

Fritz Zehetner

Verlag TOP im JOB



Spotting and Making Use of Talents! Activating Potentials!



Based on Transactional Analysis • Bioenergetics • Systemic Theory • Developmental Psychology

Fritz Zehetner

Spotting and Making Use of Talents Activating Potentials

Structure • Relations • Values • Action • Imagination • Spontaneity

SIZE Prozess® is based on the scientific findings of Transactional Analysis as described by Eric Berne and his followers, on classical Developmental Psychology and on the principles of Bioenergetics according to Alexander Lowen and Ron Kurtz.

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Symbols used throughout the book

	Personality Style: Sensitive
	Personality Style: Analytical
	Personality Style: Values-oriented
	Personality Style: Active
	Personality Style: Quiet
	Personality Style: Creative
	Questions for Review (For the consolidation of relevant material)
	EXERCISE
	Table for Speed Readers (For open-minded readers and thinkers)

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Preface

With this book, I would like to introduce you to the theory and practice of SIZE Prozess. This book is intended for two groups of readers: Those who would like to familiarize themselves on their own with the concepts involved, and those who have already become familiar with SIZE Prozess through seminars, workshops and development processes and are now looking for advanced background information.

With this book, I invite you to put on different pairs of glasses through which you can look at yourself and at other people in different situations and from different angles. I am sure that this process will introduce you to new points of view that will help you to re-evaluate many private and professional situations in your life, to draw new conclusions, and will thereby give you more options for acting in a playful and concentrated way in your everyday life. This will help you to come into contact with other people more easily and to base you relationships on a spirit of partnership.

I hope that this book will encourage you and many other people to study SIZE Prozess in more detail. I also hope that when you apply SIZE Prozess in your professional and private life, you will feel the same kind of enthusiasm and joy that I and my team have felt and are still experiencing every day.

My special thanks go to my wife Gabriele and to my two daughters, Anna and Katja, who patiently suffered my moods as an author under stress. My heartfelt thanks go to my wife, who acted as editor and proofreader and sacrificed a lot of her time for the sake of this project. For me, she is a competent partner who has supported me indefatigably over many years and has always managed to give me fresh courage. Many thanks for that!

Marchtrenk, August 2006

Fritz Zehetner

SIZE Prozess® Personalities

Maps of different Personality Styles

A walk in the park on Sunday afternoon. The sun is shining, but the atmosphere between Andrea and Klaus is rather frosty. There are tensions between the two, tensions that have grown over the last few weeks and months. For Klaus, his job is important, he is longing for recognition for his achievements and his success. He works a lot and has less and less time for relationships and for his family. For Andrea, her family comes first, her job and her career take second place. She always wanted to have children, and for her, giving birth to her two daughters has been the fulfillment of her lifelong dream. Andrea loves Klaus - but still she is unhappy about the present situation. She feels left alone with the kids and Klaus's frequent absences deprive her of his human proximity. Klaus can't understand Andrea. Isn't he doing everything for his family, working hard, and yet he must listen to Andrea's constant accusations? Klaus suggests that they should put their emotions aside for a moment and solve the current problem through logic and intelligence. But at this point Andrea breaks into tears and reproaches Klaus in a quivering voice: "You are totally devoid of sensitivity, and you don't understand anything at all. You always want to analyze everything - you simply lack the emotional depth to understand me!"

What has happened? Why do Andrea and Klaus react in such widely different ways?

Even when people are in the same or in very similar situations, they still react in different ways. Looking at the people around us in our private or professional lives, we will be able to observe different characteristics, qualities and patterns of behavior. Even in our own daily lives, we find that we show flexibility, different behavior and different reactions, depending on our present situation, mood, role

or surroundings. One might call this a flexible, adaptive kind of behavior arising from the adaptable part of our personality. We use this kind of behavior on purpose, because it appears to us to be appropriate, sensible or required by logic, being based on what we think the people around us expect us to do.

On the other hand, in ourselves or in other persons we can observe dominating patterns of adjustment, with which we constantly and frequently react to our environment. Our behavior, our reactions as well as the accompanying thoughts and emotions remain more or less the same. Especially when we are under stress or pressure, the flexibility and scope of our patterns of behavior are rather limited and typical repetitive patterns emerge. In the final analysis, it is our behavior patterns, our thoughts and emotions that are typical for us and constitute what we call our personality - and what distinguishes us from other people.

Generally speaking, we can assume that genetic factors as well as the effects of growing up in a specific social environment contribute to the emergence of specific Personality Styles. Personality Styles are closely linked to certain characteristics, qualities and patterns of behavior. Different Personality Styles can be combined to form a “map” of an individual personality. This map can facilitate our orientation and our access to ourselves and to other people.

A map can be very useful if you are planning a vacation. You will be able to recognize distances, large streets, important crossings, mountains, lakes, big rivers. You can estimate your gasoline consumption and your travel time or even calculate them rather accurately.

Look at the typical Personality Styles described on the following pages as a “map” that will help you to get better orientation in open country. This map will help you to find your way, give you a sense of security and a firm basis for planning and acting successfully in your professional and private life. However, always remember that the map is not identical with the landscape.

Used in the right way, this “SIZE Prozess® Map” will stand you in good stead and show you the path towards yourself as well as towards other people and their personalities.



