

## The Art of Mian Xiang and Al Ferasah for Human Resources in Defensive Times

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### Abstract

Physiognomy, or study of facial characteristics, is practiced daily, either consciously or unconsciously in anticipation of knowing what behavior to expect from people with whom we associate in private and public life. Physiognomy was in use as far back as 16th century. It remained a subject of debate at the turn of 20<sup>th</sup> century. Your face is your walking resume. Unlike what some may say, we can actually judge a person by his/her looks—if we know how. The features of our face reveal the biggest indications behind our mental, success, hidden path and destiny. In this article the author attempts to review the applications of Physiognomy through history, including for the first time the correlation between the five personality traits employers hire most and the theory of the five officers in the face, and its use in nowadays businesses in peace and defensive times as well as a documented story. In conclusion, this is an ideal introduction to the art of Face Reading, physiognomy, that is considered to be the basic understanding on how people would behave—all by looking at the facial features and a fresh take on *Mian Xiang*—from a business perspective. Including a touch on the well known similar practice in the Arab world since many centuries *Alferasah* to a recommendation list for best hiring.

**Keywords:** Mianxian; Physiognom; Alferasa; Face reading; Psychology; Human behavior; Human resources; Forensics

### Introduction

Have you ever wondered why the faces of people are so different? Some are memorable with prominent features like a big nose or squinty eyes while others blend in with the crowd?

### Mian Xiang (Face Reading)-What's in a face?

When you know what to look for in a person's face is an insight into their emotional, mental and physical patterns that occur on a daily basis. It helps us to answer questions like:

- How does a person's face indicate their potential to perform certain tasks?
- How does a face tell you a person's tendency to think in a particular way?
- How does the face show areas of strength or weakness in the body?

Face reading is a powerful technique that can give you an instant insight into a person's character. It can be used for many purposes including relationship compatibility, recruitment or candidate selection and individual therapy as it would be the best way to explore human personality. It can reveal their strengths and weaknesses, their personality traits, and how they are likely to behave in life. The Identification of psychological characteristics is the task widely used in theoretical and practical psychological research, education, coaching, career guidance and hiring process, business and political affairs, psychotherapeutic diagnostics, self-exploration and awareness. Teachers evaluate student's personality traits and cognitive abilities to know how to represent material better and how to establish communication and learning process in more efficient way. Lawyers are beginning to use personality testing for criminal behavior analysis, witness examination and jury selection. Medical staffs analyze personality characteristics and observe patient's psychological state in regard of its influence on medical treatment process. Even websites design and software interfaces are now developed based on knowledge of user's personalities and their preferences. It's hard to underestimate the role of identification of psychological characteristics. In modern

society, as everyone needs to know people's psychological traits to understand or predict their reactions to various subjects and situations.

Mian Xiang can be a valuable tool in assessing the tendencies of people without exchanging a word. It is used all over the world in many professions to assist in business dealings, people management and professional recruitment.

As a result of the mind-body's connection [1] the shape and features of the face from birth developed according to personality traits and emotional behaviors. Your face tells its own unique story about how you interact with the world.

The front view of your face shows how you face the world while your face profile indicates how you project your personality into the world. All aspects of the face are taken into account including:

- The overall face structure and shape;
- The placement, color and shape of the eyes;
- The shape, size and direction of the nose;
- The curvature and thickness of the eyebrows;
- And much more!

The aim of this study is to review Mian Xiang over centuries, with an enlightenment on *alferasah* in the Arabic history, and to use these historical heritages in human resources in peace and defensive times.

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## History

Morphology as a system of diagnosis and therapeutics has been in existence for the past 4 to 10 thousand years. The earliest depictions of morphology may be found in 3 sources: the sphinx, the first book of Ezekiel, Genesis [2].

The Sphinx is a creature comprised of a face of a man, the body of an ox, the tail of a lion, and the claws of an eagle. In Ezekiel's journey to inner worlds of reality, he discovers a creature with the faces of the four creatures contained in Sphinx—a man, an ox, a lion, and an eagle. The eagle represents inspiration and rapacity; the lion represents territoriality (king of the jungle) and acquisitiveness; the ox represents stamina and endurance; the man represents knowledge and the realization of all possibilities. Genesis makes a more veiled reference to the same four animal representations when it describes the four rivers that flow from Eden (Euphrates, Pison, Hiddekel, and Gihon). The four beings or creatures of the Sphinx, of Ezekiel and Genesis, represent the four flows of life force coursing through the human being: bile (man), lymph (ox), blood (lion), electricity (eagle) mentioned above. These four flows are a shorthand description and depiction of what is known as the four temperaments: bilious (man), lymphatic (ox, later replaced by the bull), sanguine (lion), and nervous (eagle). According to morphology, these types are invariable throughout the whole of humanity. There are no more or no less than these four types and they reflect our inborn traits which we bring into life at birth. We are all, each of us on earth, comprised of differing degrees of all four types.

Morphology gained credence in Greek medicine through the application of what was called "humoral" medicine [3] the four humors corresponding to the four temperaments: bilious, lymphatic, sanguine, and nervous. Historically, physiognomy constitutes an activity which seeks to understand personality and identity by analyzing the body and especially the face.

