

QUESTIONNAIRES, TRAINING TOOLS



ARP

Change happens, but it does not have to control us. An organization can learn to harness the power of change and achieve greater success, but only with an accurate assessment and implementation of authority, responsibility, and power. The ARP Profile is a key asset in this process.

The Authority Responsibility Power profile (ARP) is designed to measure the levels of authority and degrees of responsibility assumed by an individual. In addition, bases of perceived power are ranked according to individual preferences. Questionnaire results will help show how you view yourself relative to others, your willingness to assume responsibility, the types of power which are most desirable to you. The ARP will also identify the potential amount of power you create when interacting with others.

Knowing how you present yourself, how you respond to and create power is useful. This knowledge is useful and important for your own self-development, for understanding others, for leading a more productive personal and professional life and for developing your leadership capacities. It is also important that this knowledge should create transforming power so that you can become more valuable to your community in particular and society in general.

DISC

Behavior science suggests that successful people and leaders know themselves accurately, are familiar with their own strengths and weaknesses that need development and can therefore develop strategies to meet the requirements of their environment.

DISC is based on the premise that our behavior is determined by how we manage problems and challenges, people, change and rules. Our visible style of behavior is therefore a combination of these factors. We are naturally inclined to behave in a certain way rather than otherwise: this is what is known as our set of natural preferences. If you become aware of your own and can recognize the preferences of others, you will be able to utilize the opportunities presented by your temperament better and can improve the quality of your relations.



Factors measured by DISC

D-Dominance: People who score high in 'D' are fundamentally task-oriented and extroverted. They behave directly and independently. High 'D' individuals are assertive, result-oriented, dominant, competitive, quick to decide, pioneering, determined and energetic.

I-Influencing: People who score high in 'I' are fundamentally people-oriented and extroverted. They approach people with confidence and behave openly and directly. High 'I' individuals are fully self-confident, convincing, enthusiastic, optimistic, popular, sociable, unprejudiced and see the bright side of life.

S-Steadiness: High 'S' people are fundamentally people-oriented, introverted and true team players. Their behavior is characterized by relaxed speed and reassuring style. Individuals with high 'S' scores are kind, patient, good listeners, calm, candid and understanding. They place human relations above everything else.

C-Compliance: People who score high in 'C' are fundamentally task-oriented and introverted. They behave independently and methodically. Tasks are their top priority. High 'C' individuals are accurate, analytical, conscientious, have high morals, cautious, precise, exploring and diplomatic.

The four styles are present in everyone but represent different weights. Individual behavior depends on the combination of high and low scores in various styles.

GPOP

The Golden Profiler of Personality is based on Carl Gustav Jung's theory on personality and preference. The present system and questionnaire is the result of 50 years of research and development by Isabel Briggs-Myers and John Golden.

The profiler can distinguish between sixteen personality types, which function differently but still are equal. Respondents get feedback about their own personality type and about how they relate to stress.

GPOP studies the similarities and differences of human functioning in four fields of behavior. By learning about these you can recognize the roots of our past successes and failures and can get closer to recognizing what and how you want to change.

Once you are aware of your own personality type and can recognize the characteristics of other types, your awareness of your own self and your environment will increase. That supports self-development, improves relating to people belonging to different types, leads to more efficient communication, more effective cooperation and more successful leadership.

It is also valuable to learn how you react to stress, how you handle stress and what lessons you can learn from uncontrollable levels of stress.



Application areas

GPOP is an excellent tool for talent management, developing leadership, communication and cooperation skills.

The personality profile can be used as the basis for training or consulting sessions designed to deepen the participants' self-awareness, to become familiar with the various personality types and to improve cooperation with the representatives of other types. The profiler is a handy tool to use in situations where cooperative skills should be mobilized and where it is important that we familiarize ourselves with the different ways of human functioning and typical responses to stimuli from the environment.

The Golden Profiler of Personality can be used most effectively by managers, customer service staff, consultants, people initiating or enduring change and trainers for improving work efficiency.

Knowing the details will also help us understand and explain the roots of and resolve several conflicts inside families.

HUMAN SYNERGISTICS®

Human Synergistics® (HS) is a diagnostic system that provides answers at individual, group and organizational level to the drivers of individual, group and organizational behavior and functioning.

Human Synergistics International plays a leading role in supporting the development of organizational effectiveness on the basis of organizational culture. Assessment tools are underpinned by both scientific research and practical tests, and have been subject to continuous improvement since 1970.

An HS based survey provides specific recommendations and ideas about what is worth changing and how it should change. It highlights in a unique way how to develop the surveyed corporate culture to ensure efficiency and economic effectiveness. The method also offers international benchmarks for comparison.

More information: www.humansynergistics.hu

MAVEN7

Maven7 is a world leader in network science-based business analytics and a globally recognised network research team.

Their tools provide answers to how organizational network analytics can accelerate the transition to new technologies and organizational change. They support the achievement of business goals, faster decision-making, more efficient working, innovation and high quality customer service.

More information: www.maven7.com

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