SIZE PROZESS®

HUMAN PERFORMANCE GUIDE®

17.10.2026

SIZE PROZESS® und TOP im JOB GmbH®
All rights reserved.

It is not permitted to multiply or store this SIZE PROZESS® Profile or parts from it using electronic and/or mechanical systems on photo-mechanical way (photocopy, micro copy)n and/or systematically to evaluate or to spread without a written permission of SIZE PROZESS.
We process data based on General Data Protection Regulation.

SIZE PROZESS® ist eine Marke der TOP IM JOB GmbH, A-4614 Marchtrenk, Nico-Dostal-Str. 4 | +43 (0) 7243 53198 12
info@sizeprozess.at | www.sizeprozess.at | FN306800b | Landesgericht Wels | ATU 64023899

1. INTRODUCTION 4
2. PERSONALITY STYLES OF MUSTERPROFIL 5
2.1 PERSONALITY STYLES IN EVERYDAY LIFE 6
2.1.1 How do I express my personality in everyday life? 6
2.2 HOW WOULD YOU LIKE TO BE PERCEIVED BY OTHERS - YOUR ROLES 7
2.2.1 Which Personality Styles You Are Likely to Use to Meet the Demands of Your Roles 7
2.3 WHAT DO YOU EXPECT OF YOURSELF? 8
2.3.1 How You See Yourself and What You Expect of Yourself 8
2.3.2 Your positive values-oriented potential for coping with life's challenges 8
2.4 POSSIBLE LIMITING BEHAVIOUR PATTERNS IN STRESSFUL SITUATIONS 9
2.5 CHARACTERISTICS OF YOUR CORE PERSONALITY 9
2.5.1 Your preferred perceptual reasoning 9
2.5.2 Your preferred relationship to others 9
2.6 THE PREDOMINANTLY SENSITIVE PERSONALITY STYLE 10
2.6.1 Your approach to tasks and to the solution of problems 10
2.6.2 Working with others 10
2.6.3 Convictions you may possibly have based on your Sensitive Personality Style 11
2.7 VALUES-ORIENTED PERSONALITY STYLE 12
2.7.1 Your Personality Style as a reflection of the current phase of your life 12
2.8 YOUR PREFERRED STYLE OF COMMUNICATION 13
2.9 PREFERRED WAY OF MAKING CONTACT 13
3. YOUR TALENTS AND POTENTIALS 14
3.1 STRENGHTS, GIFTS AND TALENTS ASSOCIATED WITH THE SENSITIVE PERSONALITY STYLE 14
3.2 STRENGHTS, GIFTS AND TALENTS ASSOCIATED WITH THE ACTIVE PERSONALITY STYLE . 15
3.3 STRENGHTS, GIFTS AND TALENTS ASSOCIATED WITH THE VALUE-ORIENTED PERSONALITY STYLE 16
3.4 ENERGY DISTRIBUTION OF YOUR GIFTS AND STRENGTHS 17
3.5 PERSONAL POTENTIALS THAT YOU CAN SUCCESSFULLY TAP 19
3.6 POTENTIALS IN THE ACTIVE PERSONALITY STYLE 20
4. YOUR SOURCES OF LIFE AND ENERGY 21
4.1 IMPORTANT BASIC PSYCHOLOGICAL NEEDS 21
4.2 YOUR MAP FOR SATISFACTION AT WORK 22
4.3 YOUR MOST IMPORTANT BASIC PSYCHOLOGICAL NEEDS AT PRESENT 23
4.3.1 Current phase of life 23
5. IF YOU LOSE YOUR INTERNAL BALANCE 24
5.1 EVERYONE EXPERIENCES STRESS DIFFERENTLY! 24
5.2 CURRENT EMOTIONAL STABILITY WHEN STRESSED 25
5.3 DYNAMIC WHEN HIGHLY STRESSED 26
5.4 PLEASE NOTE! 27
5.5 WHAT YOU EXPECT FROM YOURSELF 27
5.6 TIPS AND IDEAS 28
5.6.1 Tips and ideas for replenishing your energy using your sensitive personality style 28

5.7 DYNAMIC WHEN A LITTLE STRESSED 29
5.8 TIPS AND IDEAS 30
5.8.1 Tips and ideas for replenishing your energy using your value-oriented personality style 30
5.9 DRAMA-TRIANGLE 31
5.9.1 Your tendencys in the drama-triangle 32
5.9.2 Rescuer role 33
5.9.3 Persecutor role 34
5.9.4 What can you do to step out of the Drama Triangle? 35
6. YOUR PERSONALITY PROFILE AT A GLANCE 36
6.1 CHARACTERISTICS OF YOUR CORE PERSONALITY 36
6.2 YOUR TALENTS AND STRENGTHS 36
6.3 YOUR PREFERRED PERCEPTUAL REASONING 36
6.4 TYPICAL ROLES IN EVERYDAY LIFE 36
6.5 POSSIBLE KEY TOPICS FOR DEVELOPMENT 37
6.6 PERSONALITY STYLE THAT GAINS INCREASING IMPORTANCE 38
6.6.1 (current life phase) 38

1. INTRODUCTION

Welcome, sizeprofilename, to your SIZE PROZESS® Personality Profile.

This personality profile is based on the concepts and scientific findings of Transactional Analysis as well as its modern developments in systemic psychology, communication, and personality research.

The SIZE PROZESS® Personality Profile is not a psychological test, but a structured self-assessment of your personality traits, strengths, talents, and development potential. It is designed to help you become more aware of yourself and to better understand your preferred patterns of thinking, feeling, and behavior.

This profile should be understood as a kind of “map.” It does not describe absolute truths about your personality, but rather provides hypotheses about possible behaviors, psychological basic needs, and inner patterns derived from your responses to the SIZE PROZESS® questionnaire.

This personality profile does not make any statements about your professional competencies, intelligence, or job performance. People can also be highly successful in areas that may require a great deal of energy from them over the long term.

However, when your more strongly developed personality styles align well with your professional or personal demands, the likelihood increases that you will experience your tasks with greater enjoyment, motivation, and inner congruence, allowing your natural strengths and talents to unfold more successfully.

Furthermore, this personality profile may provide indications of possible “hidden treasures” — meaning potentials, abilities, and resources within you that could potentially be developed and utilized even further.

The profile also describes possible stress and imbalance patterns. These often become visible when people experience pressure, lose their inner balance, or revert to familiar, often unconscious behavioral patterns in challenging situations. Such patterns may temporarily limit flexible access to one’s strengths and potential.

Use this personality profile as a valuable resource for your personal and professional development, for greater self-reflection, and for a deeper understanding of communication, collaboration, and interpersonal relationships.

If you have any questions about your profile, please feel free to contact your certified SIZE PROZESS® trainers or consultants. They will be happy to support you throughout your personal learning and development process.

We wish you many interesting insights and inspiring reflections while exploring your personality profile.

Your SIZE PROZESS® Team

2. PERSONALITY STYLES OF MUSTERPROFIL

The energy distribution in the different parts of our personality is predominantly the result of the influence of the surroundings in which we have grown up.

The different energy distribution within parts of our personality, result in the development of certain personality styles with typical signs.

These personality styles determine our strengths and talents. And they influence as in how we perceive our surroundings and behave.

We distinguish six different personality styles

- the Analytical
- the Sensitive
- the Values Oriented
- the Creative
- the Active
- the Quiet

The expression of the individual integrated personality styles in the below graphic shows which personality styles you prefer to show to other people and which you only very rarely let out in your environment, work and personal life.

