

Personality and Self-Growth

Personality explains why people do what they do, how they **behave in a certain situation**, how they **approach relations**, how they **do the job**, how they **take decisions**, how they **solve problems**. In relations, at work or at home, **personality predicts** and **explains** why we have a certain dynamic with some people and a different one with other people.

As a starting phase of the program **Personality and Self-Growth** we invite you to take three premium personality assessments, namely Hogan. By taking these assessments you will learn more about your **strengths**, **reactions** under stressful times, your **values**, and your **strategies** to get ahead and get along.

HPI

The Hogan Personality Inventory describes the positive aspects of personality - qualities that describe how we relate to others when we are at our best.

MVPI

The Hogan Motives, Values, Preferences Inventory describes personality from the inside - the goals, values, motives, and core interests that determine what people want and strive to achieve.

HDS

The Hogan Development Survey describes the dark side of personality - 11 counterproductive behavioral tendencies that can emerge in periods of heightened stress or pressure. In normal circumstances, these characteristics can even be strengths. However, when people are tired, stressed, bored, or distracted, they can affect reputation, relationships with colleagues and clients, productivity, and can limit career potential.

The **Personality and Self-Growth** program will challenge the way you see the human behavior and will provide you with common tools and vocabulary that will help you to

- Understand yourself and your reputation (how others may see you)
- Understand human behavior
- Expand your strategies for working with others in a more successful way
- Expand your strategies to accelerate your career

The modules are the following:

I. Understanding human personality *the Bright Side*

- Personality Themes
- Identity vs Reputation – building your personal brand
- The Hogan Personality inventory: scale by scale debrief
- Tips and tricks on how to read your own Hogan Personality Inventory report
- Reflection time: the Situation Context (stakeholders expectations) and strategies for coping with different styles

II. Understanding the stress response induced reactions *the Dark Side of Personality*

- What is the “dark side” of personality?
- Reading your own HDS Insight report (the Dark Side) – impact on your personal brand
- What are your triggers for stress responses and how to deal with people when under dark side

III. Personal Values & Drivers *the Inside of Personality*

- Understanding what drives each of us and what
- The personal unconscious biases
- How to read the report
- Reflection moment: what drives me
- Putting it all together: building a Personal Development Plan

Personality and Self-Growth

What you get

- Your own Hogan profiles comprising your motivational drivers, strengths and opportunities for development
- Access to 1 workshop day facilitated by a senior certified Hogan consultant, where you will be in a safe place to reflect on who you are, what you want, what you do and how can you grow your career