

Introduction

This Handout was made by the participants of "PSP: Personal, social and professional development of Roma EVS volunteers" seminar, which was held in Riga, Latvia at 15-23 January 2016, supported by the ErasmusPlus Programme and organized by the Youth Association BIID.

This Handout makes an attempt to present good methods of non-formal education on theories and tools for developing and improving personal, social and professional development of Roma EVS volunteers before, during and after EVS experiences. 32 participants from Greece, Hungary, Italy, Spain, Poland, Turkey, Romania and Latvia worked on together in order to improve their abilities to work with Roma EVS volunteers in the future.

In this Handout are presented 4 method, which can help in discovering the skills and personalities of the Roma EVS volunteers and the mentors and coordinators working with them.

Good luck with this!

Team of the BIID!

1. Communications styles of mentors and sending coordinators

Learning to identify the different communication styles - and recognising which one we use most often as sending coordinators and /or mentors with Roma volunteers - is essential if we want to develop effective, assertive communication skills. But how can we tell the difference between the styles, and is there a time and place for each one in certain situations?

Being assertive means respecting yourself and other people. It is the ability to clearly express your thoughts and feelings through open, honest and direct communication.

Becoming more assertive does not mean that you will always get what you want - but, it can help you achieve a compromise. And even if you don't get the outcome you want, you will have the satisfaction of knowing that you handled the situation well, and that there are no ill feelings between you and the volunteer involved in the discussion.

Communicating assertively is not a skill reserved for the very few – anyone can do it - but, it does take time and practice if it is not how you are used to communicating. Fortunately, it is a technique you can practice and master during our seminar –with a friend you can trust to give you honest feedback. Remember to also think about how the Roma volunteer you are talking to may react and how best you might cope with this.

Before deciding that you would like to communicate assertively, you need to have an understanding of what your usual style of communication is. There are five communication styles, and while many of us may use different styles in different situations, most will fall back on one particular style, which we use as our 'default' style.

The Five Communication Styles

1. Assertive
2. Aggressive
3. Passive-aggressive
4. Submissive
5. Manipulative

Different sorts of behaviour and language are characteristic of each.

The Assertive Style

Assertive communication is born of high self-esteem. It is the healthiest and most effective style of communication - the sweet spot between being too aggressive and too passive. When we are assertive, we have the confidence to communicate without resorting to games or manipulation. We know our limits and don't allow ourselves to be pushed beyond them just because someone else wants or needs something from us. Surprisingly, however, Assertive is the style most people use least.

Behavioural Characteristics

- Achieving goals without hurting others
- Protective of own rights and respectful of others' rights
- Socially and emotionally expressive
- Making your own choices and taking responsibility for them
- Asking directly for needs to be met, while accepting the possibility of rejection
- Accepting compliments
- Non-Verbal Behaviour
 - Voice – medium pitch and speed and volume
 - Posture – open posture, symmetrical balance, tall, relaxed, no fidgeting
 - Gestures – even, rounded, expansive
 - Facial expression – good eye contact
 - Spatial position – in control, respectful of others

Language

- "Please would you turn the volume down? I am really struggling to concentrate on my studies."
- "I am so sorry, but I won't be able to help you with your project this afternoon, as I have a dentist appointment." People on the Receiving end Feel

- They can take the person at their word
- They know where they stand with the person
- The person can cope with justified criticism and accept compliments
- The person can look after themselves
- Respect for the person

The Aggressive Style

This style is about winning – often at someone else's expense. An aggressive person behaves as if their needs are the most important, as though they have more rights, and have more to contribute than other people. It is an ineffective communication style as the content of the message may get lost because people are too busy reacting to the way it's delivered.

