

LESSON 3: PERSONAL GROWTH PLAN



*adaptability
assertion
change orientation
deference
emotional
intelligence
intrapersonal
persistence*

INTRODUCTION

Do you want to make more money, have better relationships, be the life of the party, start a new career, or just lose a few pounds? What do you need to do to accomplish your objective? You've probably heard words to this affect: 'If you don't know where you're going, any road can lead you there.' Likewise, if you don't know where you are, how do you know which road to choose?

Most of the success-oriented products being marketed today focus on the goal and tell you how to get there. These programs assume that if you "do as they do" you will be successful, too. The problem with this approach is that they don't know you. They don't know where you are today, so how can they give you directions to where you want to go?

THE PERSONAL SKILLS MAP

The Personal Skills Map will help you identify where you are today and will show you what you need to know in order to accomplish your goals.

For example, all of us, at one time or another, have taken a trip and gotten lost. What do you do? Do you stop and ask for directions, look at a map, or call the person at your destination? Regardless of the method you choose, you must first ascertain, "Where are you now?" Only then can you discern how to get where you are going. The Personal Skills Map offers a way to discover where you are now and shows you how to get to where you want to go.

THE SUCCESS PROFILER

The Success Profiler is a systematic, research-based assessment and skill-building system designed for the following purposes:

- Adapt to change
- Develop leadership skills
- Enhance ability to learn
- Promote sensitivity/diversity
- Build teamwork skills
- Prevent violent behavior

Rather than attempting to address knowledge and skills, this approach focuses on the **emotional intelligence** needed for success in key emotional skill areas. The assessment will help you identify those skills you need to develop, those that need strengthening, and those that can use some enhancement.

You begin the process of identifying where you are now by completing a four-part profiler assessment. Once completed, you will transfer your results onto your personal map.

Part One—Personal Skills Map—Short Version

	M/2	S/1	L/0	
1. SITUATION: When I am really angry with someone, I usually feel:				
1. M/2 S/1 L/0 Some tension, but comfortable in expressing exactly what is on my mind				
2. M/2 S/1 L/0 Anxious and confused about what to say				
3. M/2 S/1 L/0 Hostile, and a need to verbally attack				
4. SITUATION: When I am really angry with someone, I usually think:				
4. M/2 S/1 L/0 That I should not express my anger directly				
5. M/2 S/1 L/0 OK, I'm angry and I need to deal with it constructively				
6. M/2 S/1 L/0 That I should attack, and powerfully show my anger				
7. SITUATION: When I am really angry with someone, I usually behave by:				
7. M/2 S/1 L/0 Expressing what is bothering me, and working to achieve a constructive resolution				
8. M/2 S/1 L/0 Angerily expressing myself and getting into an argument				
9. M/2 S/1 L/0 Not saying anything to the person so as not to hurt his/her feelings				
Totals for Part One (Transfer to Personal Map)				

Interpersonal Assertion
Interpersonal Aggression
Interpersonal Defence

The personal map is divided into 14 critical areas — key emotional skills.

1. Self-Esteem

The Self Esteem scale indicates a self-perceived level of personal worth. Research indicates that it is the most fundamental skill and it relates to major aspects of mental health and a healthy personality.

2. Interpersonal Assertion

The Interpersonal **Assertion** scale indicates how effectively an individual uses direct, honest, and appropriate expression of thoughts, feelings, and behaviors in dealings with others. It indicates an ability to be direct and honest in communicating with others without violating the rights of the other person.

3. Interpersonal Awareness

This scale indicates an individual's evaluation of his or her ability for appropriate social, emotional, and physical distance in verbal and non-verbal interactions with others.

4. Empathy

The Empathy scale indicates an individual's ability to sense, understand, and accept another person's thoughts, feelings, and behaviors. Empathy is a primary characteristic of a skilled communicator. Persons with strong empathy tend to be sociable and outgoing.

5. Drive Strength/Motivation

The Drive Strength/Motivation scale indicates motivation and goal-setting abilities. Drive strength shows an ability to marshal energy and motivation toward the accomplishment of personal goals.

6. Decision Making

The Decision Making scale indicates perceived skill in formulating and initiating effective problem-solving procedures. The ability to make decisions is a key ingredient of self-acceptance and positive self-regard.

7. Time Management

The Time Management scale assesses ability to organize and use time to further individual and career goals. Ability to manage time is an ingredient in self-regard, sensitivity to needs, and perseverance in completing tasks.

8. Sales Orientation/Leadership

The Sales Orientation/Leadership scale indicates perceived skill in positively impacting and influencing the actions of other people. The ability to influence others in a positive way is an important aspect of leadership/sales.

