



ACTIVE RATIONAL TRANSFORMATION

Module 3.

Genuine Tendency of Personality

Introduction GPI®

(Grundrichtung der Prioritäten aus Individualpsychologischer Sicht)

In English: Genuine tendency of personality from an Individual Psychology point of view.

Easy and expressive

The GPI testing procedure monitors no „losers“ but shows concrete actively oriented ways of utilizing our own potentials. Identifying our priorities gives us understanding of our basic beliefs, respectively our patterns of thinking and acting.

Each genuine tendency of personal priority has its opportunities, strength and chances, but also weaknesses. The constructive sides (called „positive“ on the chart) of the genuine tendency can develop best, if the individual has enough self-confidence, respectively courage.

Now and then we realize, that we hit walls, the same ones again and again. We practice behaviours – not necessarily useful ones – that make us rub against people repetitively by the same topics.

If we would like to move on here, we should learn about our priorities, so that we can better understand ourselves and our behaviour. If we have done that step we will find it also easier to understand other people– to understand that they are also coined and to consider their way of thinking and acting has mainly to do with their own style.

Maybe we can progress in seeing what is different as „simply different“ and not as a strange or wrong. Maybe it becomes clear to us, that the action of other people has not necessarily to do with ourselves and that it might not go against us, but primarily meant to be useful to the person acting. Maybe it becomes possible to realize, that in different approaches lays a good complement for the own way.

- Our priorities reflect convictions about life, means the target-oriented action. They indicate the uniqueness of an individual.
- The priorities are like business cards. They give an overview of a person.

- The priorities speak about all life aspects of a person.
- And it shows that all people can only act within the frame of their genuine tendencies.

Scientific background

Inspired by the urge to understand the human being, Alfred Adler founded and developed one of the three studies of the depth psychology (Freud and Jung the other two)

The individual psychology is an instrument that makes it possible to understand the behaviour of people. Specially Adler`s interpretation of the single personality and it`s consequences concerning the style of life form a simple and applicable technique.

The psychologist Nira Kefir created in the 1970ties the model of the four genuine tendencies of the personal priorities, which lies within the fundamentals of Adler`s individual psychology.

Theo Schoenaker, founder of the Adler-Dreikurs-Institute in Germany developed further this model and spread it the last thirty years in business consultancy, single and team coaching and in career advice.

The present version was examined and refined during many years of work by Coachingplus GmbH, Embrach / Switzerland, Urs Bärschi, author of the Book: „Ich bin mein eigener Coach“

Exercise 1:

Please underline all attributes that fit to you.

Then read the „goals“ that let you think: „Yes, this is exactly me!“

When you have recognized your basic tendency of personality notice the advice marked in red color. Take that as your Mantra and implement it in your day to day life.

First you will see a table with a short overview of the four priorities to get an overall understanding for their tendencies. Please don`t make the exercise on the overview, but on detailed explanations.

The Busy	Positive	Negative
	<ul style="list-style-type: none"> • Active, has new ideas • Can inspire others • Works for an ideal • Knows what he wants • Is efficient and enduring • Has a lot of energy 	<ul style="list-style-type: none"> · Depreciates others and up values himself · Takes too much responsibility · Overloads himself · Stirs up feelings of guilt · Wants to have importance
Dead end	Inferiority, unimportance, mediocrity	
Price	Too much responsibility, overloaded	

The Orderly	Positive	Negative
	<ul style="list-style-type: none"> • Is reliable and productive • Sense for time and order • Searches for (and gives) security • Takes responsibility • Organizes money and time • Is orderly and straight 	<ul style="list-style-type: none"> · Limits others with rules and control · Keeps back thoughts and feelings · Social distance
Dead end	Insecurity, fear the unexpected, to look like a fool, be helpless	
Price	Social distance, decrease spontaneity	

The Friendly	Positive	Negative
	<ul style="list-style-type: none"> • Harmonizes • Can make peace • Meets expectations • Good empathy • Is friendly, tolerant • Gets easily in touch with others 	<ul style="list-style-type: none"> · Can't say „no“ · Complies with others when forming an opinion · Takes no risks · Makes high demands and wants to meet expectations
Dead end	Rejection, feeling unwanted, does not want to bother others	
Price	Delayed in development of personality	