2.1 PERSONALITY STYLES IN EVERYDAY LIFE

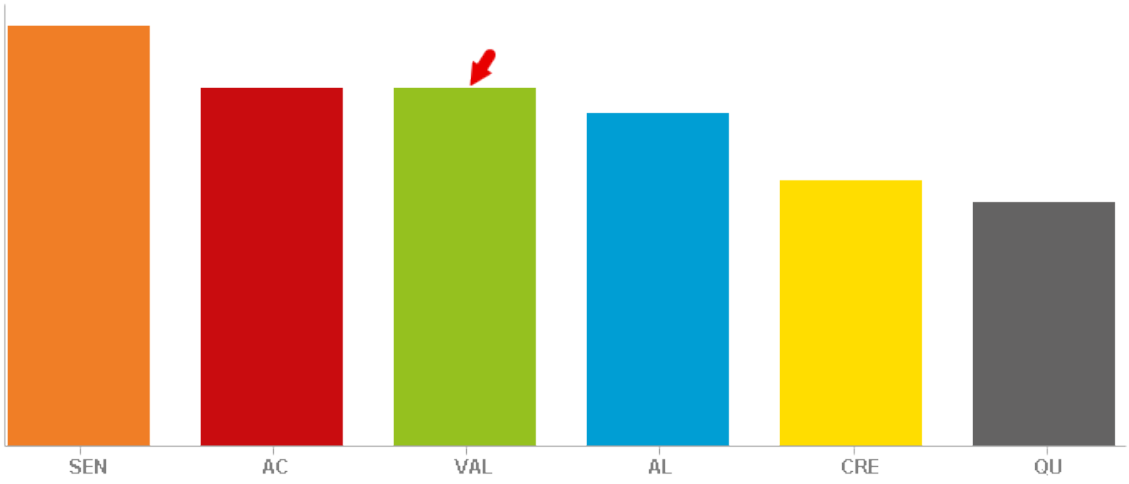
2.1.1 How do I express my personality in everyday life?

Your personality forms a dynamic SELF-SYSTEM consisting of six interconnected personality styles. These styles are in constant interaction with one another as well as with the demands and expectations of your social environment.

The chart illustrates how your personality structure, based on your self-assessment, is expressed in your thinking, feelings, behaviour, personal ways of interpreting reality, and relationship expectations in everyday life. It also indicates which personality styles are currently likely to be more or less activated.

Current Life Phase (red arrow):

The red arrow identifies the personality style whose psychological core needs, according to your self-assessment, are currently most prominent. It indicates your **current life phase** and provides insight into the developmental themes as well as the patterns of thinking, feeling, and behaviour that are presently shaping your experience and actions most strongly.



AC = Active
AL = Analytical
CRE = Creative
SEN = Sensitive
QU = Quiet
VAL = Value-oriented

2.2 HOW WOULD YOU LIKE TO BE PERCEIVED BY OTHERS - YOUR ROLES

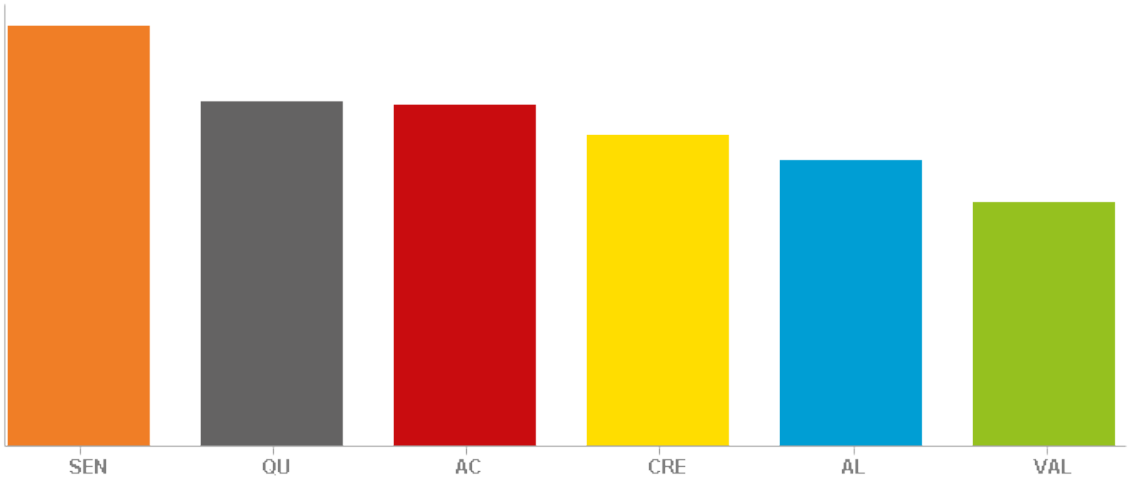
2.2.1 Which Personality Styles You Are Likely to Use to Meet the Demands of Your Roles

Your thinking, feelings, and behavior are shaped not only by your personality but also by the different roles you take on within your family, circle of friends, teams, or professional environment.

Each role is associated with certain expectations, attitudes, and behaviors. How you shape your roles depends both on the **expectations of those around you and on your** own standards and ideas about **how you would like others to perceive you.**

Both **conscious decisions and unconscious attitudes, experiences, and behavioral patterns play** a part in this process. Roles should not be confused with personality styles. Nevertheless, the characteristics of your personality influence how you perceive, shape, and fulfill your roles.

The chart below shows which personality styles you currently tend to use to meet the demands of your roles and to be perceived by others in the way you would like.



2.3 WHAT DO YOU EXPECT OF YOURSELF?

2.3.1 How You See Yourself and What You Expect of Yourself

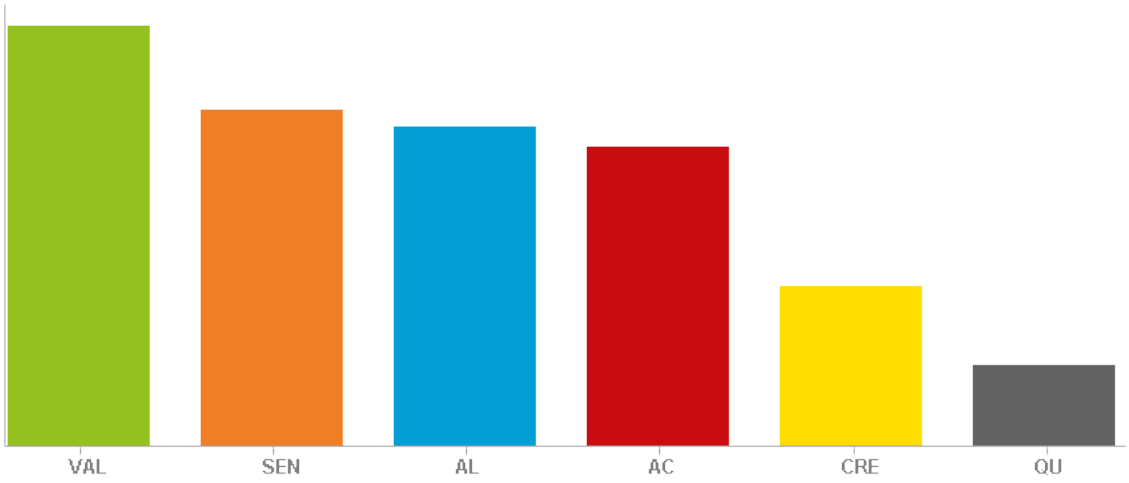
This assessment provides insights into your **relatively stable personality structure (core personality)**. It indicates which characteristics of the six personality styles shape you over time and which internal expectations you have developed for yourself.

Your core personality is generally shaped by the interaction of at least one dominant **Survival Style and one Performance Style.**

- **Survival Styles** (Active, Quiet, Value-Oriented) develop primarily during the first two years of life, according to the SIZE PROZESS® model. They describe fundamental patterns through which individuals often seek to protect themselves and establish a sense of security.

- **Performance Styles** (Analytical, Sensitive, Creative) develop primarily between the ages of two and six, according to the model. They describe how individuals often learn to respond to expectations regarding their behavior and performance.