9. Commitment Ethic

The Commitment Ethic scale indicates perceived skill in completing projects and job assignments dependably and successfully. Persons with strong commitment ethic are usually perceived as dependable and committed by others, are inner-directed, and persevere in completing projects regardless of difficulties encountered.

10. Stress Management

The Stress Management scale assesses perceived skill in managing stress and anxiety. Persons with skills in managing stress positively are competent managers of time and are flexible, self-assured, stable, and self-reliant.

11. Physical Wellness

The Physical Wellness scale reflects the extent to which healthy attitudes and living patterns that are important to physical health and well-being have been established. Physical wellness is highly correlated to positive stress management and high self-esteem. Persons with high scores have developed high levels of self-control over potentially harmful behavior patterns.

12. Interpersonal Aggression (Anger Management)

The Interpersonal Aggression scale assesses the degree to which communication styles violate, overpower, dominate, or discredit another person's rights, thoughts, feelings, or behaviors. High interpersonal aggression is related to the personality characteristics of rebelliousness, resentment, and oversensitive response to real or imagined affronts.

13. Interpersonal Deference (Fear Management)

The Interpersonal **Deference** scale measures the degree to which communication style is indirect, self-inhibiting, self-denying, and ineffectual for the accurate expression of thoughts, feelings, and behaviors. High interpersonal deference is related to the personality characteristics of apprehensiveness, shyness, and oversensitivity to threat or conflict.

14. Change Orientation (Comfort Level)

The **Change Orientation** scale indicates the degree of motivation and readiness for change in the skills measured by The Personal Skills Map. A high score indicates dissatisfaction with current skills and a strong conviction of the need to make personal changes.

Key Emotional Skills by Skill Dimension		Developed (6-40 pts.)	Strengthened (41-60 pts.)	Enhanced (61-100 pts.)
Skill Dimension 1: Intrapersonal Skills	Self-Esteem	x	x	x
	Interpersonal Assertion	x	x	x
Skill Dimension 2: Interpersonal Skills	Interpersonal Awareness	x	x	x
	Empathy	x	x	x
Skill Dimension 3: Career/Life Skills	Drive Strength/Motivation	x	x	x
	Decision Making	x	x	x
	Time Management	x	x	x
	Sales Orientation/Leadership	x	x	x
	Commitment Ethics	x	x	x
Skill Dimension 4: Personal Wellness Skills	Stress Management	x	x	x
	Physical Wellness	x	x	x
		Lowest	Medium	Highest
Skill Dimension 5: Problematic Behaviors	Interpersonal Aggression	x	x	x
	Interpersonal Deference	x	x	x
Personal Change Orientation		x	x	x

On the Personal Map, the 14 key emotional skills are grouped into five skill dimensions. These skill dimensions help you identify your strengths and weakness in **intrapersonal** skills (those that occur by yourself), interpersonal skills (those that occur with others), any problematic behavior that needs to be addressed, and your willingness to change (**adaptability**).

The first skill dimension is Intrapersonal Skill and includes the Self Esteem emotional skill. This skill dimension is related to how you evaluate and accept yourself as a person.

The second skill dimension is Interpersonal Skills and consists of the Assertion, Awareness, and Empathy emotional skills. This skill dimension is related to how you interact with others and how you tend to communicate in stressful situations.

The third skill dimension is Career/Life Skills and consists of the Drive Strength/Motivation, Decision Making, Time Management, Sales Orientation/Leadership, and Commitment Ethics emotional skills. This skill dimension focuses on skills that are important in effectively managing your daily environment and school demands.

The fourth skill dimension is Personal Wellness Skills and consists of the Stress Management and Physical Wellness emotional skills. This skill dimension is extremely important in both emotional and physical well-being.

The fifth skill dimension is Problematic Behavior and consists of the Interpersonal Aggression and Deference emotional skills. This skill dimension provides an indication of behaviors that negatively affect personal mental health and career effectiveness.

At the bottom of the Personal Skills Map is the Personal Change Orientation category. This score indicates your motivation and willingness to change behavior.

High scores on the Personal Skills Map indicate that you are aware of a need to improve your personal skills. It is possible that this awareness has caused some increased stress and anxiety in your life. Conversely, a low score on the map indicates that you are satisfied with your current interpersonal and intrapersonal skills and behavior.

CONCLUSION

Whether you are satisfied with your current skill level or desire a change, knowing where you are today can help you map a plan that leads you toward your goals.

It's nice to know that our personal skills are changeable and that we are capable of learning and growing throughout our life. If you are ready to strengthen or enhance your current skills, have **persistence** in your efforts, and use the results of the assessment to help guide you toward your personal goals, you will become a better, well-rounded individual.