Behavioural Characteristics

- Frightening, threatening, loud, hostile
- Willing to achieve goals at expense of others
- Out to "win"
- Demanding, abrasive
- Belligerent
- Explosive, unpredictable
- Intimidating
- Bullying Non-Verbal Behaviour
- Voice – volume is loud
- Posture – 'bigger than' others
- Gestures - big, fast, sharp/jerky
- Facial expression – scowl, frown, glare
- Spatial position - Invade others' personal space, try to stand 'over' others

Language

- "You are crazy!"
- "Do it my way!"
- "You make me sick!"
- "That is just about enough out of you!"
- Sarcasm, name-calling, threatening, blaming, insulting. People on the Receiving end Feel
- Defensive, aggressive (withdraw or fight back)
- Uncooperative
- Resentful/Vengeful
- Humiliated/degraded
- Hurt
- Afraid
- A loss of respect for the aggressive person
- Mistakes and problems are not reported to an aggressive person in case they "blow up". Others are afraid of being railroaded, exploited or humiliated.

The Passive-Aggressive Style

This is a style in which people appear passive on the surface, but are actually acting out their anger in indirect or behind-the-scenes ways. Prisoners of War often act in passive-aggressive ways in order to deal with an overwhelming lack of power. People who behave in this manner usually feel powerless and resentful, and express their feelings by subtly undermining the object (real or imagined) of their resentments – even if this ends up sabotaging themselves. The expression "Cut off your nose to spite your face" is a perfect description of passive-aggressive behaviour.

Behavioural Characteristics

- Indirectly aggressive

- Sarcastic
 - Devious
 - Unreliable
 - Complaining
 - Sulky
 - Patronising
 - Gossips
 - Two-faced - Pleasant to people to their faces, but poisonous behind their backs (rumours, sabotage etc.) People do things to actively harm the other party e.g. they sabotage a machine by loosening a bolt or put too much salt in their food.
- Non-Verbal Behaviour
- Voice – Often speaks with a sugary sweet voice.
 - Posture – often asymmetrical – e.g. Standing with hand on hip, and hip thrust out (when being sarcastic or patronising)
 - Gestures – Can be jerky, quick
 - Facial expression – Often looks sweet and innocent
 - Spatial position – often too close, even touching other as pretends to be warm and friendly

Language

- Passive-aggressive language is when you say something like "Why don't you go ahead and do it; my ideas aren't very good anyway" but maybe with a little sting of irony or even worse, sarcasm, such as "You always know better in any case."
- "Oh don't you worry about me, I can sort myself out – like I usually have to." People on the Receiving end Feel

- Confused
- Angry
- Hurt

- Resentful

The Submissive Style

This style is about pleasing other people and avoiding conflict. A submissive person behaves as if other peoples' needs are more important, and other people have more rights and more to contribute.

Behavioural Characteristics

- Apologetic (feel as if you are imposing when you ask for what you want)
- Avoiding any confrontation
- Finding difficulty in taking responsibility or decisions
- Yielding to someone else's preferences (and discounting own rights and needs)
- Opting out
- Feeling like a victim
- Blaming others for events
- Refusing compliments
- Inexpressive (of feelings and desires) Non-Verbal Behaviour
- Voice – Volume is soft
- Posture – make themselves as small as possible, head down
- Gestures – twist and fidget
- Facial expression – no eye contact
- Spatial position – make themselves smaller/lower than others
- Submissive behaviour is marked by a martyr-like attitude (victim mentality) and a refusal to try out initiatives, which might improve things.

Language

- "Oh, it's nothing, really."

- "Oh, that's all right; I didn't want it anymore."
- "You choose; anything is fine." People on the Receiving end Feel
- Exasperated
- Frustrated
- Guilty
- You don't know what you want (and so discount you)
- They can take advantage of you.
- Others resent the low energy surrounding the submissive person and eventually give up trying to help them because their efforts are subtly or overtly rejected.

The Manipulative Style

This style is scheming, calculating and shrewd. Manipulative communicators are skilled at influencing or controlling others to their own advantage. Their spoken words hide an underlying message, of which the other person may be totally unaware.