A form of knowledge roots back in Arab and Western civilizations through the middle ages and is also found in other cultures (Japanese, Chinese, Indian). Throughout the period from 1500 to 1850, physiognomy was assimilated in a very wide range of disciplines and activities as various as medical, anthropology, law, government and specially criminology (studying the profile of criminal traits), performing arts, philosophy, psychiatry.

In the eighteenth century, a magnificent morphological manuscript appeared written by a Swiss physician, J. K. Lavater (1775) [4] in which we find many precise morphological renderings and detailed descriptions of morphological types. Lavater's work [5] has been preserved and in the twentieth century France has become the repository of morphological wisdom. The subject is taught in the French medical school system as part of the department of anatomy and surgery. There are a number of M.D. morphologists in France who are called in as consultants by other physicians to help determine diagnoses and prognoses in difficult cases. There is an international society of morpho-psychology in France which publishes a journal until today [6]. In addition, morphology is widely used as a way of selecting candidates for employment purposes in France.

There are oriental systems of morphology, most notably the Chinese and Indian. They are used in an integrated manner in Chinese medical diagnosis and in *Ayurvedic* (Indian) medicine respectively. The Arabic word used for face reading is "*Ferasah*" and is a part of the Islamic civilization & culture [7], (the word "*Ferasah*" [8] in the Arabic language means to realize the reality and internal truth about an issue

through having a correct opinion about it, and the one who has this skill is called "Al Fares", which means the one who is enlightened and has knowledge. And the verb that is related to both words (Tafaras) means to look closely at things. It can be used to mean that someone saw the good inside another, and also from it another word is derived that means someone who has more knowledge and clarity about certain things). Arabs excelled since ancient times in many occupations and many things and knowledge. Perhaps the most important of which is the physiognomy, it was considered within the then-popular science. Physiognomy al ferasah has been known a simple definition as an idea that jumps suddenly of consciousness, like first impressions.

There are different types of faces to consider depending on the environment and the region. For instance, residents of cities are different from people of the Sahara, and faces from the east differs from European and Asian faces, and from here was created the link talk between physiognomy and psychology not only by the Arabs and Greeks but became the efforts of scientists Arabs and foreigners in drawing conclusions and interpretations for faces shapes.

Mian Xiang was originally developed during the reign of *Huan* Do the yellow emperor (2700 BC-2150 BC) in order to help Chinese strategists and Imperial advisors size up foreign dignitaries, rivals and candidates for important imperial positions. The Mian Xiang system is well documented in the ancient classics *Shen Xiang Quan Pian*, *Shen Xiang Tie Guan Dao*, *Ma Yi* and *Liu Zhuang* [9].

## Methodology

This is a review article of the art of physiognomy over centuries in different cultures (Eastern and Western). Online research was conducted for articles, various researches as well as published books on the topic. Chinese Face reading or "*Mian Xiang*" is considered to be one of the 5 arts in the Chinese Metaphysics classics. These 5 variations evolved from observing the principles of nature and the interactions within different contexts. They are based on theories of Yin and Yang, Five Elements & more.

The Five Metaphysics are known as:

Mountain (study of landforms), Medical (TCM/traditional Chinese medicine, herbal), Predictive/divination (I ching, book of changes), Destiny (Chinese astrology and *Bazi*) and Physionomy (*Mian Xiang* and Face reading) .

Facial reading can also determine a person's constitution, current health status, long-term health prospects and psychological and emotional profiling for career & self-understanding as all the aspects of the face can be subject to interpretation. This science also connects with the concept of trinity in Chinese metaphysics: Man Heaven Earth

The purpose is to use your Man Power (your attitudes - good deeds, better learning and hard work) and the Earth Power (your environment -favorable *FengShui*) to neutralize the Heaven Power (your time of birth - what you have inherited from your parents) which can influence the person's ultimate destiny.

"When you change your heart, you change your face; when you change your face, you change your fate" [9].

Face study includes several steps:

- shape of the face
- complexion and nature of the skin (oiliness, dryness, roughness, redness, breakouts, lines)

- shape of the eyes and eyebrows
- thickness, shape of the mouth and lips
- Jawbones if prominent or not
- Ears
- Scars & lines

A study of four cases (nationality: Lebanese) from the general practice is included.

Knowing yourself makes you understand and aware of your strengths and weaknesses. By knowing your weaknesses, you will be challenged to make the change whether subconsciously or consciously through actions. Housewives used it for their children to understand their career and talent potential as well as to understand the characters of their husbands. Business owners to establish their own strengths and weaknesses as well as to recruit their teams or do better partnerships by “reading” their potential business partner or competitor. University students to understand their potential in life.

How can we use face reading to improve relationships in business?

In business, you can use face reading to establish immediate rapport with someone, because you can see the best way to communicate with them, the right words to use, even how quickly to speak or how close to stand to them. For instance, if the person you are meeting has a large boney nose, don't give them a big hug on first meeting them! It's likely they're highly sensitive and need to get used to your energy a bit before they can feel comfortable with a hug. For someone like this coupled with a close-set eyes (narrow intercanthal distance) you'll also want to be sure to be on time for your meeting –being on time is crucial for them! For people you're already in a relationship with, face reading is brilliant – it allows you to see the real reasons for their feelings or behavior, and how you can communicate your own needs in ways they'll understand and accept. Overall, it helps you experience more love and compassion for whoever this person is really to you, whether that's your romantic partner, child, boss or mother-in-law!

