



Limbic Personality GmbH

Analysis of Change

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Presented by



Introduction

Change takes place all the time. It determines your daily life, especially your professional one. Therefore, you are more or less forced to adapt to these demands and to accept them. But how do you deal with change? Is it something you find easy or difficult to handle? Do you actively look for it or do you do everything possible to avoid it? Some answers to these questions can be found in your personality. However, they constitute only a few pieces of the puzzle on the way to successful change. Successful change requires three important factors: determination, readiness and the necessary skills. First, you must want the change out of your inner conviction. If that's the case, you should also be ready for the change and that means the time for you to act is now! All you finally need in order to make the change happen are the appropriate skills. If, for example, you are planning your next career move and feel ready and determined to take the step, it is also essential that you have the required skills for the new challenge. If you have a strong desire for change but are not yet ready for it, then you probably will not achieve your goal. The same is true when you have the readiness but not the skills to complete the process of change successfully. You should therefore begin the change process only if a strong desire to achieve the set goal has manifested itself in you and you feel that the time to act has come. You should also make sure that you have acquired all the necessary skills.

These three basic conditions relate to you personally. On their own, however, they are often insufficient. The most support, but also the most resistance, will come from your immediate social environment. It is important to be clear about people's motivation and establish who supports you and who is more likely to hold you back. Another important question is whether or not your friends, family and colleagues have the necessary skills to assist you accordingly. One thing you shouldn't forget about is your physical environment. Your brain is constantly storing contextual triggers. This could be, for example, a large TV screen in your living room with a comfortable chair in front of it. If you have decided to do more exercise, then simply seeing the comfortable chair will encourage you to stay at home in front of the TV rather than go to the gym.

As you can see, change is an extremely complex issue. There are various important factors that will either help you or hold you back. Your personality is just one aspect, and the more positive your attitude toward change is, the easier it will be for you to control all the other factors.

The Limbic Personality Change Analysis will show you what aspects of your personality you can build on and where your challenges lie. This will help you to plan personal and professional change processes better, thus giving you a much greater chance of success.

Interpreting the analysis

The analysis is structured to display your resources and challenges in relation to change. The properties which are fundamental for the success of a personal or professional change process were taken into account.

The first part displays your resources within the following categories:

1. Determination
2. Endurance
3. Focus on targets
4. Pursuit of personal challenges
5. Intrinsic motivation

The more resources you have in each category, the better equipped you are to deal with change.

The second part lists your challenges in the five categories mentioned above. All the qualities listed here reduce your willingness to embrace change. But these are also areas of your personality that you can work on. The better you can handle the listed items, the faster and more successfully you will be able to bring about change in your life. Consider these challenges as opportunities to develop your personality. You will find that you do not have to wait that long for success.

Resources for change in your personality

1. Determination

Determination, endurance and focus on goals are important qualities that are necessary to complete change processes successfully. Initially, you need the will to change something in your life. This can be a personal matter, e.g. do more exercise, quit smoking or changes in your company which involve you. Only if you really want it will you have the opportunity to complete the change process with the intended result. Change will not happen if you are not sufficiently determined.

You have the following qualities at your disposal which underline your determination:

- You are ready to work hard to achieve your objectives
- Your ability to really accomplish the things you decide to do
- Your ambition to achieve more and not be satisfied with the status quo
- Your conviction that your actions will lead to the desired success
- Your ability to prevail against strong resistance

2. Endurance

Since change always takes time, your stamina is also very important for your success. If you are impatient and do not give your brain the opportunity to learn and to consolidate the new behavior no change can happen. Change will not happen overnight but in the course of time if the new behavior is practiced repeatedly and finally automated.

The following personality traits show your endurance:

- Your tenacity
- Sufficient reserve capacities
- Your ability to pursue your visions persistently
- Your motivation is greatest if the challenges are significant and require considerable persistence
- Your conviction that you will overcome challenges

3. Focus on targets

You need to focus on your targets in order to change successfully. Only by pursuing your goals over an extended period of time will you achieve your objective successfully. As soon as you lose sight of the target, the brain's routine programs take over again and make it very difficult for you to complete the change process. In relation to focusing on goals, you can rely on the following resources in your personality:

- Your willingness to set ambitious goals and to accept the risks involved
- You have clear objectives that you pursue
- You pursue your objectives systematically
- Your ability to connect with people who have the same objectives

4. Pursuit of personal challenges

To engage in a process of change always means to seek and tackle a personal challenge. There are individuals who

look out for such challenges regularly and therefore respond positively to change. The following personality traits show your positive attitude towards challenges:

- Your positive attitude towards change
- Your interest in new ideas and innovation
- Your willingness to take risks to try something new
- Your motivation, which is activated by new challenges
- Your motivation for particularly difficult tasks
- Your desire to look for new environments
- Your positive attitude towards difficult situations
- Your calm attitude towards change
- Your interest in tasks with unpredictable outcomes
- Your openness towards criticism
- Your ability to see problems as opportunities

5. Intrinsic motivation

The most crucial factor in the success of a project is your internal drive ? your intrinsic motivation. In order to complete a change successfully you must be able to isolate yourself from the opinions and influences of other people. Your social environment plays an important role in the change process. But the influence should not go so far that the desired change is prevented. For that in particular, your intrinsic motivation has to act like a compass and show you the way to your destination. Your personality has the following intrinsic motivation factors:

- Your independence in making decisions
- Your lack of susceptibility to the views and opinions of others
- You pursue your objectives even without other people's agreement

Challenges for your personality in change processes

Although you have the resources needed to bring about change, you might meet some challenges that you will have to overcome in order to change successfully. The comments below relate to the same topics as the above section on your resources. If you do not find any sub-items in a section then nothing stands between you and successful change. Only the sections with sub-items are relevant to you.

1. Determination

If you are not really determined to change then it will be very difficult to actually achieve it. You face the following challenges with regard to your determination. It may be worth working on these areas in order to increase your willpower:

- *none*

2. Endurance

Endurance is the ability to stick to your goals even when your mood or external circumstances would make it easier for you to give up rather than carry on. You have the following attributes which reduce your endurance:

- *none*

3. Focus on targets

Targets are essential for change processes. If you begin such processes without any objectives or an appropriate means of achieving them, success will be hard to come by. You face the following challenges in the area of target-setting:

- *none*

4. Pursuit of personal challenges

Change processes are challenging and therefore place great demands on people. If you minimize your personal challenges, this will have consequences for the success of your planned changes. In relation to personal challenges, the following characteristics can get in the way of your success:

- *none*

5. Intrinsic motivation

It is most easy to bring about change when you have the necessary intrinsic motivation for it. The following factors are getting in the way of your intrinsic motivation:

- ***Your opinions are influenced by other people***

If you strive for change you will meet a lot of people who have thousands of arguments against your endeavor. As soon as you allow those arguments too much influence your success is endangered.

Tip: Discuss your plans for change only with people who support you and try to ignore the others.

- ***You are easily influenced by other people's predictions***

Change processes in particular bring a lot of people to the scene who are able to predict the results of your intentions and tell you about the potential negative consequences, etc. If you are influenced by this, then it will paralyze your willingness to go ahead with your plan.

Tip: Surround yourself with people who believe, like you, in a positive result. This mindset will become instilled in you and help you to overcome your own doubts.