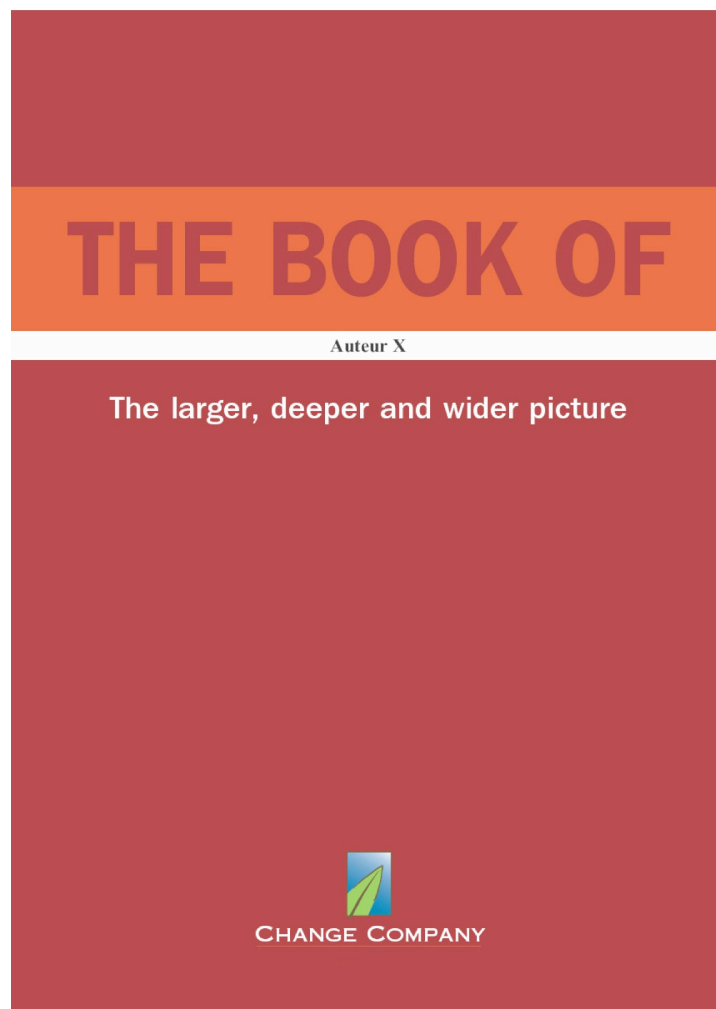




Executive coaching assessment

The Book of(your name)



Discover the richer, fuller story of who you are. The Book of .. is a rich constellation of exciting insights into the 'sum' that all our research and modeling suggests is you or largely within your reach. You may see yourself described in the specifics as a highly complex human for the first time ever.



The book of you
The larger, deeper and wider picture

How the book of you works

The Book of You has been developed over the past 25 years. Its purpose is to provide you with meaningful understanding and insight into the root sources of perhaps the widest spectrum of your thoughts, feelings, ideas and behaviors that you have ever seen and to provide suggestions for making positive changes.

Your personalized report is based on four powerful Brain Technology Models – including models of brain physiology and the bio-psychosocial forces that influence how we compile and filter the beliefs and values that motivate our behavior. These four fundamental models are integrated into a seamless whole, using a general systems-based model of universal principles.

Table of Contents of The Book of ...

1. Your Personal Thinking Home Base.
2. Your Thinking Style – implications; what it means to you.
3. Your Interpersonal Relationships – current trends; difficult and easy steps for change.
4. You and the Games People Play.
5. Your Work and Career – natural inclinations; effects on career; suggestions.
6. How You Deal with Change, Creativity and Leadership.
7. Your Thinking Skills, Values and Action Strategies – upgrading suggestions and steps.

What The Book of You does for you

- Makes it easy to talk to others about your performance capabilities and what you are really good at.
- Matches your thinking preferences with jobs, careers, management styles, negotiation approaches, types of teams and kinds of work assignments.
- Describes your basic values and beliefs, character traits, memory styles and decision making strategies.
- Identifies how you deal with change and complexity
- Identifies 'psychological games' you play well and ones you may want to avoid or be cautious around.