## Results

### Top five personality traits employers hire most

New research [10] shows that the vast majority of employers (88%) are looking for a “cultural fit” over skills in their next hire as more and more companies focus on attrition rates. No less than 1,200 of the world's leading employers (like General electric, P&G and Accenture) seek to find the right personalities big businesses are looking for. Universum, the Stockholm-based employer branding firm that annually surveys over 400,000 students and professionals worldwide on jobs-related issues have culled their data to the top five personality traits:

- Professionalism (86%)
- High-energy (78%)
- Confidence (61%)
- Self-monitoring (58%)
- Intellectual curiosity (57%)

By reading the face, we can find if those skills are present or not in a very accurate manner before the interview or any other tool commonly used in the recruitment process.

### Understanding the 5 officers in your face

The theory of the “5 officers” [11] assimilated to 5 areas of the face is another key concept in face reading that serves as a crucial point of reference similar to these 5 top personality traits as follows:

- Eyes (the vigilance officer)
- Ears (the information officer)
- Mouth (the communication officer)
- Nose (the chief justice officer)
- Eyebrows (the insurance officer)

The eyes are called the vigilance officer because they reveal a person's perceptions of the world while the ears are the information officer because their particular form determines one's ability to access information by listening & receiving it and this can be assimilated to intellectual curiosity trait.

The mouth is the communication officer because it's through this feature that humans communicate with each other and thus affects the quality of the communication, therefore confidence trait.

The nose is the chief justice officer because it governs and reveals a person's morals, sense of justice, ability to make money, integrity & health aspects (professionalism trait). Finally the eyebrows are the insurance officer as it reveal a person's quality of life in relation to character, longevity and dignity, it's assimilated to self-monitoring trait.

**Eyes:** Good eyes are sharp, clear, glowing and alert with no discoloration. This indicates an intelligent person with good personal relationship. He/she has a positive mindset (high energy trait) to excel in her/his career. Big eyes reflect emotional and sentimental people. Small eyes indicate unemotional, careful people who will never reveal their hidden emotions to you.

**Ears:** Good ears are well-defined ear ridges, thick, high-set, long and broad with good color or tone definition.

- High set ears (tip of the ear higher than the eyebrows): intelligence, higher IQ
- Same level ears: average intelligence, wealth potential in middle-age
- Low-set ears: hands-on work , street smart not book smart, success only come later in their life

**Mouth:** Good mouth (denotes ones enjoy life): healthy red lips, clear definition & borders, the corners of the mouth should be going upward even if the person is not smiling. Good lips indicate good communication skills. It also represents good affinity with good food. There are several lips classification, each feature equals to a specific dominant character trait.

In this review, we'll be covering 5 types:

- Upper lips thick/protruding: indicates a personality that feels a need to be wanted and loved by others. Sentimental in nature, place a great value over emotional bonding than physical one.
- Lower lips thick/protruding: indicates a strong character that is self-independent and self-reliant. The person with this particular feature has a tendency to auto-motivate themselves and value physical gratification over emotional love.
- Crooked unbalanced lips: wagging tongue looking, one corner

of the mouth slopes upward while the others slope downward like a lopsided appearance. This type of feature indicates a person who is witty and scheming in nature and is capable of taking advantage of superiors.

- **Pearl in the sea:** a slight round protuberance at the central tip of the lips. People with this type of mouth are gifted with the ability to debate and argue effectively. They have a strong desire to win an argument or case like a lawyer .extremely persuasive.

- **Thin cut mouth:** both upper & lower lips are thin; the corners are sharp & pointy. This type of feature indicates a quick to anger/temper nature and a fast route to success. Individuals having this feature, would like shortcuts and the easy way of doing thing , they lack seeing the bigger picture

**Nose:** The nose is called the wealth star and represents the wealth aspects of a person.

**Good nose:** A high, broad nose with a round edge, non-visible nostrils indicates a sociable person and skills to accumulate wealth.

**Eyebrows:** Eyebrows should be noted for their length, direction of hair growth, thickness and density. Good eyebrows: clear, uniform, neat growth of hair indicate a person who enjoys good ties with his/her siblings and who has a general organized life. The person that has this kind of eyebrows is disciplined (self-monitoring).

Many psychologists have studied personality traits, and have attempted to identify or define all of the human traits. Some examples of personality traits identified and studied by psychologists are: warmth, emotional stability, independence, dominance, impulsivity, sensitivity, imagination, introversion-extroversion, suspiciousness, etc. There is continuing debate about how many different personality traits exist. The most popular model of psychological traits is a five-dimension personality model named as the “Big Five” and proposed by Lewis Goldberg [11]:

The Big Five are five broad factors (dimensions) of personality traits. They are:

- **Extraversion.** The broad dimension of Extraversion encompasses such more specific traits as talkative, energetic, and assertive.

- **Agreeableness.** Includes traits like sympathetic, kind, and affectionate.

- **Conscientiousness.** Includes traits like organized, thorough, and planful.

- **Neuroticism** (sometimes reversed and called Emotional Stability). Includes traits like tense, moody, and anxious.

