

THE SECRET OF SUCCESS – RESILIENCE FOR TRAINERS, COACHES AND CONSULTANTS

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SIZE PROZESS® RESILIENCE THE HUMAN PERFORMANCE GUIDE FOR CONSULTANTS, TRAINERS AND COACHES

Personal competence and social competence are important prerequisites for consultants, coaches and trainers, as they need to fulfil different roles and responsibilities and be resilient.

The SIZE Prozess® “Human Performance Guide®” is an efficient set of guidelines and a companion with which to recognize one’s gifts and talents, identify areas for learning and development and achieve one’s goals in a healthy, energetic and productive way.

It encourages autonomous and socially responsible behaviour, having trust in oneself and others to make solid and sensible decisions, and taking full advantage of one’s potential for internal and external possibilities.

WHAT IS “SIZE”? The acronym SIZE derives from the initials of the German words meaning exciting (spannend), innovative (innovativ), reliable (zuverlässig), efficient (effizient).

WHAT MAKES YOU STRONG? WHAT ARE YOU ESPECIALLY GOOD AT? WHERE DO YOUR TALENTS LIE?

Trainers, consultants and coaches are currently feeling the chill of the winds of change. They are under intense competitive pressure and have to organize and motivate themselves on a daily basis. They have to adapt their services and products regularly to match the rapidly changing market conditions. Added to that are the increasing demands placed on marketing oneself, the establishment of a media presence and the harsh reality that independent trainers are required to carry out a variety of roles and functions. Many coaches and independents are quite rightly asking themselves the question: How long can I carry on doing all this?

“Resilience stands for powers of resistance. As a trainer or consultant you should resist the urge to satisfy everything and everyone. Release your own powers of resistance by putting your special talents and gifts into practice.”

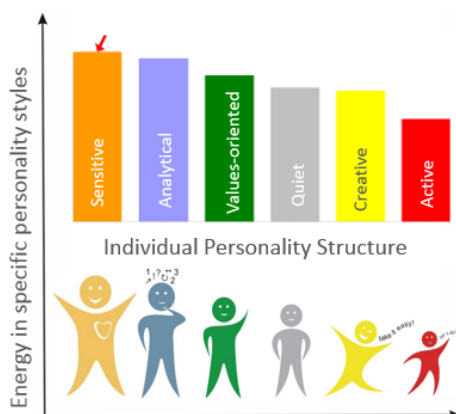
In the courses we run, we see daily how the topic of resilience is playing an increasingly important role for consultants and coaches. No one can fulfil all of the above-mentioned requirements in equal measure. A crucial step towards a healthy, productive and satisfying life as an independent trainer is therefore finding out what individual talents, skills and resources are lying dormant within you – because there is nothing quite as energy-sapping as maintaining habits and expectations that do not match one’s personality.

EMPOWERMENT AND RESILIENCE WITH SIZE PROZESS®

Many trainers and coaches want to carry out their work to perfection, and they try to correspond to a particular image of what a trainer should be and how a trainer should function. They put a lot of effort into resisting what is in their nature instead of letting their talents work for them. But there are easier ways of doing things! All trainers are unique; they possess a highly individual distribution of energy that indicates what they need to do for their personal growth and to balance their energy well in their career and working life.

Everyone has a different balance of energy. It can be ascertained on an individual basis within the framework of special interventions geared towards fostering resilience. The use of a personality profile such as the Human Performance Guide® by SIZE Prozess® is helpful in this respect. It determines the dynamics and balance of energy of different personality styles, recognizes what individual trainers’ strengths and weaknesses are, and finds out where they can extract the most energy for their work and private life. (On the left are examples of how the different personality styles are characterized.)

SIZE Prozess® Personality and communication model





Fostering resilience according to the Bambus-Prinzip® (bamboo principle). Eight steps to more flexibility, agility and resilience for dealing with stress and crises.

8 POWERFUL QUESTIONS FOR TRAINERS

- What are your unique strengths and talents as a trainer?
- Do you allow yourself to be yourself? Can you say “no” to things that do you no good in your job and instead say “yes” to yourself?
- Do you have enough time in your job for inspiration and creativity?
- Do you know your stress patterns and your ideal balance of energy?
- How autonomously and independently can you really work?
- How strong is your network? Where do you get support from?
- Are you experiencing the vision and the values that you hoped for from being self-employed?
- Are you sufficiently willing to learn and grow in order to keep adapting the circumstances to your needs?

BOOK-TIP:

Ella Gabriele Amann:
Haufe e-book “Resilience”, 2015

Fritz Zehetner: Talent wird zur
Kompetenz, Top im Job® 2014

ONLINE:

www.ResilienzForum.com
www.time-our-mallorca.com
www.sizeprozess.at

The distribution of the six personality styles is in fact the result of genetic predisposition and early childhood experiences. If trainers know their preferred contact, learning, training and communication styles, they can significantly enhance their profile and alter the focus of their training accordingly. Similarly, they can adapt the content, the methods and the settings of their courses to suit their personality and at the same time address the different perception patterns of their course participants.