The Easy-going	Positive	Negative
	<ul style="list-style-type: none"> • Creates relaxed environment • Spreads a good atmosphere • Is tolerant, diplomatic • Can enjoy • Is balanced • Can delegate well 	<ul style="list-style-type: none"> · Wants to be left alone · Puts others in service · Shirks responsibility · Wants short-term satisfaction · Is easily happy with himself
Dead end	Responsibility, stress, pressure	
Price	Decreased productivity, passivity	

Detailed explanations

The Busy

A person who has this basic tendency of personality can, due to his charisma, lead well and carry responsibility. As a result he is capable of accomplishing a lot. While doing so he grasps from the following natural resources: ability, knowledge, idealism, and perseverance as well as the talent to make the best out of life. If it doesn't work, the decision can become: "if not the best, the worst."

Individuals with this basic tendency can make other people and colleagues feel insufficient. They can easily cause feelings of inferiority, which can come along with feelings of guilt.

The Busy person fears unimportance and the feeling of being worthless. The price for striving can be: too much responsibility, strains, stress.

The Busy	Encouraged	Discouraged
Generally	<ul style="list-style-type: none"> • Active, has new ideas • Decisive and independent • Prefers change • Dynamic and full of energy • Ambitious and hard-working • Likes to decide himself • Fosters mutual understanding • Goes new ways • Wins and has significance • Is efficient and enduring • Can adapt rapidly to new situations • Lives for ideals • Learns from mistakes very fast • Self-critical and realistic • Looks for new challenges • Takes on responsibility and leadership • Knows what he wants 	<ul style="list-style-type: none"> • Anxious to be doing all right • Needs applause and confirmation • A bad loser • Is scared of failures, only does what has a smell of success. • Lives in competition with others. • Interferes • Wants to be the center of attention • Often overloaded, takes on too much • Easily frustrated • Too responsible • Stirs up feelings of guilt • Knows better, wants to have the last word • If not the best, then the worst • Puts others down and himself up • Wants to have significance • Wants to be someone special • Seems arrogant • Holds back in communication • Imposes his opinion on others

At job	<ul style="list-style-type: none"> • Inspirational, likes new challenges • Prefers an interesting job with much variety • Urges to have a say • Creates new ideas • Proceeds courageously • Likes to be the drop-in center • Is idealistic, ambitious, diligent, courageous and willing to take risks • Wants to be at the peak, give inputs and define directions • Wants to have 	<ul style="list-style-type: none"> • Always needs audience and recognition for his person • Thinks in categories like „above and below“, „more and less“, „good and bad“ etc. • Working on details and nuts and bolts are not in his line. • Easily ends up in conflict for showing that he knows better • Have faster problems in collaborations because own ideas are more important than cooperation. • Is easily frustrated if his statements are questioned • Can not function in his own way if he assumes to be mediocre or inferior • Sensitive to criticism • Asserts himself (even beyond given rules) • Loses track due to too many tasks
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	<p>significance within a team and to belong to a successful team</p> <ul style="list-style-type: none"> • Strives to be better or somehow special, resp. to perform as such • Looks out for leading positions • Looks out for difficult situations with open issues • Likes to carry responsibility, can lead and delegate • Stands for his ideas with persuasion • Wants to renew • Shows commitment beyond normal working hours 	<ul style="list-style-type: none"> • Wants to know everything better and have more rights • Always wants to improve • Imposes his opinion on others
In relationship	<ul style="list-style-type: none"> • Brings diversion and fascination • Has a partner to espouse • Is charming in love matters • Is a generous person with gifts, pocket money and home budget • Can charm and fascinate the partner • Can say nice words • Learns through mistakes • Is someone to trust 	<ul style="list-style-type: none"> • Pushes the partner in the background • Gives answer where there are no questions • Is a bad listener • Lunatic and tyrannical • Loves without commitment and superficial • Always wants to win • Looks for own advantages • Ignores the partner • Wants to please all people but not the partner • Wants to know better
Goals	<ul style="list-style-type: none"> • I want to win, want to be significant. I want to be the best, the strongest, the smartest, the greatest... and everything I do is for reaching this very important goal of mine! 	
Dead end	<ul style="list-style-type: none"> • Inferiority, insignificance, mediocrity 	
Price	<ul style="list-style-type: none"> • Too much responsibility, overload, high commitment, stress 	
How do others feel?	<p>Pos: excited, motivated, good, important</p> <p>Neg: pulled back, inferior, ignored, underestimated</p>	
Social value	<ul style="list-style-type: none"> • The capability to spot where changes are necessary. The willingness to stand up for changes, to sacrifice comfort for it and to accept overload 	
Development	<ul style="list-style-type: none"> • Be consciousness of all humans being equal and learn to relax. 	