Behavioural Characteristics

- Cunning
- Controlling of others in an insidious way – for example, by sulking
- Asking indirectly for needs to be met
- Making others feel obliged or sorry for them.
- Uses 'artificial' tears Non-Verbal Behaviour
- Voice – patronising, envious, ingratiating, often high pitch
- Facial expression – Can put on the 'hang dog' expression

Language

- "You are so lucky to have those chocolates, I wish I had some. I can't afford such expensive chocolates."

- "I didn't have time to buy anything, so I had to wear this dress. I just hope I don't look too awful in it." ('Fishing' for a compliment). People on the Receiving end Feel

- Guilty

- Frustrated

- Angry, irritated or annoyed

- Resentful

- Others feel they never know where they stand with a manipulative person and are annoyed at constantly having to try to work out what is going on.

3/In 5 small mixed groups they have to prepare plays on EVS situation with Roma young people and practice the communication style they pulled out from a box.

4/After the play, participants have to change the communication in assestive if it was different in the story. They change place with different actors to do that.

5/ The Benefits of Understanding the Different Styles of Communication: A good understanding of the five basic styles of communication will help you learn how to react most effectively when communicate with a Roma EVS volunteer. It will also help you recognise when you are not being assertive or not behaving in the most effective way. Remember, you always have a choice as to which communication style you use. Being assertive is usually the most effective, but other styles are, of course, necessary in certain situations – such as being submissive when under physical threat (a mugging, hijacking etc.).

Good communication skills require a high level of self-awareness. Once you understand your own communication style, it is much easier to identify any shortcomings or areas which can be improved on, if you want to start communicating in a more assertive manner.

Remember the first rule of effective communication: The success of the communication is the responsibility of the communicator.

by Claire Newton.

2. Eysenck Personality theory and questionnaire

To share and explore different tools in order to recognise and assess personal, social and professional development of Roma EVS volunteers

Personality Test

Answering these questions accurately requires honest reflection on how you really think, feel, and act in general and maybe taking the test on more than one occasion. Some of the questions on this test measure personality traits differently than you might guess so trying to answer the test in a way you think would be ideal is just going to screw up your results, so just focus on being honest if you want the most accurate results.

PLEASE NOTE: SELECTING THE MIDDLE ANSWER MEANS A STATEMENT IS AROUND 50% ACCURATE



1) I can be egocentric.



2) I often feel lonely.



3) I am very energetic.



4) I enjoy being part of a group.

Very  Very
Inaccurate  Accurate

5) I tend to be nervous.

Very  Very
Inaccurate  Accurate

6) I frequently worry.

Very  Very
Inaccurate  Accurate

7) I respect authority.

Very  Very
Inaccurate  Accurate

8) I know how to get people to have fun.

Very  Very
Inaccurate  Accurate

9) I like being in high energy environments.

Very  Very
Inaccurate  Accurate

10) I tend to be more comfortable with the known than the unknown.

Very  Very
Inaccurate  Accurate

11) I have no trouble approaching people.

Very  Very
Inaccurate  Accurate

12) I am quiet around others.

Very  Very

Inaccurate  Accurate

13) I prefer to go my own way than live by the rules.

Very  Very

Inaccurate  Accurate

14) Being in debt would not worry me.

Very  Very

Inaccurate  Accurate

15) I make friends easily.

Very  Very

Inaccurate  Accurate

16) I think people are overly cautious.

Very  Very

Inaccurate  Accurate

17) I am outgoing.

Very  Very

Inaccurate  Accurate

18) I sometimes feel extremely sad for no reason.

Very  Very

Inaccurate  Accurate

19) I would rather play by the rules.

Very  Very
Inaccurate  Accurate

20) I am very tense.

Very  Very
Inaccurate  Accurate

21) I suffer from anxiety.

Very  Very
Inaccurate  Accurate

22) I fear for the worst.

Very  Very
Inaccurate  Accurate

23) I behave properly.

Very  Very
Inaccurate  Accurate

24) I enjoy meeting new people.

Very  Very
Inaccurate  Accurate

25) I am very moody.

Very  Very
Inaccurate  Accurate

26) I tend to brood on past mistakes.

