

# Your PEPmonitor

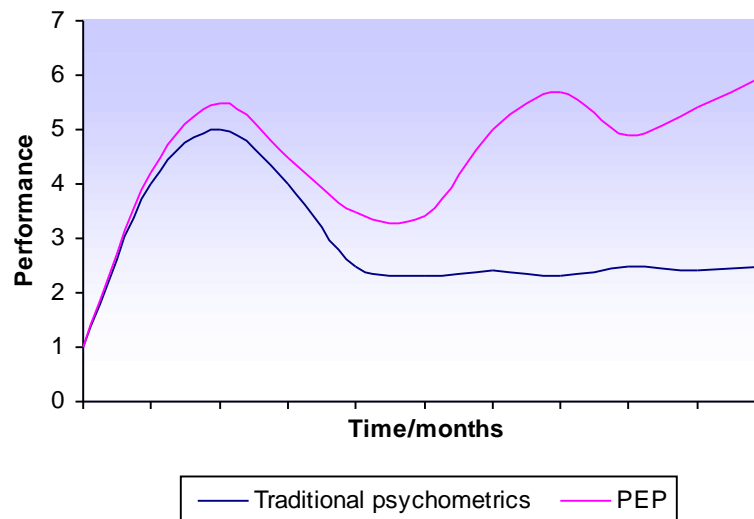
Significant personal development is something which brings rich rewards- fulfilment, satisfaction, purpose and also, often, success- however, it involves sustained attention, focus and openness to change.

The PEP *monitor* has been developed to support your journey of personal change. It will help you by providing an ongoing monitor of your 5 important personal drivers- *confidence, empathy, responsiveness, drive and control*. As you use the monitor over months it will highlight new challenges for you every time you use it; it will reinforce important personal objectives; it will clarify new learning goals; it will help you stay focused and on track for significant personal development.

The impact of traditional psychometrics on sustained performance increase is reflected in the graph below. Typically, performance increases for a short period having received helpful psychometric feedback; however, as the weeks go by, we slip back into our old habits and ways and much of the benefits are lost. By contrast, by identifying and clarifying new, ongoing learning objectives each time it is used over the months, the PEP *monitor* will keep your performance going upwards.

The PEP *monitor* is only a tool. The impact that it has on your performance depends on your willingness and commitment to work with the issues it will clarify for you. What you put in will determine what you get out. If you are working with a coach, they will use your PEP *monitor* to help you stay focused on and committed to your important personal development goals.

Performance Impact of psychometrics



## Using the PEP monitor

When you use the PEPmonitor a graph will indicate how each of your drivers has developed from the last time you assessed yourself.

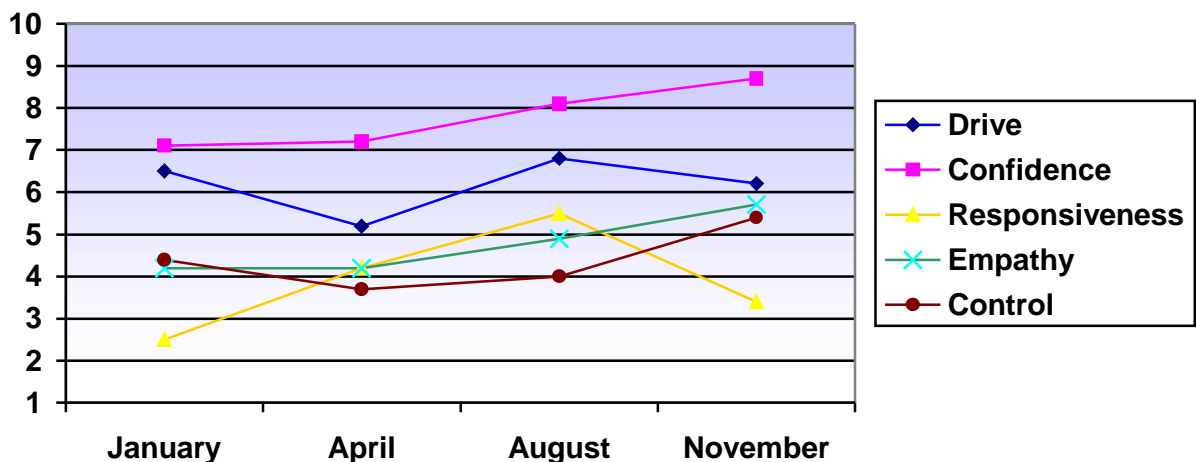
- It will then offer you 5 pages of feedback to explain that development- whether it is a rise or a fall or a maintenance of the same value.
- It is important to say that a rise is not necessarily positive just as a fall is not necessarily negative.
- Fluctuations in each of the main drivers may be a consequence of a concerted effort on your part to deal with an issue that was limiting your performance. Or it may reflect an unconscious response to a situation, which after reflection you feel you would like to tackle before it affects your further.