- **Openness to Experience** (sometimes called Intellect or Intellect/Imagination). Includes traits like having wide interests, and being imaginative and insightful.

### Reassessing yourself in today’s economy

Your career path is all in your face

**Forehead:** High forehead (4-5 fingers high)

**Intellect:** extremely skilled at digesting information, eager to learn and capable of studying demanding, complex subjects like math, physics or philosophy. Their intelligence needs a channel for expression.

**Temperament:** very cautious. Good at spotting and assessing danger. Prefer not to take risks

Low forehead (lower than 4 fingers high)

**Intellect:** use their heart rather than their head to approach life. They tend to be more emotional than rational. Independent, don’t like to waste their time examining and decoding things.

**Temperament:** act first and think afterwards! Tend to learn the hard way: from own mistakes. Get their ideas and principles from own experiences Counseling & the right career talent management according to your face shape. Your Face reveals your personality, your past and your destiny. The shape of your face reveals your basic personality. Out of these basic five shapes, there are several combinations. The wellness program is all about incorporating the basic key motivation for each type.

**ROUND (Water)-Basic motivation is acceptance.** The face and body is round and fleshy, chubby. They have luminous and relaxed features. They are homebodies. They love people, enjoy life and good food, luxury and are happy and cheerful. They are enthusiastic, volunteers, optimistic, entertainers, excellent hosts, generous, sentimental and procrastinate.

**SQUARE (Earth)-Basic motivation is recognition.** The face and body is square in shape. They have large, sharp, strong features. They are the fatherly/motherly type. Freedom lovers, optimistic, love travel, aggressive, ambitious, go-getters, successful, organizers, direct, frank and they make things happen.

**LONG/ Oval shape (Metal)-Basic Motivation varies; money, people, power, recognition, security.** The face and body is long and lean. They have smooth, delicate graceful features. They don’t like to lose. They are practical, successful, good organizers, dominant, self-centered, competitive, aggressive, active, belligerent.

**TRIANGULAR (Wood)-Basic motivation is security.** They have a wide forehead and a pointed chin. The face and body is thin, long. They are reserved, indoor, thinkers, honest, ambitious, integrity, perfectionists, ambitious, idealistic, sensitive, and seek spiritual attainment.

**INVERTED TRIANGLE (Fire)-Basic motivation is adventure.** They have a narrow forehead coming to a peak with a wide jaw and chin. The face and body is skinny, pointed, wiry, and quick features. They are hard to please, demanding, skeptical, picky, insecure, open, talented, tremendous drive, perfectionists, generous, escapists, outgoing, active, restless, adventurous, with a lot of vitality (Figures 1-3).

### Case 1

**Face features:** Forehead: Lines on forehead denotes nobility, prestige & good status

- **Big ear lobe:** calm/silent person in nature. Ready to give a helping hand if you sense nobility or sincerity of the person in need. Practical, honest & creative. Good wealth prospects.

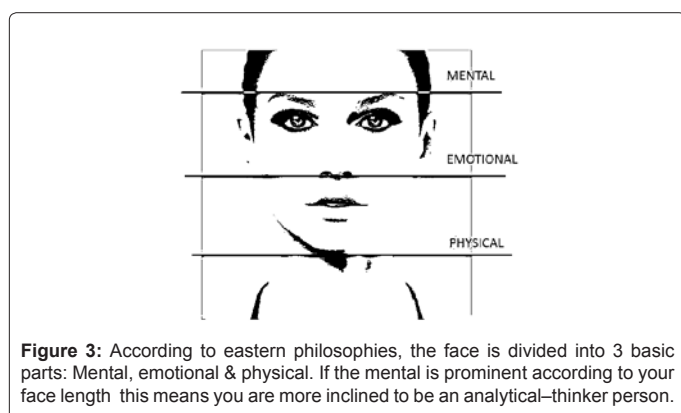
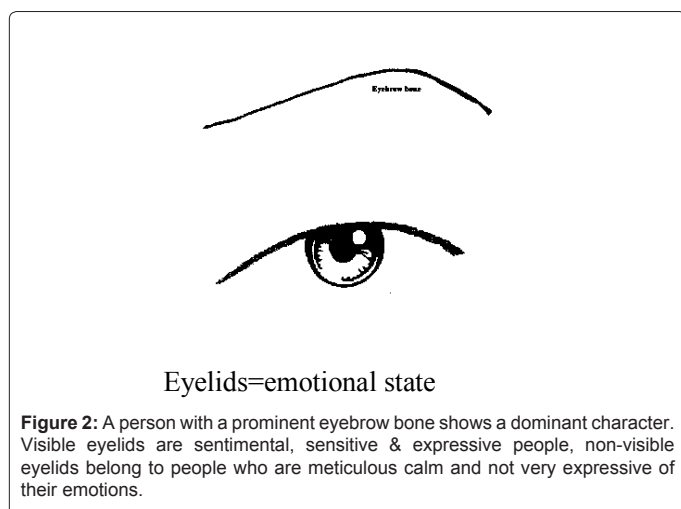
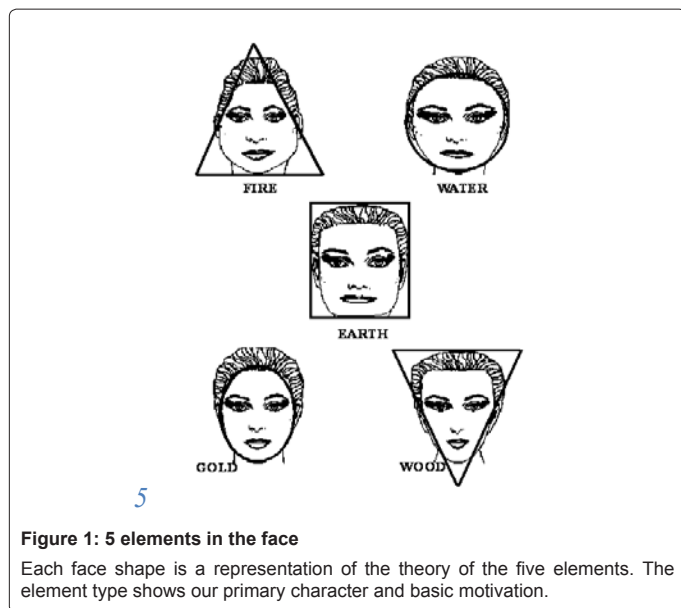
**Straight Nose Bridge:** will go through great lengths to achieve desires and won’t let anything or anyone stand in the way. Best in professional jobs like engineering, medial career, law.