The Orderly

People whose behaviour is mainly driven through consequences, and are usually well assimilated in society. They are reliable, and capable of leading others (one can rely on their directions). They are persistent and certain. They are good in managing time, are conscientious, can foresee things and plan well. But on the other side, they can also put others under pressure. The Orderly person wants to have all eventualities under control: Life shall not dominate him, rather he should dominate life. All his strivings pursues this goal. The results in doing so are perfectionism, excessive thinking in rules, legitimacy and clear points of view, which produces in fellow human feelings of being small, inferior and incompetent.

The Orderly	Encouraged	Discouraged
Generally	<ul style="list-style-type: none"> • Can summarize facts in short and concise way • Researches for causes when something wasn't kept to plan • Expects other to think along and to be creative • Takes no risk • Precise and firm • Efficient, hardworking and economical • Stays in background • Can manage time and money • Is good in organizing • Wears neutral closing • Orderly and straight • Lives with system and order • Creates clear conditions • Searches for (and gives) security • Independent and decisive • Avoids surprises • Reliable and effective 	<ul style="list-style-type: none"> • Persistent and certain • Complains when deadlines and agreements are not met • Constrains other through rules and control • Serious and assimilated • Poor spontaneity and creativity • Keeps back thoughts and feelings • Little confidence in other people • Can not easily confide • Controls others and/or situations • Likes no disruption • Occupied with himself, in full retreat or aggressive • Social distance • Sets high expectations • Radical and stubborn • Avoids utter happiness and sadness • Repeats (i.e. when talks), for being sure

At job	<ul style="list-style-type: none"> • Likes to work with system and division • Prefers a clear concept and a regulated procedure • Needs enough time for preparations • Needs to keep deadlines • Thinks and acts autonomously • Has the overview and orderliness in daily routine • Respects laws and rules • Is reliable, on time, orderly, hard working and economical • Is good in leading, organizing and structuring • Can convey contents in a clear and comprehensive way • Puts value on agreements and arrangements 	<ul style="list-style-type: none"> • Deplores losses of quality due to high workload • Creates distance when insecure • Discourages others through his perfectionism • Has little confidence in the work of others • Controls and dominate others and/or situations • Refuses the mixing of private life and work life • Too much thinking in rules and legitimacy • Exaggerates self control, suppresses feelings • Impatient when goals are not reached • Wants to master and have everything under control
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	<ul style="list-style-type: none"> • Likes to make rules and instructions • Likes clear responsibilities and expectations 	<ul style="list-style-type: none"> • Does not want to be scheduled without being asked
In relationship	<ul style="list-style-type: none"> • Expresses love by doing, not by talking • Gives protection • Is reliable • Takes care of the family • Faithful • Conveys security • Looking ahead and protective 	<ul style="list-style-type: none"> • Patronizes partner • Blocks reconciliation • Has own view of life • The greater fear is, the greater his need to constrain others • Loves with distance • Tends to put pressure on others • His plans are more important than human relations • Looks for clear roles • Doesn't want to be constrained in a relationship • Doesn't want surprises
Goals	<ul style="list-style-type: none"> • I want security, manageable circumstances, order, protection from unforeseen occurrences and everything I do is for reaching this very important goal of mine! 	
Dead end	<ul style="list-style-type: none"> • Uncertainty, unexpected occurrences, look ridiculous, to be at somebody`s mercy • Must control things und have an overview otherwise it becomes dangerous 	
Price	<ul style="list-style-type: none"> • Social distance, reduction of spontaneity, strong tension, too little free space. 	
How do others feel?	Pos: secure, looked after, Neg: Challenged, constrained, patronized	
Social value	<ul style="list-style-type: none"> • The orderliness and the ability to create clear conditions to transmit security. Is the backbone of society. 	
Development	<ul style="list-style-type: none"> • Practice flexibility along the lines of: „everything can be different also“ and „don`t make it so important“ 	

The Friendly

People whose behaviour is described as friendly, and are usually kind and thoughtful. They are attentive, are good in perceiving what is happening around them. They are helpful, for instance by making themselves available when somebody drops out even if they have loads of work to do. They are generous, peaceful, empathic, and flexible in all varieties of situations and expectations. Potential aggressions are usually invisible from the outside, as these people are masters of dissemblance. That is the reason why they are appreciated and respected for their diplomatic skills. The Friendly person can provoke negative reactions. They can come across very demanding when their personal goal „The others must like me“ is actively pursued.

