



HUMAN PERFORMANCE GUIDE[®]



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1. INTRODUCTION

Welcome, Musterprofil, to your SIZE PROZESS® personality profile.

This profile bases on the concepts and scientific findings of transaction analysis and its new developments. This personality profile is not a psychological test, it is a self-assessment of your strengths, talents and resources. It can help you to learn more about yourself.

This personality profile records and formulates hypotheses regarding your presumably-preferred behaviour styles and tendencies in job-related situations. The individual statements are to be understood as hypotheses and are ascertained on the basis of your answers to the SIZE PROZESS® questionnaire. This personality profile draws no conclusions regarding your capabilities or experience. It is possible that you have developed great skills in work areas for which you presently do not have much energy (or interest).

However, if your distinct personality styles are a good match to your daily requirements, there is a big probability that you enjoy your work/life and are able to effectively use your strengths and talents.

In addition, this personality profile provides you with information regarding "undiscovered treasures" that may lie within you as hidden potentials, and that you could probably tap into to achieve added success.

You will be provided with hypotheses as to why you behave the way you do when you lose your inner balance and possibly show rather hindering patterns of behaviour.

Use this profile to achieve professional and even personal success, as a valuable building block in your personal learning and development process. Consult with your SIZE PROZESS® instructor or consultant if you have any questions. They will be happy to advise you in terms of your professional development.

We hope you find your personality profile to be interesting and exciting!

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. 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 YOUR MOST DISTINCTIVE PERSONALITY STYLES

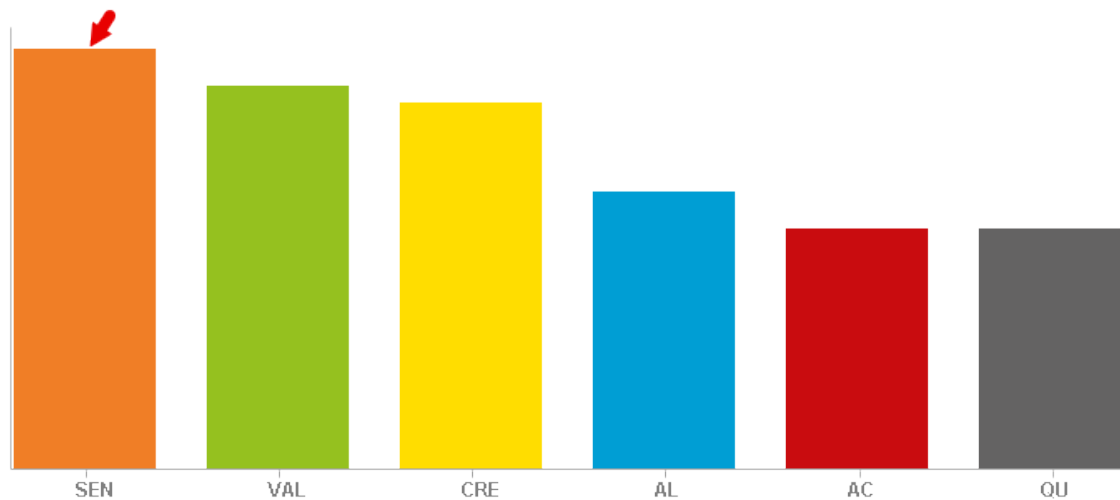
2.1.1 Composition and energy distribution of your personality styles

Your personality presents a complex EGO SYSTEM of six reciprocally dependent personality styles which exist in an interrelationship with each other and with your environment within your internal dynamics.

This diagram shows you which personality styles you see yourself as preferring in your environment, your career and private life and, on the other hand, the ones you seldom use.

Current life phase as an arrow:

The arrow on the above diagram shows you that the needs of this Personality Style are, in your view, currently of particular importance to you and indicate your "**current life phase**". This also means that you presumably demonstrate increasing behavior patterns belonging to this Personality Style in day-to-day life.



