

Sam Example



Introduction

What happens to you when you are confronted with change? What are your feelings as you enter new situations?

All through your life, at work and in your personal life, you are constantly confronted with change. Some people find that annoying, while others like nothing better. There are people who only see the disadvantages and are only aware of the problems the changes will cause, while others look for change as much as they can. Some people take extensive measures to cope with change as well as possible. And there are those who have the feeling that it doesn't matter what they do because they have no influence anyway. There are also people who become tense and nervous as a result of the uncertainty the period of change brings.

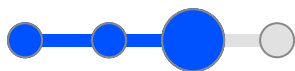
What about you? How do you deal with change? This report may help you to answer these questions. You will receive a description of your score on four dimensions. Research has shown that these four dimensions are important for the way in which you deal with change.

If you understand how you deal with change, this may help you to explain your own behaviour and possibly alter it. Once you are aware of your pitfalls, you are less likely to fall into them. If you are aware of your qualities, you will be able to make even better use of them.

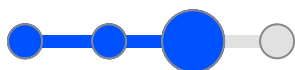
To be able to make a statement about your scores, they are compared with a norm group. The norm group we use is made up of working people in the Netherlands.

Overview of your scores

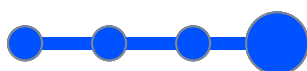
The characteristics listed give an idea of the way you deal with change. We will explain each of these characteristics in detail in the next part of the report, including what the strength and the pitfalls are and we will provide tips.



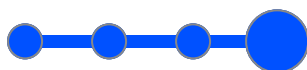
Optimism



Openness to change



Sense of control



Learning

Explanation



Optimism

Your score

You are probably more often optimistic than pessimistic. A description of obvious optimists is given below. Read the description critically and determine whether you recognise yourself in it and whether the tips are useful for you

Much optimism

People with an obviously optimistic outlook see the bright side of everything. They have confidence in the future and focus chiefly on the positive. At times when many other people would lose confidence and be prone to feeling bleak and worried, optimistic people see a ray of hope. They usually view their qualities and options positively and their cheerfulness and liveliness often proves catching. They are moreover often doers; they plunge enthusiastically into things that are new and unexpected.

Mottos: 'Nothing ventured, nothing gained', 'He who makes no mistakes, makes nothing'.

Their strength: daring and carefree

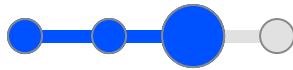
They are daring, they quickly become enthusiastic, they are active people and have confidence that things will turn out well. They are unaffected, or much less so than others, by all sorts of matters that would put other people off - failure, opposition, conflicts.

Possible pitfalls: impulsiveness and trampling on other people

Their daring and carefreeness can easily lead to ill-considered actions and decisions. They will usually get over that fairly quickly, but the consequences for those around them can be both enormous and unpleasant. And, although their optimism and confidence will often stimulate others to act, it can also go too far, causing them to trample on other people. This is what happens if they are not prepared to adequately listen to the objections and problems other people anticipate, and do not wish to take their concerns seriously.

Tips:

- Try to listen receptively to others if they anticipate all sorts of problems and are expressing their objections to a plan you are enthusiastic about. Ask further questions and gather information without allowing your own enthusiasm to be tempered.
- Try to substantiate your plans and ideas as well as possible, using facts, figures, research results, etc.



Openness to change

Your score

You are probably usually open to change. A description of people who are very open to change is given below. Read the description critically and determine whether you recognise yourself in it and whether the tips are useful for you.

Very open to change

People who are open to change are curious; they welcome new opportunities and chances with enthusiasm. They are often broad-minded, too; they are not quick to think things strange. They are not afraid to try something new or to make mistakes when they do. They are not quick to make judgments about sense and nonsense, usefulness and practicality. They acquire a lot of energy from the commotion, activity and challenge that accompany change. That makes it easy for them to become engrossed in something without making a judgment or wondering what the result of the change might be.

Mottos: 'Use it or lose it', 'If you stand still, you'll fall behind'.

Their strength: flexible and eager to learn

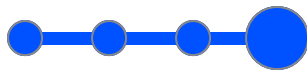
They adapt smoothly and easily and quickly find their feet in situations where much is unclear. Discovering, trying and learning new things is a powerful motive for them.

Possible pitfalls: easily distracted and easily bored

Their deep need for variety and to be challenged can easily lead to their becoming bored. If they are insufficiently stimulated, they will quickly feel listless and drained because everything around them has become 'boring and dull'. Finishing what they have started is not one of their strengths. Certainly not if something new comes along that arouses their curiosity.