The friendly	Encouraged	Discouraged
Generally	<ul style="list-style-type: none"> • Balance dissensions • Diplomatic skills • Meets expectations • Fulfils tasks in a way that others are happy • Friendly and tolerant • Brings about peace • Wanted and accepted conversational partner • Generous and entertaining • Empathetic • Has time and patience for others • Helpful and warm • Is not overly determinant • Can harmonize • Conflicts will be adjusted • Laughing is the personal card • Loves contacts with all kinds of people • Maintains good relationships and is liked by others • Thoughtful, not aggressive • Keeps the positive in sight during problematic situations • Meets people easy and relaxed • Adapts to others and meets expectation without being asked 	<ul style="list-style-type: none"> • Addicted to the feeling of being needed. • Others must like me, can be very demanding • Adaptation chameleon style • Puts own needs in the background • Feels used by others • Feels sense of belonging only when appealing to others • Gives to receive • Has low esteem and self-assertion • Can not stand critics • Can not live with disharmony or lack of peace • Can hardly assert himself in conflicts • Lets others talk out of doing something • Lives with the expectations to be rejected • Becomes dependent on others • Has difficulties to be orderly • Has high requirements and wants to meet expectations • Looks out for mistakes on himself first • Does much to be liked • Avoids risks • Walks away from conflicts

At job	<ul style="list-style-type: none"> • Strives for harmony • Needs positive feedback • Has diplomatic skills • Has a friendly look and friendly voice • Has time and patience with people • Helps colleagues when they are overloaded • Is friendly, thoughtful, not aggressive, balanced 	<ul style="list-style-type: none"> • Have difficulties in developing own personality due to cater to others too much. • Too indulgent and regardful in conflict situations • Is not very courageous and hides behind others • Is easily hurt through negative critique • Cannot say „no“ and keep a „yes“ • Can` t be Orderly • Can be kept back from work for private talks
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	<ul style="list-style-type: none"> • Can adapt to others • Enjoys a lot of contacts with all kinds of people • Not aggressive • Cares about team spirit and does everything for the team • Does everything to keep clients and colleagues happy • Spreads a loving, happy atmosphere 	<ul style="list-style-type: none"> • Refuses all sort of aggression • Takes no risks • Takes over opinions from others • Looks out for causes of negativities • Interrupts own work to help colleagues
In relationship	<ul style="list-style-type: none"> • Thoughtful and empathetic • A good partner for talks • Comes up to expectations • Caring and helpful • Idolises partner • Gentle and mindful • Empathetic and kind-hearted • Tolerant and patient • Not resentful • Talks about feelings • Tactful and polite 	<ul style="list-style-type: none"> • Aggressions are not visible for the outside • Does not express clearly • Expects approval • Cannot get enough closeness • Criticism hurts very much • Feels responsible for everything • Sacrifices himself for partner and family • Puts himself in background all the time • Searches constantly for approval from partner (do you still love me?) • Wants to do everything together with the partner
Goals	<ul style="list-style-type: none"> • Others shall appreciate me, like me, not be against me and everything I do is to reach this important goal of mine! 	
Dead end	<ul style="list-style-type: none"> • Rejection, to be unwelcome, does not want to be a burden 	
Price	<ul style="list-style-type: none"> • Retarded development of personality, being used, high affinity for compromises. 	
How do other feel?	Pos: understood, accepted, addressed, well treated Neg: Confronted with a yes-sayer, do not know where they stand with him	
Social value	<ul style="list-style-type: none"> • Conveys happiness and has a fine feeling for psychology for doing to others what they need even before they have spoken their wishes. 	
Development	<ul style="list-style-type: none"> • Learn to perceive own needs and to express them and learn to say „no“. I am not in this world for meeting expectations of others and others must not follow with my demands either. 	

