

Chapter 11

The Life Scene Lab

Once Evidence has been collected, it must then be identified and tested. In this part of the book, you will be taken into the *Life Scene Laboratory*. Think through any *CSI* episode on TV. The show begins with a crime scene, which is roped off with yellow crime scene tape. The crime scene investigators then begin their search for Evidence within that crime scene. They collect it and place it in Evidence collection envelopes and bags.

All that Evidence is then taken to a forensic crime scene laboratory. In that CSI lab, the Evidence must then be identified. The way that the Evidence is identified is to have each piece subjected to a variety of tests.

Forensic laboratories contain the most up-to-date technology and techniques for enhancing and analyzing fingerprints, shoeprints and tire marks. As specific methods of analyzing Evidence at a crime scene are not practical, the objects are recovered and brought into the lab.

Most CSI labs have a unit known as a “Trace Evidence Unit” where scientists look for clues in Evidence such as hair, fabric, dust, fiber and skeletal remains.

That trace Evidence unit consists of these areas:

- A chemistry unit is present in any laboratory and is used to test samples of blood and urine for alcohol, drugs and poisoning. Chemistry sets are also used in the analysis of synthetic materials such as medicines, dyes and stains. Specialists in the area of chemistry also rely on gas chromatographs, mass spectrometers and microscopes to identify chemicals.
- The serology unit specializes in the identification and analysis of bloodstains and other bodily fluids, as well as DNA sequencing. The most common of

the DNA tests, the polymers chain reaction, is now able to be performed in small laboratories thanks to advancements in this area; however, the analysis of mitochondrial DNA is still performed only in large forensic laboratories.

- Material units are used to identify and analyze metals, paints, ceramics, soil and wood in an attempt to trace a crime back to a possible suspect.
- The biology unit is in charge of analyzing all biological Evidence such as seeds and plants.
- Firearms units test weapons to see which weapon made the mark on an object or wounded or killed a person. To be able to carry out these tests, firearms specialists study the spent bullet cartridges and use shooting baths to fire weapons, identify the bullet marks and establish the firing distance.
- Photography plays a vital role in the forensic laboratory, as photography is used to document crime scene Evidence. Digital and computer programs allow specialists in the area of photography to analyze photographs and bring the Evidence to light.
- Computer units are used to gather information from any computer, Internet site or device containing computer technology.

Not all the Evidence you have collected holds the same weight, nor should it be used when defining your Design/DNA Code and Talents. At the end of each Field of Evidence you will find *Evidence analysis* tools. These tools allow you to sift through all the Evidence you have identified and see what is the “Best Evidence.”

The Evidence Reliability Tests matrix is one of those tools. It enables you to look at the Evidence you have identified and test it for Strength and Reliability. The more that apply to any one piece of Evidence, the stronger that Evidence is.

RT	Evidence Reliability Tests Quick Checklist
RT-1	“Exceptional,” Top 25 Percent, Top 10 Percent
RT-2	Flow
RT-3	Preserved
RT-4	Easily Repeatable and Been Repeated
RT-5	Judged as Exceptional by Witnesses
RT-6	Expert Witness Testify
RT-7	Result of Spontaneous Action
RT-8	By Choice and in My Own Time
RT-9	Positive Emotion
RT-10	Intuition

Please be sure to review each Field of Evidence module and identify as many Talents as you are able to verify. These Talents are what form the basis of your Life Theory or Purpose.

Chapter 12

Forensic Reliability Part 1 (Tests 1–5)

I could have written a book called *The 10 Forensic Discovery Secrets to Finding a Life of Purpose and Passion*. I have given speeches using these discovery tests as stand-alone tools to discover Talents. They are logical, powerful, real-Life discovery tests!

As you begin gathering Evidence from the *Five Fields of Evidence*, you will see certain pieces of Evidence that stand out. Your intellectual, physical, emotional, social, and spiritual DNA markers will become evident. They are everywhere!

How many times have you watched a *CSI* episode and a fingerprint or DNA profile has been sent to the lab? The crime scene investigator is standing, watching a computer compare thousands of currently stored profiles. The computer screen pops up a photo and a profile, and the word *Match* is highlighted.

That’s what we are looking to do with these forensic Reliability Tests (RTs). Each time you are able to identify a Talent or strength and one of these RTs is a “match,” it confirms the Evidence.

Forensic Tip—Luminol

Some Evidence is not always obvious and needs a little more effort to discover. In almost every *CSI* episode a substance called Luminol is used. Luminol is a chemical that, when sprayed, illuminates blood by giving off a blue glow that lasts about thirty seconds. Even if a criminal attempts to clean up after a murder and the blood is seemingly removed from the scene, its traces can be discovered using Luminol.

After identifying and defining the individual Life Scene, collecting and identifying Evidence is the next important task of *forensics*. The question you must ask is, “Is the Evidence reliable?”

- When put to the test in court, will the Evidence stand up under cross-examination?
- Will the Evidence result in a conviction?
- Is the Evidence solid?
- Can I trust my Life and future based on it?