Please note, our unconscious drivers do not, in normal circumstances, change very much over months or even years. They may fluctuate more if we are trying to cope with trauma or crisis in our life, but on the whole they are robust and consistent. That is why we have to invest a great deal of energy and focus if we are to change them at all. Fluctuations of a less than 1 point are regarded as insignificant. Sustained change will be evident if the new level, at least 1 point difference, is maintained over a course of months.

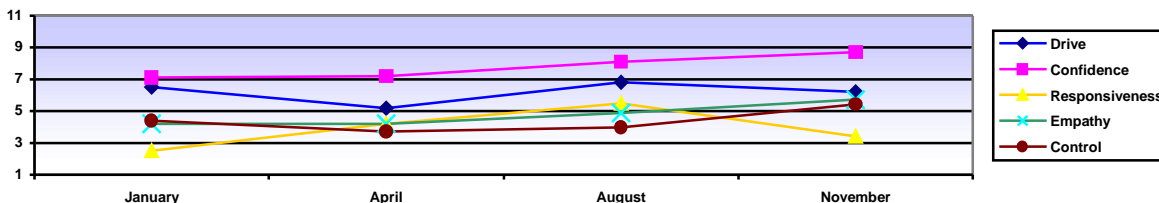
It may be appropriate to use the PEPmonitor again:

- before, during and after a concerted focus on developing your personal characteristics over the course of coaching
- as a means of taking a regular, random check on your inner life over a period of months and years.
- in preparation for a significant event such as job interview, an important meeting or a new project in life.
- during a significant life crisis as a means of understanding how you are reacting inside.

Your current PEPmonitor graph is shown below:



## Confidence



Your confidence appears to have risen since you last measured it.

- There may be reasons for this rise: success at work; an important, positive life-choice you have made; the affirmation of someone close to you or changing in your own attitudes to yourself. Your increased confidence will enable you to face more difficult and daunting challenges; it will give you more self belief and impact with others.
- However, you need to ensure that your rise in confidence is not just a temporary result of a change in circumstances. You need to allow it to become an important and permanent way of looking at yourself. You are now a more confident person on the inside, accept this, own this and believe this about yourself so that it will not be affected by challenges and knocks that come your way.
- You should also consider how best to use your new level of confidence to support and enable others also to grow; be positive, be encouraging, be sensitive!

Find some time to explore these questions:

Can you recall any particular contributing factors to the rise in your level of self confidence?  
 In what way did those situations, be they affirming words, successes or achievements affirm you? How did you feel as you received that affirmation?

**Reflection:**

Try to think of situations in which you know that your confidence is still undermined- it may be when you are with a particular person, facing a certain problem or the like....

**Reflection:**

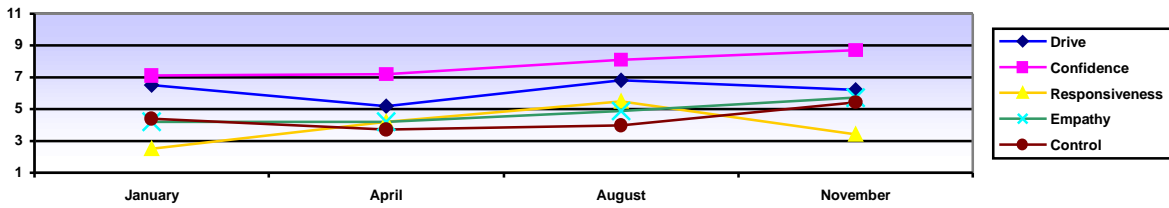
Spend some time visualising those experiences, imagine yourself owning and believing those affirmations as you deal with the situation. Try to 'replay' those visualisations before going into a situation you know will challenge your confidence.

