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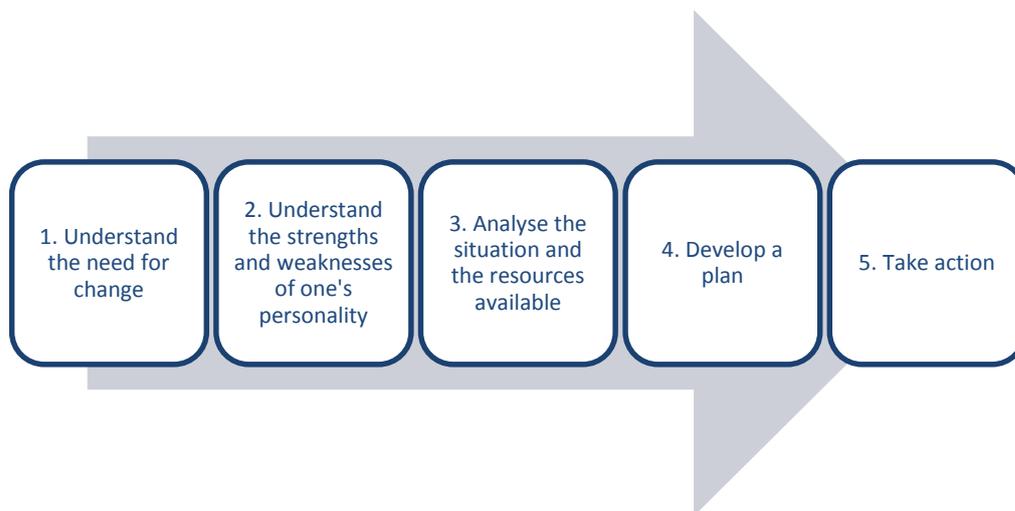
HOW TO IDENTIFY THE NEED FOR CHANGE?

To make a decision about the need for change, the model developed by Professor Bill Burnett - *5 steps to designing the life you want* would be useful.

Watch Bill Burnet's TEDx speech [VIDEO](#).

The same person may behave very differently in different circumstances, even the most in-depth research of personality does not allow us to predict a person's actions in a real situation with 100% certainty. However, in order to understand oneself, make the most conscious decisions about one's own improvement, changes in one's life, such research could be useful.

We offer a 5-step method that can help you decide on the need to consciously improve certain aspects of your personality.



Step 1. Understand the need for change.

The person realizes the need for change both by receiving external encouragements (feedback from friends, parents, teachers, direct managers), by being aware of his / her insufficient ability to do something, and by feeling stressed about how to succeed in realizing an idea.

Step 2. Understand the strengths and weaknesses of one's personality.

Many personality research tests are currently available online, along with the interpretation of test results. Each individual can use it as an insight into their personality. However, it should be remembered that professional personality research tools are the work tools of certified psychologists.

On this [website](#) you will find a summary of personality theories and research.

On this [website](#) you can learn more about personality tests used in psychology.





You can get additional information and identify the strengths and weaknesses of your personality online using these links:

Tests for identifying your temperament:

<https://www.temperamentquiz.com/>

<https://www.strategicaction.com.au/keirsey-temperament-sorter-questionnaire>

JUNG'S PERSONALITY TEST:

<https://www.123test.com/jung-personality-test/>

DISC personality test:

<https://www.123test.com/disc-personality-test/>

Cattell's 16 personality factors test:

<https://psycho-tests.com/test/cattell-16pf>

Big Five personality test:

<https://www.123test.com/personality-test/>

Step 3. Analyse the situation and resources available.

Using the [logical levels model](#) developed by Robert Dilts, it is possible to better understand the different levels at which we experience our world. The [logical level model](#) is easy to use for understanding and being aware of the need for change in order to decide on the goal that a person wants to achieve and in order to choose specific actions.

When analysing resources, it is also necessary to think about whether it would be possible to use a conversation with a counsellor, personal development specialist, psychologist as a resource. Perhaps a conversation with someone who has already dealt with a similar situation or is currently dealing with it would be useful.

Step 4. Develop a plan.

Research shows that people who consciously set goals value their happiness higher when they achieve them than those who have also achieved the same goal, but this has not happened as a result of a conscious decision. It is important to consciously set short term and long term goals, to create a conscious plan. It must be remembered that goals must be specific, measurable and achievable.

Step 5. Take action.

In order to stimulate the introduction of new habits and ensure the continuation of new activities in the long run, the plan must provide for "small milestones", at which a person awards himself a small "prize" (which, of course, will be completely individual). In order to make it easier to start the implementation of the plan, it is recommended to take at least a small step in its implementation at the moment of accepting the plan (if you decide to start going to the swimming pool, then you should call immediately and arrange the clothes that you need to take to the pool. If you have decided to develop your communication skills under the guidance of a specific consultant, then you should find the consultant's contacts and write a message immediately).



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SOFT SKILLS