- **Wide falling** (area near the mouth, distance between the naso labial folds)-> influential & successful with friends & family

- **Big Eyes/water face:** entrepreneurial skills and ability to use knowledge in good use.

- **Bones under eyebrows:** protruding. This denotes passed





challenges in life. Harsh self-judgment because of the perfectionist approach in doing things.

- **Fleshy middle portion of the face:** good health & intelligence,

good reputation & wealth abilities. Result of cases 1 and 2 is shown in Table 1.

### Case 2

- **Face features:** Face shape type: Fire meaning value good manners, always polite and cordial in nature and behave well.

- **Forehead:** wide and round indicates late marriage. Protective about own kids.

- **Nose:** A high mountain root means principles in life, confidence, personal drive and perseverance. This nose feature belongs to people who are healthy or keep themselves healthy.

- **Mouth:** balanced lips. Looking for someone who can satisfy you on both levels: emotionally and physically.

- **Spacious area between eyebrows and a bit bony:** This means your quality of life is average. In the Chinese Metaphysics, quality of life means a good health, good relationships or wealth for others. Obstacles in the 28-30 age period, challenges and difficulties.

- **Skin complexion:** not clear. Work out having a clear skin complexion. For a good life and periods, the skin should be clear with no scars, dull or dry. The skin should be clear and moist when touching.

### Case 3

- **Face features: Face shape type:** earth element. Practical and thinkers. Make strong opponent and are not to be under-estimated. Very trustworthy in nature & make good confidants because they can keep secrets well ! Despite their slow ways, earth people are often millionaire material because they think long-term and are capable of accumulating wealth. Their durable nature also gives them long life and generally better health.

- **Nose:** shape of the nose indicates that you will marry or be with a wealthy man but nevertheless, save your own assets from your hard work. You like to live in spacious and luxurious homes .You have a good affinity with your children.

- **Forehead:** high & wide. You can be a successful corporate person and climb to the top ranks in a big corporation. You also have the ability to network with other people easily.

### Case 4

- **Face features: Face shape type:** water element. Round and chubby face indicates the capacity to adapt to the environment, survivors, willing to take on financial and career challenges and obstacles.

- **Chin:** round. Tendency to be stubborn. Good caring of the family. Always separates between love & professional life. Rounded chin people often like to feel flattered and like to talk about their successes.

- **Lips:** v-shaped upper lip authority and skills to be followed by others.

- **Ears:** the form indicates that there is a genuine respect for others and look for a healthy, happy lifestyle

- **Nose:** capacity of accumulating wealth.

- **Tight space between eyes and eyebrows:** usually prefers to live in small houses.

- **Eyes:** poor affinity with your children Results of case 3 and 4 is shown in Table 2.

Case no.	Sex	Age	Strengths	Weaknesses	Profession
1	Male	48	Self-assured, motivated by your own needs & interests	Self-possessing	Engineer, Business owner
			Intuitive, good instincts, strong sense of empathy, ability in analysing complex data.	Introvert.	
			Eye for money making, perfectionist, meticulous, focused on the long run, appreciative of the finer things in life	Stuck in rules	
2	Female	40	Capacity to earn wealth and good in managing money	Can get often carried away with sweating the small stuff-failing to take note of the bigger ships of opportunities sailing right in front of you	Manager
			A strong willpower, a desire to succeed & a stubborn perseverance, a determine to do your best in your field. Physical stamina and endurance	relationships are likely to be stressful because you tend to have a rigid criteria as for prospective partners. Duality: can be bold and ambitious but easily can turn into vicious and angry people	

Table 1: Results of Character analysis, strengths and weaknesses versus sex and age, cases 1 & 2.