The chart below provides insights into the characteristics you are likely to attribute to yourself and the expectations you place on yourself.



2.3.2 Your positive values-oriented potential for coping with life's challenges

To take care of yourself in everyday life, you are striving to do everything "right" as far as possible! In important situations, you are initially reserved to assess and evaluate people and situations first before you act.

2.4 POSSIBLE LIMITING BEHAVIOUR PATTERNS IN STRESSFUL SITUATIONS

When these behavioural strategies, from your perspective, do not lead to the desired success in solving daily problems, you fall back on the following strategy:

You try to satisfy your needs through hypervigilant and very controlling behaviour towards yourself and your surroundings. You register every nuance of what is happening in your surroundings. You assume that everything will be OK if you can control everything around you. However, you also tend to distrust and avoid interpersonal relationships (especially in a professional context).

2.5 CHARACTERISTICS OF YOUR CORE PERSONALITY

You like to be in contact with people and help them feel good. You are characterised by your warmth, empathy, care and cooperative behaviour. You exist first and foremost in and for your relationships. Your own well-being and that of others, and maintaining a good atmosphere are essential for you. You are happy to be there for others in a sensitive and understanding way, to take care of others' feelings in the right way and to help ensure that everyone is satisfied. You tend to give rather than take.

2.5.1 Your preferred perceptual reasoning

You perceive people, things and situations primarily through the filter of your feelings. Aspects related to feelings and the quality of interpersonal relationships are very important for you.

2.5.2 Your preferred relationship to others

You enjoy having people around you. You place a very high importance on relationships where there is a mutual give and take. You are sociable, love to chat and ensure that other people around you feel good and are happy. You show your feelings and use these naturally and freely in your communication.

2.6 THE PREDOMINANTLY SENSITIVE PERSONALITY STYLE

2.6.1 Your approach to tasks and to the solution of problems

From the perspective of your sensitive personality style, you are likely to perceive your environment, as well as tasks and problems, primarily through your feelings and your sensitivity to other people. Your guiding principle could be described as: first feel, then think, and only afterwards take action.

You probably value human relationships and pay close attention to how other people are feeling and to the emotional atmosphere around you. Solutions are likely to emerge for you more through collaboration and open dialogue than through working alone. In doing so, you naturally tend to consider the perspectives of others and seek to bring different interests together.

A positive atmosphere and a respectful way of interacting with one another are probably essential foundations for successful collaboration from your point of view. You likely want to be seen and accepted first and foremost as a person and experience a sense of connection as an important basis for trust and cooperation.

Your focus may extend beyond the final outcome to include the journey of getting there and the quality of interpersonal relationships along the way. As a result, you may at times place greater emphasis on the needs of others than on purely objective priorities or set aside your own concerns because maintaining positive relationships often seems more important to you than achieving success alone.

2.6.2 Working with others

From the perspective of your sensitive personality style, you are likely to shape collaboration primarily through positive relationships and mutual trust. You often sense what other people need, quickly pick up on the emotional atmosphere, and create an environment in which others feel safe, valued, and understood. For you, trust is likely to develop through personal connection, attentive listening, and genuine interest in others.

Within a group, you often play a unifying role. You encourage others to contribute, offer support when needed, and actively help reduce tension while fostering a harmonious and respectful atmosphere. It is important to you that collaboration not only functions effectively but also feels positive and meaningful on a human level.

You are likely to experience and express appreciation where compassion, openness, and genuine warmth are present. People who are equally relationship-oriented and cooperative probably enrich your working environment. On the other hand, collaboration may become challenging for you when emotional distance, a lack of empathy, or interpersonal tensions dominate, or when rejection and insufficient appreciation come to the forefront.

2.6.3 Convictions you may possibly have based on your Sensitive Personality Style

Beliefs are inner images, feelings, and stories that shape your sensitive personality style. They often operate in the background and influence how you perceive and form relationships. Typically, the following assumptions may play a role:

- **A good relationship emerges when people treat each other with appreciation, mindfulness, and respect.**
  - When feelings are given space, everyone feels safer and able to open up.
- **Relationships thrive when they are cared for with honesty, warmth, and affection.**
  - What happens between people is often more important to you than what they do.
- **People unfold their potential best when they feel comfortable and accepted.**
  - Appreciation, warmth, and a sense of belonging have a stronger impact on you than pressure or control.
- **Connection grows when the feelings and needs of others are taken seriously.**
  - Focusing on the well-being of the other person creates trust and closeness.
- **Harmony strengthens togetherness.**
  - When people try to avoid conflicts and show consideration for one another, the feeling of unity grows.

2.7 VALUES-ORIENTED PERSONALITY STYLE

2.7.1 Your Personality Style as a reflection of the current phase of your life

A STYLE OF LEADERSHIP BASED ON OBJECTIVE, VALUES-ORIENTED THINKING

Increasingly, the Values-oriented personality style and its associated needs come to the forefront in your everyday life.

YOUR APPROACH TO TASKS AND TO THE SOLUTION OF PROBLEMS

For you, tasks and problems are to be handled mainly by experience, thoroughness and persistence. In order to avoid unwanted consequences of your solutions, you first examine them critically through the filter of your values and your experience. It is important to you to identify potential obstacles that may make it difficult for you to attain your goals. You look for convincing solutions to circumvent these problems. In this, you are guided by firm opinions and convictions that you promote in a clear and unequivocal fashion. You address the possible strengths and weaknesses of certain suggestions or arguments in a straightforward manner. If you perceive that certain things have gone wrong in your environment, you are a competent critic and always ready to raise a few hackles in the process. If you find other people's objections inappropriate, you simply refute them and stay faithful to your own views, which you consider sensible and valuable.

WORKING WITH OTHERS

You tend to define goals that are difficult to attain, you are performance-oriented and probably show a strong motivation to control the way things happen. You place great demands on yourself, on your team and your colleagues. The members of your team see you more and more as a conscientious and persistent person. You stress loyalty, reliability, values, order and authority. You set high goals for yourself and you tend to trust your own abilities more than those of your team members. You radiate assurance and consistency. If you are convinced that something is worth the trouble, you pursue the matter with perseverance and a lot of energy. If you consider it necessary, you denounce the weaknesses of arguments put forward by others and rely on the strength of your own viewpoint. If you look for or give recognition, it is mainly for qualities such as trustworthiness, assurance and solidarity. Based on your Values-oriented Personality Style, you work together well with Values-oriented types (unless their values differ too much from yours) and Analytical types. You may have some problems with Creative and Active types.

2.8 YOUR PREFERRED STYLE OF COMMUNICATION

SENSITIVE PERSONALITY STYLE

What communication style works best?
CARING-EMPATHIC + RELATIONSHIP-ORIENTED FEELING

What ist expected from the communication partner?
EMPATHETIC SYMPATHY

What communication style is preferred?
CARING-EMPATHIC

In communication with others, you prefer the CARING-EMPATHIC style of communication above all, combined with RELATIONSHIP-ORIENTED FEELING. It is based on emotions, on a caring, supportive, understanding and sympathetic attitude and on signals of human warmth, proximity and a genuine interest in other people's personality. You are primarily concerned with an exchange of feelings and emotions. Thereby you give others a feeling of being accepted by you as human beings and that there is someone who cares about them. Secretly, however, you expect your partners in communication to reciprocate by giving you the same kind of feeling.

2.9 PREFERRED WAY OF MAKING CONTACT

Your **door to contact** is the **acknowledgment and reinforcement of your feelings**. You appreciate establishing contact through a personal meeting where the focus is on the well-being of both parties and a good atmosphere. A good relationship takes precedence. Other people can most easily come into contact with you when they take this into account.

