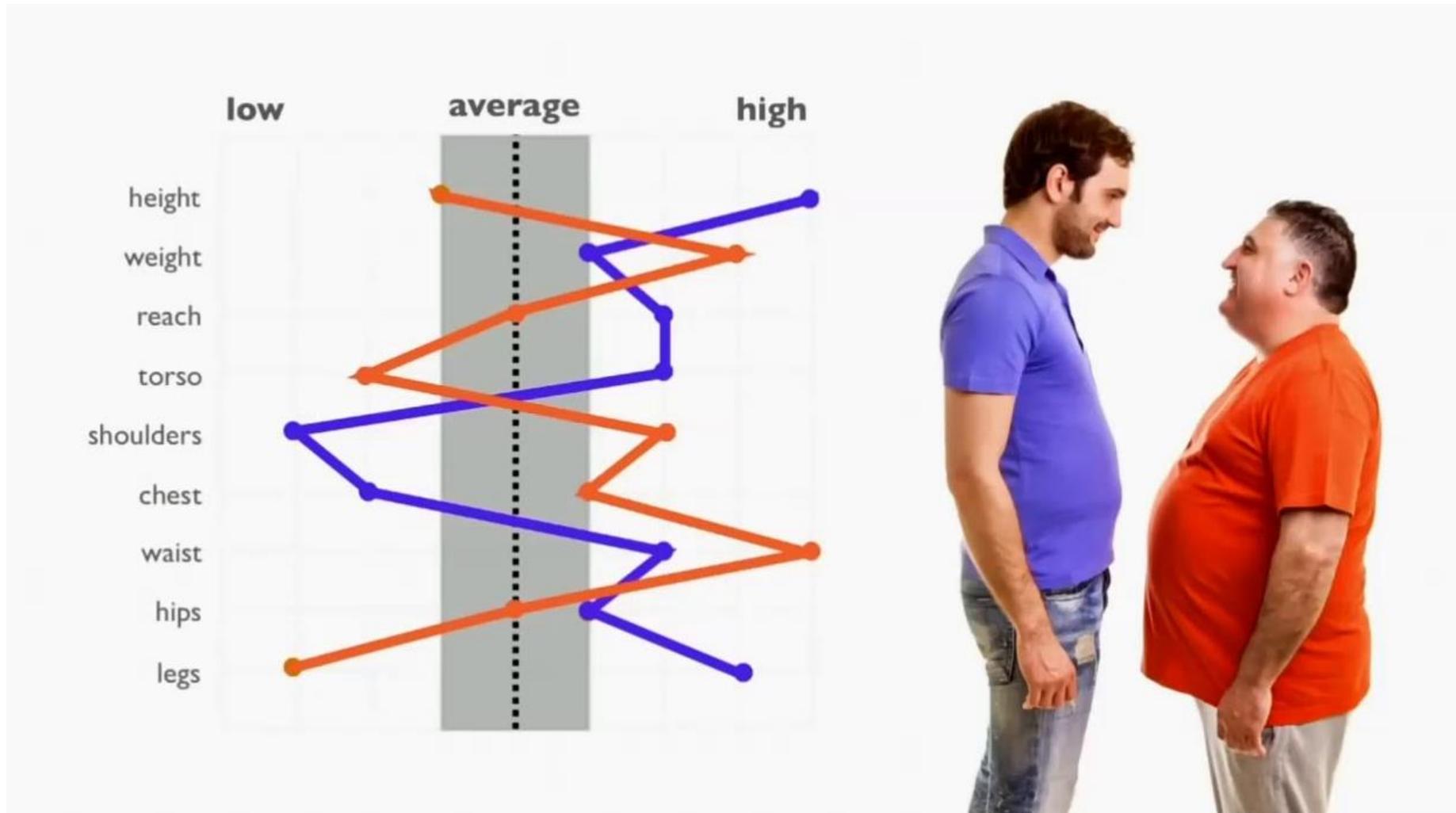




JAGGEDNESS

Multiple dimensions that are weakly correlated or linked.

WHICH MAN IS BIGGER?