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

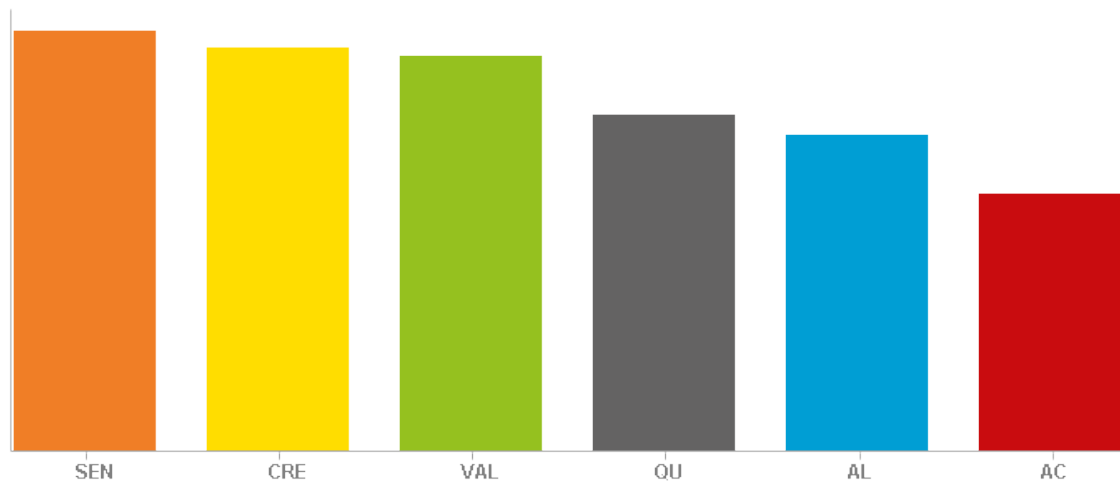
2.2 HOW WOULD YOU LIKE TO BE PERCEIVED BY OTHERS?

2.2.1 Your presumed behaviour and actions according to role expectations in your life

Our thoughts, feelings and behaviour are never independent from our surroundings. We are always embedded in social systems as e.g. family, friends, clubs, teams, firms and so on.

Within these systems we play different parts. Open or hidden arrangements tell us which behaviour or which personality structure are appropriate and which are not.

This graph refers to those personality structures, which you – according to different roles – think to be appropriate or expected by others.

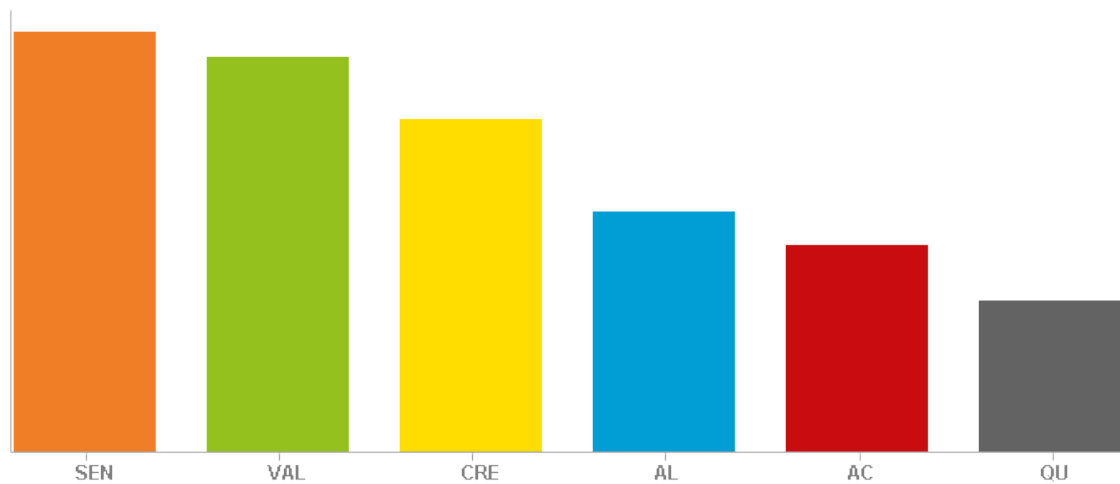


2.3 WHAT DO YOU EXPECT FROM YOURSELF?

2.3.1 Your presumed self-image in overcoming life's daily challenges

Typical characteristics may be attributed to every personality style. The following graph provides a good indication of which Personality Styles - in connection with the associated characteristics - you expect from yourself and/or attribute to yourself.