The **trap door** during the contact phase with you is the **directive-proactive communication style** (e.g. terse instructions on behaviour or direct/ indirect criticism of your conduct). Persons who wish to come into contact with you using this communication style will not be successful, especially if you are under stress:

- "What have I done for him/her to treat me this way?"
- "I did not apply myself enough and am now unable to please him/her"
- "People don't like me and personally reject me"

It is possible that you perceive this type of contact as personal rejection, which can cause you in certain cases to overreact, to be overconforming, or to withdraw.

3. YOUR TALENTS AND POTENTIALS

The things that come more easily to you than to other people can be described as talent. Talents are the basis for exceptional achievement and thus for skill. We show our talents in our specific actions – they can be identified in everyday life in our spontaneous reactions and individual approaches to tasks and problem solving.

These talents are closely linked with our determining personality traits or personality styles. These are long-term thinking, feeling and behaviour patterns which are developed as early as childhood. They generally cannot be reproduced or trained whenever we want in later life.

Success comes when we identify and use our natural talents and activate our potential.

3.1 STRENGHTS, GIFTS AND TALENTS ASSOCIATED WITH THE SENSITIVE PERSONALITY STYLE

Your role strengths represent potential that may manifest differently depending on your competencies, experience, role, and environment:

POTENTIAL STRONG ROLES

- Mediator
- Supporter
- Diplomat
- Relationship Builder
- Team Facilitator

POTENTIAL FOR SUCCESS RELATED TO YOUR BEHAVIOR

- You can empathize well with others.
- You can recognize moods and needs at an early stage.
- You can build and maintain relationships.
- You can help ease conflicts and tensions.
- You can support and encourage others.
- You can foster team cohesion and cooperation.
- You can incorporate emotional aspects into decisions.
- You can express your own feelings openly and clearly.

3.2 STRENGHTS, GIFTS AND TALENTS ASSOCIATED WITH THE ACTIVE PERSONALITY STYLE

Your role strengths represent potential that may manifest differently depending on your competencies, experience, role, and environment:

POTENTIAL STRONG ROLES

- Initiator
- Doer
- Assertive Leader
- Implementer
- Challenger

POTENTIAL FOR SUCCESS RELATED TO YOUR BEHAVIOR

- You can take initiative quickly.
- You can motivate others to take action.
- You can make decisions quickly.
- You can pursue goals with determination.
- You communicate directly and assertively.
- You can respond flexibly to changes.
- You are willing to seize opportunities and take risks.
- You can act independently and stand up for your interests.

3.3 STRENGHTS, GIFTS AND TALENTS ASSOCIATED WITH THE VALUE-ORIENTED PERSONALITY STYLE

Your role strengths represent potential that may manifest differently depending on your competencies, experience, role, and environment:

POTENTIAL STRONG ROLES

- Examiner
- Evaluator
- Persuader
- Stabilizer
- Preserver

POTENTIAL FOR SUCCESS RELATED TO YOUR BEHAVIOR

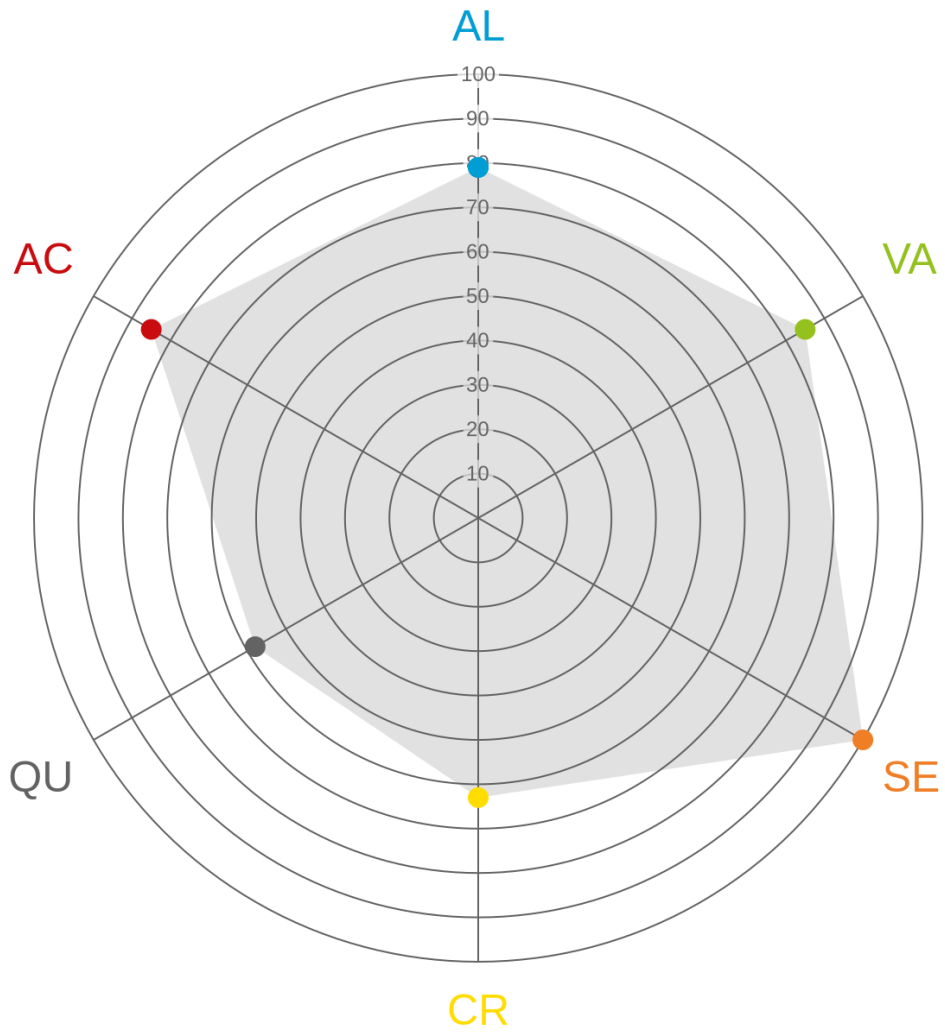
- You can observe people and situations very attentively.
- You can notice subtle changes and nuances at an early stage.
- You prefer to maintain an overview, even in complex situations.
- You can identify inconsistencies and potential risks at an early stage.
- You can draw on experience to make sound and realistic assessments.
- You can demonstrate strong commitment to tasks and goals.
- You can express and defend your viewpoints clearly and convincingly.
- You act conscientiously and responsibly.

3.4 ENERGY DISTRIBUTION OF YOUR GIFTS AND STRENGTHS

Every person has individual natural abilities and talents that can be reflected in personal strengths. These develop through the interaction of natural predispositions, basic psychological needs, and experiences. They shape how we think, feel, and behave.

Strengths and potential associated with high levels of psychological energy are generally more readily available to us. How successfully we use them also depends on our motivation, abilities, and the circumstances.

The chart below shows which areas of your personality are likely to have particularly high levels of psychological energy available for using and further developing your strengths.



ANALYTICAL

- proper and precise
- compiler of thoughts
- performance-oriented
- logical, analytical
- planning
- strategic
- structured
- systematic
- organized
- responsible
- possessing a spirit of inquiry…

VALUES-ORIENTED

- perseverant - tenacious
- sense of authority
- disciplined
- dedicated
- precise thinker (examine, observe)
- conscientious
- with a sense of justice and fair play
- performance-oriented
- safety-conscious
- stability
- persuasive
- responsible…

SENSITIVE

- gentle and sensitive
- ability to empathize
- capable of forming commitments
- relationship builder
- dedicated to the needs of others
- caring and helpful
- friendly
- allowing for a pleasant harmonious atmosphere
- sociable and with communication skills
- people-friendly
- of a warm nature…

ACTIVE

- adaptable
- active
- charming
- go-getter
- action-oriented
- seeker of challenges and adventures
- prepared to take risks
- implementer or translator of ideas
- persuasive
- competitive…

QUIET

- calm and composed
- completes tasks which others find boring or uninteresting
- a creative thinker
- highly sensitive, friendly and supportive
- contemplative (ruminative)
- imaginative - the ability to visualize
- reserved

CREATIVE

- enthusiastic
- creative
- spontaneous
- playful
- spirited
- resourceful
- outgoing
- inventive
- humorous

3.5 PERSONAL POTENTIALS THAT YOU CAN SUCCESSFULLY TAP

Using the gifts and talents of the personality traits which are strongest in you, you can successfully handle your daily tasks in your own unique and individual way.