Some next pages will show you some pages of 'The Book of Mr. X' (an example, the content of your book will of course be different).

How to get The Book of You

If you are looking forward to receive 'The Book of You' (about 100 pages of information), please let me know by phone or e-mail: aartpijl@changecompany.nl.

Your investments

- 10 minutes to complete the questionnaire.
- € 195,- incl. BTW (excl. postage).



The Book of You
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A page from the Book of mr. XX.

Your book is different.

- You have patience and take the time to make sure everyone understands and is onboard before moving into the future.

When acting from fatigue, frustration or self-doubt

- You may ask, "Are the results I want important enough to go through what I'm going through?"
- You may withdraw from the situation to temporarily regroup or you may withdraw permanently if you figure it just isn't going to work out.
- You may seek out a person or persons you trust, take them into your confidence and seek their counsel.
- You may become disdainful of others and write them off as idiots.
- You may be inclined to say, "To h*** with it" and head in a new direction.
- You may distract yourself by engaging in superficial activities that keep you busy but lead nowhere and serve no purpose.

Important do's and don'ts

Do: Take time to ponder, appreciate and understand the past and how it has shaped current events.

Don't: Expect that everyone else can handle complexity and change as easily and comfortably as you can.

Do: Guard against revealing too much too soon about how to solve a problem; you have a tendency to think ahead of others.

Don't: Promote new approaches, tools or processes before others are ready or capable of understanding them.

Do: Trust your insights and your intelligence and act decisively and confidently on them when an opportunity presents itself.

Don't: Overestimate the competency and commitment of others. Look at what they have actually done and not just their ideas.



The Book of You
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Games you defend well against (because you aren't easily hooked into playing a role in them)

Rage "You don't know how to _____ me (us)!"

Consensus "We can't go forward until every last one of us agrees."

Power-schmoozing "Let me tell you how wealthy, wonderful, interesting, powerful, talented, effective, well-connected, etc., etc., etc., I am."

Therapy "I just love to declare some part of me sick and then spend a lot of time and effort healing and getting well, telling everybody about it and being the center of attention."

Shark "I didn't mean to cut off your hands at the wrist, but . . . you reached for your chips."

Games where you may be victimized or confused (because you don't understand or recognize them)

Try Hard "I'm just doing the best I can."

Poor Me "I'm always getting dumped on."

Stupid "I am so stupid I'll never get the hang of this."

Marine "If you want to get yourself hurt you came to the right place."

NIMBOSH (Not in My Backyard or Sacred History) "This belongs to us and has been in our family, clan, group, community—whatever—forever and you don't deserve to have a say in what happens here."

What you may not notice because of distractions from the games you play

- You are agreeing to take on more work than is healthy for you.
- Not playing by the rules has alarmed almost everyone listening to you.
- Not everyone is going to be as willing to search for what works as you are.



The Book of You The larger, deeper and wider picture

A page from the Book of mr. XX.

Your book is different.

way. And expect to be given the resources, freedom, authority and opportunities to contribute in meaningful ways.

You see your job as only part of the picture. You insist on finding interesting ways to spend your time. If your job doesn't meet your need for stimulation and variety, you will almost certainly find another job—very soon! If your job meets your needs well, you may be almost obsessively dedicated to it.

You put quality in, you expect quality out. You don't view the quality issue so much as a trade-off as you do a serious investment of a finite resource: yourself. "If it's worth doing, it's worth doing right." You also see quality in much larger terms than most, not just the quality of products and services but also the quality of systems, management, processes, work life and home life.

You don't mind playing political games if you have to. But only as long as they are necessary to achieve solutions you want or you believe are needed. Otherwise, you tend to ignore them or take delight in sabotaging them.

Finding a niche. "Your"-type jobs/careers . . .

Contexts where you are constantly involved in leading, managing, trouble-shooting and/or solution-finding for complex, often cutting-edge "high tech, high touch" situations directed at shaping the future.