Case no.	Sex	Age	Strengths	Weaknesses	Profession
3	Female	30	Capable of accumulating wealth. Their durable nature also gives them long life and generally better health	Tendency to being rush, quick-tempered & stubborn Missing details and unsaid things	Business owner
			Strong leadership skills	Too demanding in relationships	
			Logical, strong, analytical mind. Capacity to discern the fact from the wrong	A bit conservative and tendency to linger over work resulting in being slow to adapt to changes	
4	Male	38	Ability to make good use of one's knowledge to make good decisions, or take the right step.	pleasure seekers can indulge in having bad habits	Business owner, University professor
			good when it comes to Public relations & Sales	Feeling of bitterness about the past	
			Good communicator and very sociable	Self centered	

Table 2: Results of Character analysis, strengths and weaknesses versus sex and age-case 3 & 4.

## Discussion

Imagine yourself in front of any of these types of faces and think about how you would communicate/sell/persuade the above face shapes? Consider the many ways you can benefit from knowing this information. In the business world, we tend to deal with a lot of people and sometimes it's all about making the first impression. It would be wise to add a tactic other than the "Art of war" classic developed by Sun Tzu?

*Mianxiang* can be associated to a form of non-verbal communication just like Body language such as the works of Dr. Paul Ekman [12]. His interest in nonverbal communication led to his first publication in 1957 where he describes how difficult it was to develop ways of empirically measuring nonverbal behavior. Ekman focused on developing techniques for measuring nonverbal communication. He found that facial muscular movements that created facial expressions could be reliably identified through empirical research.

By 1978, Ekman and Friesen had finalized and developed the Facial action coding system (FACS) to describe every human facial expression. FACS is an anatomically-based system for describing all observable facial movement for every emotion. Each observable component of facial movement is called an action unit or AU and all facial expressions can be decomposed into their constituent core AUs. An update of this tool came in the early 2000s when it was renamed F.A.C.E. (Facial Expression, Awareness, Compassion, Emotions) and redeveloped as a tool to learn about identifying and recognizing facial expressions in the human face.

Another documented story was the story of imam al Shafei [13]. He was a great argument in every science, At the time of Shafei the physiognomy was popular, there was a number of "Almoutafarisin" who master it and used to judge and speak out the disadvantages people in front of the public, which led to harass a number of people and it was

later banned and taken for granted. Imam Shafei was smarter, what he did for this is that he had traveled to Yemen to learn more insights on physiognomy and make sure that it was right science. He spent three years in Yemen teaching& studying the physiognomy and mastered it and then decided to return back to his home in Mecca. He had a long path to do and some travel stops to do. In one night he knocked at the home of a man to rest. The man opened the door and agreed to host him that night. When Shafei saw that man he realized that he is the type of man that barely knows the sense of hospitality. Nevertheless, he was surprised that the man welcomed him into his home, gave him the best foods and the best room to sleep. The second day, just when Shafei was leaving, to thank the man, he told him that whenever he came to Mecca to ask for al Shafei. The man got mad and replied: am I a servant to you?!-He then showed him a paper where he wrote all the fees of the food and hospitality and asked al Shafei to pay for every cent. On his way back home, al Shafei was smiling because he was correct about this man and proved to people that physiognomy was a correct science and can be used but not for saying the disadvantages of people in public.

Many companies use personality profiling systems such as DISC, Myers-Briggs [15] (psychometric questionnaire designed to measure psychological preferences in how people perceive the world and make decisions) to help assess job applicants. Many Human resources professionals and Business Coaches are also trained in NLP (Neuro-linguistic programming) and body-reading techniques. While these methods undoubtedly provide much useful information, it is possible to study ways to provide "appropriate" answers, both verbal and non-verbal.

But body language is still a movement that we can analyze for a certain moment in a certain situation. It can reveal emotions like surprise, anger, sadness that are more a reaction than an action.

We cannot always "re-construct" our faces. Face Reading provides a very different perspective from which to view job/promotion

applicants, prospective customers, or even our counterparts in negotiations. It is neither mind reading nor fortune telling. It simply uses time-tested skills which can be taught to interpret the meaning inherent in any set of facial features.

### Missed opportunities and new skills

At some point in life, every person running a business will recognize having missed opportunities. Sometimes we thought the deal was almost done and sometimes we have simply “failed to connect”. Quite often it has been a matter of not knowing how to accurately “read” the customer.

How useful would it be to be able to know?

### Hiring and promotion

- Who works best in a team
- Who is a born leader
- Who works best independently
- Who needs a lot of detail and who doesn't
- Who handles pressure well
- Who has the drive and determination
- Who is impulsive

### Sales

- Who needs facts only
- Who buys emotionally rather than rationally
- Who loves to spend
- Who responds to an impersonal approach
- Who is hardest to convince

These are just some of the areas in which Face Reading can provide an edge.

### The role of Human Resource personal has become more challenging in the recent times, be it in regards to recruitment, motivation or any other aspect concerning Human Resource Development

Today some companies ask the candidates to submit their handwritten CV's probably to analyze the candidate through his/her hand writing. This process is flawed as anyone submitting the handwritten CV would tend to be more cautious and maintain some amount of neatness.

What if an old tool was made available to the Human Resource community in a new package?

Face Reading as Recruitment Tool has been documented to have been used by the Greeks since the time of the great philosopher Aristotle. Among many tasks, he was appointed the role of employing people for Alexander the Great and used these techniques to hire the best people.