The Easy-going

The Easy-going has first of all to fight against the propagated ideal of work being more important than ease or leisure. Comfort is easily seen as negative, probably as the contrary of the excessive modern focus on competition and achievement. The art to enjoy, „let-things-come-to-you“, sensuality in its general form – use all senses for capturing inventions and perceptions – has very little to do with laziness. That is why people whose behaviour is determined by Easy-going often are the optimistic, sociable, and unworried. They are modest, emphatic and understand how to create a good atmosphere. The price they pay is reduced productivity. They surely are competent with routine jobs but when requirements change, they lack of flexibility to adjust fast. They are often more interested in their own comfort, in their own pleasures and not so much in personal advantages of other people. They usually put their goals very low, for avoiding disappointment. Further, they try to evade conflicts. They also try to avoid responsibility if possible just as situations that require patience and endurance. They want the beautiful and pleasant things of life right away.

The easy-going	Encouraged	Discouraged
Generally	<ul style="list-style-type: none"> • Balanced • Does not produce nor stress • Does not emphasize differences • Calm • Goes with the flow • Great vitality • Has time form himself and others • Is happy with his achievements • Can equalize, less through activity than through his natural balanced attitude • Can enjoy • Can find relaxation • Can adapt • Can take things as they come • Easily happy with himself • Does not interfere in other people's business • Creates comfortable environment • Appreciates beauty • Tolerant, diplomatic • Spreads a good atmosphere • Sympathetic, unworried, modest, not fanatic, not stubborn • Happiness is more important than ambition 	<ul style="list-style-type: none"> • Nobody is allowed to slang me for my style • Feels disturbed if others nag • Lack of „success“ • Embodies helplessness • Searches ways to success without effort • Dissatisfied if too little money is around to meet his needs and wishes • Postpones unpleasant jobs as for as long as possible • Wants to be left in peace • Wants short term satisfaction • Does not want to be involved in dissensions • Doesn't like to be hassled • Puts other people in his service

At job	<ul style="list-style-type: none"> • Contributes to good working climate thanks to his personality • Has patience • Can delegate well • Wants clear directions • Looks at his to do list in a relaxed way • Likes to organize his work himself • Spreads calm and balanced vibes 	<ul style="list-style-type: none"> • Becomes angry if controlled remotely • Needs his free space (spatial, temporal and in relationship) • Ducks from responsibility • Feels easily overloaded through the abundance of daily duties • Doesn't like rules how work must be done • Wants to live his autonomy
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In partnership	<ul style="list-style-type: none"> • Desires the partner • Pleasure-loving and sensual (eat, drink, sexuality) • Gives happiness and comfort • Loves body contact • Stability through steady environment • Does not put high demands • Spreads a warm atmosphere 	<ul style="list-style-type: none"> • Hates rush and pressure • Takes things as they come • Lives for his own interests • Lives quietly in his own world • Not profound, stays superficial • Leaves responsibility to partner
Goals	<ul style="list-style-type: none"> • I want things to be comfortable, doesn't want to be disturbed and annoyed, I want to enjoy at ease and everything I do is to reach this important goal of mine! 	
Dead end	<ul style="list-style-type: none"> • Responsibility, charge, stress, pressure 	
Price	<ul style="list-style-type: none"> • Small productivity, passivity, lack of success, cheap reputation 	
How do others feel?	Pos: approved, show wellbeing Neg: Disgusted, upset, irritated	
Social value	<ul style="list-style-type: none"> • Has what we need nowadays – namely the ability to spread a calm, warm and comforting atmosphere and somebody that can help others to balance stress. 	
Development	<ul style="list-style-type: none"> • Make an „I want“ out of „I should“. That is the way out of pressure. Tasks and duties shall be approached joyfully and freely. Apart from that accept own personal priority. 	

More Trainings for Module 3...

Exercise 2:

The advices mentioned in the row "Development" is your perfect Mantra for great improvement. Practice makes mastery. ;-)

Exercise 3:

If you want to compare your basic tendency of personality with the one of somebody else, then simply give them a copy to highlight the attributes just like you did, and place the two sheets on top of each other and hold them against the light – and you will easily see what is different and what you have in common. Talk about your observations and you will improve your perception of yourself and the others.

Exercise 4:

Try to improve your understanding of other people:

Which basic tendency of personality fits to your father, mother, partner, friend....?

This will help you improve your social-skills.