Very  Very
Inaccurate  Accurate

27) I can be unsympathetic.

Very  Very
Inaccurate  Accurate

28) I like to be intimidating.

Very  Very
Inaccurate  Accurate

29) I try not to be rude to people.

Very  Very
Inaccurate  Accurate

30) I am at ease around others.

Very  Very
Inaccurate  Accurate

31) I would like other people to be afraid of me.

Very  Very
Inaccurate  Accurate

32) I frequently feel frustrated.

Very  Very
Inaccurate  Accurate

33) I frequently feel guilty.

Very  Very
Inaccurate  Accurate

34) I enjoy social gatherings.

Very  Very
 Inaccurate  Accurate

35) I am hypersensitive.

Very  Very
 Inaccurate  Accurate

36) I am very talkative.

Very  Very
 Inaccurate  Accurate

3. Holland’ s six personality types with special focus on personal, social and professional development of Roma EVSers

HOLLAND=S OCCUPATIONAL PERSONALITY TYPES

John Holland, Ph.D., professor emeritus at Johns Hopkins University, is a psychologist who devoted his professional life to researching issues related to career choice and satisfaction. He developed a well-known theory, and designed several assessments and supporting materials to assist people in making effective career choices. His theory and assessment tools have helped millions of people worldwide and are supported by hundreds of research studies.

Holland’s Theory

Holland found that people needing help with career decisions can be supported by understanding their resemblance to the following six ideal vocational personality types:

- Realistic (R)
- Investigative (I)
- Artistic (A)
- Social (S)
- Enterprising (E)

□□ Conventional (C)

Work settings can also be categorized by their resemblance to six similar model work environments. Because people search for environments that allow them to express their interests, skills, attitudes and values, and take on interesting problems and agreeable roles, work environments become populated by individuals with related occupational personality types.

Holland's Six Personality Types

The descriptions of Holland's personality types refer to idealized or pure types. Holland's personality types are visually represented by a hexagonal model. The types closest to each other on the hexagon have the most characteristics in common. Those types that are furthest apart, i.e., opposites on the hexagon, have the least in common.

Listed below are the six Holland Occupational Personality Types. The descriptions of "pure types" will rarely be an exact fit for any one person. Your personality will more likely combine several types to varying degrees. To get a better picture of how your interests and skills relate to the types and to identify your dominant type, you can highlight the phrases in each description that are true for you.

Realistic (R)

Realistic individuals are active and stable and enjoy hands-on or manual activities, such as building, mechanics, machinery operation and athletics. They prefer to work with things rather than ideas and people. They enjoy engaging in physical activity and often like being outdoors and working with plants and animals. People who fall into this category generally prefer to "learn by doing" in a practical, task-oriented setting, as opposed to spending extended periods of time in a classroom. Realistic types tend to communicate in a frank, direct manner and value material things. They perceive themselves as skilled in mechanical and physical activities but may be uncomfortable or less adept with human relations. The preferred work environment of the realistic type fosters technical competencies and work that allows them to produce tangible results. Typical realistic careers include electrician, engineer, veterinarian and the military.

Investigative (I)

Investigative individuals are analytical, intellectual and observant and enjoy research, mathematical or scientific activities. They are drawn to ambiguous challenges and may be stifled in highly structured environments. People who fall into this category enjoy using logic and solving highly complex, abstract problems. Because they are introspective and focused on creative problem solving, investigative types often work autonomously and do not seek

leadership roles. They place a high value on science and learning and perceive themselves as scholarly and having scientific or mathematical ability but lacking leadership and persuasive skills. The preferred work environment of the investigative type encourages scientific competencies, allows independent work and focuses on solving abstract, complex problems in original ways. Typical investigative careers include medical technologist, biologist, chemist and systems analyst.