A human being can't change the shape, texture, lines, scars and moles of his/her face when they want to. Face Reading is profiling a person based on shape, texture, lines, scars and moles. It is an accurate analysis of an individual's personality, drives and motivations. An experienced face reader can predict a person's present, past and future

with an amazing accuracy just by looking at a person for few minutes. You could predict things such as leadership abilities, attention to detail, quality consciousness or whether the person is good for administration or business development and many more things just by reading his face.

### Best candidate for the white house

Features for high position (leadership skills)

- o Rectangular-balanced face
- o Long high set ears and pinned back : shows a higher intelligence and way of assessing information
- o Strong well-shaped jawbones, cheeks & base
- o High forehead & square shape
- o Round chin, but slightly squared at tip
- o Large & slightly V-shape mouth (ability to communicate authority & respect )
- o Long eyes with sharp corners ( sharp , useful in the ruthless political world)
- o Straight teeth with no gaps, denoting a person whose ideas are well thought-out

### Hiring

Best Features for Defense time under stressful times

In difficult times, you may want to recruit a person or a team grouping these traits:

#### 1) who's face is of patience & perseverance:

- o High long nose bridge indicate reliable, patient , persevering character, someone who we can trust and delegate responsibilities
- o Ears that stick closely to the sides of the head: well-mannered and managed personality
- o Wide set eyes, the distance between the eyes indicates an individual's level of tolerance.

o People who have close set eyes are very focused on what they are doing. They are easily irritated by interruptions, sloppy work or people not arriving on time for a meeting

o Individuals with wide set eyes are extremely tolerant, much more laid back and open minded. They enjoy the big picture and tend to take on too many things at once. Focus is their challenge.

#### 2) a problem solver/thinker and practical person:

- o High forehead
- o Square shape forehead/hairline
- o Clear face: no scars or lines only forehead lines ( mental capacity)

#### 3) Good advisor or counselor:

- o An inverted-triangular shaped face: sharing of knowledge and wisdom . People with such faces tend to be decisive
- o Broad and wide forehead , sense of good judgment
- o Sharp and long eyes
- o High set nose on the face

- o Small mouth: modesty
- o Jaw line thin not protruding or prominent
- o No pointy or sharp ears (hints of stubbornness and strong character)

### Features for any job

**Other than specific features of the face we have outlined in this article you can use specific hints depending on your demand:**

- o Does the face show hints of power? (flat and prominent cheekbones, V shape lips)
- o Is the face thick? (fleshy cheekbones, fleshy nose)
- o Is the face clear and honest in appearance or else? (this type of face is elegant in nature and clear with no protruding features or dents)
- o Does the face show a stubborn character? (square prominent jawbone)
- o Does the face appear sad or isolated from the body? (skinny neck, skinny face and body as if the person is solitary or affected by loneliness in life)

You may want to put the person at the right place. For tough positions you may want to recruit a person who has a face of power.

People who have the following features may find it hard to get employed:

- o Sunken dark spot above the eyebrow bone
- o Sunken nose bridge
- o Cheekbones not well-defined, blemished appearance
- o Broken laughter lines around the mouth area
- o Overall discolored facial skin (scars, lines, darker spots, yellowish/greenish tones not healthy)

Nevertheless, when it comes to recruiting a person, a person can be a mix of “elements” in the face.

The Five elements theory in the Chinese metaphysics is the basis of any equilibrium in life. These elements are the following:

- Fire
- Metal
- Wood
- Water
- Earth

In *Mian Xiang*, the Five Elements theory is used to describe individual personality types. Our faces reflect our dominant characteristics and traits giving us instant awareness of our basic constitutions for health, emotions as well as personality.

It is the shapes, sizes, colors, and markings on our faces that determine which one of the Five Elements best define our nature and personality. As these elements interact with each other naturally, it is important for us to understand the 3 basic cycles of the interaction between the Five Elements. These are

- the Productive Cycle

- the Controlling Cycle
- the Weakening Cycle.

In any case, the 3 Cycles are always in motion, and as such, determine the outcome of the interaction between the Elements.

### The productive cycle

The Productive Cycle refers to the phase where the Elements support and strengthen each other. This cycle is in harmony and in constant motion. Think of it logically: Water nourishes plants, and therefore, Water produces Wood. We need Wood to start a Fire, so Wood produces Fire. Now, when Fire reduces Wood to ashes, these ashes return to the Earth—hence Fire produces Earth! And where do we find Metal? From the Earth, of course! So, Earth produces Metal. And then, we liquefy Metal to produce Water.

### The controlling cycle

Control is not necessarily a bad or negative thing; it’s merely a check balance measurement to ensure the Elements are in harmony with each other. Of course, there is such a thing as Good Control (in keeping things balanced), and Bad Control (where too much pressure causes things to collapse).

Water controls Fire to extinguish the fire, earth (soil) controls the fire, Fire makes Metal more malleable. So, Fire controls Metal! Now, we need an axe or a blade to cut Wood into smaller pieces (to convert it into something useful like furniture, for example). Blades or axes are made of Metal, so Metal controls Wood.

### The weakening cycle

In the Weakening Cycle, any Element that produces another Element is weakened by the Element it produces. Think logically: If you used your energy to make a chair, you have produced a chair, but your energy is depleted, isn’t it?