A quality is jagged if:

1. It consists of multiple dimensions
2. These dimensions must be weakly related to one another

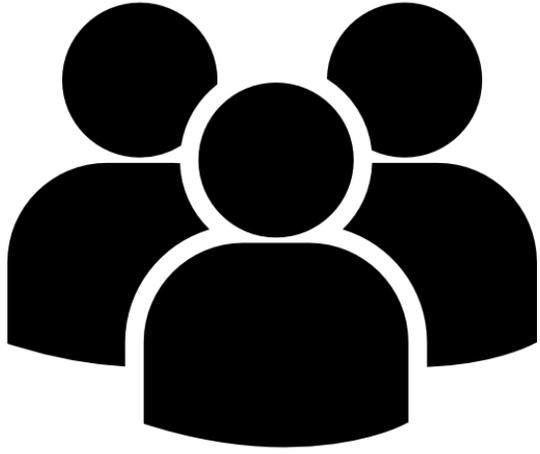


“Recognizing our own jaggedness is the first step to understanding our full potential and refusing to be caged in by arbitrary, average-based pronouncements of who we are expected to be.”

TODD ROSE

“Paradoxical assumption that you could only understand individuals by ignoring their individuality.”

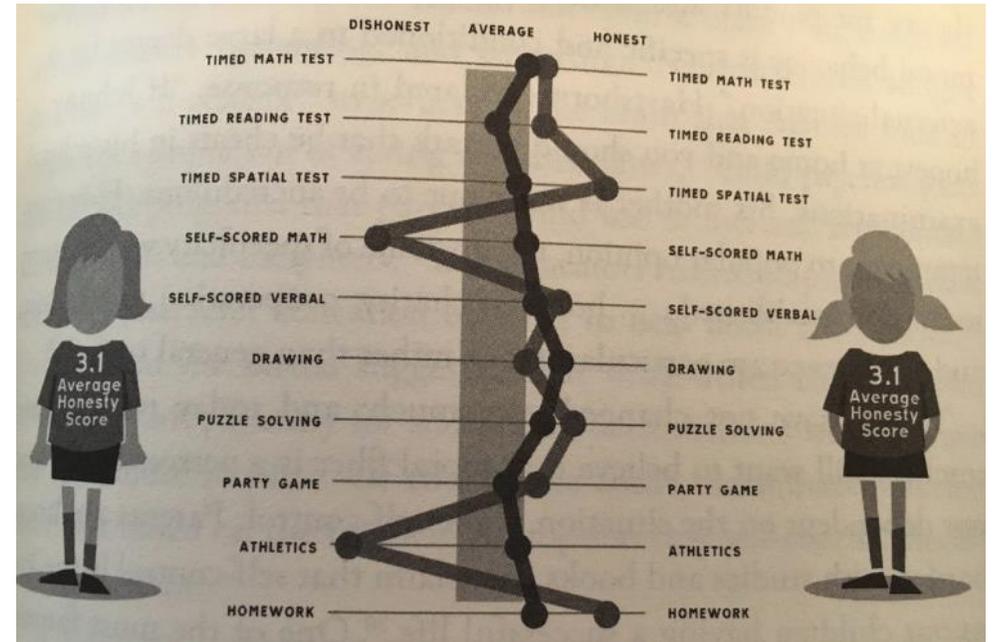
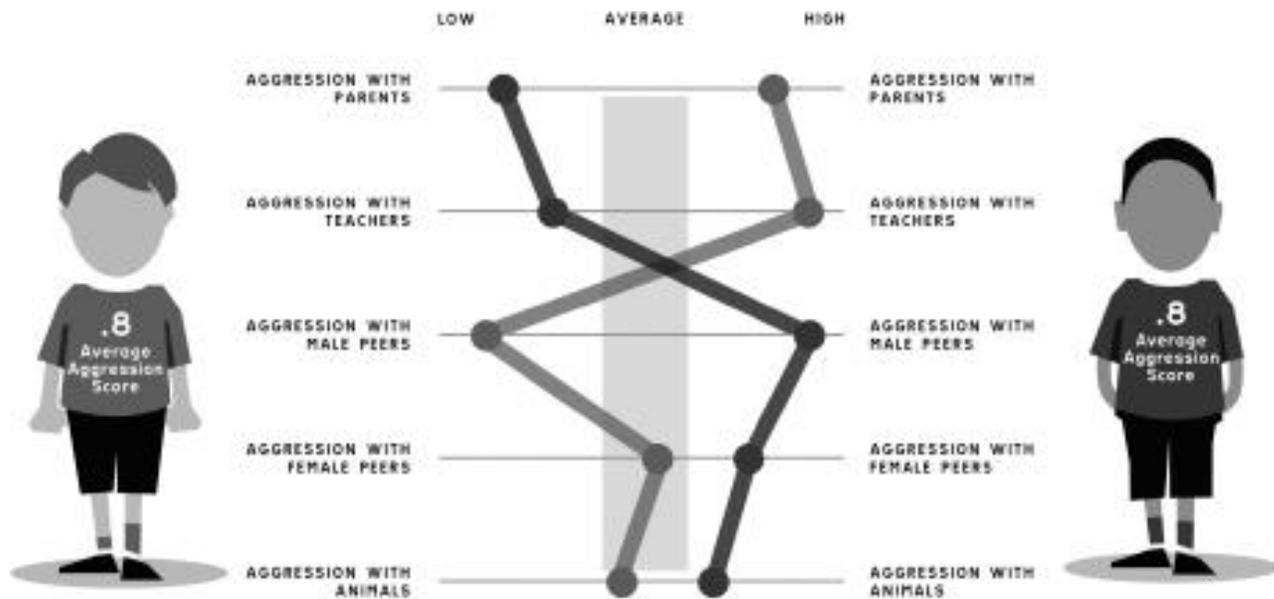
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CONTEXT