What you believe about yourself is very important. However, it may not be very accurate. Some people are “legends in their own minds,” but not in the real world, where Life must be lived.

Others have a lesser or lower view of themselves than is realistic. Either way, you need an accurate picture of your Individual DNA Code and Talents if you are to really live with Purpose, Passion, and Performance!

When you have well-examined Evidence for personal beliefs, they form the foundation of confidence.

The following tests are meant to test the reality and validity of what you think about yourself and give you good reasons for your beliefs. They help you both *identify* and *confirm* the strength of your Evidence.

If you are both honest and realistic about how you assess your Life, you will only become more confident as you put your Talents through these tests. This is a wonderful process, and as you test your Evidence using these forensic Reliability Tests, you will feel yourself becoming more and more alive! You are discovering the very essence of your Life!

These Reliability Tests (RTs) can stand alone. They can be used as questions you ask of yourself to discover Talents in your Life. That would be a good use, and they are powerful enough to help you on your way to discovering your Design.

Take, for instance, RT-1, “Does the Evidence Reach the Standard of ‘Exceptional?’” I could have asked it differently: “What Have You Done in Your Life That Is Exceptional?”

The first way I asked the question assumes you have collected Evidence and you now have to test that Evidence for strength and reliability. In the chapters on intellectual Evidence, you are asked, “What has been your most significant intellectual achievement?” Your response could be that you were in an honors class in mathematics. That reaches the level of “Exceptional.” I could have asked a simple open-ended question such as, “What have you done in your Life that was Exceptional?” That is more of a shotgun approach, requiring you to think broadly about your Life.

After verifying the Evidence that you are “Exceptional” at mathematics, you are now required to ask nine more questions, the rest of the RTs. Answering those questions potentially builds a stronger case for you to see how powerful this mathematical Talent really is in your Life. The more RTs you have that apply, the stronger the Evidence.

RT-6 asks, “Is There an Expert Witness Who Is Willing to Testify to the Validity or Exceptional Nature of the Evidence?” It is possible that a math teacher or judge at a math Olympiad said you were good enough to get an academic scholarship based on your mathematical Talents. The case would continue to be built as you are able to apply more of the RTs to your Evidence.

You will see at the end of each chapter on “Fields of Evidence” a grid for you to review the Evidence you have collected and run it against these ten RTs. You have to establish reliability, and this is one of the easiest and most practical ways for you to do it. The more RTs you can apply to the Evidence, the stronger and more reliable that Evidence becomes.

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These are “Life tests” and not scientific *per se*. They are based on the observation of people’s lives, common sense, and the personal reports of people who have discovered and have been successful in living their DNA Code. As you work through and apply these Reliability Tests, you will see just how powerful they are!

RT-1

Does the Evidence Reach the Standard of “Exceptional?”

Exceptional means above, or better than average, or clearly superior. When you look at the definition of a Talent, could your Evidence be judged in at least the top 25 percent of all other participants? What awards have you won? What superior grades have you been given? What speeds, measurements, weights, and/or awards have you achieved that are better than the vast majority of your peers? What contracts have you negotiated? What examination or board results have you aced?

1. What have you ever done that stands out as being exceptional—not good, but better than the vast majority of others?
2. What have you done that stands out as head and shoulders above what you know is just good, normal, and ordinary?
3. What have you done that, when you think about it, sends shivers down your spine? Can you still picture the Performance, the brainstorm, and the achievement? Can you still feel the exhilaration?
4. What have you done that you still dream about repeating? What happened that you were, and still are, excited about telling others?

This standard of Evidence is important because you’ll know, when compared with other similar achievements, there is *no* doubt that what you did was exceptional!

RT-2

Has the Evidence Produced “Flow” or the State of Being “in the Zone?”

Has the Evidence ever resulted in an experience identified as “flow,” being “in the zone,” or, my favorite, *E’tat de Grace* (state of grace)?

Though this concept is often thought of in a sports context, it applies to every human experience where there is a *high level of challenge* that you meet by using a Unique Talent.

Forensic Definition—Flow

You have experienced flow at different times in your Life and will likely recognize its characteristics: you felt particularly strong, alert, in effortless control, and you had a sense that you were performing at the peak of your ability. Both the sense of time and emotional problems seemed to disappear. There was a sense that you were living what you were Designed to live.

The concept of flow was essentially defined and described by psychologist Mihaly Csikszentmihalyi, a respected leader in the Positive Psychology movement. The experience of flow seems to have at least the following elements:

1. Time just seems to fly, and markers by which time is measured don't seem to exist because we are in the moment.
2. We are completely focused and concentrating due to either innate curiosity or because of training.
3. We know we are fully capable and able to perform the essential task without fear of failure or boredom.
4. We have a sense of ecstasy and are not constrained by everyday reality. Emotional problems seem to disappear.
5. We find ourselves in a place of great inner clarity, possessing the knowledge of how and what to do innately.
6. The end result is not our goal, as we know we will perform without the fear of failing. Our ego is not the focus of our performing.
7. The Purpose of what we are doing is the focus, and we are not burdened by outcomes.