- Jobs, careers and activities with managerial responsibility for complex systems and multi-disciplinary personnel (mid-level-to-senior manager in a modern corporation or organization, project manager, consultant, program designer and/or administrator).
- Jobs, careers and activities involving the media, the Internet or computers and other high technology, especially where these assets are used as exploratory and problem-solving tools.
- Jobs, careers and activities involving system development, new product development or professional research.
- Jobs, careers and activities as an artist, actor, experimental scenario-builder, musician, writer, storyteller, filmmaker or playwright.
- Jobs and activities where you are surrounded by constant change and the latest tools and toys (unconventional retailing, modeling, design of new approaches, creation of new marketing themes and communications campaigns).



The Book of You
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6

How Mister X Deals with Change, Creativity and Leadership

When thinking about change and leadership . . .

you naturally focus on discovering and creating theories and systems that integrate people, technology, and organizations in new ways that do more with less and lead to better futures.

Your approach to change, creativity and leadership

- You maintain a low-key network of numerous participants and players from many levels and functions in and out of the organization.
- You have the ability to think in general patterns that can be applied to a variety of circumstances without regard to specific technical fields and without the need for detailed knowledge of a field. In other words, you are an excellent *general* complex problem-solver.
- At any given time, you have many possible realities "at the ready." That is, you are always tracking what is happening on many fronts without deliberately observing which one (to you, they are all part of one overall happening). As you track, you are continually trying out different fits and synergies between the complex elements in your mind and the situations you are observing. When your ongoing automatic, try-on-and-try-out-what-is-possible brainstorming hits on an "ah ha," you have your new solution or theory. And away you go to change the future accordingly.
- You keep a close watch on new theories, discoveries, methods, technologies, tools and techniques.

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Over Change Company



Als **consultants en executive coaches** werken we al 20 jaar voor gerenommeerde opdrachtgevers als Fuji, Ford, Bayer, Bever, KPN en Menzis, IND, Icare, Belastingdienst, UWV en de rechtspraak.

Meestal gaan vragen over 'mensen' en over HOE. Hoe te zorgen dat iedereen doet wat nodig is? Hoe geven we het leiderschap vorm? Hoe smeden we de organisatie, het leiderschap en de cultuur, tot een sterk en succesvol geheel?

Samen met leiders en hun managementteams werken we aan:

Organisatieverandering – Samenvoegen, splitsen, revitaliseren, positioneren en verbeteren van de prestaties en de cultuur.

Leiderschapsontwikkeling – Verdiepen van het leiderschap, eenheid in leiderschap, verbreden van het gedragsrepertoire, versterken van de cultuur, alignment aanbrengen in leiderschap, strategie en cultuur.

Teamontwikkeling – Managementteam op sterkte, belangrijke teams in de juiste versnelling, teamwerk in de breedte verbeteren, teams herstellen, veranderkracht toevoegen, leren omgaan met een lastig verandervraagstuk.

Executive coaching – Support voor leiders en 'leiders op de drempel van de board-room'. Persoonlijke ontwikkeling als moderne leiders, in organisaties van nu, in continue verandering, toegerust op de thema's van morgen.

Opdrachten pakken we aan vanuit de **bedrijfskunde, veranderkunde en sociale wetenschappen**. Met jaarlijkse updates van kennis uit de hele wereld, werken we altijd met de nieuwste inzichten op het gebied van change management ★ leiderschap ★ organisatieontwikkeling ★ teamontwikkeling ★ cultuurverandering ★ strategie ★ creativiteit en innovatie.

Jaarlijks gaan we aan de slag met een **beperkt aantal opdrachtgevers**, we hebben geen groot bureau en alleen een groeidoelstelling in kwaliteit. Voor ons is het belangrijk dat het persoonlijk 'klikt' en dat het vraagstuk bij ons past.

**EEN ORGANISATIEVRAAGSTUK, SECOND OPINION
OF GEWOON EVEN SPARREN?**

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