You can also enhance the level of activation of further gifts and talents from your overall personality – with the related behaviours in your everyday life. These are less pronounced in you, but still have an important, distinct potential for talent in your overall personality.

In this sense, these personality styles are the foundations for your gifts and talents, which you can increasingly build on and utilise through practice and repeated use in your everyday life to help you establish competences.

The greatest potential for your further development could currently be in the personality style below (see next page):

3.6 POTENTIALS IN THE ACTIVE PERSONALITY STYLE

You can find **potential for successful development** in the behavioural pattern of the active personality style. The following questions can probably help you to maximise these potentials:

Questions you can ask to successfully expand the competences of this potential:

- What can I do in order to quickly make things a reality?
- How can I best access my own energy?
- How should I handle challenges and competition?
- How can I use my own charisma in order to reach my goals?
- To what extent am I ready to assume risk?
- How can I look after myself and my concerns in a far more active and task-oriented manner?

Competences that either emerge or are improved as a result:

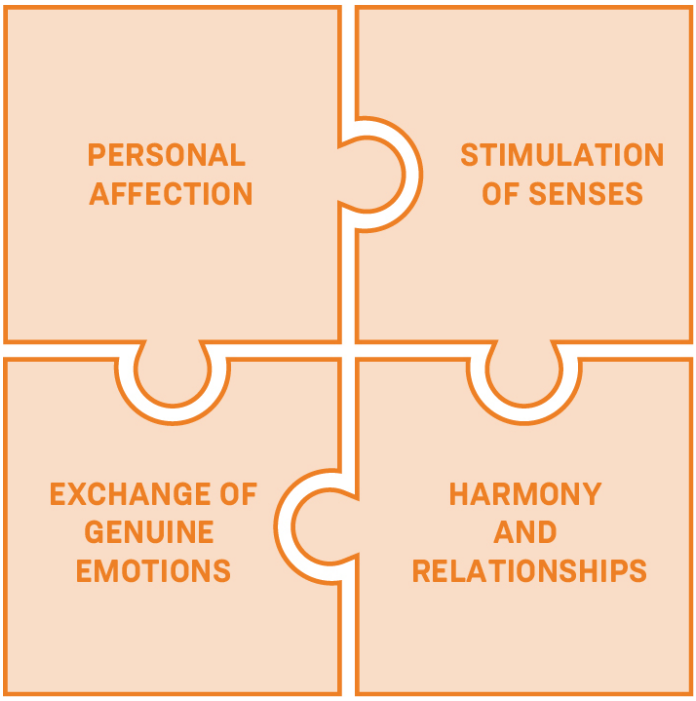
- Capability to quickly put things into operation and motivate others to act more efficiently.
- Capability to find and implement fast and efficient solutions when necessary.
- Capability to take calculated risks when solving daily challenges in order to achieve goals.
- Capability to use your own charisma to achieve success.
- Capability to persuade others through active motivation.
- Capability to look well after your own self.

4. YOUR SOURCES OF LIFE AND ENERGY

In addition to the body's physical needs such as liquids, food, a roof over our heads, and sleeping, there are basic psychological needs that also must be met. These are our innate human yearnings for stimulation, care, attention and structure.

The satisfaction of these needs are our life and energy sources in everyday life, and thus are also key motivation factors. They are closely associated with one another and have great significance in our lives.

4.1 IMPORTANT BASIC PSYCHOLOGICAL NEEDS



With the sensitive personality style you probably like people around and get energy through human contact.

You probably appreciate the security of a fixed priority group or team, especially when there is harmony and you feel a personal affection. It is also likely that for you things and feelings such as loyalty, affection, sympathy, compassion and comfort are especially important.

Commensurate satisfaction of the above-described needs probably fosters significant amounts of liveliness, energy and motivation in you.

4.2 YOUR MAP FOR SATISFACTION AT WORK

Not every one of these needs is equally important to you at all times!

Your SIZE PROZESS® motivational map:

It provides you with information as to the probable sequence in which the needs listed below are important to your job satisfaction:

1. You want to feel – even within a professional context – that you are liked as a person. You welcome recognition, particularly when this refers to you as a person and not just to your performance.

2. You long to have someone in the organization prepared to support you in your professional development and who is caring and encouraging.

3. You need to feel that you are being helpful and that your work is valuable to the organization.

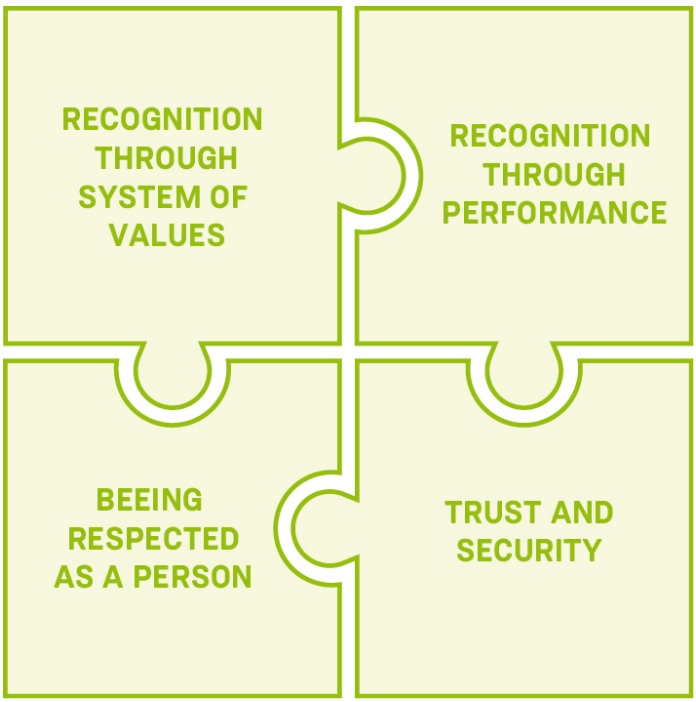
4. You look for a pleasant working atmosphere with harmonious relationships and friendships.

5. Stimulating surroundings with bright, comfortable and pleasant conditions are important for you at work.

4.3 YOUR MOST IMPORTANT BASIC PSYCHOLOGICAL NEEDS AT PRESENT

4.3.1 Current phase of life

The following basic psychological needs from your current phase of life are especially crucial sources of life and energy for you at present, and must therefore be satisfied as a priority. The second most important are the important basic psychological needs from the basic style of your personality.



From the value-oriented personality style, you increasingly aspire to permanence, stability, structure, continuity and dependability/predictability. You probably aspire to a fixed and reliable future. You would like to condense and critically assess everything with the power of your value-oriented thinking, thus achieving stability in your life.

You may value a social environment which signifies reliability, respect and predictability. In social situations, you prefer one-to-one contact (you are happy to take the lead here) or also enjoy working alone.

The appropriate satisfaction of the above needs contributes to your liveliness, energy and motivation considerably.

5. IF YOU LOSE YOUR INTERNAL BALANCE

If the sources of energy and strength are active, you are in your internal balance and all your strengths, talents and potentials are available to you.

If this diminishes, for whatever reason, then you lose some of your internal balance.

The reasons for this energy loss can be extremely different: e.g. psychological needs not being fulfilled, high (work) load, pressure and stress from outside, disturbances in relationships, physical indisposition, and so on.

If our energy becomes less, we tend to slip more and more into subconscious stress patterns. Our perception of reality becomes increasingly limited and our stress patterns become an unproductive automatism.