Artistic (A)

Artistic individuals are original, intuitive and imaginative and enjoy creative activities, such as composing or playing music, writing, drawing or painting and acting in or directing stage productions. They seek opportunities for self-expression through artistic creation. People who fall into this category prefer flexibility and ambiguity and have an aversion to convention and conformity. Artistic types are generally impulsive and emotional and tend to communicate in a very expressive and open manner. They value aesthetics and view themselves as creative, non-conforming and as appreciating or possessing musical, dramatic, artistic or writing abilities while lacking clerical or organizational skills. The preferred work environment of the artistic type fosters creative competencies, and encourages originality and use of the imagination in a flexible, unstructured setting. Typical artistic careers include musician, reporter and interior decorator.

Social (S)

Social individuals are humanistic, idealistic, responsible and concerned with the welfare of others. They enjoy participating in group activities and helping, training, healing, counseling or developing others. They are generally focused on human relationships and enjoy social activities and solving interpersonal problems. Social types seek opportunities to work as part of a team, solve problems through discussions and utilize interpersonal skills but may avoid activities that involve systematic use of equipment or machines. Because they genuinely enjoy working with people, they communicate in a warm and tactful manner and can be persuasive. They view themselves as understanding, helpful, cheerful and skilled in teaching but lacking in mechanical ability. The preferred work environment of the social type encourages teamwork and allows for significant interaction with others. Typical social careers include teacher, counselor and social worker.

Enterprising (E)

Enterprising individuals are energetic, ambitious, adventurous, sociable and self-confident. They enjoy activities that require them to persuade others, such as sales, and seek out leadership

roles. They are invigorated by using their interpersonal, leadership and persuasive abilities to obtain organizational goals or economic gain but may avoid routine or systematic activities. They are often effective public speakers and are generally sociable but may be viewed as domineering. They view themselves as assertive, self-confident and skilled in leadership and speaking but lacking in scientific abilities. The preferred work environment of the enterprising type encourages them to engage in activities, such as leadership, management and selling, and rewards them through the attainment of money, power and status. Typical enterprising careers include salesperson, business executive and manager.

Conventional (C)

Conventional individuals are efficient, careful, conforming, organized and conscientious. They are comfortable working within an established chain of command and prefer carrying out well-defined instructions over assuming leadership roles. They prefer organized, systematic activities and have an aversion to ambiguity. They are skilled in and often enjoy maintaining and manipulating data, organizing schedules and operating office equipment. While they rarely seek leadership or “spotlight” roles, they are thorough, persistent and reliable in carrying out tasks. Conventional types view themselves as responsible, orderly and efficient, and possessing clerical, organizational and numerical abilities. They may also see themselves as unimaginative or lacking in creativity. The preferred work environment of the conventional type fosters organizational competencies, such as record keeping and data management, in a structured operation and places high value on conformity and dependability. Typical conventional careers include secretary, accountant and banker.

YOUR CAREER PERSONALITY

Check all of the statements that describe you most of the time.

REALISTIC (R)

- | | |
|--|--|
| Are you: | <input type="checkbox"/> a nature lover |
| <input type="checkbox"/> practical | <input type="checkbox"/> curious about the physical world? |
| <input type="checkbox"/> athletic | Can you: |
| <input type="checkbox"/> straightforward | <input type="checkbox"/> fix electrical things |
| <input type="checkbox"/> mechanically inclined | <input type="checkbox"/> solve mechanical problems |

pitch a tent

read a blueprint

play a sport

operate tools and machinery?

Do you like to:

tinker with machines

work outdoors

be physically active

work with your hands

build things

work on cars?

TOTAL _____

INVESTIGATIVE (I)

Are you:

Can you:

inquisitive

think abstractly

analytical

solve math problems

scientific

understand physics theories

observant

do complex calculations

logical

use a microscope

precise?

interpret formulas?

Do you like to:

explore ideas

use computers

work independently

perform lab experiments

read scientific or technical magazines

analyze data?

TOTAL _____

ARTISTIC (A)

Are you:

creative

intuitive

imaginative

innovative

sensitive

an individualist?

Can you:

sketch, draw, paint

use intuition

play a musical instrument

write stories, poetry, music

develop new ideas, approaches

design fashions or interiors?