These consist of decisions which you may have made at some point in your life in order to be OK. And also to win against other people in this world ("In this life, I must always...to..."). By applying this, you would like to ensure that your important basic needs that are closely related to your dominant Personality Styles are adequately met. Frequently, these expectations per se are also closely related to age (current life development phase) and the corresponding basic requirements, attitudes, values and motives.



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

In order to take care of yourself on a day-to-day basis and to meet the expectations of others in terms of performance and behaviour, you are striving to do things as correctly and conscientiously as possible and to meet others openly and trustfully. You like fun and are courageous and resilient.

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 often have divided reactions in everyday life: You are very open and trustful towards others and may fail to set an adequate boundary to protect yourself. When you are hurt, you switch to distrust and counter-attack. You then begin to admonish others critically and/or you exclude them.

2.5 CHARACTERISTICS OF YOUR CORE PERSONALITY

The characteristic features of your personality are your openness and empathy as well as your commitment and conscientiousness. You are trusting, caring and supportive. You show enthusiasm and generosity to the tasks and the people you care about. You do what you can and try to do things “right” so that you can exceed expectations and give others enjoyment at work and at home. If this behaviour is abused and/or you become annoyed, you switch to distrust and retaliation and may even exclude others.

2.5.1 Your preferred perceptual reasoning

You value interpersonal relationships and perceive people, things and situations through the lens of your feelings and convictions.

2.5.2 Your preferred relationship to others

You approach people and show emotions when you feel good. If you become angry, you may switch to distrust and protect yourself by retaliating. You may then critically exclude others.

I 2.6 THE PREDOMINANTLY SENSITIVE PERSONALITY STYLE

2.6.1 Your approach to tasks and to the solution of problems

Your approach to tasks and to the solution of problems is mainly based on emotions. You rely primarily on your intuition and you “feel your way“ into problems and their solutions. Above all, you are concerned with creating a good atmosphere for dealing with the tasks and problems to be solved. In this, you place great value on harmony and on your own well-being as well as on the well-being of others. You use your influence to create a harmonious relationship between members of your team (staff orientation), but you may fail to exert sufficient influence in the direction of attaining specific goals.

2.6.2 Working with others

Even in the area of collaboration, you channel most of your energies into your emotions. This helps to establish and keep up good relations with your staff. Other people see you as a warm-hearted and caring person. The style of leadership that you probably prefer can be described as attentive and solicitous. You concentrate on the human aspect and you are particularly concerned with establishing a harmonious atmosphere of collaboration. You give your team members much scope for action and make them feel trusted. You give an impression of being friendly, sympathetic, caring and supportive. If you look for or give recognition, it is mainly for compassion, sensitivity and human warmth. Based on the Sensitive Personality Style, you work together well with Sensitive and Creative types. You are less at ease with Quiet types.

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

Your convictions consist of images, assumptions and stories that are influenced by your predominant Personality Styles. They rely on a set of basic assumptions that may influence your patterns of perception and behavior (often subconsciously):

- The world would be a better place if people relied more on emotions and treated each other with more consideration and courtesy.
- There would be fewer problems in the world if all people would treat one another in an honest and kind way.
- People perform best when there is a general feeling of well-being.
- You win the love and attention of other people by always thinking of others first and of yourself last.
- If you always try to please others, it is only fair to expect that they will try to please you in their turn.

2.7 YOUR PREFERRED STYLE OF COMMUNICATION



SENSITIVE PERSONALITY STYLE

What communication style works best?

CARING-EMPATHIC + RELATIONSHIP-ORIENTED FEELING

What is 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.

2.8 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 STRENGTHS, GIFTS AND TALENTS ASSOCIATED WITH THE SENSITIVE PERSONALITY STYLE

Roles

- Negotiator
- Promoter
- Mediator
- Diplomat
- Team player
- Relationship manager

The potentials for success in connection with your behaviour

- You can ensure a harmonious atmosphere.
- You can be caring and warm-hearted with others.
- You can empathise well with other persons.
- You can adapt well to groups of people and to individuals, and to build and preserve relationships.
- You can be patient and flexible when dealing with other people.
- You can provide for the physical and psychological well-being of others.
- When decision-making is involved, you can introduce the emotional aspects very well.
- You can communicate feelings and perceptions well.

