



HANDS on profile tester ... Dr Annette Lotter checks Sarah MacDonald's genetic suitability for her job.

Picture: Steve Pohner

# Truly mind over matter

## Genetic testing can chart job success, writes Suzanna Clarke

**D**R ANNETTE Lotter watches closely as volunteer Sarah MacDonald walks up a set of stairs. "You have a dominant left foot," she says, pencilling it in on a chart. Over the course of the session, Lotter builds up a profile of MacDonald's ear, eye, hand, foot, and brain hemisphere preferences.

Lotter describes herself as a genetic profiler. She is not one of those scientists who takes swabs of DNA to investigate chromosomal abnormalities, but rather has adapted a much older technique that looks at the way the brain develops. She says that with a few simple tests, she can assess how good someone will be at a certain job. The information is used by companies for recruiting and to improve workplace performance, by revealing indi-

vidual strengths and weaknesses in a more accurate way than a written test.

"Genetic profiling is a technique that has been used by the Russians for 150 years," says Lotter. "They take children from the age of three to work out how good they are going to be at certain sports. Your profile is established at conception, with the dominance related to brain hemisphere of hand, foot, eye and ear. If we know the profile, we can predict how you will function normally.

"The eye and the ear determine how you receive information, the hand and foot are expressive modalities, while the dominant hemisphere relates to whether you like to work with process, or are creative. We can also determine how a person will be affected in stressful situations."

Originally from South Africa, where she taught African languages, Lotter obtained a doctorate in curriculum development. While working for companies to develop management and assertiveness training programs, she became aware that the differences between individuals had a significant impact on their ability to learn.

"I felt it was arrogant to assume

everyone was going to be the same," she says. "For example, some sales representatives have an ability to persuade, and we can determine who has that natural ability.

"If we put everyone through a course to improve their performance, it may not be necessary for them, and they are going to find it frustrating."

**'Your profile is established at conception'**

Dr Annette Lotter

She then decided to train in industrial psychology which we know as occupational psychology.

In her research at the University of Johannesburg, she investigated why so many school-leavers with good results failed to make a successful transition to university. "At that time Germany was the most successful country in this field, with the lowest drop-out rate. I was astonished to find that they didn't do IQ tests, but instead they did genetic profiling."

Lotter says there are 32 combinations of potential profiles, and testing for these means that a job candidate does not have the opportunity to shape the answers to interview questions.

Lotter prints out a chart of test results from her laptop, showing MacDonald how she compared to her job profile as a corporate project manager.

There are three key areas, with each divided into sub-groups — relationships with people, thinking style and feelings and emotions.

Looking over the results, MacDonald appears to have a pretty close match with her job. "Although you may be a little more independent minded than the job requires," says Lotter.

MacDonald nods her agreement. Afterwards she tells me she was surprised by how accurate the technique was.

**Dr Annette Lotter is speaking at a breakfast tomorrow from 7.15 to 9.30am at the Australian Institute of Management, Corner of Rosa and Boundary streets, Spring Hill. \$44 non-members or \$33 members. Bookings: 131648. Info: [www.aimevents.com.au](http://www.aimevents.com.au)**