I believe this is the most important of all the RTs and Evidence tests because it involves all of your Five Fields of Evidence to some extent. I believe that flow is when all your pistons are firing in the right order. This does not mean in equal power or capacity, but in the right combination for your Unique DNA Code. It reflects the very best of who you are in the best way possible. It gives you the best Evidence possible as you discover Evidence for your Talents.

When I look at my Life, I have personally experienced flow in the following situations:

1. Cricket is a sport I love and have always been very good at. Cricket is a long game, lasting up to eight hours and often played in very hot weather. I have experienced flow many times while playing. I remember playing hard, sweating in ninety-plus-degree weather. I would be on the field for four hours or more, yet it would seem to be over in a few minutes. It didn't matter whether I won or lost but that I had performed exceptionally well; and that was my reward. (I do love winning, however.)
2. Public speaking/preaching. I discovered my ability to speak when I was nineteen years old and in the military. I was chosen to take an officers' selection course, and one of the first exercises we had to perform was to give

an extemporaneous speech for ten minutes. I had never given a speech before in my Life, let alone in a competitive situation. I remember preaching for forty-five to sixty minutes, and it seemed that I had just stood up and I was done. The words flowed; I didn't repeat ideas, didn't "um" and "ah" or use "okay" regularly. Everything worked well and, when I looked at the audience responses, they seemed very positive. I remember recently I had just received news of a very tough situation that affected me deeply. I had to speak, and I did. I spoke as well as I ever had, and there was no thought of what I was going through outside of delivering the speech.

3. Doing photography. I will sometimes go to downtown Seattle, to the famous Pike Place Market or Westlake Plaza, and take photographs of people. I can stand on the corner outside Starbucks for hours and take photographs of all the interesting people who congregate there. Time flies, and I get some great shots. I then drive home so energized, wanting to tell someone about what I have just done.
4. Creative thinking. I don't believe my peers ever saw me as being creative. My creativity is related more to concepts, strategic thinking, and new ways of doing things. That is what LSI is. I have found myself sitting in my regular coffeehouse "office," doodling, writing, and thinking up ideas. I feel alive and productive and come up with some great ideas. I also produce a large amount of work.
5. Writing. I write in spurts. I have ideas floating around in my head, and then, all of a sudden, I need to write and will sit down and go for hours. There are times when time does fly, and I will only know I have been at it for three hours when the battery on my laptop starts to shut down. I look at what I have written, and sometimes I have ten to fifteen pages that make sense enough that I am willing to let others read what I have just written.

What about you personally? *PRU*

- Where have you experienced flow?
- Where were you?
- What were you doing?
- Who was with you or watching you?
- How many times have you performed this activity and experienced flow?

- What elements of flow can you identify in the Talents you have potentially identified?

The illustration below shows a formula to best identify your flow experience. It is a simple formula but gives a clear description of how flow is experienced.

The Flow Formula

High Challenge (HC)	+ Low Skill/Talent (LS/T)	= Anxiety
Low Challenge (LC)	+ High Skill/Talent (HS/T)	= Boredom
High Challenge (HC)	+ High Skill/Talent (HS/T)	= Flow

Apply the formula and think about what you have defined as a Talent. Flow can be experienced only when a *High Challenge* is met by a *High Skill* (Talent) in your Life. If you don't possess the *High Skill*, it is unlikely you will ever experience flow. Next, think about when you have had to meet a challenge that demanded the engagement of that Talent. Did you experience flow or being in the zone? If you did, take some time to analyze that experience. Journal about your experience, and see what you can do to remember everything associated with it. That is the most important application of the Analysis of Asset you can engage in.

One of the ways you can really develop this discovery tool as a Life Scene Investigator is to constantly be on the lookout for examples of flow in the lives of those around you. There is a rule to Life that simply says you will never discover more about your own Life than you are willing to show and give to others.

- When have you observed flow in a student or co-worker?
- As a coach, friend, parent, and so on, where have you seen someone experiencing flow?
- Always take the time to tell the person you observed what you saw and what you believe it says about his or her Unique Design.

RT-3

Has The Evidence Been Preserved and Does It Continue to Be Displayed Today?

When we live and use our Talents, we find Evidence that lasts. Talents make their mark and leave a deep imprint.

Forensic Evidence Description—Impression Evidence

People who commit a crime may often leave footprints/shoe prints or tire impressions when entering and/or exiting the crime scene. In many instances, impressions can be positively identified as having been made by a specific shoe or tire. Entire databases of tire and shoe prints are available to crime scene investigators.

Clothing of a pedestrian struck by a motor vehicle can also leave impressions on the vehicle. Examinations of questioned impressions may provide investigative lead information, such as brand and model of tires and footwear.

Vehicle makes and models may also be determined from wheelbase, fender, glass, paint, and track width measurements.

What about the impressions and imprints you have made? Are they representative of Talents in your Life?