Do you like to:

solve problems in original ways

read fiction, plays, poetry

use verbal abilities to speak, act, entertain

take photographs

use visualization abilities

express yourself creatively?

TOTAL _____

SOCIAL (S)

Are you:

friendly

helpful

idealistic

insightful about people

outgoing with others

understanding?

Can you:

Do You Like To:

use social and interpersonal skills

help people with their problems

lead groups

use communication skills

teach or train others

provide support, empathy?

TOTAL _____

ENTERPRISING (E)

Are you:

self-confident

assertive

sociable

persuasive

enthusiastic

energetic?

Do You Like To:

teach or train others

express your feelings clearly

lead a group discussion

mediate disputes

cooperate well with others

work well in groups or teams?

Can you:

initiate projects

convince people to do things your way

sell things or promote ideas

give talks or speeches

organize activities and events

lead a group?

make decisions affecting others

use energy or drive

give speeches or talks

use skills in argument or debate

take risks

organize and lead others?

TOTAL _____

CONVENTIONAL (C)

Are you:

well-organized

accurate with details and numbers

interested in number crunching

methodical

conscientious about facts

efficient?

Can you:

work well within an authority system or organization

write reports

keep accurate records

use a computer terminal

perform calculations

gather, organize and report data?

Do You Like To:

follow defined procedures

make charts, tables and graphs

work with numbers

type or do word processing

classify and organize information

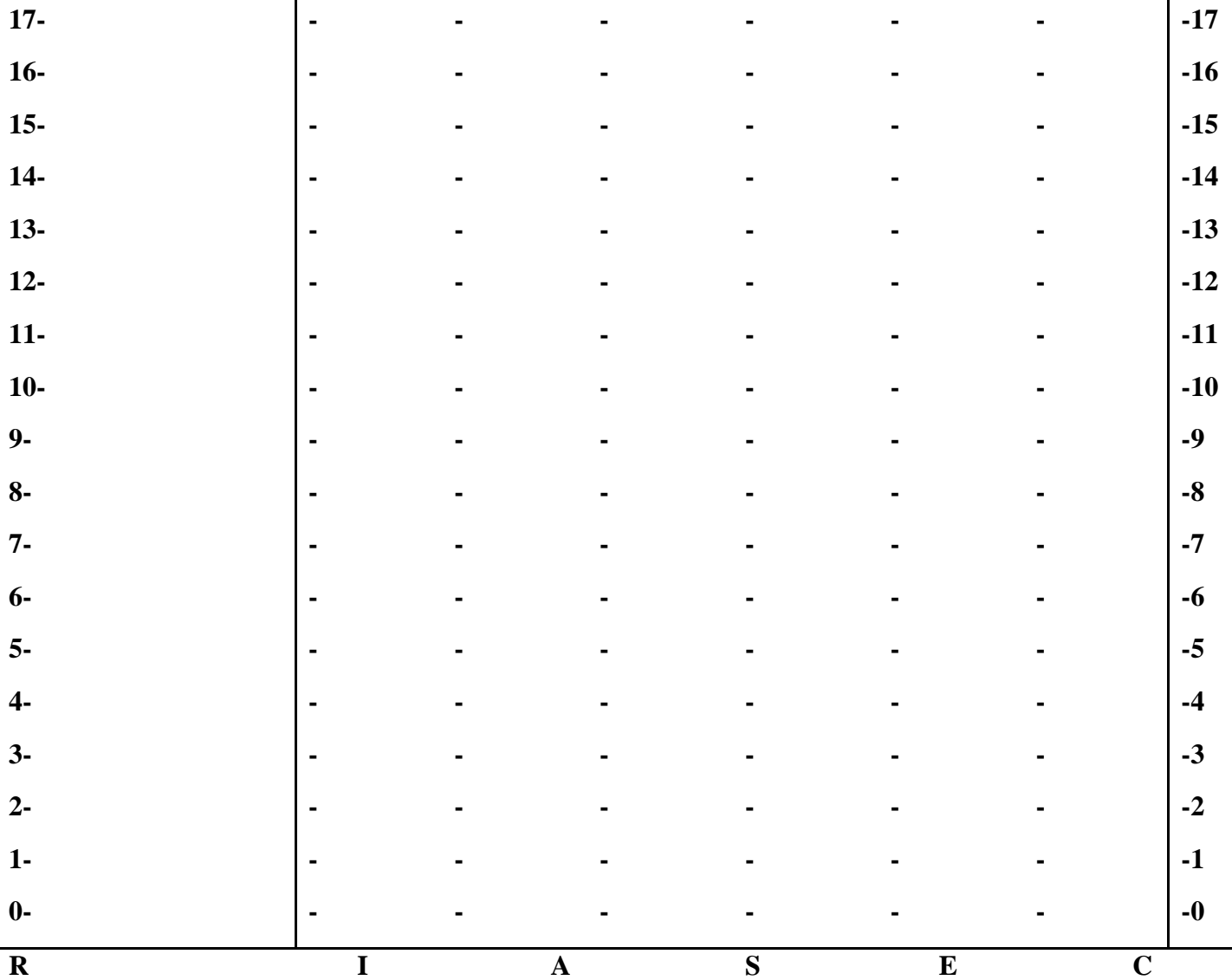
be responsible for details?