5.1 EVERYONE EXPERIENCES STRESS DIFFERENTLY!

Not everyone reacts in the same way to stressful situations. While one person might see a situation as stressful and almost unbearable, someone else might be able to get through this situation without any great difficulty. However poorly or well you handle a situation highly depends on your personality with your EGO SYSTEM. Your personality determines which coping strategies you use to react to different life situations. In emotionally stressful situations, it may be the case that you gradually or suddenly fall into a sequence of transitions from minor to major stress, and in doing so display negative agitation or stress patterns from your “core personality styles”.

This analysis result will help you to develop a picture and feeling for which emotional dynamics, relationship patterns and perceptual reasoning are activated in you in an interaction with your environment when you are under stress, and which may lead to considerable communication problems under some circumstances.

5.2 CURRENT EMOTIONAL STABILITY WHEN STRESSED

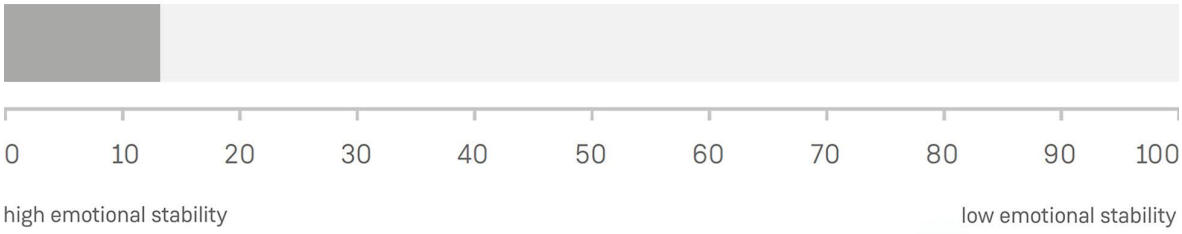
Emotional stability describes the ability to remain as calm and emotionally balanced as possible, even in challenging situations, to manage your own emotions effectively, and to recover quickly from stress.

The chart below provides an indication of your possible current level of emotional stability.

Important: The shorter the bars, the higher your emotional stability is likely to be. The longer the bars, the lower it may be.

Short bars suggest that you are more likely to remain calm and composed under stress and to cope well with emotional challenges.

Long bars, on the other hand, may indicate that you react more sensitively in stressful situations and that your personal patterns of emotional distress and stress reactions become more pronounced.



Your Presumed Current Emotional Stability

You currently tend to have **rather high emotional stability** and are generally likely to cope well with stress and pressure.

How Can You Maintain Your High Emotional Stability?

Maintain a healthy balance between stress and recovery, and ensure that your important basic **psychological needs** are met in positive and constructive ways.

Even with high emotional stability, prolonged stress or particularly demanding situations can activate your **personal Mood and Stress Patterns as well as typical behavioral patterns associated with the Drama Triangle**. Pay attention to early warning signs so that you can respond consciously and constructively.

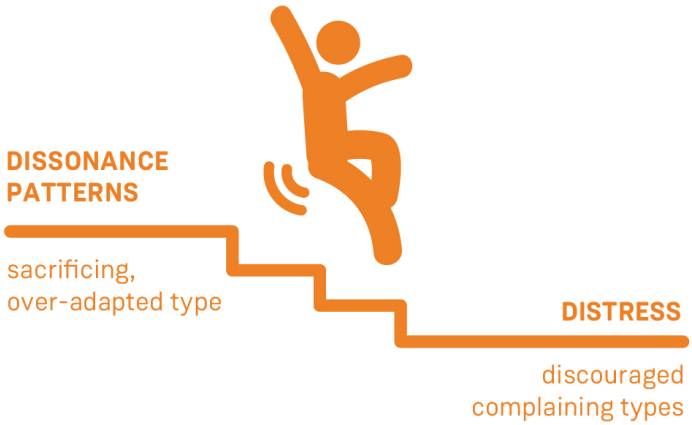
5.3 DYNAMIC WHEN HIGHLY STRESSED

1. Short-term dissonance:

In the short term, you may go back to the inner instructions (or „recipes“) that dictate to you a specific kind of behavior and that you have probably acquired and internalized in your youth as a pattern of adaptation to social norms. This pattern will become visible in the manner in which you now try to solve tasks and problems (mostly unilaterally).

2. Strong dissonance:

If the “recipe”-based type of behavior does not lead to an improvement of the situation, it is likely that your feeling of unease will increase. This can lead to attempts to mobilize all your strength („now more than ever“) in order to act in accordance with your inner instructions after all. In that phase, useful communication is hardly possible any more.



You probably tend to over-adjust, you try to please others and to act or behave in the way you believe others expect you to behave.

You probably long for harmony and friendliness. You probably find it increasingly difficult to say “no“. You avoid conflicts, you often defer to others and you are ready to treat your own concerns and wishes as less important or even stop taking them seriously at all. You may possibly crave more and more for affirmation from other people. You may find being alone increasingly unpleasant.

It is possible that you suffer whenever you detect even a slight hint of real or supposed criticism.

It is possible that you increasingly invest all your energy in your emotions, which may block your faculty for logical reasoning. You may begin to make mistakes and lose your grasp of the overall situation. You may start looking to others for help and support and you may possibly become dependent on others.

You show an increasing tendency to be affected by emotions, to feel excessive concern, maybe even fear, and you may start complaining and feel discouraged or even unloved by others.

5.4 PLEASE NOTE!

Depressive mood and stress patterns may prevent you from using your strengths, talents and potentials, and thus the number of your constructive options from the various Personality Styles, constructively to solve tasks and problems!

Being able to successfully meet your important needs in a positive manner on a regular basis reduces the risk to possibly fall into the aforementioned depressive mood and stress patterns.

5.5 WHAT YOU EXPECT FROM YOURSELF

You can find further aspects applicable to your behavior under stress in this report under the diagram: “What do you possibly expect from yourself?” The diagram provides you with new or additional insights on your “inner map” which you may be using ...

- when you lose confidence and you try to take care of yourself
- when you try to meet the behavior and performance expectations of others under stress

5.6 TIPS AND IDEAS

5.6.1 Tips and ideas for replenishing your energy using your sensitive personality style

Below, we suggest a few ideas about what you yourself can do to satisfy the needs arising from your Sensitive Personality Style in your profession and in your private life in a constructive manner and on a regular basis.

Select those options that suit you best and add your own ideas to the list:

In your profession:

- Find out what makes you feel good and recharges your batteries. Allow yourself the liberty of considering yourself important and of exploring your own needs.
- State your wishes and develop your own preferences.
- Develop your own profile and your own identity.
- Find out step by step how much adaptation is really necessary in certain situations to be accepted by other people.
- Accept help from others and offer help only when asked to.
- In situations of pressure, learn to stop first, then to take a breath and only then to act...

In your private life:

- Look for and cultivate friendship and enjoy the time you spend with your family.
- Every day you should reserve certain time slots for yourself during which you can feel free to spoil yourself.
- Look for hobbies and leisure time activities that allow you to establish pleasant social contact with others (such as taking walks, playing tennis, dancing…).
- Meet with friends or with other families you feel comfortable with and spend some time with them.
- Allow yourself pleasantly stimulating luxuries such as baths, wellness, good (and healthy) food, massages, nice talks.
- Arrange your workplace in a way that makes you feel at home (pleasant colors, a relaxation corner, a friendly, comfortable environment).
- Renew your contacts with people you have lost sight of and with whom you associate pleasant memories...

5.7 DYNAMIC WHEN A LITTLE STRESSED

1. Short-term dissonance under slight stress:

You listen to your inner directives that suggest to you a certain kind of behavior. This behavior will become visible in the manner in which you now try to solve tasks and problems.