3.2 STRENGTHS, GIFTS AND TALENTS ASSOCIATED WITH THE VALUE-ORIENTED PERSONALITY STYLE

Roles

- Verifier
- Evaluator
- Persuader
- Provider
- Stabiliser
- Sustainer

Strengths

- You can convey to others a feeling of security and trust.
- You can ensure proper consistency and continuity.
- You can observe carefully and well.
- You can adhere well to things that have proven to be useful.
- You stand up emphatically for issues and goals in which you believe.
- You can well evaluate situations based on your own experiences.
- You can well represent and argue for viewpoints that you personally believe in.
- You are dedicated and conscientious.

3.3 STRENGTHS, GIFTS AND TALENTS ASSOCIATED WITH THE CREATIVE PERSONALITY STYLE

Roles

- Animator
- Entertainer
- Artist
- Innovator
- Sociable person

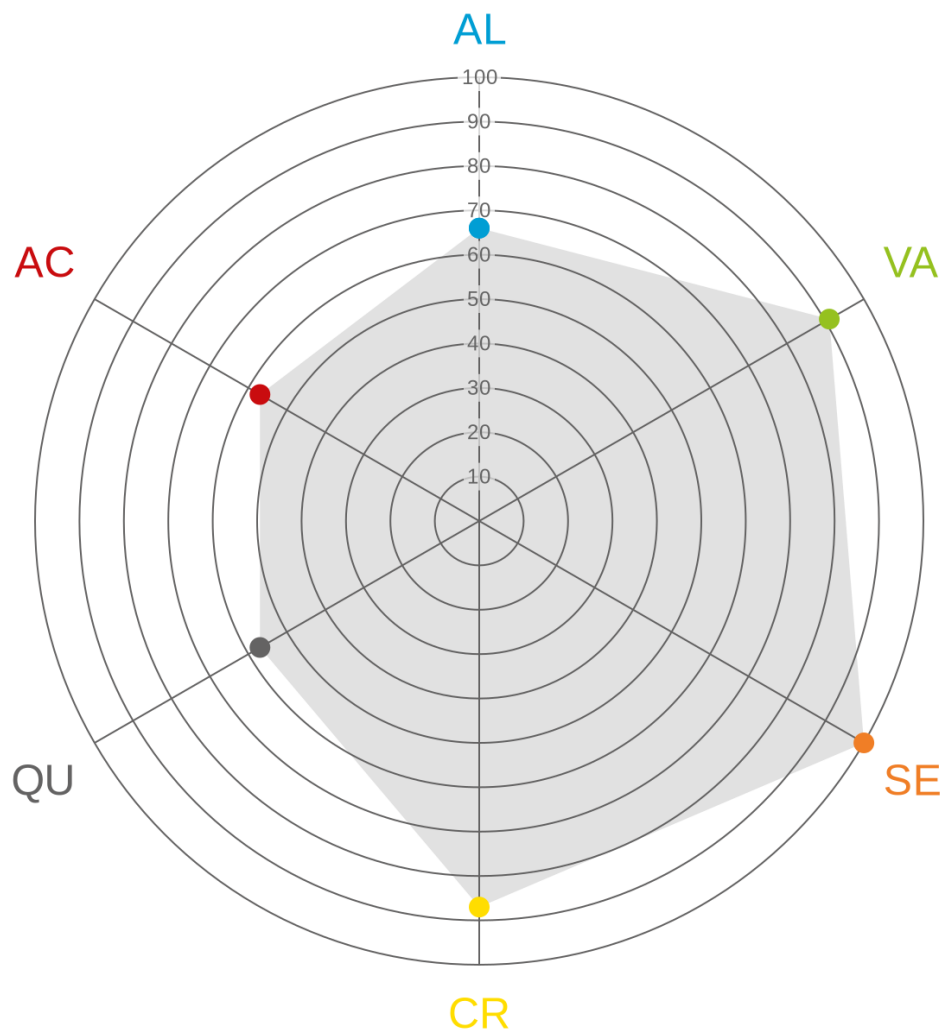
The potentials for success in connection with your behaviour

- You can establish contacts in an easy-going and good-natured manner.
- You can approach tasks and solutions to problems in a playful and creative manner.
- You mostly have many unusual and original ideas.
- In the case of problems and tasks, you can be an innovative "lateral thinker".
- You can entertain others well and provide for a good atmosphere.
- You can be very creative in everything that you do.