TOTAL _____

YOUR CAREER PERSONALITY PROFILE

Directions:

Plot your scores for your Career Personality and connect the dots with a solid line. 18-



4. Psychological Immune System Inventory

You can read a number of statements below about how people usually evaluate themselves and the world surrounding them. Please read the statements and mark your answers according to the scale below:

Please select one number on the 4-point scale following every statement that fits you. Think about how you normally see yourself. There are no right or wrong answers.

1 – Completely does not describe me

2 – Usually does not describe me

3 – Somewhat describes me

4 – Completely describes me

Age: Sex: Education:

1. People describe me as a very optimistic person. 1 2 3 4

2. According to my experience, success is a result of good planning. 1 2 3 4

3. When I look to my past and to my future, I view my life as valuable. 1 2 3 4

4. I am very happy about myself and what I have accomplished in life. 1 2 3 4

5. I think that I have become less effective. 1 2 3 4

6. I do not particularly like different and new situations. 1 2 3 4

7. I am very good at "reading" other people's thoughts and motives. 1 2 3 4

8. I am more creative than most people. 1 2 3 4

9. I often know what should be done but usually lack the ability to do it. 1 2 3 4

10. I can usually find someone that can help me to solve my problems when I need to. 1 2 3 4

11. I see myself as a driving force in cooperating others to develop and influence whatever happens to us. 1 2 3 4

12. It often happens that I am physically present but my thoughts are some place else. 1 2 3 4

13. Even if a job is difficult and I bump into a problem, I often work further until it is finished. 1 2 3 4

14. I am the type of person that says the first thing that comes to my mind. 1 2 3 4

15. I often feel nervous. 1 2 3 4
16. I lose my temper if someone interrupts me when I am concentrating on something important.
1 2 3 4
17. I am convinced, that most of the things that happen around me are positive in the long run.
1 2 3 4
18. I am convinced that everything that happens to me depends on myself rather than fate or unlucky circumstances. 1 2 3 4
19. I think that many things that happen to me are confusing and not understandable. 1 2 3 4
20. I have strong self-esteem and have values that are worth fighting for. 1 2 3 4
21. I think that I succeed more and more in different areas of my life. 1 2 3 4
22. I am open to changes in my life and I believe they give me new and interesting possibilities.
1 2 3 4
23. I see myself as a person that is very good at judging others. 1 2 3 4
24. Even when I am under pressure, I am very good at working out alternative solutions to problems.
1 2 3 4
25. The feeling that I have usually accomplished what I have wanted in life is my biggest asset regarding different problems that come along. 1 2 3 4
26. When I have been in situations where I had a problem to solve, I have found the right people to help me. 1 2 3 4
27. I often have ideas that help others to think further. 1 2 3 4
28. I often find myself in my own world and away from what is happening around me. 1 2 3 4
29. If I start something, I finish it. 1 2 3 4
30. I can listen to my feelings without they taking over me. 1 2 3 4
31. I easily become upset when I make a mistake. 1 2 3 4
32. I easily become impatient. 1 2 3 4
33. Even when I find myself in a difficult situation, I am totally convinced everything will turn out fine in the end. 1 2 3 4
34. I never trust fate or luck to solve my problems. 1 2 3 4
35. When I look at my life, I see it as meaningful and coherent. 1 2 3 4