- Has the Evidence of what you did been preserved? How so?
- Is there still Evidence that remains? What is it?
- Have your accomplishments lasted over time and made their mark? What did you do?
- There is clear and convincing Evidence to point to your unique involvement. What is it?
- What have you done that really took root and grew?
 - You set a record that lasted a long time: athletics, sales, website hits, sales of Girl Scout cookies, and so on.
 - You started a magazine five years ago that is still going strong.
 - You tutored a pre-college student who was really struggling but who has gone on to do exceptionally well.

I recently was contacted by Bruce, who was part of a youth group I started back in the mid-1980s in Johannesburg, South Africa. He was still living in South Africa and was working with teens and involved in much of the same work that LSI does. He had started a program called “Eternity and Beyond.” Bruce was online searching, came across my name, and immediately contacted me. It was a great surprise. I had actually officiated at his wedding to Jenny, who was also part of the youth group. The influence I had in his Life continued and was now growing as he reached other teens.

The time, the effort, and the use of my God-given abilities had borne fruit and many years later was still bearing fruit. I have always worked well with teens. I still work with them today.

One of the things I have continued to do with teens who have been through Teen Discovery, a program primarily for at-risk teens I started in 2000, is to keep in contact with many of them to see where they are and what they are doing years after we have stopped working with them. For many, the involvement has made a lasting change. They continue to grow and engage Life productively. Many are in college, and many others are working in good jobs and staying out of trouble with the law.

Back in 2003, I was held a few months in Homeland Security detention. I want to state at the outset that it was not for any crime—but I was held in civil detention. I was from a country that no longer recognized its citizens who had left the country and not returned after five years. I ended up as a man without a country. I was like the character Tom Hanks played in *The Terminal*. The rules had also changed with how and where paperwork was filed after September 11. Additionally, my case file went missing for almost a year, causing further confusion.

While in federal detention (it sounds so ominous), I spent a lot of time doing what I have always done; encouraging people who are in tough circumstances. Not only did I talk with people who sought my help, but I found ways to make the situation more positive. Around Thanksgiving, I created a turkey out of a blue rubber glove only to have it confiscated. I played my favorite game, cricket, with a rubber glove wrapped into a ball and a book for a bat. This was my creative side at its best, which sadly was not encouraged or appreciated by the not so creatively endowed prison staff.

One of the people I met “inside” was a young man named Prashant. He was very despondent about being deported from the United States and was extremely anxious about his future. I spent time with him trying to help him understand that his situation was not terminal and that God was still interested in him and had a plan for his Life.

I woke up one morning and Prashant was gone. He was taken in the middle of the night, as were most deportees, and sent to the airport for removal to his country of origin. I missed his friendship.

In 2008 I received a phone call from a number that I didn’t recognize. It was much longer than the standard U.S. area code and number; it was from the United Kingdom. The caller identified himself as Prashant. I was not sure at first who it was

because I have a number of friends from India named Prashant, with whom I play cricket. He soon reminded me of which Prashant he was. He said he had tried to find me for years and he ran across my website and found my phone number. He wanted to thank me for how I had influenced his Life during the tough time he experienced in Homeland Security detention. He said I had pointed him to God in that desperate time. We talked a little more, and I became his friend on Facebook. His Life had changed wonderfully, and he was now married and living in London. This was Evidence that lasted and had long-term effects.

What about you? What have you done that demonstrates Evidence your DNA Code has made a lasting difference? What have you done that has continued to grow and develop? Is it a business, an organization, a concept or idea, a positive relationship or association, a Life? What do you see now that you have been removed and are viewing with the perspective of time?

When we involve our Talents to effect change, those changes will have a lasting quality. The Evidence will be preserved. Strong influences and actions create and leave Evidence that lasts.

RT-4

Is the Evidence Easily Repeatable? Has the Evidence Been Repeated Numerous Times?

Can the Evidence be repeated again and again with the same or better results? Is there a history of repeated actions?

When you identify a Talent in a Field of Evidence, be confident it is indeed a Talent if you can repeat it easily. If you have a history of repeating it, preferably many times over a long period of time, then designate it as a Talent.

When my son André was about fourteen, we were living in a home that had a large carport with a basketball hoop in it. André was playing basketball at his junior high and was often outside shooting. One weekend he asked me to shoot hoops with him. I am tall and have always been a good athlete, but I had never really played much basketball. I play cricket, tennis, racquetball, golf, and other sports where you hit a ball, not sports where you throw or kick a ball.

The challenge was to see who could shoot as many baskets in a row as possible from a number of places on the court. I would get one or two and maybe three in a row, but never more. All of a sudden, I hit a run of baskets and I couldn't miss. I kept shooting, and the ball kept going in. I kept doing this until I had shot thirty-

seven baskets in a row. André was in disbelief, but not more than I was. I kept apologizing because there was no good reason for that run of baskets. The reality was that it was a fluke, an anomaly. The rest of the time playing, I don't think I scored more than two or three in a row.