3.4 ENERGY DISTRIBUTION OF YOUR GIFTS AND STRENGTHS

The basis for competencies are your aptitudes. If these are used sustainably in a productive manner, they can be described as talents. These are recurrent, sustainable patterns of thought, feeling and behaviour that are individually laid down in a personality structure and that can be used productively to develop competencies.

Those aptitudes that are filled with lots of energy, you can activate best in your everyday life:



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 complete your tasks in day-to-day management in your own, completely 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 CREATIVE PERSONALITY STYLE

You can find **potential for successful development** in the behavioural pattern of the creative 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:

- How can I engage with others in a relaxed and agreeable manner?
- How do I foster easygoing, noncommittal relationships to others?
- How do I interact with fun and good humour?
- How do I approach tasks and solutions to problems in a playful and creative manner?
- What steps can I take to come up with unusual and original ideas?
- What can I do to find unconventional solutions to tasks and problems?
- How do I handle creative "outbreaks" by others?
- How can I increase my creativity Overall?

Competences that either emerge or are improved as a result:

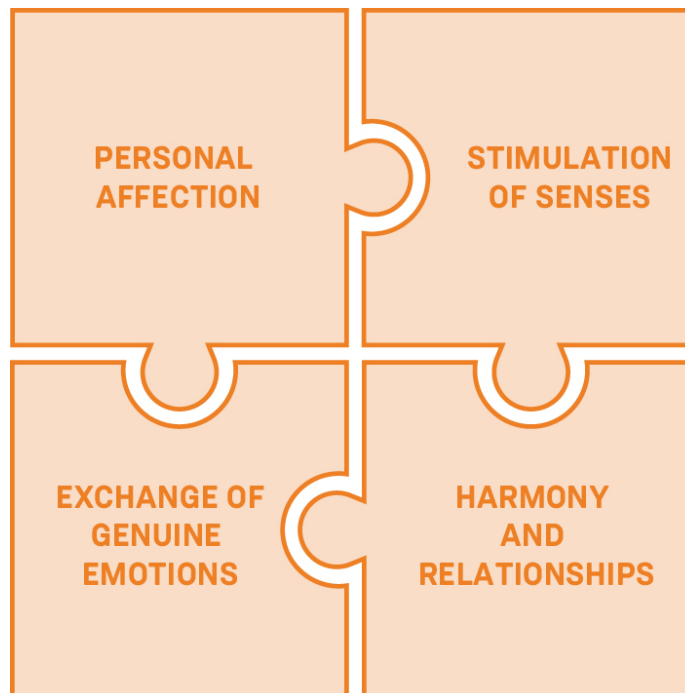
- Capability to approach tasks and solutions to problems spontaneously, using unconventional and creative ideas and solutions
- Ability to relax and enjoy situations
- Ability to interact with others in a playful and good-natured manner
- Ability to play and to enjoy the view
- Ability to react in a curious, impartial and open-minded way to the many things that life offers
- Ability to make jokes, but also to bear them

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.

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.

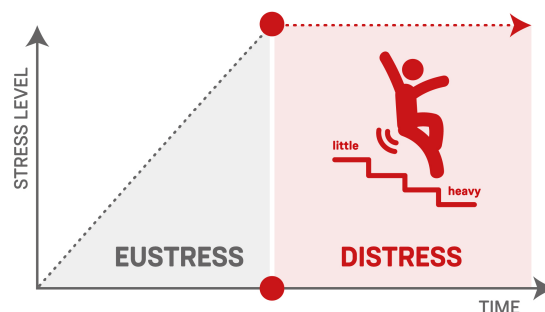
The reasons for this energy loss can be extremely different: e.g. psychological needs not being fulfilled, high (work) load, pressure and stress from outside, disturbances in relationships, physical indisposition, and so on.