36. It does not matter what others think of me, I respect myself for what I have achieved. 1 2 3 4
37. During the last year, my personality has not changed the way I wanted it to. 1 2 3 4
38. I consider the unexpected changes in my life as exciting challenges and hold possibilities for development. 1 2 3 4
39. I often have correct insights about how people think and feel. 1 2 3 4
40. Others describe me as a problem solver. 1 2 3 4
41. I am good at meeting the goals that I set for myself. 1 2 3 4
42. If I need help, I do not mind asking for it from others even if I do not know them well. 1 2 3 4
43. I am good at making people in my surroundings to come up with new and creative ideas. 1 2 3 4
44. Lately, I have felt that I cannot catch up with what is going around me. 1 2 3 4
45. If things do not go as planned, I quickly give up. 1 2 3 4
46. I often do things that I regret afterwards. 1 2 3 4
47. Even small problems usually worry me. 1 2 3 4
48. I feel irritated rarely. 1 2 3 4
49. Thoughts about my future give me good feelings. 1 2 3 4
50. My successes are due to hard work, not to fortunate circumstances. 1 2 3 4
51. I seldom experience anything meaningful in everyday life. 1 2 3 4
52. I see myself as a strongly resourceful person. 1 2 3 4
53. There have been many situations in which I have doubted my possibilities to grow as a person. 1 2 3 4
54. I usually search for new challenges. 1 2 3 4
55. I often know what people will say before they say it. 1 2 3 4
56. I am good at jobs that need new and original ideas. 1 2 3 4
57. From earlier experience, I am confident with most of things I do. 1 2 3 4
58. Of my acquaintances, there are many that I can totally rely on. 1 2 3 4
59. In group situations, people often say that they are stimulated by my ideas. 1 2 3 4
60. It often feels like the world is just passing by me. 1 2 3 4

61. If things do not go according to the plan, I easily lose my motivation to continue working with them. 1 2 3 4
62. I speak first and think second. 1 2 3 4
63. I am sensitive to criticism. 1 2 3 4
64. When I have decided on something and it does not go as I have wished, I become angry. 1 2 3 4
65. I am a person that has a very positive view toward life. 1 2 3 4
66. Most of the important things that happen to me, I can anticipate and control. 1 2 3 4
67. My life lacks in distinctive goals. 1 2 3 4
68. I am proud of myself when I think of the type of person I have become. 1 2 3 4
69. Other people seem to change but I feel like I am walking in circles. 1 2 3 4
70. Even in unexpected situations, I see them as exciting challenges. 1 2 3 4
71. I can often discover the roles people have in a group, even if they are hidden from the people themselves. 1 2 3 4
72. I have an unusually good ability to find alternative solutions when I am confronted with problems. 1 2 3 4
73. If I see a solution to a problem, I am sure that I can do what needs to be done. 1 2 3 4
74. I would not hesitate to call different people if I needed advice in a personal problem. 1 2 3 4
75. In a group, my ideas are often significant. 1 2 3 4
76. Thoughts about the past and future often bother me. 1 2 3 4
77. I have often started a new project before I have finished an earlier one. 1 2 3 4
78. I wish that I were not so impulsive. 1 2 3 4
79. I am easily depressed when I encounter with unpleasant things. 1 2 3 4
80. It takes a lot for me to lose my temper. 1 2 3 4