Some people might think I had great potential to become a good basketball player. But I know the truth, and the truth is this: I am no basketball player, and I have never really enjoyed playing basketball. When I recount the story, I can do so only as an example of a fluke. If I tried to beat that record, it would probably take me many years and thousands of tries to perhaps repeat it. It was not and never will be Evidence of a Talent in my Life.

Many people look back at highlights in their lives and can point to a remarkable feat or action and talk about it as a defining moment in their existence. They build their lives around an *incident*, a one-off demonstration of something that on its face is exceptional. But when you ask them how they have continued to demonstrate and develop that capacity, there is little to no Evidence.

I even know people who talk about what geniuses their children are based on winning an award in elementary school, or what great athletes their kids are because they scored a winning run in a little league game. There are many things each of us has done that are outstanding. But when those outstanding feats have not been repeated and there is no Evidence to show that they were anything more than our own personal shooting stars, seen once, brightly, for a second or two in the span of our lives, we need to assign them to the “not applicable” file. We cannot build a Life or change our direction based on a memory of possible Talent. We need consistency and longevity.

Laser-Induced Breakdown Spectroscopy (LIBS)

Laser-induced breakdown spectroscopy (LIBS) is a relatively new technique for analyzing materials. This technique has been made possible by the advent of very-high-intensity pulsed lasers, which provide enough energy in a brief instant to raise the temperature of matter by thousands of degrees and vaporize it. The excited matter produced by the laser pulse subsequently emits a characteristic visible spectrum as the various elements return to their normal temperature state.

The spectrum can be used to identify many basic elements in a substance and to identify or distinguish the makeup of a substance by means of spectral comparison.

RT-5

Has the Evidence Been Recognized as Exceptional by Your Peers and Other Eyewitnesses?

Have your peers, friends, work associates, or teammates recognized and openly stated that the Evidence meets a standard of being exceptional? Our peers are important in the recognition of exceptional ability. They see us on a regular basis and are able to watch us perform over the long run, in a variety of situations, close up; they can best evaluate whether we are better than they are in a given ability. Evidence based on peer review is essential.

One exercise we ask people to do in our Evidence discovery classes is to send out emails and request that the various witnesses in their lives complete a “Personal/Eyewitness Statement Form.”

Recently Helen Meyer, a Licensed Professional Counselor who was completing certification as a Life Scene Investigator, told me how this exercise changed her whole perception of who she was. The replies she got not only confirmed so much of the Evidence she had discovered during her training but had also expanded the view of her amazing Talents.

Look at the “witness” illustrations in the table below and identify the people in your Life who qualify. Make sure you identify them by name. Witnesses need names in order to have credibility, so others, who might question the witnesses’ evaluation of our Talents, can see they are real people, not just our pretend friends or names that appear on a resume but can’t be found in the real world.

Personal Witness	Examples
Personal witnesses are people who are your peers or who know you and have observed you in action. These can be friends, family, work associates, team members and others who have no other vested or paid interest in testifying. These witnesses are relationally or emotionally connected to you, and at times their objectivity can be questioned. However, their testimony should be assessed and given substantial weight if they are known to desire and have your best interests at heart.	Mother Father Spouse Sister Brother Close friend Girl-/Boyfriend Roommate Longtime teammate Longtime school-/classmate (sits next to you) Business partner

Eyewitness	Examples
<p>An eyewitness is someone who observed the Evidence. They are people who are not connected to you in terms of a personal relationship or people who have been retained by you. They have observed you in action and have important information that is based solely on observation.</p>	<p>Classmate (you don't really know or talk to them) Work associate Casual acquaintance Someone at Starbucks Attends gym with you Someone at school Attendee at a game or performance who watched you Association member</p>

It is important to be able to quote what your peers have said. What statements stand out? Have they been quoted in an article, internal memo, newsletter, or journal? Be clear on what they said, and be willing to verify what they said. Will they confirm what you say they said?

Chapter 13

Forensic Reliability Part 2 (Tests 6–10)

I know as you look at and begin to apply the first five Reliability Tests you will see the incredible value of how they work. They are incisive; they look deep into your Life and experience. They illuminate like Luminol by uncovering Evidence that may have been overlooked or covered up.

Let's continue discovering and answering the question *?RU*.

RT-6

Are There Expert Witnesses Who Are Willing to Testify to the Validity or Exceptional Nature of the Evidence?

Is there an *expert witness* in the Field of Evidence who stated your Evidence meets the standard of being Exceptional? Can you think of “experts” who have made comments or statements about something you have done that made you come alive? Your family, friends, or co-workers might have heard them say you were exceptional and had a bright future. You still can quote verbatim what they said with a sense of pride.

Expert Witness	Expert Witnesses
An expert witness is one who has knowledge beyond that of the ordinary layperson, which enables him or her to give testimony regarding an issue that requires expertise to understand. In court, the party offering the expert must lay a	Schoolteacher Manager or boss College professor Superintendent Coach Principal CEO Scout (sport, talent, etc.)

foundation for the expert's testimony. Laying the foundation involves testifying about the expert's credentials and experience that qualifies him/her as an expert.