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.



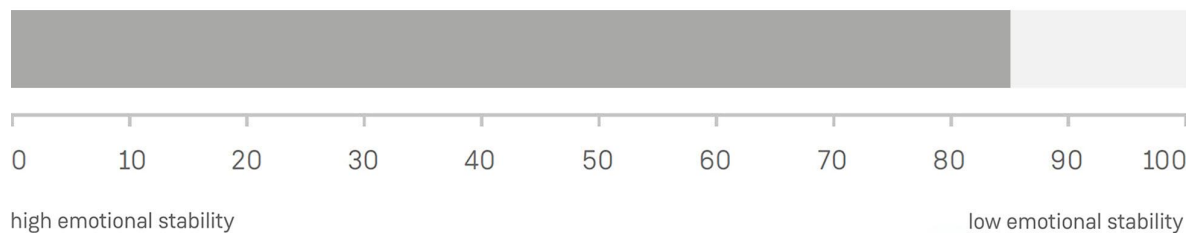
5.2 CURRENT EMOTIONAL STABILITY WHEN STRESSED

When we are emotionally stable, we are able to control and balance our emotions well. We have the ability to cope with stressful situations and recover from them quickly.

The graphic below shows you the emotional stability that you may currently tend towards.

The shorter the bar length in the evaluation graphic, the higher your current emotional stability is probably. This means that in stressful situations you probably often manage to remain calm and composed and are less likely to be overwhelmed by your emotions.

The longer the bar length in the evaluation graphic, the lower your current emotional stability may be. This means that you may react more or less sensitively to your mood and stress patterns in stressful situations.



As a personality, you currently tend towards a rather low level of emotional stability, and stress and pressure may occasionally be a challenge for you in various situations.

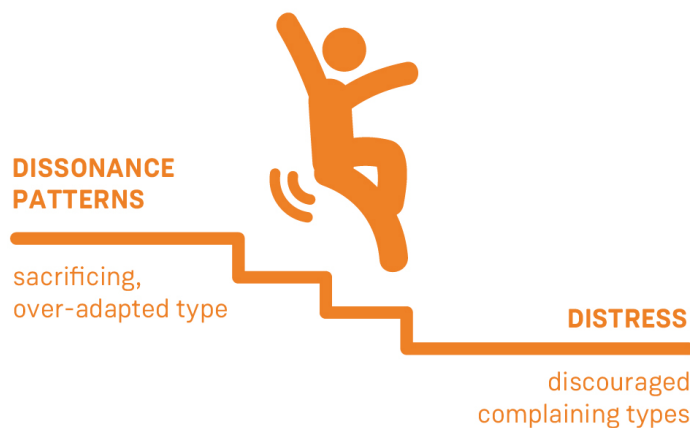
5.3 DYNAMIC WHEN HIGHLY STRESSED

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...

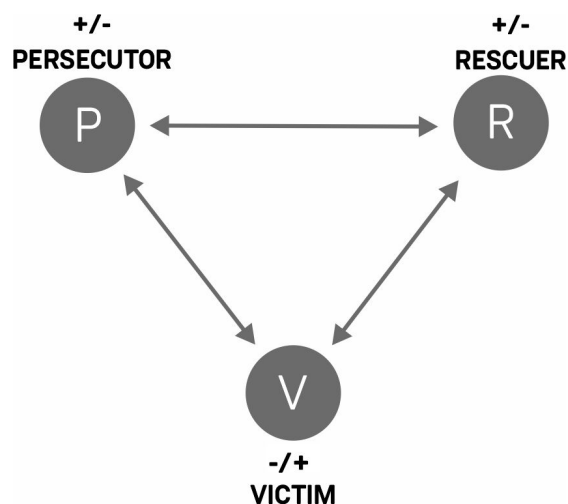
5.7 DRAMA-TRIANGLE

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.