**Reflection:**

Consider a situation in which you might try to encourage and affirm an individual whose confidence you know to be low. What do you sense as you offer that affirmation both within yourself and the recipient? What actions can you take in response to this?

**Reflection:**

## Empathy



Your empathy appears to have risen since you last measured it.

- § This means that you are currently more focused upon the human feelings in a situation than you previously were. This will enable you to take care up with splines and tensions; to be more sensitive to interpersonal dynamics; to better manage your relationships.
- § The reasons for this are that you committing more of yourself to a situation and to other people than you were. People will pick up this deeper engagement and warm to it.
- § At the same time, you may find you have to work harder to detach yourself to make objective and clear-sighted decisions.
- § Seek to use your greater empathy without becoming over-involved and losing your wider perspective.

Spend some time exploring these suggestions:

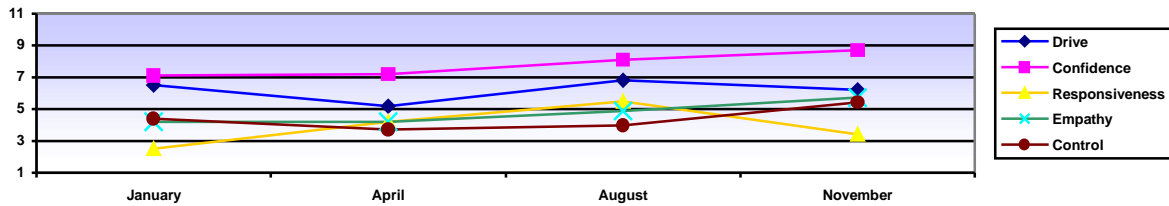
Can you recall any situations where you were conscious of focusing on interpersonal dynamics?  
**Reflection:**

What do you feel were the benefits of focusing in this way; did you feel you were able to 'see' more than perhaps you had previously?  
**Reflection:**

Could you sense a change in the way people related to you? What might be the benefits of this type of relationship, professionally and personally?  
**Reflection:**

Imagine a situation where your evaluating skills might be usefully deployed; think through some of the ways that you might use your increased empathy alongside your evaluating skills, to be both committed and objective. What actions do you now need to take?  
**Reflection:**

## Drive



Change is less than 1

Your drive for change or stability has not changed significantly since the last time you measured it.

- § If this remains the case over a period of 6-12 months it indicates that you have a fairly consistent need for a certain level of challenge but will resist change to this.
- § This may be because you are comfortable with a certain level of risk in your life but uncomfortable if it becomes either higher or lower than you want. This can be both a strength and a weakness; it can make you consistent and stable; it can also make you unwilling to adapt to the needs of situations around you.

Spend some time exploring these suggestions:

What are the benefits to you of living life with this present level of drive, be it high or low?  
How does this steady level contribute to personal satisfaction and performance, both personally and professionally?

Reflection:

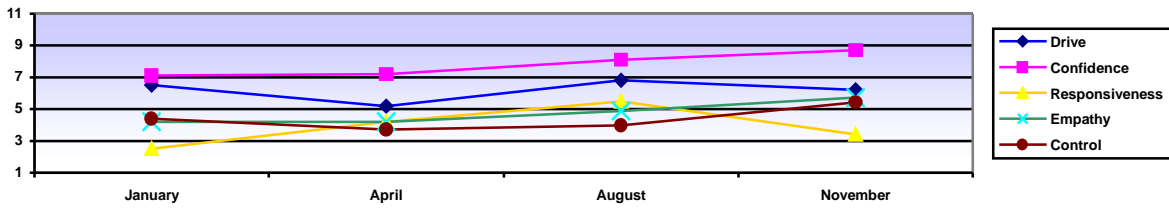
Are there any issues you are aware of that are limiting that satisfaction or performance?  
What would be the benefits of confronting this issue and striving to overcome its limitations on your potential performance?