Tips:

- Try to challenge yourself now and again in a different way than you are used to: take the decision to attentively follow a specific process you have been involved in from the beginning right to its conclusion. Do not give in to creeping boredom; focus on depth, keep going and try to enjoy everything there is to do and that happens during the process.
- Exchange ideas with people who are less open to change and innovation than you are. Be receptive to their doubts and critical views, and try to link your arguments to them.



Sense of control

Your score

You probably assume that you can decide and arrange many things for yourself when changes take place. A description of people who have a strong sense of control is given below. Read the description critically and determine whether you recognise yourself in it and whether the tips are useful for you.

A great sense of control

People who have a strong sense of control and have the idea that they are in charge seldom feel dependent on circumstances or on other people. They assume that they can influence their situation themselves. Their opinion counts and their actions are effective. They specifically work towards making a situation the way they want it and they are aware of their responsibility for the success or failure of their plans. If they are confronted by something unexpected or unpleasant, they turn out to have mastered a number of tactics - and psychological tricks - for quickly regaining their sense of control.

Mottos: 'Problems are there to be solved', 'There's no such word as "can't"'.

Their strength: stress-resistance and independence

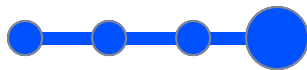
People with a well-developed sense of control do not wait to see what will happen, but take responsibility and the initiative themselves. They have a vast support base and can cope with excessive pressure. They have confidence that they will be able to solve problems themselves and, what is more, they expect the end result to be positive.

Possible pitfalls: overestimation of themselves and overconfidence

Someone who has a very strong sense of being in charge and having everything under control can sometimes be overconfident. By closing their eyes to risks and thinking that they are the exception to the rule, they then do things that anyone else would think was irresponsible. This can lead to an overestimation of themselves.

Tips:

- Make use of your strength and actively set to work to make the changes suit you and to manage the situation the way you want. Regularly take time to reflect as you do so. Can you really cope with the situation? Are you not underestimating other people's influence and the circumstances? Follow your intuition if it tells you you are outclassed.
- Take signals from other people seriously: When other people start telling you you are being overconfident, you expect too much or you are pursuing the impossible, be aware that they may have noticed things you may have missed.



Learning

Your score

You will probably focus very enthusiastically on learning something new. A description of people who are very willing to learn is given below. Read the description critically and determine whether you recognise yourself in it and whether the tips are useful for you.

Very willing to learn

We say that people who are very willing to learn have enquiring minds. Their enquiring minds are revealed in the fact that they spend a relatively large amount of time collecting information, following developments, acquiring knowledge and practising skills. They are often critical thinkers too. They ask themselves and others many questions, they look for arguments and proof or alternatively for counterarguments and counterexamples. All with the aim of arriving at a refined and well thought out opinion.

Mottos: 'Knowledge is power', 'You're never too old to learn'.

Their strength: keeping moving on, moving with the times, responding well to opportunities and challenges.

People who are very willing to learn often have an open mind and a flexible spirit: they are open to other ways of thinking and are broad-minded, they are prepared to change their opinions, they recognise their prejudices and are not afraid to let them go. You need an open mind and a flexible spirit if you want to broaden the way you think, keep moving on and repeatedly arrive at new insights.

Possible pitfalls: being unable to concentrate, too little focus on action.

An inquisitive person is never finished learning; it is the same as surfing the web. You go from one site to the next, from one link to another. If you do not remain focused, you will see an enormous amount of information pass by in a short time and you get to a point that has little or no relation to where you started. Fun, interesting and not a problem, unless you had an explicit aim in mind. An extremely enquiring mind can also make it difficult for you to call a halt to the learning phase. People who have trouble with this continue collecting information and have a tendency to postpone the time for taking action.

Tips:

- Set yourself specific targets and formulate the results you have to achieve as precisely as possible. That helps to prevent your inquisitiveness and enquiring mind from running away with you at the expense of your focus on results.
- Consciously try to work with practical people who focus their work more on action and results. Let them lead you in planning and organising the work.

In conclusion

Think critically about what is written in the report. Does this also correspond with your own ideas about how you handle change and how you approach new things? It can help you to ask others how they see you and whether they recognise you in the description in this report. This can provide new insights, because it allows you to find out how you come across to others.

If you want to delve further into how this applies to you, the following questions can help you:

- Do you recognise yourself in the description of the topics? What do you recognise, what don't you recognise?
- Do you recognise yourself in the pitfall described in the topics? If so, how could you avoid them in the future?
- Would you like to change the way you handle change and start something new? If so, does this report give concrete tips that you can use? Which? Do you have any additional tips and ideas of your own?