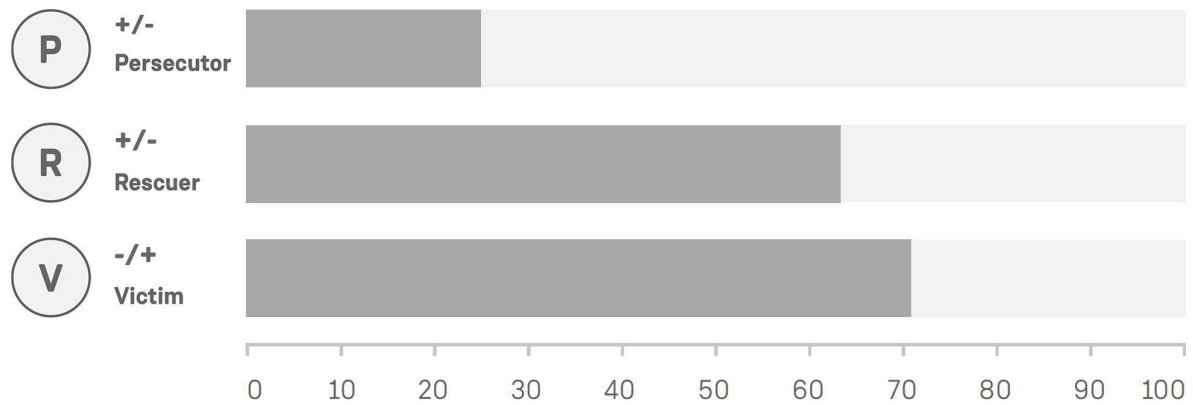
If we experience ourselves in one of these three roles, we contribute only a little to the solution of real tasks and problems or to the achievement of aims. However, these roles bring us a lot of attention from others – even if negatively. By playing out the 'act' within the drama triangle we reconfirm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

5.7.1 Your tendencies 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.

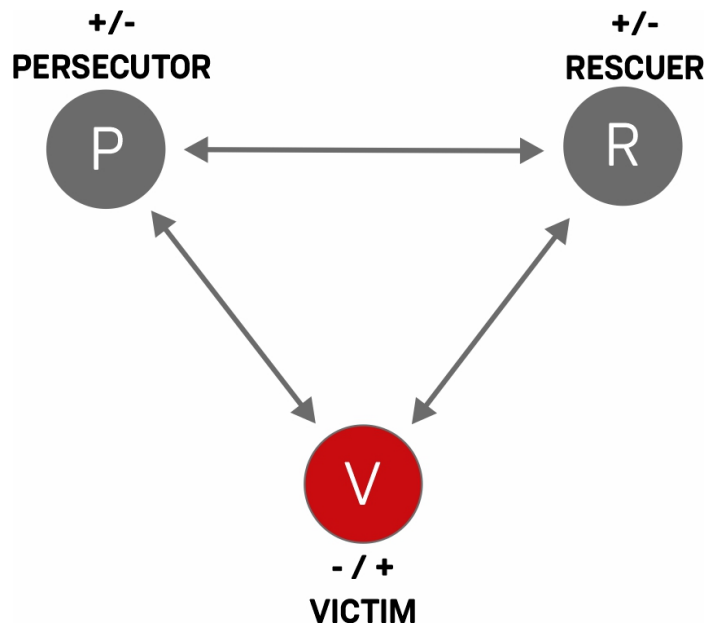
It is possible that you, on your own initiative, invite others to take on one of the two other roles in the drama triangle. It is also possible that you can be "tempted" (verbally or non-verbally) by other people to take on this role.