RECOGNIZING PERSONAL STRESS PATTERNS

The SIZE Prozess® profile also indicates whether trainers are losing energy due to role conflicts or as a result of their own expectations; it sheds light on how their individual stress patterns diminish their perception and their ability to develop solutions – information that is particularly valuable for creating long-term resilience. The profile forms the basis on which hypotheses can be made as to how trainers behave when they lose their inner equilibrium and then display types of behaviour that throw them off balance. We then devise new strategies with each trainer for daily stress and energy management.

“As a trainer and coach I had to learn first of all what advice to keep giving to my clients, namely that I can make my life easier and more pleasant by remaining true to myself.”

EXAMPLE:

Initially, it was a surprise to Michael M. that, according to his SIZE Prozess® profile, he was primarily a person for whom emotions and relationships played an important role. This was basically the reason why he chose to be a trainer and coach in the latter half of his career. However, his training style was based first and foremost on what he learned when he was preparing to be a trainer, and for the business contexts on what he learned as a manager: you convince the boss predominantly with facts, knowledge, perfect presentations and handouts – an approach corresponding rather more to an objective, analytical personality style.

This meant that Michael M. had been putting a lot of effort into producing perfect flipchart materials and training documentation. When having to manage without a secretary, though, this basically became a real chore for him. He found it difficult to write his own texts and explain the theory behind management models. It took him a year to write the text for his website. And he was still not satisfied with it. He had no real artistic talent either. He often found himself doubting whether this really was the right follow-on job for him.

In the first few years of his work as an independent trainer, Michael M. put a lot of energy, time and concentration into things that led to neither the fun nor the success or rather that “good feeling” that he had hoped to get out of his new job. The feedback he received was also not as good as he had expected. That put him under an enormous amount of stress. He had experienced other trainers, though, who did less preparation, started off with a few jokes, included a lot less content and theory in their courses and still sold themselves better than him.

Today, the market for trainers rewards those who, above all, are true to themselves, who exhibit a high degree of authenticity, an ability to adapt, stamina and a clearly defined trainer profile. That is what Michael M., too, experienced.



The art of self-management and the retention of personal resilience are becoming an increasingly important task for consultants, trainers and coaches. We would be happy to support you through this exciting and creative learning process.

CONTACT US

SIZE Prozess[®]

Ein Ziel. Eine Methode. Unendliche Lösungen.



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Once Michael M. acknowledged and was able to sense just how important the interpersonal relationships were to him in his courses, he altered the trainer side of his life step by step to accommodate his needs. Now, he no longer runs classic management seminars with 12 participants; instead, he offers coaching and supervision-centred settings with a maximum of 6 participants. His target group is now up-and-coming managers, for whom he has developed a mentoring scheme of several months' duration.

His settings no longer focus on conveying knowledge and working with perfectly prepared flipchart pages and handouts; they now centre around solid conversation, his great ability to emphasize, on generating solutions to problems in close, personal collaboration with his individual clients and on his role of experienced and empathetic mentor. The constant stress he was under previously has now been transformed into positive energy for his new career. It is never too late to keep rediscovering one's actual talents and strengths and make use of them for one's own benefit and for a more resilient life.

FOSTERING RESILIENCE AND ENHANCING ONE'S PROFILE

A personality can be viewed as a complex system of six interdependent personality styles that correlate with each other and also with their environment. Each personality style consists of many positive resources that are crucial to solving problems during crises and for fulfilling basic needs (for example: structure, stimulation and recognition).

The healthier a person is, the greater are their possibilities. Resilience is the ability to fall back on personal and socially imparted resources in order to first surmount and then make use of crises for the purpose of progress. People who are suffering an extreme amount of stress have only limited possibilities to use their positive resources, and dysfunctional patterns can then become apparent. No one is resilient all of the time in equal measure.

Resilience can be learned – an objective which requires autonomy. This also involves learning to think, feel and behave independently in one's private life as well as in one's working life. The focus of this development is on a personal identity and the promotion of communicative and emotional competence in a person's various private and career-related roles. Being autonomous means acting in a self-determined and socially responsible manner, having trust in oneself and others to make solid and sensible decisions, and making full use of one's own potential for internal and external possibilities of personal development.

To encourage trainers' resilience and enhance their profile we work on the basis of three main questions:

Who am I?

- my talents, gifts, competencies, potential
- my conception of reality

What do I want?

- my basic needs and goals

How do I achieve it all?

- the use of positive resources in crises
- the fulfilment of critical basic needs