



INTERPERSONAL STYLE PROFILE

VANDERHEK | METHODOLOGICAL CONSULTANCY

Changes in organizations are quite common these days. In addition to having a good business strategy, the role of the manager is crucial for success. Managers are expected to be flexible and adapt with the rapid changes. It is only when a manager has insight into his/her personality, when interacting with others, that development and change in leadership style can be expected.

The Interpersonal Style Profile (ISP) provides insight into a number of personality traits, which are not directly measurable by observing behaviors.

The strength of the ISP is that the self-image of the person's own behavior is compared with the perception by others. This leads to an improved self-awareness, and makes personal development possible.

Personality traits ISP

- ✓ **Dominance**
Degree to which you see yourself as authoritative. How do others acknowledge your presence?
- ✓ **Self-Management**
Extent to which you organize your business, and your control of the situation. How organized you appear?
- ✓ **Mood**
Extent to which adverse conditions affect your demeanor. What effects do others see of your mood?
- ✓ **Accessibility**
To what extent are you approachable to other individuals. How much do you reveal of yourself, and what is seen by others?
- ✓ **Social Skills**
To what degree do you listen to others, and are you able to address challenging situations. How other people perceive this?
- ✓ **Confidence**
Are you secure in your own capabilities. To what extent this is recognized by other people?



360° feedback and report

For the outside observer, it may be difficult to give an evaluation on personality traits. Therefore, the ISP actually measures impressions. The impression you have about yourself and the impression that others have of you. This gives a detailed picture of how you appear to the outside world and whether this does or does not match your own self-assessment.

The report is based on the following principles:

- ✓ a difference between how you see yourself and how you are seen by others leads to valuable insights;
- ✓ understanding your personality will lead to better performance.

FOR MORE INFORMATION DOWNLOAD THE ARTICLE INTERPERSONAL STYLE PROFILE ON
WWW.VANDERHEK.ORG