2. Long-term dissonance under increasing stress:

If the behavior mentioned above does not lead to a relaxation of tension, your feeling of unease may increase. Then you may no longer be able to establish a meaningful kind of communication.

You probably want to be in control and to avoid at any price making mistakes or giving an impression of incompetence. It is possible that you will become excessively suspicious, skeptical, hypersensitive and jealous.

Completely harmless “clues“ might be interpreted by you as having a hidden meaning.
You may possibly – and without reason – feel despised, exploited and discriminated against by other people, or you may expect nothing but bad things from them. It is possible that you will start to see only the negative aspects of everything and begin to feel afraid inside. You may then (without any reason) start to question other people’s loyalties, you may stop trusting them and perhaps even react in a hostile manner.

Your thinking may turn increasingly inflexible and you will tend to have unrealistic assumptions about yourself and others. You may overemphasize your mastery of detail and your critical faculties, perhaps to the point of perfectionism.

It is conceivable that you are putting more and more energy into your value-oriented thinking and you then find it difficult to access your feelings and thus also to find solutions to problems. It is possible that you react quickly with annoyance, avoid true contact and feelings and launch attacks against other people.

Under stress, you probably rely increasingly on ideologies, prejudices and articles of faith rather than reality. Life may seem to you to be problematic or even dangerous. This can lead you to a point where you react in a stubborn and inflexible manner to recommendations and suggestions coming from other people and where you try to indoctrinate others in an rigid fashion on the basis of your own views and convictions.

If you succeed in deliberately satisfying the needs of your Values-oriented Personality Style in a positive way and on a regular basis, then the danger that you might drift into one of the Stress and Dissonance Patterns listed above will be reduced substantially.

5.8 TIPS AND IDEAS

5.8.1 Tips and ideas for replenishing your energy using your value-oriented personality style

Below, we suggest a few ideas about what you yourself can do to **satisfy the needs arising from your Values-oriented Personality Style in your profession and in your private life in a constructive manner and on a regular basis.**

Select those options that suit you best and add your own ideas to the list:

In your profession:

- In your everyday life, give yourself permission to direct your attention increasingly towards positive aspects.
- Take valuable time out to relax (even if “important“ tasks have not been finished yet).
- Learn to listen actively to others, and if there are details that arouse your suspicions, check them in order to find out what they really mean.
- Regard failures as opportunities to learn and grant the right to make mistakes to yourself and others...

In your private life:

- Reward yourself for your sense of duty and for your commitment.
- Take part in the activities of organizations that match your own values (such as charities, humanitarian organizations …) and support the projects undertaken by such organizations.
- Tack photographs of people you have worked with successfully to the walls of your office.
- Let your family participate in your successes and their significance...

5.9 DRAMA-TRIANGLE

If people are in a stress pattern, they show unproductive behaviours and tend to get into typical, predictable roles, in the hope of getting attention, recognition or structure through this stereotyped behaviour.

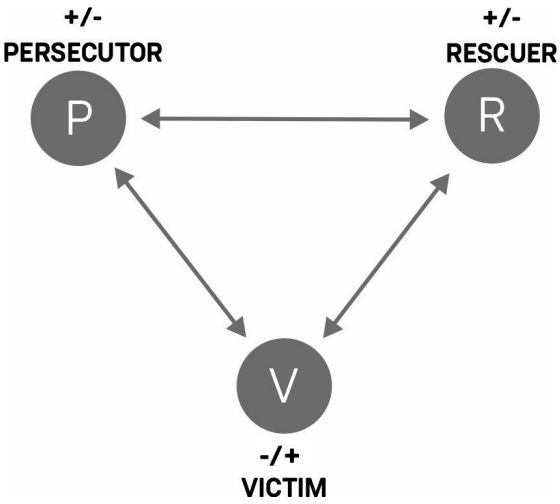
As on a theatrical stage certain roles are played, and in the interaction with others these lead to the 'drama triangle'.

In the drama triangle there are three different roles. They can also be 'played out' internally by one person:

- **Victim role**
  I am helpless, you are better than me!
  I am not o.k. - you are o.k.

- **Rescuer role**
  I am better than you and know what is good for you!
  I am o.k. - you are not o.k.

- **Persecutor role**
  I am better than you, you are good for absolutely nothing!
  I am o.k. - you are not o.k.



Once in the 'drama triangle' none of the parties see reality for what it is. Reality is changed and classified through being 'in role'. You're out of touch with reality and the participants in the drama triangle 'play-out' a play.

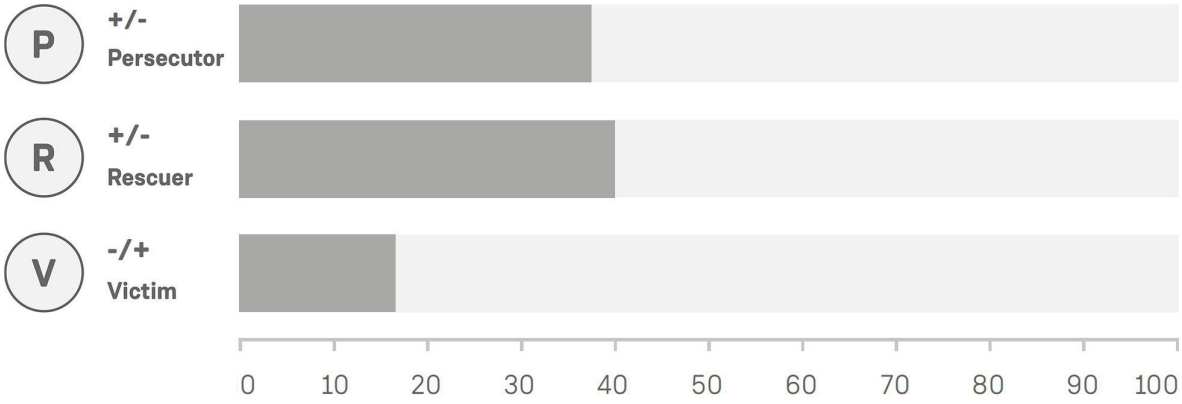
If we experience ourselves in one of these three roles, we contribute only a little to the solution of real tasks and problems or to the achievement of aims. However, these roles bring us a lot of attention from others – even if negatively. By playing out the 'act' within the drama triangle we reconfirm over and over our attitude to ourselves and to others.

5.9.1 Your tendencys in the drama-triangle

The length of the beams indicates which roles in the drama triangle you tend to favour and in which role you may be ‘invited into’ by others.

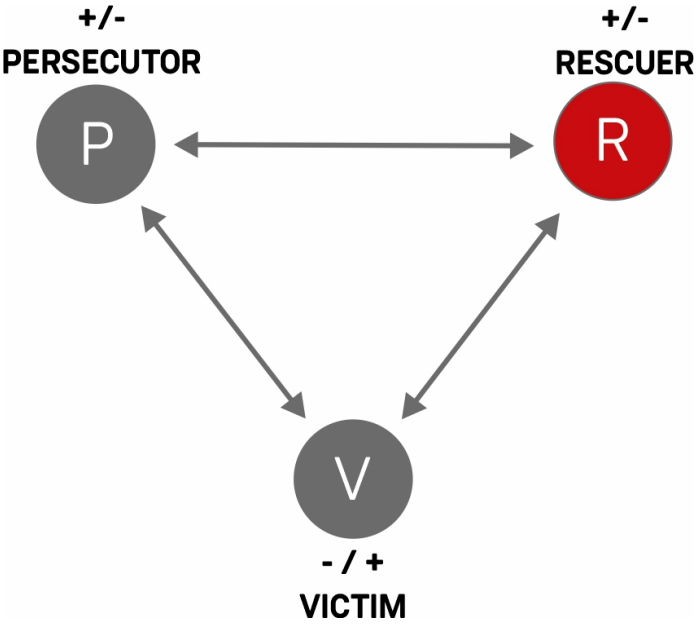
It is possible that you, on your own initiative, invite others to take on one of the two other roles in the drama triangle. It is also possible that you can be "tempted" (verbally or non-verbally) by other people to take on this role.

