

Dermatoglyphics Analysis and Management Styles – DAMS: Mapping Personality Traits Deduced by DMIT to Management Styles

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Abstract: Dermatoglyphic analysis is a scientific way of ascertaining certain traits of an individual by studying the type of finger print and the ridges. The type of finger print indicates the personality type of the person as well as IQ, EQ, AQ and CQ. Dermatoglyphics Multiple Intelligence Test (DMIT) is based on understanding from Neuroscience, Genetics, Dermatoglyphics, Psychology and Embryology. DMIT Test Assessment method has been formulated by scientists and Medical experts. DMIT Test has accepted by entire world and also from renowned universities. Medical experts and approved clinical experience confirmed that finger prints provide accurate analysis of humans Multiple Intelligences and inborn potential. Various personality types are the Dove, Owl, Peacock and Eagle. Each personality type is suitable for a specific style of management or leadership. This paper discusses about the research undertaken to study 30 adults and performing their DMIT analysis. This was mapped to the Management styles they adopt and to verify whether they have success in their style of management. Of these, 18 managers were having issues with their management styles. The clients were suggested to adopt other style of management as per Dermatoglyphic analysis and it was reported back that of the 18 adults who changed their management styles, 17 of them reported effectiveness and good results and one of them reported partial effectiveness.

Key words: DMIT, Dermatoglyphics, Fingerprint, Management styles, Leadership styles, Personality types

I. Introduction

Generally, various theories of management propose the use of management styles. In reality, "one size fits all" does not work. Management styles cannot be imposed on a person. These are inherent qualities of a person. It is more of a genetic quality. It may not be always necessary to have learnt management principles to manage issues effectively. Every person has a different personality trait. His/her behavior and the personality dictate the way they tend to manage issues and people. DMIT (Dermatoglyphic Multiple Intelligence Test) is one such method to ascertain the personality type of human beings. The 30 adults taken in this study underwent the DMIT analysis and their personality profile was prepared. This personality profile indicates various information like the scores in the eight multiple intelligences, left and right brain activity, learning styles, primary and secondary personality types, cognitive abilities, IQ, EQ, AQ and CQ, their suitability in specific departments in the workplace etc.

II. The DMIT

Dermatoglyphics is a scientific analysis of fingerprint patterns. The term Dermatoglyphics originates from two Greek words. DERMA = SKIN and GLYPHE = CURVE

Fingerprints and dermal ridge pattern are unique with each individual and are different even in twins. The finger prints help in determining your intrinsic potential by identifying the form and various types of styles of patterns on the finger. The research of Dermatoglyphics is more than 200 yrs. Old and is not known for sure. Dermatoglyphics was mainly used to find skilled sportsmen for Olympics Games in 1970s. Dr. Harold Cummins is acknowledged as Father of Dermatoglyphics. He studied almost all aspects of fingerprints analysis throughout fields and was used to find Genetic disease with the help of fingerprint patterns. Actually, Dermatoglyphics Originated from Down Syndromes Theory.

III. The Four Personality Traits

The four personality types deduced by analyzing the finger prints are generally denoted by DOPE which represent the four birds Dove, Owl, Peacock and Eagle. Each of the birds have unique qualities and so do the human beings. The personality traits of human beings is synonym to these birds. Similar to the 12 zodiac signs

and the characteristics of people under each of the zodiac sign, the people are classified into four bird type traits. The following are the traits of people falling under the group.

The DOVE:

The Dove stands for a **peaceful** and friendly bird. The dove is people-orientated, loyal, friendly, hard-working and a great team player but tends to avoid change, confrontation, risk-taking and assertiveness. They are very pleasant to talk to. . They are very warm hearted sympathetic and are usually able to look at most situations from multiple perspectives. They are trust worthy and will listen to you with patience. They do not prefer to have arguments and conflicts. The cool type personality would want all issues resolved quickly in the workplace. Doves usually make great teachers and counselors.

The PEACOCK

The peacock loves to show the grandeur, loves talking, and would do anything to be in the limelight. They are passionate and enthusiastic in their actions and seem to be always happy/ optimistic They aren't good with details and in time management. A peacock loves to be noticed and is life of the party or a 'people person'. They're usually interpersonal, cheerful and extroverted. They are always in a hurry and lack patience and tolerance. Often, they are impulsive in responding and very casual when it comes to expecting perfection. Peacocks thrive in roles that involve chatting to people, like sales, marketing and PR.

The OWL

The owl is known to be wise, logical, mathematically minded, methodical and sometimes seen as a perfectionist. They take their own time to make decisions which follow a lot of critical analysis. Owls are risk averters and very close to a critical analyst who will want all micro-details. Owls are analytical, methodical and super organized. They tend to be good with numbers and thrive in data-driven careers like engineering, financial services, digital analytics or science.

The EAGLE

Eagles are bold, dominant, stimulated by challenge, decisive and direct. Eagles can be blunt/ stubborn, can lose sight of the big-picture and can be insensitive to other people's needs. Eagles are natural achievers. Eagles are born leaders. They're driven, motivated and never avoid the opportunity to lead others. They're often described as having 'type A' personalities or being high achievers. However, they can sometimes come across as too domineering or outspoken in the workplace. Eagles make great CEOs or department managers.

IV. Dams (Dermatoglyphic Analysis And Management Styles)

When considering the importance of success in career, tangible qualities often come to mind, such as the type of work, people in the organization, QWL and salary. However, critical factor to a person is how he manages the resources and how is his leadership style accepted in the organization. Effective managers can improve productivity and employee morale and reduce turnover.

There are five widely agreed-upon types of management styles commonly practiced in the business world. Each of these styles have their own benefits and demerits and largely depends on the people you are managing and the organization culture. A manager is likely to use more than one style, depending on the situation. It is important to find out which style resonates the most with your DMIT analysis. If it does not, it is time to adopt the Management Styles indicated by the DMIT report.

a) Autocratic Leadership

Autocratic managers make decisions unilaterally, without much (or any) input of subordinates' advice or inputs. They are the bull dozers. This style helps in faster decision-making, because only one person's preferences need to be considered. However, this style of management can drive away employees who are looking for more ownership of decisions, and more autonomy. In times of crisis where time is limited, use of autocratic management is permissible. Eagles are more suited for this type of Management styles. This will be successful only when there are subordinates who are other than Eagle else conflicts can erupt. Eagles focus on the task and talk about expected results. They rely on factual data. They need to be provided with concise, precise and organized information. This style is not suitable for a Dove or a Peacock at all. Owls may sometimes implement it depending on the situation.

b) Consultative Leadership

This style allows for more discussion than an autocratic method, but is essentially dictatorial in decision making. The manager in this form consults his or her employees, but ultimately the leader makes the final and wise decision. Decisions attempt to take the best interests of the employees in account but also focus

on the business. This type of management style often leads to loyalty from employees included in decision-making processes. Owl can adopt this method. They can understand people's sentiments and design the actions that way. Eagles may use this method sometimes to ensure the correctness of his/her decision.

c) **Persuasive Leadership**

A persuasive manager maintains the final decision-making control but will make all efforts by the friendly appearance to make the decisions in his/her favour. Managers will convince their employees of the benefits of a decision and the manager will make the final decision. This is a great option for managers who need input from experts, but still can keep the final decision-making up to them. Owl and Dove are suitable for this type of Management style. Owl will be systematic, thorough, deliberate and precise and focus on the task. They question each action. They avoid to get too personal and will work at their pace instead of hurrying. They are known to evaluate every bit of information before giving a 'go ahead'. Eagle will not adopt this method. They will not persuade but dictate.

d) **Democratic Leadership**

As its name suggests, democratic managers offer employees an opportunity to engage in decision-making. This means all decisions are agreed upon by the majority. The communications go from both the manager down to employees and from the employees up to the managers. This style works when complex decisions must be made that have a variety of outcomes. However, democracy does slow down decision-making and could be inefficient at times. Doves and Peacocks are suitable for this style of management. They are relaxed and agreeable, logical and systematic, predictable,. They will not have haste and will be very generous in complimenting and appreciating. They are good listeners and hence a good team mate than a leader.

e) **Laissez-faire**

This style is the complete opposite of autocracy; employees are allowed to make the majority of decisions, with management providing guidance when needed. The manager in this case is considered a mentor rather than a leader and would be happy to let somebody take a decision but be in the limelight. This style of suitable for Peacocks and Doves. Both Dove and Peacock focus on developing a relationship and are more concerned about their image. They are enthusiastic, open and responsive and willing to discuss. This style is not suitable for an Eagle personality at all.

V. Research Findings

In a finger print analysis study of 30 adults (both male and female) very important findings came to light. The adults were either working or were in business. Some of them had approached for counseling since they were finding it difficult to manage their teams and employees. The stress levels were high and the system was slowing down. In 18 managers there seemed to be a mismatch of personalities and the Management style they were adopting. After studying the 18 adults, it was suggested as below:

Table 1: DAMS matrix and Outcome

Personality type and number of managers	Their current Management style	Revised Management Style suggested	Effect/Impact
DOVE- 3 adults	Autocratic	Persuasive	Positive
DOVE – 4 adults	Consultative	Persuasive and Laissez-Faire	Positive
OWL- 4 adults	Laissez-faire	Consultative and Persuasive	Positive -3 Neutral-1
PEACOCK-1 adult	Persuasive	Nil	No Change
EAGLE – 3 adults	Persuasive	Autocratic and Consultative	Positive
EAGLE-3 adults	Laissez-Faire	Autocratic and Consultative	Positive

The effect/impact was a subjective. The Managers themselves gave a feedback about how the revised management styles was working for them in terms of quick decision making, expediting work, control of employees, ensuring discipline and overall department progress over 6 to 8 months.

VI. Conclusion

More than often the managers adopt a management style that may not be suitable to their personality type. This is largely dependent on following a set trend and fear of changing the style. Dermatoglyphics helps in identifying the best Management style for a person for organizational effectiveness.

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