

# TALK TOGETHER

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## NORBERT ENDRES

Diagnostics for Value-Based Advancement  
Coaching – Working and Personal Life in Balance

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## Developing Your Personality

Do we actively develop ourselves – or are we developed? “What’s that supposed to mean?” would be a fair response to that question. One could argue that all that matters is that personal development is taking place. But the meaning is somewhat deeper. You could send managers to a number development programs, put them through coaching, integrate them in mentoring systems, etc. This could result in remarkable personal development – or it might not!

This suggests that the person must therefore play an active role in their own personal development, which presupposes a corresponding will. We all know that there are people who could almost be described as ‘resistant to development’ because – as is generally known – man is a creature of habit. Likewise, it can be irritating, for example, if someone snaps at you, remarking: “You know that I’m difficult.” Already, we’re in a place of ignorance.

Then there is the other group of people that absorbs information like a sponge, skillfully utilizing all the support offered to them and learning such an impressive amount along the

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way that you can't help but be in awe of them. The ability and will to develop go hand-in-hand and together, they can achieve great things. Talent, motivation, consistency and the ability for critical self-reflection – that's a combination for success. Now, the person who is enthusiastic when it comes to development only needs the right environment for optimum learning. The challenges need to be right, then things can really get going.

And that's where development can be initiated by another person: Determining where that starting point lies is a job for a professional – with an assessment or an analysis of potential that shows where a person's individual possibilities and limitations are. Why can't you just ask a good friend, the boss or a friendly colleague? It's quite simple: Firstly, they usually do not have the necessary expertise and secondly, the feedback will rarely be completely "honest" because after all, you still have to live with each other ...

But a specialized independent consultant who systematically analyzes abilities, personality traits, competencies and potentials can significantly help a person with the will to develop. He holds up the so-called "development mirror" to the person in question and integrates all aspects into a harmonious perspective. From this, we can derive constructive development lines and a personalized program for further development, basically turbo-charging the development of your personal abilities.

A conversation such as this lasting over several hours, and which is usually preceded by a measurement of personality traits, e.g., through profiling values, requires trust. You want to take a serious look at yourself. Tackling challenging questions without bias, analyzing life situations, working out general difficulties and appropriately classifying outstanding strengths requires sensitivity and diligence from both participants. But it's worth it! The verbal feedback from the consultant also competently reflects the personal aspects and confidential topics. The written report delivers a clear analysis by providing specific possibilities and measures.

In the past few years, we have had the privilege of doing numerous assessments like this. We are very grateful for this, because not only did we learn a lot ourselves, it also gave us an enormous sense of purpose. Being helpful so that someone can discover and develop their personal potential – what could be better? More times than we can count, we received sincere appreciation and feedback telling us that it was an excellent investment. By the way, it's never too late for this. Often it is very lonely all the way up in the hierarchy, or the experience accumulated over years can well use an unrestrained intellectual debate in order to make a meaningful personal adjustment.

Thus, we not only play an active role in our own development, but ultimately find "me" via "you." For this, finding that starting point is enormously helpful. Here and now.

**Become the best person you can be!**