

Individual Personality Inventory

A Tool for recognizing your self-worth and increasing your personal success by acknowledging your individual strengths and weaknesses

What is the purpose of the Individual Personality Inventory by way of the ERKENNTOGRAMM® as a personal analysis system?

The knowledge and awareness of who you are, in consideration of your strengths and weaknesses, allow you to utilize your abilities more efficiently. This will bring you not only more success in your private and professional life, but will also generate a deep sense of personal satisfaction and peace of mind. Your self-awareness and self-knowledge enhance your understanding of human nature in general, which in turn paves the way to non-judgmental and non-prejudicial interpersonal relationships. This especially holds true in benefit-oriented communication due to your understanding yourself and others better. Accepting other's differences is the basis for exercising tolerance towards oneself and others.

Which method underlies the Individual Personality Inventory by way of the ERKENNTOGRAMM®?

The Individual Personality Inventory is a tool employed in my approach to human relationship management which in turn represents an holistic, new method of business leadership strategy. In the following I would like to introduce you to part I of the Individual Personality Inventory, the ERKENNTOGRAMM®.



The ERKENNTOGRAMM®

= Increase of the personal competence

The different personality types and attributes are determined by virtue of a specialized procedure based on scientific knowledge and practical experience. The ERKENNTOGRAMM® identifies the fundamental behavioural patterns of one's individual personality in terms of three basic types, highlighting both strengths and limitations while focussing on key opportunities. Generally speaking, the ERKENNTOGRAMM® describes the "external" person.

Developing and increasing personal competence

As a tool serving to develop and increase personal competence, the ERKENNTOGRAMM® strengthens one's self-confidence as well as trust in others. What with trust being reciprocal, it is essential to constructive and uplifting interpersonal relationships. Similarly, it is vital to think positively about oneself and others while becoming increasingly aware and accepting of one's emotional intelligence. The ERKENNTOGRAMM® plays an important role in identifying and explaining the dynamics involved with these internal and external interactions and processes.

On which view of the human being is the Individual Personality Inventory based?

My work is essentially based on a non-prejudicial and non-judgmental view of the human being and presupposes that individual's willingness to accept and exercise personal responsibility. In this view, every human being is unique in terms of the gifts, aptitudes, skills and potential he or she possesses, and every human being has the fundamental right to individuality and the expression thereof. When we are given the opportunity to recognize our individuality and become aware of our being able to take responsibility for our own happiness, we ultimately find the answers to life's most fundamental questions.

Object of the Individual Personality Inventory

The object of the IPI is to recognize one's own self-worth and to consciously practice acceptance and compassion, both towards oneself and others while ceasing to further influence or manipulate other individuals. Herein lies the key to all areas of life. Fundamentally speaking, if you have come to terms with yourself intellectually, emotionally, and spiritually, you will get on very well with others. The Individual Personality Inventory (part I, ERKENNTOGRAMM®) provides answers to the following questions:

- Which type of personality am I?
- What are my strengths?
- What are my limitations, i.e., opportunities for growth?
- How do I in fact function?

The ERKENNTOGRAMM® identifies three basic personality types

Through the ERKENNTOGRAMM®, you are able to quickly and accurately assess and understand your own capabilities and behaviours and those of others. You become acquainted with the three basic types, namely the "Dynamic Type", the "Logical Type" and the "Sympathetic Type", and you come to understand the strengths and opportunities for growth associated with these three types.



The "Dynamic Type" is a very spontaneous individual, moving ahead in life eagerly and energetically, but sometimes without consideration for others. In a leadership position, D-Types typically make decisions without hesitation, often calling on a pronounced ability to improvise, at times thereby disrupting and disturbing their surroundings.



The "Logical Type" is driven by reason and logic, acting methodically and with a high degree of precision and reliability, but sometimes getting lost in details. Typically, L-Types avoid any display of emotion, giving the impression of being in complete control through an inner exchange of thoughts.