Youth leader
Pastor, minister, rabbi
Counselor
Doctor
Department head
Driver's education instructor
Tutor

Every CSI outfit has a team of experts who evaluate and test the Evidence. There are experts who evaluate the crime scene and collect Evidence. There are experts who work in the morgue, specialist doctors who seek to determine the causes of death. Other experts evaluate trace Evidence collected at the crime scene and seek to identify what it is and who it belongs to. There are experts who do computer research and DNA testing. CSI comprises a variety of experts who are all necessary to meeting the ultimate goal of identifying and convicting criminals who perpetrate crimes.

Expert witnesses are witnesses who display special skill or knowledge derived from *training* or *experience* in the Field of Evidence they testify about. Often they are people who have been well educated and then added to that education with years of experience. That combination makes for the best type of expert. Formal education is not an essential element of qualifying as an expert. Much of the time experts are published, or what they believe is out in the public, and their beliefs have been examined and challenged by their peers and other experts.

The same can be said of a coach as an expert. Most coaches have played a particular sport and then pass on not only their personal experience but also their education, observations, insights, and other lessons to become experts in a sport.

The best experts are often a combination of experience and education. Many experts have little to no formal education, but their opinions should not be ignored or discounted because of that. We have many examples of experts who are college dropouts, those who didn't fit a particular mold or even people who are eccentrics. Bill Gates comes to mind. He is an expert and people listen to what he says, even though he is a college dropout.

When I was growing up I had a cricket coach. His name was Jim Cornford. Jim had been a professional cricketer in England for many years before coming to Africa to take up residence at St George's College, where I attended school. Jim was a bowler, or pitcher. What was interesting about Jim was that he was a great coach of all the elements of cricket, but he was definitely best as a batting coach. It was all

about perspective. He was a bowler who watched batsmen. He had to constantly observe them and find ways to get them out. Because of that he became an expert practitioner as a bowler but an expert coach of batsmen. Jim Cornford was the expert who endorsed my talent to select teams.

You need to find experts in the areas of your Life Scene who can identify, validate, and make specific statements to corroborate the strength of your Evidence. Expert witnesses are a vital part of the reliability process.

We all know the power an expert can have in our lives and the lives of our children. Think back to when you were a teen or in college (or maybe you are currently a teen); think about something you were really interested in. It could be a class, a sport, a sales group, an extracurricular pursuit.

Who is it that you looked up to: an advisor, coach, or head of a department? Who is that individual that you and others on your team considered to be the best and wanted to become like? You respected that person, and he or she was the expert in your opinion. Has that person ever said something that made you come alive, stand taller, and just beam? You can remember what he or she said, maybe years later, as can many of your friends.

Who are the experts in your Life, and what have they said? Can you think about or maybe pull out a report card, job evaluation, article, citation, or other document that cites the expert and what he or she has said about you? Remember, as with your peers, the experts need names, positions, and reasons why they should be considered as an “expert.”

Look at the list in the “Expert Witness” box. Completing an “Expert Witness Statement Form” is a great exercise you can perform.

RT-7

Was the Evidence the Result of Natural or Spontaneous Action?

Was the Evidence produced spontaneously—just something that you are a natural at?

1. Do you simply perform this Talent without even thinking about how good you are at it?
2. Was the Evidence easily discovered?
3. Was the Evidence easily performed?
4. Was the Evidence easily observed?

5. Was the Evidence produced naturally, not forced?

I have coached cricket for many years. I have had the opportunity to coach kids who have never played or even seen the game before. I often demonstrate the basic elements of the game and then ask them to try and copy what I have just done. There are always a few who just “get it.” They instinctively know how while others have no clue.

The same is true with parents I worked with. They describe how their children sat down at a piano, having never played, and just seemed to know how. No instruction was needed to understand the process.

Instruction, practice, and coaching are often needed in order to become better or to excel and take that ability to the level of a Talent; but again, it is a natural process that is obviously wired into an individual.

Think about some of the “natural” things you have done, where the first time you tried, it worked. The process seemed so easy when others struggled, and people looked at you and thought you had done this many times before or had lots of coaching or education.

- Hit a golf ball two hundred yards and thought that was just the way it was done
- Made a speech and the words just flowed
- Went rock climbing and got to the top without any real thought or fear
- Cooked a meal and everything was ready at the same time and tasted great
- Fixed the brakes on a car and the process seemed logical—and they worked
- Understood a foreign language very quickly and was able to converse easily with people who spoke it as their first language
- Decorated a room and everything seemed to fit beautifully, in the appropriate places

Can you list three things you know you are a *natural* at?

1. _____
2. _____
3. _____

Comments or statements like these are all indicators of this RT authenticating your Evidence as a Talent:

1. “I don’t know; I was just really good at it.”
2. “No one ever taught me. I just did it and did it well.”
3. “I was told to do it, and I was better than most of the others who had been playing all their lives.”