It may be helpful for you to pay attention to what your interest is in taking on this role.



A role in the drama triangle which you tend to get into is

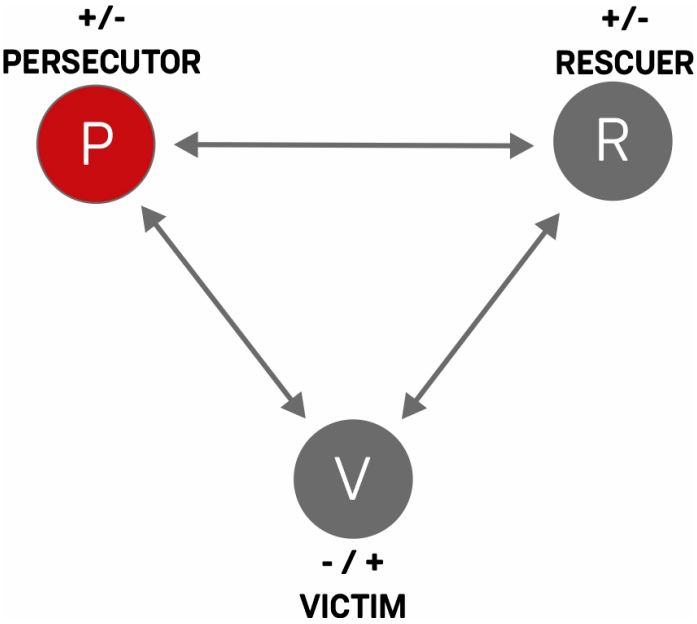
5.9.2 Rescuer role



It appeals to you to act for others in a helpful and supportive way. You cannot bear to see people 'suffering' or helpless.
You sometimes intervene without clarifying or arranging this with the affected person. It may be that you give advice and take on tasks that have nothing to do with you.
In doing so, you may overlook the possibility that others may have strengths and abilities to solve their problems themselves.
Your readiness to help may backfire because people may not be grateful at all, but instead reproach you for your efforts.

Another role in the drama triangle which you tend to get into is

5.9.3 Persecutor role



In this role you are infuriated about the fact that others do not share your views and opinions.
You no longer listen to others and continually interrupt often finding occasion for excessive criticism. It may be that only you are talking, preaching your convictions to others.
You attack others directly, frequently criticizing and reproaching them. You also blame them for not taking up your suggestions, opinions and convictions.

5.9.4 What can you do to step out of the Drama Triangle?

- **Recognize how psychological games begin.** Pay attention to statements and behaviors that others may use, often unconsciously, to draw you into a psychological game ("bait"). Also notice how you might unintentionally draw others into such games.

- **Pay attention to your basic psychological needs.** Identify which needs are particularly important to you at present and which may not be sufficiently met. Make a conscious effort to meet these needs in positive and constructive ways.

- **Recognize your typical mood and stress patterns.** Notice when you tend to feel helpless (Victim), want to rescue others without being asked (Rescuer), or react with blame and criticism (Persecutor).

- **Question your own perceptions and assumptions.** Do not automatically assume that your view of a situation always reflects reality. Ask questions and exchange perspectives with others to avoid misunderstandings and gain a better understanding of situations.

- **Take responsibility for your own actions.** Take your feelings and needs seriously without holding others responsible for them. Ask yourself: "What can I do to help resolve this situation?"

- **Communicate openly, honestly, and respectfully.** Express your feelings, needs, and expectations as directly as possible instead of sending hidden messages. Maintain a positive connection with others and, where possible, consider their preferred communication style.

- **Set clear and appropriate boundaries.** Learn to say no when necessary without feeling guilty or having to justify yourself. Take your own needs seriously and express your interests clearly and respectfully.

- **Be authentic and stay true to yourself.** Do not try to be someone you are not just to please others or meet their expectations. Accept your strengths and weaknesses and allow yourself to be who you really are.

What matters most: The more aware you become of your basic psychological needs, personal mood and stress patterns, and possible bait, the easier it becomes to avoid or interrupt psychological games. This helps you act from a responsible, Adult ego state and make constructive use of your personal strengths and abilities.

6. YOUR PERSONALITY PROFILE AT A GLANCE

6.1 CHARACTERISTICS OF YOUR CORE PERSONALITY

You like to be in contact with people and help them feel good. You are characterised by your warmth, empathy, care and cooperative behaviour. You exist first and foremost in and for your relationships. Your own well-being and that of others, and maintaining a good atmosphere are essential for you. You are happy to be there for others in a sensitive and understanding way, to take care of others' feelings in the right way and to help ensure that everyone is satisfied. You tend to give rather than take.

6.2 YOUR TALENTS AND STRENGTHS

Your strengths are mainly related to interpersonal relationships. You are socially empathic, and in social situations, you tend to the feelings of other people above all. You quickly come into contact with people and are good at networking.

Overview:

- empathic
- compassionate
- sensitive
- warm-hearted
- sociable
- warm
- kind
- considerate

6.3 YOUR PREFERRED PERCEPTUAL REASONING

You perceive people, things and situations primarily through the filter of your feelings. Aspects related to feelings and the quality of interpersonal relationships are very important for you.

6.4 TYPICAL ROLES IN EVERYDAY LIFE

Role strength describes a potential that may manifest differently depending on competencies, experience, role, and environment.

POSSIBLE STRONG ROLES

- Mediator
- Supporter
- Diplomat
- Relationship Builder
- Team Developer

Special quality:
Perceive people, build relationships and promote cooperation.

6.5 POSSIBLE KEY TOPICS FOR DEVELOPMENT

- Regular and long-term satisfaction of the important basic psychological needs in a positive way (instead of in a negative way using the stress behaviour patterns).
- Handling the inner need to expect perfection from yourself and from others in order to be OK.
- Increasing your trust in social relationships and encouraging the forming of interpersonal relationships and bonds.
- Assessing your own perception when in dialogue with others instead of assuming that you know how things really are regardless.
- Giving up a little control and still feeling secure and OK.
- As well as the thinking side of things, also looking at the emotional side of problems through the lens of your feelings. This allows you to examine a problem from different angles and find a solution.
- Relaxing, having fun, enjoying life, instead of perhaps just working all the time.

6.6 PERSONALITY STYLE THAT GAINS INCREASING IMPORTANCE

6.6.1 (current life phase)

VALUES-ORIENTED personality styles

Needs as a leader that are gaining increasing importance:

Desire for recognition for performance and own system of values

Growing limits under stress in daily leadership:

When under stress, sees nothing but mistakes and may want to persuade employees to adopt the same viewpoints

HUMAN PERFORMANCE GUIDE®

SIZE PROZESS®

Potenziale und Ressourcen ausschöpfen – Krisen und Stress erfolgreich bewältigen. Fritz Zehetner gibt in diesem Kompendium nicht nur einen umfassenden Überblick zum Persönlichkeits- und Kommunikationsmodell SIZE PROZESS®, sondern arbeitet auch die wesentlichen Erkenntnisse und Entwicklungen aus den letzten zehn Forschungsjahren auf. Begleitet werden die anschaulichen Texte von Übungen und Praxisbeispielen. Ein hochspannendes Fachbuch für Coaching bzw. Persönlichkeitsentwicklung sowie Management und Leadership.

SIZE PROZESS®
Human Performance Guide®

1. Auflage 2017: Hardcover,
352 Seiten, farbig illustriert
Autor: Fritz Zehetner
ISBN 978-3-902489-21-0

BESTELLMÖGLICHKEIT IN UNSEREM ONLINE-SHOP AUF
WWW.SIZEPROZESS.AT