



INTERPERSONAL STYLE PROFILE

VANDERHEK | METHODOLOGICAL CONSULTANCY

For organizations it is important to develop and improve their work procedures to keep up with the demand. In this process managers play an important role. They lead the changes in organizations and are also often the subject of change itself.

To maintain or improve effective and appropriate leadership positive and supportive feedback is essential. One of the possibilities to gather feedback on the performance of the managers is the use of a self-assessment tool combined with a 360 degree feedback module: the Interpersonal Style Profile (ISP).



Interpersonal Style Profile

The ISP focuses on managers / professionals / consultants with a need for personal development in their role rather than within their role. The ISP provides a sharp insight into the personal style and the discrepancies and similarities between the self-image and the image of others.

The purpose of the ISP is to assist in further development as a managerial / professional / consultant.

The feedback is used for reflection, to establish goals and draft a plan of action with the ultimate aim of development and improvement.

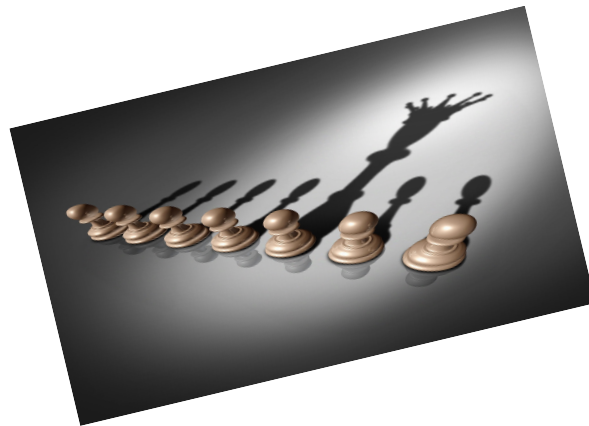
The ISP reporting and evaluation are complementary:

- ✓ without an evaluation the report will miss the strength of a balanced synthesis of agreements about the future; and
- ✓ without a good report the evaluation will miss depth.



The benefits

- ✓ gives an insight into how others perceive you and how consistent your self-perception is that compared with your observers;
- ✓ a difference between how you see yourself and how you are seen by others is, can lead to valuable insights;
- ✓ Will create more understanding for others;
- ✓ Insight into your personality will lead to better performance in your role.



The ISP

Completing the questionnaire takes up to 20 minutes; online.
A week after the closing date you will receive your report.

Observers you selected will be invited by us to fill in the questionnaire online.

To ensure meaningful feedback a minimum of 7 completed Observers lists are required. Ideally at least two persons in each category should respond; if only one person in a given category does so it will be necessary for categories to be combined in order to ensure anonymity (with the exception of the manager)

For the evaluation process VANDERHEK can rely on an extensive network of experts.





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EXAMPLE Questions and Report

Self-Questionnaire:

1. I feel that I am impatient 3 2 1 0 1 2 3 patient
2. I think that I tend to seek the company of others 3 2 1 0 1 2 3 to avoid the company of others
3. I think that I tend to dominate others 3 2 1 0 1 2 3 to be dominated by others

Observer-Questionnaire:

1. I have the impression that he/she is impatient 3 2 1 0 1 2 3 patient
2. I think that he/she tends to seek the company of others 3 2 1 0 1 2 3 to avoid the company of others
3. I think that he/she tends to dominate others 3 2 1 0 1 2 3 to be dominated by others