RT-8

Is the Evidence Something I Perform or Choose to Do Myself? Is It Something I Do in My Own Time?

The choice of what we do with our spare time will show Evidence of our Talents. When we are driven internally and wired with a Unique Talent, we will find ourselves not just using spare time to play or do, but *making time* to enjoy our Talents.

1. Is the demonstrated capacity or Talent something you do by choice or internal motivation?
2. Is it something you do for recreation, in your spare time, and without being required or forced to do?
3. What clubs, associations, or groups do you belong to?
4. Do you receive a lot of emails, newsletters, e-zines, books, or magazines that reflect your intense interest?
5. Do you spend a lot of time on the Internet searching for sites and have websites marked as “Favorites” on a particular subject?
6. Do you have a variety or collection of equipment, articles, memorabilia, and so on that are associated with your Talent (baseball cards, movies, guitars, model cars or planes, plants, cameras, computer games, books, musical scores, etc.)?

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Life Scene—HT

Another good indication might be what you watch on TV. I have a good friend, Dave, who has two sons. I was at his condo, and we were talking about our kids and their interests. He remarked about how his ten-year-old son, HT (Henry), loved watching a variety of cooking programs. HT is fascinated by culinary arts and loves to cook.

How cool—a ten-year-old boy who spends his free time not just playing video games or sports but watching cooking channels. I wish more parents would encourage their children in some of these nonacademic loves and pursuits. Watch for HT to have his own TV show somewhere down the road.

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So what do you watch on TV? I know a lot of people who watch the history channels, interior design shows, forensics shows, medical shows, military shows, gardening shows, game shows, reality shows, and then the more obvious shows on sports and politics.

- What do you watch when you have the channel changer in your hand and have no one else telling you what to watch?
- What do you do with your extra or down time?
- When you have the time to do what you want without any expectations or restrictions from others, what do you find yourself doing?

RT-9

Has the Evidence Produced Positive Emotion?

In terms of authenticating the reliability of a Talent, experiencing the emotion of thankfulness or gratitude probably carries as much weight as, or more than, any other RT. You cannot use or display a DNA Coded Talent without feeling and needing to express a sense of thankfulness.

You can always identify a Talent by watching the person who lives it generating positive emotion. Happy people are those who know their Talents and live them. Unhappy, anxious, depressed, frustrated people are those who either don't know or are not living their Unique Design and DNA Code. That is as simple as it gets.

Has the Evidence resulted in positive emotions such as gratitude, satisfaction, exhilaration, contentment, happiness, or joy? Different emotions result from different Talents, but again, thankfulness and gratitude are the hallmarks of a Talent that is lived. These emotions are *direct hard Evidence* that this is a Talent!

Parents, managers, coaches, and teachers should be observing what generates positive emotion in those they work with. We are not talking about a short-lived, seldom-repeated emotion, but emotions that are observed on a regular basis, something that makes the person come alive and fill with positive emotion. What is it? Have you experienced positive emotion in the Talent you have discovered or identified?

In the award-winning movie *Chariots of Fire*, Eric Lidle, the hero of the movie, has a sister who is trying to make him feel guilty and stop running in the Olympics because of its eternal futility, in her opinion. She was a missionary to China, and based on her beliefs, he should have given up running and become a missionary like

herself. In his response to her, he said that when he ran, he experienced a feeling he described as “the pleasure of God.”

That “pleasure of God” is the greatest description I have heard to describe this concept of positive emotion. It is the sense that I am doing what I was made to do and that my Maker, my Designer, is looking down and is pleased, just like a parent who observes his child laughing and enjoying Life to the fullest. It is the synchronization of living what I was Designed to do. It is the unlocking of my DNA Code!

- Have you experienced the “pleasure of God?”
- What were you doing?
- How would you describe that feeling of knowing in a profound way that you were doing what you were so definitely made to do?

Positive Psychology is a relatively new and exciting development in psychology. It has been described as the “science of happiness.” The question that Positive Psychology attempts to answer is, “What generates those emotions we define as happiness?” What are those attitudes, activities, connections, and behaviors that produce positive emotion?

Positive Psychology studies people who have defined, positive character qualities. It looks at issues such as how much money is enough to make people happy? What produces optimism that enables people to deal with the tough issues of Life? How do we produce gratitude?

LSI is based on the philosophical belief that when people identify their Unique Talents, develop them, and then actively use them in Life, they produce the characteristics that are studied in Positive Psychology. Design discovered and Talents used produce positive emotion.

How we approach the issue is similar to the way the *Gallup StrengthsFinder* does. The *StrengthsFinder* 2.0 is a test that helps you identify your hardwired Talents. The belief is that discovering your Talents is the pathway to living a happier, more fulfilled Life.

Do you have the opportunity to do what you do best each day?

Do you? **PRU** when it comes to answering this question: someone who answers with a definite “yes” or “no?”

When people are able to do what they do best each day and for a good portion of the day, they are generally happy and fulfilled. That is common sense. Do what you love, love what you do, and the world makes sense.