Reflection:

What would greater success in this area look like? Use this incentive to motivate you to deal with any issue you might be choosing to bury.

Reflection:

## Control



Your need for control appears to have risen since you last measured it.

- § This means that you are currently feeling you need to have greater hands-on control and direction in your life than you did previously. You may be more focused, more motivated and, perhaps, a little more tense.
- § There may be many reasons for this; you may be feeling less trusting of other people around you; you may be anxious about failing to meet certain standards or demands or deadlines in your life right now.
- § People may pick up this stronger need for control. Seek to appreciate how your higher need for control right now will affect those around you and explain to them how they can best support you at present.

Spend some time considering these questions:

Try to become aware of the factors that have increased your need for control and direction. Can you name them? How do you feel as you do so? They may be positive or negative feelings. Spend some time exploring their origin.

**Reflection:**

Have you sensed a change in yourself, your performance or your relationships since you have sought out this greater degree of control? Give yourself a few minutes to reflect on what the implications of this change has been? There may be positive, negative consequences or both.

**Reflection:**

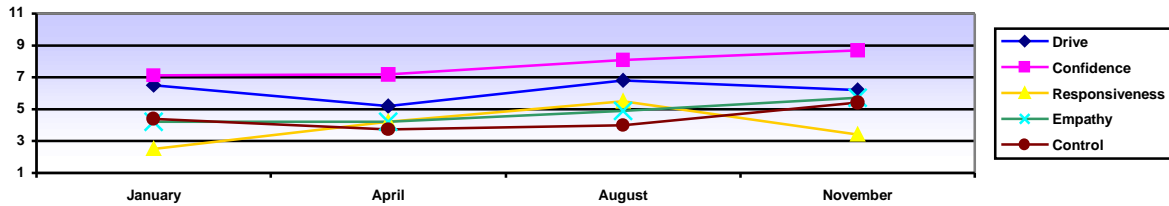
Are there any issues you are now aware of that are limiting your satisfaction or performance by causing you to tighten control? What would be the benefits of confronting this issue and striving to overcome its limitations on your potential performance? What would success in this area look like?

**Reflection:**

What are the advantages of having less of a firm grip on day to day life? How might you flourish as a consequence? How might your contribution to a group be positively affected by a less controlling nature?

**Reflection:**

## Responsiveness



Your responsiveness appears to have fallen a little since you last measured it.

§ There may be reasons for this fall: a change in your own attitudes to yourself or to other people, perhaps a stronger sense of your own desires and needs and a greater resistance to having them challenged.

§ Combined with high confidence, low responsiveness will tend to make you stronger, more assertive and determined; combined with low confidence, it can tend to make you defensive and over sensitive (check your own confidence score).

Spend some time considering these questions

Try to become aware of the factors that have led to this change in your self-attitude. Can you identify them? How do you *feel* as you do so? They may be positive or negative feelings. Spend some time exploring their origins.

Reflection:

Explore the consequences of being more defined in your views and relationships, reflecting on both the negative and positive. How have you felt as a result? How have others been affected? Try asking a couple of people whom you trust, whether they have noticed any changes and what they think about the difference. How has it affected your working style and the teams you are involved in?

Reflection:

Spend some time thinking about how you want to respond to this fall in responsiveness. You may feel that you want to continue to be less responsive in your life, becoming more defined, assertive and less easily influenced as a result. What might the obstacles be in maintaining this behavioural change? In what situations might you find it tempting to resort to a more adapting and accommodating style once more?

Reflection:

Alternatively you may feel you want to regain a sense of flexibility, adaptability and responsiveness, becoming less defensive and over sensitive as a result. Think about the first step you need to take, perhaps thinking about the support you need to put in place to make this decision a sustained reality.

Reflection: