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Diana Derval · Johan Bremer

Hormones, Talent, and Career

Unlock Your
Hormonal Quotient®

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To us, 28.04.2012

Foreword

When I read Diana's new book, I discovered it is not only novelists who can make you live the story and feel that you are part of it: from the first line to the last word I could not stop reading. Her search for the truth of hormones and people reminds me of the journey of the boy Santiago following his dreams in his search for the secrets of wisdom in Paulo Coelho's grand novel *The Alchemist*.

Both are deeply involving: while Santiago's search is mythical, Diana's and Johan's is scientific. They brilliantly answer the questions: Are we born as leaders or entrepreneurs? Are our physical traits, sensory perception, and personality determined in the womb? What is the effect of our hormones on our behavior, career choices, success, and even love life? What path shall we take in life and what makes us who we are?

A fascinating study of the effect of hormones on the leadership style of recognized business leaders and great movie directors. Once again Diana impresses me with her deep analysis and broad knowledge. In this book she helps you to unlock the closed doors of your Hormonal Quotient[®], and to read—as what Paulo Coelho quoted in my native Arabic language *Maktub* meaning—*what's written in it*.

Shawqi Ghanim
General Manager, Grand Optics

Acknowledgments

Writing this book was a great adventure and we would like to thank all the people who helped us on the way.

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The research previously done by John T. Manning on prenatal hormones, Geert Hofstede on cultural differences, Marvin Zuckerman on sensation seeking, Bronwen Martin on metabolism, and Elaine N. Marieb on physiology was a fantastic foundation for our work. Thank you so much for sharing your expertise!

Special thanks to Lara for her help with the Better Immune System Foundation and to TomTom teams. Bedankt to our family and friends, especially Sandrine & Nick, Jeff Phrase, Nicolas, RJ & Yunnao, Edwin, Anna & Mireille, Lizet & Robert.

Vielen Dank to Barbara Fess for her trust and guidance.
And many thanks to you dear reader!

Diana & Johan

Reviews

“Throughout this book Diana clearly explains what makes us different as individuals. Understanding my HQ (Hormonal Quotient) helped me to have a better understanding of who I am, how I interact with others, and why I am great or not in various areas. I recommend this book to anyone who wants to improve the way he/she apprehends things at work and in life in general.”

– Vincent Harper, owner at Webkumo, Sales Order Flow Coordinator at Levi’s

“Packed with funny yet mind-blowing anecdotes, this book reconciles our biological and our intellectual selves. Translating scientific facts into useful career management tips like how to maximize your strengths or optimize your potential, this book will surprise you and put you to the test—by the way, I really enjoyed the Monkey/Bear/Banana test! This book will make you frown sometimes—What? Really? Is that so?—and will always enlighten you with its findings. Well documented but never boring, it will be a truly useful read, whether you want to challenge your current career path, understand why you don’t seem to enjoy the same hobbies as your spouse, or just get a fun-packed trip through the amazing world of the human body and mind.”

– Sandrine Goldie, Finance Manager at British American Tobacco

“Stop looking for a coach and invest in the newly released ‘Hormones, Talent, and Career’ book written by the talented Diana Derval. Besides helping you in understanding which job will fit best your Hormonal Quotient profile, it also takes into consideration critical dimension such as recognition, competition, and interaction. It will also help you identify the country and type of organization that fit you best. This book is the guide for your next career move!”

– Brigitte Baladié, Business Development Manager at Intralox

“Once again Diana impresses me with her deep analysis and broad knowledge! In this book she helps you to unlock the closed doors of your Hormonal Quotient.

A fascinating study of the effect of hormones on the leadership style of recognized business leaders.”

– Shawqi Ghanim, General Manager at Grand Optics

“This book is to talent management what iPhone is to communication: innovative, simple, and convenient. A must-have! Professor Diana Derval and Johan Bremer developed with passion and patience this unexpected scientific vision. Their innovative approach to career management based on hormonal factors will not leave managers, leaders, coaches, and HR managers indifferent. This useful and playful book can be used in both a management and a personal development context. I personally enjoyed reading the ebook version.”

– Cecilia Laustriat, Head of International Digital Marketing at BNP Paribas Real Estate, President of the Essec Executive MBA Alumni Association

“Diana Derval and Johan Bremer have written the most innovative book about building and creating teams! Their unconventional research showed that hormones influence team members and thus results. Although it is a biological subject, the writing style is easy with lots of personal examples. The book has the potential to inspire managers to reach greater heights.”

– Lizet Elshof, Unit Manager at Lloyd’s Register

“Beware. This book will change your life! You might quit your job or divorce after reading it. But you will understand why you are the way you are.”

– Natalie Ardet, owner at ArdetConsult, Project Manager at Vodafone

“I love this book! All relevant information on personal development gathered in a hardcover. I couldn’t stop reading. The chapter about how we pick people at work and in our private life was a real eye opener to me.”

– Diana Eilert, Manager Product Development at SCA Hygiene Products

“Diana Derval and Johan Bremer are offering an innovative way of looking into who we are, and most importantly what we can do with what we are, from a professional and personal perspective. The combination of the rich content and thoroughly documented examples presented with lively and fun writing will make it difficult for you to stop reading this book once you get started, making you eager to know more after every page. And when you are done, even more eager to go out there and share and test in the real world! An interesting point is that by reading this book, you also understand who the authors are and what actually drives their own creativity and ability to think “out of the box”.

– Nicolas Blaisot-Balette, Senior Manager Innovation, Novedia Group

“There are well-known examples, like The Game of Life, that demonstrate how all kinds of complexity arise from a couple of rules and simple prior conditions of the “living cells” - the building blocks of the Game of Life Universe. The new