That is how the following descriptions of Personality Styles, based on the SIZE Prozess® Map of Personality Styles, are to be understood. They will help you to get your bearings - no more, but also no less. They give us hints for judging how different people perceive their environment, in what ways they prefer to establish contact with us, how we

can approach them in order to get into contact with them. It also gives us an idea of how different personalities solve tasks and problems and how they search for solutions.

Sensitive relations-oriented empathy	Analytical facts-oriented thinking	Active impulsive acting
Values-oriented values-oriented thinking	Quiet imaginative observation	Creative humorous reacting

Special aspects of the SIZE Prozess Personality Styles that you will come across in the pages of this workbook are the following:

- *Characteristics of Personalities*
- *The SIZE Prozess Frame of Reference*
- *The Inner Dynamics of the Six Personality Styles*
- *Perception and Frame of Reference*
- *Perception Glasses*
- *Lifelong Convictions*
- *Contact and Trapdoors*
- *Communication Styles*
- *Motivation*
- *Dissatisfaction with one's Work*
- *Strengths, Gifts and Talents*
- *Approaching Tasks and the Solution of Problems*
- *Failure of Communication and Stress Patterns*
- *Mind Games*
- *Development of one's Personality*
- *Development Phases of Individuals*
- *Personal Reteaming*



EXERCISE:

Are you familiar with these types of behavior?

When doing this exercise, note down the images, thoughts, emotions and experiences you associate with these Personalities:



Sensitive

Relationship-oriented empathy

In dealing with others, these people invest most of their energy in their emotions. Therefore, they are good at building and preserving relationships. Other people perceive them as warm-hearted and caring.



Analytical

Facts-oriented thinking

When working with others, these people are mainly interested in the factual aspects and spend most of their energy on analytical thinking. Others perceive them as people who are mainly interested in data and facts.



Values-oriented

Values-oriented thinking

These people place high demands on themselves, on other team members and colleagues. Others perceive them as conscientious and persevering. They cherish loyalty, reliability, values, order and authority.



Creative

Humorous reacting

These people give an impression of being lively, playful, humorous and creative. When dealing with others, they are relaxed, sometimes even ironical or teasing. They love things that are conspicuous, perhaps even provocative, and they like to be the center of attention.



Active Impulsive acting

These people give the impression of being active, flexible, charming, convincing and spontaneous. They enjoy exciting tasks and situations. They like to be the center of attention, they enjoy their freedom and even like to take stimulating risks.



Quiet Imaginative observation

For these people, tasks and problems are there to be solved quietly and with detachment. They give the impression of being quiet and restrained. They prefer to work alone and in seclusion.



The Analytical Personality Style

Conscientious thinkers

Persons who often activate this Personality Style can be compared to a marketing research firm. They try to get as much information as possible by asking well-structured questions and they are always trying to get an objective picture of reality. They collect data and facts, arrange them in a structured fashion and then use them as a basis for their decisions. Perfectionism is the key to their behavior and their activities. They want to have a future, both in their private life and in their job, that is based on long-term, precise planning and therefore predictable. Sometimes they can be compared with a person who won't get into a car until he or she already knows exactly how to drive - they want to learn to drive by first mastering the theory.

People with a dominant Analytical Personality Style expect their decisions to stand up to analytical examination. They conscientiously weigh the pros and cons of a matter. They regard themselves as objective, unbiased observers and show an almost magical belief in data and facts, which they consider to be as impartial as they themselves are. They try to match theories with specific situations to find out if they will help them to deal with those situations more efficiently. They always confront people around them with many questions, and they look for "objective" information. They peel off layer after layer, until the very roots of the matter emerge.

How persons with a dominant Analytical Personality Style talk about themselves:

It's only logical for people to think first and act afterwards. I need a sense of structure and I must be able to see a certain logic in things so I can understand them. Whenever I make a statement, I need to know that I can support it with facts and logical thinking. If somebody says that something cannot be done, I ask myself, "Why do they say that?" I often ask myself, "Am I competent enough?"



The Values-oriented Personality Style

Values-oriented thinking

Persons who often activate this Personality Style do not easily trust other people. They react sensitively to signals that seem to confirm their misgivings. On the basis of this Personality Style, they relate their thoughts, feelings and behavior mainly to their own system of values. The basis of this system of values is the social environment in which they grew up. They seek stability and predictability and tend to avoid the risk involved in change and variability. They are ready to accept innovations only if they match their own system of values. They often appear as defenders of norms, rules, principles and values (in the family, in society, of the moral, political, scientific or religious type). Sometimes they are pioneers of innovations, e.g. when it comes to correcting things that are wrong in a company or in society. They always follow this by defining values-oriented conditions and by establishing new rules.

People with a dominant Values-oriented Personality Style often confront others with their attitudes, opinions and points of view. Once they have settled on a specific goal, they proceed with missionary zeal to enlist others for their cause. They never shy away from a confrontation, because that is their way to solve problems. They assume that the people around them will show the same readiness to perform and to work to the standards that they demand of themselves. If these qualities are lacking, they see to it that they are developed. Their motto is, "I'm the yardstick!", or else "What I demand of myself, I can expect from others!".

How people with a dominant Values-oriented Personality Style talk about themselves:

I'm a practical person. Whenever others put forward a constant flow of innovations, I'm the one who tests the matter critically. I wouldn't say that I'm against progress, but I use my experience to weigh the consequences and to estimate the risk involved. I am always cautious, especially where relationships or performance are concerned, because I need to know whether the branch I'm sitting on is strong enough to support my weight.