So in the same sense, Earth produces Metal (Productive Cycle) and is therefore weakened by Metal. Water corrodes Metal, so Water weakens Metal. Now, plants need Water to survive, so would you agree that Wood weakens Water? In turn, Fire burns Wood and reduces it to ashes, so Fire weakens Wood. Once Fire has completely reduced Wood to ashes, it will be naturally extinguished by Earth. Hence, Earth weakens Fire.

When you have learned to read your face, you might discover that you have some dominant features.

If your fire element is the predominant feature then your most felt emotion is joy, your skin tone is pink or reddish, you have an triangular-shaped face, most of your ailments are related to the Qi (energy) of your heart either physically, emotionally, your laughter is frequent, the south is your significant direction, and you are most affected by heat and summer.

Sometimes we have a mix of elements. For instance, if we want to recruit a laboratory researcher this person can have a mix of both elements: Wood-water. This combination of elements fit perfectly as they combine together (in the theory of 5 elements: we need water to nourish the plants/wood element). Water (round face, irregular shape) for the stock of knowledge, as it represents in Chinese metaphysics wisdom & knowledge. The wood (high forehead, slender, oblong-inverted triangular face) for creativity though this type tends to be a solitary one as it perfectly fits for a researcher.



Nevertheless, we should be aware if we have contradictory mixed elements: prominent water element represented by a big mouth (communication officer as discussed earlier) on a fire face: triangular face denotes an imbalance between both elements: fire-water. This indicates a person with extremist ideas or acts/behavior when under stress.

For any recruitment procedure, one should always consider that there's no single element to consider in the face, several features have to be considered to get the complete picture of the person and place hi, in the right suitable job.

## Conclusion

Face reading is not a judgmental practice. It's about understanding people and bringing the best teams around your organization. Everyone is born with a specific blueprint to this world. It is a fascinating subject. Nowadays, various approaches and methods developed within face recognition, facial expression recognition, face retrieval, face modeling and animation may be applied and adjusted for recognition of psychological characteristics from face.

In my personal experience and due to my diversified educational background (business, psychology & Chinese metaphysics), I have used both techniques of body language, NLP and *Mian Xiang* to assess and understand people's emotions, character and hidden talents. I have come to the conclusion that Face reading can be used as a revolutionary technique in today's business, psychology fields as well as forensics. In any criminal procedure, all witnesses primarily notice four items about a face. They notice the eyes, nose, hair and ears. For instance, the shape of the eyebrow is a powerful clue as to how someone deals with information. Curved indicate someone who deals with, or is sensitive to, the feelings of others. Straight eyebrow show someone with an inclination toward ideas and logic. Angled eyebrows show a person that exhibits some degree of social detachment and deeply angled brows can show someone who won't hesitate to get involved in a confrontation. There's plenty of behavior information in those items to add an enormous amount of information to any person's profile.

## Recommendations

In today's tough job market, people can find their best career by looking at their own facial features because the face is reflective of our unique emotional and psychological style. Below are patterns in facial features that match people who are happy and successful in these careers:

### 1. Analytical, computer, technical jobs:

- Close-set eyes (loves detail, precision oriented)
- Large, tall forehead (thinker, planner, strategist)
- Small eye size (sees everything with detail focus)
- Narrow Nose Bridge (perfectionist, high standards)
- Line on the forehead (perfectionist, mental capacity)

### 2. Artistic, musical, design jobs:

- Thin, long ears (loves color, fabric, texture, interior design)
- Ears come forward (music ability, hears sound better)
- Widow's peak (Heart shape hairline) or M-shape hairline forehead (creative, artistic, individualist)

- Fine skin pores (refined tastes, can choose expensive items)

### 3. Communication jobs—teacher, counselor, writer, media, pr, artists:

- Rounded forehead/hairline (people! The public loves them!)
- Large ears (listens well to others, tunes into the Big picture)
- Large/wide mouth, full lips (generous, affectionate with time, energy)

- Round ball on tip of nose (center of news, information, gossip)

Pixie ears: this when the top of the ear has a pronounced curve

Big eyes: highly expressive

Phoenix eyes (woman): tips & corners of the eyes are pointed and the tips rise up sharply lightly while the corners dip down sharply forming what looks like the phoenix's wing. (Charismatic, attract business opportunities if coupled with wet eyes).

### 4. Physical, outdoor, manual jobs:

- Thick eyebrows (physical endurance high)
- Large jaw (loves to exercise, very strong), Big Mouth
- Thick hair (loves the outdoors)
- Full, thick beard for men (robust, dynamic energy)

The first impression you get of a person is the most important. What is the overall structure and the most prominent feature that jumps out at you? For example, the face shape may be square and practical, the oval maybe sensitive and flexible, the rectangular maybe steadfast and ambitious, or the round face maybe easygoing and willing to please. A person's most prominent feature may be their warm, large brown eyes, a prominent nose that may be a bit 'nosey', or thin, tight lips may find life 'tastes somewhat bitter.

### 5. Ways of improvement

"If you change your heart, you change your face" [15].

By understanding your specific (strengths and weaknesses) features, you can work towards improving your character and first impressions in Business potentials. For instance, tight & down turned lips is your subconscious negative manifestation over life. If you work on your self-worth and go to positive thinking & self-development seminars, these actions will help you make less of that" downturned" body language. By holding grief, your eyes will become less clear and less bright; the Qi will be negatively affected.

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