Individual behavior cannot be explained or predicted apart from a particular situation

IF/THEN SIGNATURES



PERFORMANCE BASED HIRING

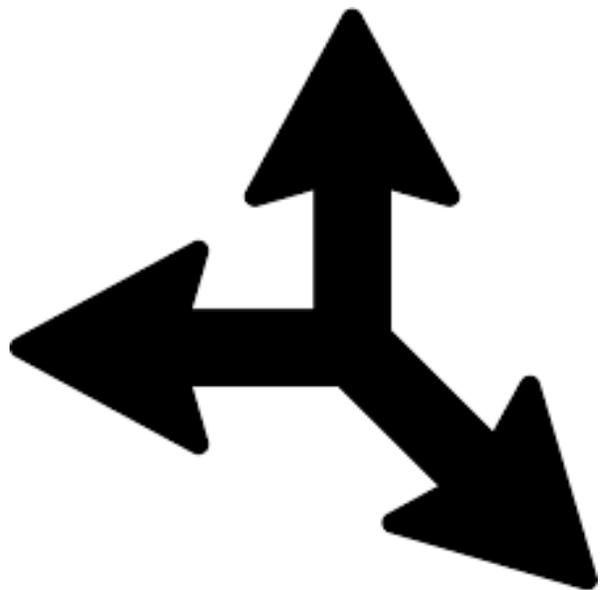


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“Remembering that there is more to that person than the context that finds both of us together in that moment opens up the door for us to treat others with a deeper understanding and respect.”

TODD ROSE





PATHWAYS

There are multiple ways to reach a goal.

FASTER \neq BETTER



Khan Academy



**HOW CAN WE CREATE
ENVIRONMENTS THAT
ALLOW INDIVIDUALS TO
ACHIEVE AND CONTRIBUTE
THEIR BEST?**

HOW CAN WE BUILD 4 THE FUTURE?

- Relinquish One Dimensional Ranking
- Consider the Context that Drives Human Behavior
- Flexible Learning & Pathways
- Adaptive Learning Systems
- Enhanced Self-Awareness Practices

REFERENECES

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**WE SHOULD BE WORKING TO
HELP ALL PEOPLE ACHIEVE AND
CONTRIBUTE THEIR BEST,
INCLUDING OURSELVES.**

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