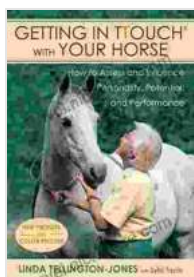


# How To Assess And Influence Personality Potential And Performance

Personality is a complex and multifaceted concept that has been the subject of extensive research and debate. It is generally defined as the set of stable and enduring characteristics that distinguish one individual from another. These characteristics include thoughts, feelings, motivations, and behaviors that are relatively consistent over time and across situations.



## Getting in Touch with Your Horse: how to assess and influence personality, potential, and performance

by Dave Collins

★★★★☆ 4.5 out of 5

Language : English  
File size : 11351 KB  
Text-to-Speech : Enabled  
Screen Reader : Supported  
Enhanced typesetting : Enabled  
Print length : 204 pages



Personality plays a crucial role in individual performance and success. It influences how we interact with others, make decisions, cope with stress, and achieve our goals. By understanding our own personality and the personality of others, we can improve our communication skills, build stronger relationships, and become more effective leaders.

In this article, we will explore how to assess and influence personality potential. We will discuss the major theories of personality, review the

different tools and techniques used to assess personality, and provide strategies for developing and changing personality traits.

## Theories of Personality

There are many different theories of personality. Some of the most well-known theories include:

- **Trait theories:** These theories view personality as a set of stable and enduring traits that are relatively consistent across situations. Some of the most common trait theories include the Big Five theory and the Myers-Briggs Type Indicator (MBTI).
- **Psychodynamic theories:** These theories focus on the unconscious mind and its influence on personality. Psychodynamic theories believe that our early experiences shape our personality and that we are often unaware of the motivations that drive our behavior.
- **Humanistic theories:** These theories emphasize the role of free will and self-actualization in personality development. Humanistic theories believe that we have the potential to change and grow throughout our lives.
- **Social cognitive theories:** These theories focus on the role of learning and social interaction in personality development. Social cognitive theories believe that we learn about personality through our interactions with others and that our personality can change as we learn new things.

## Assessing Personality

There are a variety of different tools and techniques that can be used to assess personality. Some of the most common methods include:

- **Personality tests:** These tests are designed to measure personality traits based on self-report. Personality tests can be either objective, which means that they are scored by a computer, or subjective, which means that they are scored by a trained professional.
- **Interviews:** Interviews can be used to gather information about personality by asking questions about an individual's thoughts, feelings, and behaviors. Interviews can be either structured, which means that they follow a specific set of questions, or unstructured, which means that they are more free-form.
- **Observation:** Observation can be used to gather information about personality by observing an individual's behavior in different situations. Observation can be either naturalistic, which means that it is conducted in a real-world setting, or structured, which means that it is conducted in a controlled environment.
- **Case studies:** Case studies involve in-depth analysis of an individual's personality based on information from multiple sources, such as interviews, observation, and personality tests. Case studies can provide a rich and detailed understanding of an individual's personality.

## **Influencing Personality**

Once you have assessed an individual's personality, you can begin to develop strategies to influence it. There are a number of different ways to influence personality, including:

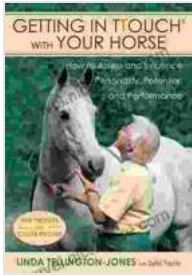
- **Therapy:** Therapy can be used to help individuals change their personality traits by providing them with new insights into their thoughts, feelings, and behaviors. Therapy can also teach individuals new coping mechanisms and skills for managing their emotions.
- **Coaching:** Coaching can be used to help individuals develop their personality strengths and overcome their weaknesses. Coaching can provide individuals with support, guidance, and accountability as they work to change their personality.
- **Education:** Education can be used to help individuals learn about personality and how it influences their behavior. Education can also provide individuals with the skills they need to change their personality traits.
- **Self-help:** Individuals can also change their personality traits on their own through self-help books, articles, and online resources. Self-help can provide individuals with the information and tools they need to make lasting changes in their personality.

Personality is a complex and multifaceted concept, but it is also a powerful force that can influence our thoughts, feelings, and behaviors. By understanding our own personality and the personality of others, we can improve our communication skills, build stronger relationships, and become more effective leaders. We can also use our knowledge of personality to develop and change our personality traits to achieve our full potential.

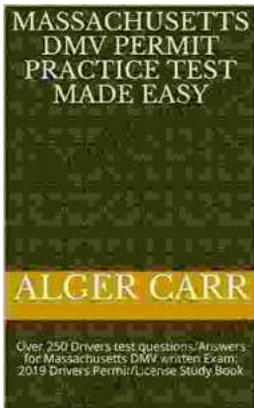
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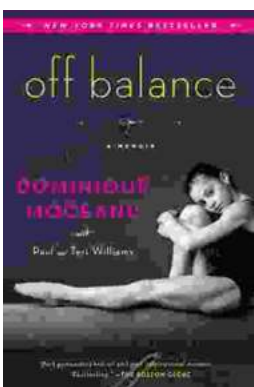


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