The "Sympathetic Type" is a very sensitive and highly emotional individual, possessing pronounced intuitive and interpersonal skills. The S-Type appreciates and indulges in the good things in life, with a definite preference for meaningful conversations. S-Types have great empathy for others and their life situations, albeit this extreme degree of humanity can at times prove a hindrance to the implementation of goals and strategies.

Every person represents a combination of the three basic types, with each component varying in prominence.

In other words, there is inevitably a dominant component balanced by a less dominant second component, joined by the least dominant of the three components. It is precisely this variation which identifies and characterizes the individual personality, and describes that individual's personal potential.



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The ERKENNTOGRAMM®

Tried and tested steps to achieving a good understanding of human nature and success.

The potential for success depicted as a graphic profile can readily be transferred to the assessment of others and the understanding of how you can or cannot interact and cooperate with colleagues and superiors. It must be noted emphatically that there is no good or bad personality type, no right or wrong one, but rather differences in strengths and opportunities for growth which must be recognized and put to best use.

The object is to focus on strengths, not weaknesses

Every person is a distinct individual, different in his or her ability to recognize, live up to, and magnify his or her potential. My approach to human relationship management is based on the individual's conscious awareness and recognition of self and hence personal strengths and capabilities. In my view, it is essential to concentrate on these strengths while not wasting energy on endeavouring to improve on weaknesses, let alone attempting to transform them into strengths.

The analysis options of the ERKENNTOGRAMM®

The ERKENNTOGRAMM® not only identifies the three basic personality types as discussed above, but also provides detailed analysis of seven specific behavioural areas, these being:

- communication
- planning of tasks and method of working
- time management
- team building and team compatibility
- decision-making ability
- leadership efficiency
- sales efficiency
- personal life - partnership
- meaning of life - spirituality
- sport and leisure
- most prevalent current developmental tendency
- entrepreneurial analysis and assessment

Benefits for the individual

- acknowledgement of strengths and limitations contributes to self-knowledge and understanding of human nature in general
- increase of self-motivation and sense of personal responsibility
- improvement of self-confidence
- activation of latent personal potential
- awareness of self-worth and increase of enthusiasm and passion for life
- increase of acceptance of oneself and other persons' individuality
- improvement of communication and information patterns as well as social competence
- increase success through individual task-oriented planning and time management
- development of sense of personal responsibility through self-determination
- improvement in dealing with conflict and resistance as well as stress management
- increase efficiency and effectiveness in doing the right thing as well as doing things right (leadership, management, sales, organization, etc.)
- personality-oriented staffing preference-oriented job profile systems

Multi-level utilization of the Individual Personality Inventory

Companies:

- type-appropriate allocation of functions and responsibilities among co-entrepreneurs
- profile-appropriate leadership and delegation
- goal- and objective-appropriate motivation (not manipulation)
- individualized corporate development

Executives:

- maximization of success potential of one's own position
- profile-appropriate leadership and team work
- increased understanding of situative goal motivation
- self-confident interaction with people and employment of methodologies

Salespersons:

- accurate evaluation of client concerns and wishes
- profile-appropriate customer care
- success-oriented telephone communication
- solutions-oriented methods of closing a sale

General applicability:

- recognize, understand and accept yourself
- recognize, understand and accept others
- exercise profile-appropriate communication
- improve on personal time- and organization-management skills

How does one take the ERKENNTOGRAMM® and how much does it cost?

First one completes a questionnaire, which takes about 20 minutes. Subsequent to evaluation of your responses, your Individual Personality Inventory is put into writing (about 40 pages including general information) and is discussed in a personal coaching session (about 2 hours) with a focus on practical application.

The fee for the ERKENNTOGRAMM® including materials and coaching amounts to € 250, -- (plus VAT).

I would be pleased to provide you with further details concerning the ERKENNTOGRAMM®, and with information about additional analysis possibilities available through the *Human Relationship Management Toolbox* as follows:

Part II: The ZYKLOGRAMM® deals with increasing emotional intelligence, describing the "internal person"

Part III: The STRATEGOGRAMM® deals with the individual's degree of strategic maturity, describing how we think and act strategically

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