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

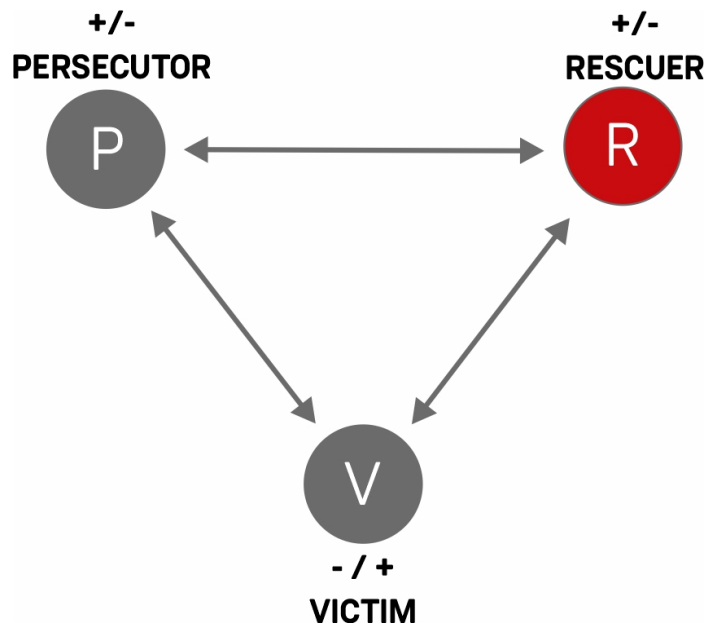
5.7.2 Victim role



In this role you see yourself as a helpless victim who has no idea how to solve a problem. You put yourself and your abilities down and talk negatively about yourself to others. Maybe, by displaying this behaviour you are hoping others will help you. You may make silly mistakes and be criticized by others for them. In the victim role you see yourself as someone who is faced with the problems of the whole world.

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

5.7.3 Rescuer role



It appeals to you to help and support others. You just cannot bear it when other people 'suffer' or appear helpless.

It is possible that you intervene without agreeing this with people first and just act. It may be that you give advice or even that you take on tasks and jobs which are not really yours.

In so doing you may overlook the fact that others also have strengths and abilities to solve problems themselves.

Your readiness to be of assistance may even become a 'trap' for you because those people you helped are not at all grateful but rather reproachful towards you. In this way you end up in the victim role.

5.7.4 The way out from the drama triangle

What can you do to prevent you from ever entering this drama triangle in the first place?

The most important step is not to enter into a manipulative role in the drama triangle in the first place in order to try and garner sympathy and attention for yourself in a roundabout, concealed way. If you succeed in satisfying your individual needs appropriately, you will be less inclined to be “tempted” by others to assume a role in the drama triangle.

What can you do to find a way out of the Drama Triangle?

- - To step out of the drama triangle, focus on what is actually happening in the here and now, instead of automatically falling into old, dysfunctional behavior patterns. Ask yourself, "What exactly am I feeling, and what do I need right now?" and "How can I resolve the situation without reacting from the role of victim, rescuer, or persecutor?" This way, you stay present and can utilize the full range of options available to you as an adult.
- See to it that you establish good contact with your conversation partners ("on the same wavelength").
- See to it that you are in tune with the other person's preferred Communication Style.
- Give others a sufficient amount of the positive attention that matches their Personality Style.
- Stop exaggerating your own or other people's strengths.
- Allow yourself to be just as you are.

6. YOUR PERSONALITY PROFILE AT A GLANCE

6.1 CHARACTERISTICS OF YOUR CORE PERSONALITY

The characteristic features of your personality are your openness and empathy as well as your commitment and conscientiousness. You are trusting, caring and supportive. You show enthusiasm and generosity to the tasks and the people you care about. You do what you can and try to do things “right” so that you can exceed expectations and give others enjoyment at work and at home. If this behaviour is abused and/or you become annoyed, you switch to distrust and retaliation and may even exclude others.

6.2 YOUR TALENTS AND STRENGTHS

As long as you feel good, you approach other people. You are generally friendly and considerate. You care for the needs and feelings of other people.

Overview:

- considerate
- sensitive
- compassionate
- warm
- precise thinking
- sensitive observation
- conscientious
- organised
- courageous

6.3 YOUR PREFERRED PERCEPTUAL REASONING

You value interpersonal relationships and perceive people, things and situations through the lens of your feelings and convictions.

6.4 TYPICAL ROLES IN EVERYDAY LIFE

- Supporter
- Diplomat
- One of the team
- Considerate reviewer and supervisor
- Convincer
- Provider
- Stabiliser
- Mediator

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 internal need to always please everyone and to yourself always be perfect and expecting others to always be perfect in order to be OK.
- Assessing your own perception when in dialogue with others instead of assuming that what your feelings or own opinion tell you is always the reality.
- Authentically giving yourself permission to say “no” to unjustified demands.
- Looking at problems through the lens of your feelings as well as through your own thoughts. This allows you to examine a problem from different angles and find appropriate solutions.



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