

## COACHING - PERSONALITY TESTS

Do you like your job? Are you happy doing your job?

How many of us haven't had questions like that fired at us over the years?

However, the important question is: Are you happy in your job (and with(in) yourself) or would you like to change something?

We often tend to stay where we are and make the most of it even if deep inside we are not satisfied. Somehow it is safer to stay where we are instead of taking an often big step to change the things we are not happy about. But changing isn't that difficult as long as you know what you want to change.

Years ago I found myself in a situation where I needed a change. During the following months I found out where and what I would like to change knowing very well that changing isn't always easy. Questions like *Can I do it? Am I good enough? Is this really what I want?* kept popping up. I contacted a career adviser and was eventually put in contact with our Personnel Director, Mr Peter who was already looking for some kind of a structure to place an employer in an environment where he/she will use his/hers natural potential and reinforce his/hers motivation for the greatest benefit. Mr Peter advised me to contact a Luxembourgish company, Lilith Project, specialising in personality profile tests. I was fortunate enough to take a profile test myself and it gave me an insight in my own potentials, skills, competencies and reaction in most matters.

There are several personality tests on the market; most of them being based on Jung. The most efficient test is one where you find out which skills and competencies you have in order to appraise yourself in an objective way to get the best possible out of your work; and to get an understanding of yourself and others in order to produce better results and enjoy your work more. That way you will not only be happy going to work on Monday morning but also feel you are using your full potential.

I have tried several personality tests, they all vary a bit and some are more accurate than others are. They all have between 12 and 112 questions to answer spontaneously. The questions are repeated 3 - 4 times in a different way, the answers are added to a special computer program and within a short time you get between 20 and 25 pages with lots of information about yourself from different perspectives.

I prefer the MDI Profile test from Lilith Project as it actually differs from the other instruments in its reliability, practical accessibility and immediate application of the information given. Within half an hour it will give you a reliable, objective picture of the behaviour of yourself. In a clear and detailed report, you will discover the principal behavioural elements that are of value to you and how to reinforce your motivation etc. It can teach you about the drive behind your behaviour, reduce conflicts and stress through increased understanding and appreciation of different behavioural styles (natural or adapted).

It is also possible to establish a behavioural profile of your job. Any possible discrepancies between "behaviour desired" and "behaviour demonstrated" are revealed.

Behavioural research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to

meet the demands of their environment. One thing, however, do not forget that you can change your behaviour but not your personality.

You will also be able to identify clearly what inspires yourself and your colleagues. You can get a clear understanding of communication skills, perceptions, descriptions, style, motivation, managing and improvement and an "Insight wheel" describing what kind of person you are, e.g. Analyser, Implementers, Conductor, Persuader, Promoter, Relater, Supporter and Co-ordinator.

As coaching has become so popular everywhere I thought I would like to tell you about my experience as I still - and always will - profit from it both in my professional and in my personnel life.

If you need any more information please feel free to contact me.

Inga JAMES-NIELSEN