A number of years ago I started a program similar to LSI for a nonprofit group called the Regeneration Project. This organization worked with children who were orphaned due to a parent having died of AIDS. These were marginalized kids in an extreme sense. Many were minority kids whose parents were often drug addicts, prostitutes, or gay. So in society's view, they were not kids who often engendered the open embrace that many other orphaned or disadvantaged kids do.

There were two sisters whose father had already died and whose mother was receiving hospice care while in the advanced stages of an AIDS-related condition. The oldest girl said she was always so worried going home after school because she never knew what condition she would find her mother in, or that she might even come home to find her mother dead. There was little in her Life that was a source of positive emotion or encouragement.

One of the Talents we had discovered in this girl was her exceptional athletic ability, specifically in basketball. What one of the other Life coaches did was to encourage her to play more basketball. She was not able to play on the school team due to having to care for her little sister and her mother. We got her to take her little sister and some of the other kids in her apartment community and go and play in a small area close to the apartments as often as possible.

What this simple action did was to allow her to use a Talent we knew produced positive emotion and regularly feed her emotional state, which was constantly being drained by her immense responsibilities. We told her that when she really felt overwhelmed, she needed to go and play, even for a few minutes. Not only were there good physical reasons, but she was endowed with a unique Talent to play; it was also a known source of positive emotion.

This example is very important for all of us to learn from, not just in our desire to discover Talents, but also in managing Life when we face a crisis or ongoing, tough situation. Talents help us get through the toughest times if we know what they are and we use them.

When the going gets tough, the tough rely on their Talents to keep going! When the going gets tough, we have the opportunity to discover more Evidence of what we are made of. This is an amazing and fundamental truth about Life if you are willing to learn it.

RT-10

Did You Discover the Evidence through Following Your Intuition or Gut-Sense?

This last Reliability Test could easily be a separate chapter. It is not objective, nor is it based on demonstrated Evidence. Nevertheless, it is an important test that, if identified, may lead to you having the courage to openly attempt what you identify. It does take courage to openly admit to the world that there are parts to you that need to be presented in open court, the court of Life, and then developed.

Many books and theories of self-discovery focus on Intuition as a primary tool of discovery. I would always start with the RTs 1–9 and then go to this last one. Go with what you know, but don't be a coward and disregard what has been part of your Life and possibly your DNA Code and Design all your Life.

LSI is primarily about forensics, which is based on objective Evidence and defined testing and processes. But there are times in our lives when we just *know*. We have what is termed a “gut sense” or “a still small voice.” It is not scientifically verifiable or really repeatable, but there are times when great discoveries have been made because an investigator followed his or her “gut sense.” The investigator had an intuitive sense where to look for the Evidence or what the Evidence might feel or look like.

It could be described as a shadow, like an outline without substance until you turn around and see the tree that is between you and the sun. It is a sense of internal leading that tells you you're following the right direction.

Intuition can also be looked on as a Unique Talent, what some might call a sixth sense. It must be stated that in the LSI context, if you wish to have any confidence in a Talent discovered by intuition, it must be backed up by other RTs or be looked on with a healthy skepticism. There should be additional Evidence to corroborate it.

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Life Scene—Ben Davis

Ben Davis is one of the most exciting young entrepreneurs in the United States. Ben started a business a couple of years ago called The Gents Place (www.thegentsplace.com) in the Dallas area and then another one in Leawood, Kansas. This year he started another Gents Place in the exclusive Dallas suburb of Preston Hollow.

My company, Corp-DNA (www.corp-dna.com), was hired by Ben to work with his leadership staff as well as do some sales training. As Ben was expanding and about to open his new Preston Hollow location, he asked us to help him in the hiring process. We performed what we call a “Positive Forensic Profile” on The Gents Place’s employees and had a DNA Profile of their best performers.

Ben used the profile to begin hiring new employees and did so very successfully.

I had lunch with him recently, and we got to talking about why his business model was so successful and then got onto the hiring process. He loved what we had done for him in setting up the DNA Hiring Profile specifically created for his business.

Ben also went on to say that he used it but that beyond the analytics and processes we had created, he relied extensively on his intuition. He said when he sensed something was wrong, it normally was. He had a number of examples of when he didn’t follow his intuition and how it had cost him.

Ben reads extensively about starting businesses, technology, marketing, leadership, sales, customer service, and so on. He is very bright, driven, and always using his amazing business acumen.

Ben’s foundation is his bright business mind that is filled with facts, statistics, examples from *Inc.*, *Forbes*, and *Fast Company* magazines, and advice from seasoned professionals. He couples that analytical fact-driven mind with what is not seen but which is powerful and which also guides his decisions to positive outcomes when he trusts it.

At times, even when the facts say “Go,” his gut or intuition says “No,” and he has learned to trust his inner voice. Great leaders like Ben Davis often have a “gut instinct” and make decisions that matter and that have significant outcomes.

How accurate is your Intuition? How many times have you trusted it to a right decision? Some people have a unique intuitive Talent. Do you?

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