



Abstract

This article introduces a very advanced personality assessment toolbox named TOP. TOP was created and is continuously improved by Prof. Dr. Julius Kuhl at the University of Osnabrück, Germany, Dept. of Personality Psychology

How is TOP applied?

TOP can only be applied by trained counsellors. For the clients the test can easily be done online. The time depends on how many assessment modules are chosen, it lasts from 20 minutes to 3 hours. TOP is an intense personality assessment, that scans different levels of personality. For instance, TOP gives answers to the following questions:

- is a person able to motivate him– or herself even under difficult circumstances?
- How does he deal with failure?
- Can he realize his intentions easily?
- Does he/she possess leadership competence?

What is the difference to common personality assessments?

1. **Common PAs** are only assessing the primary response of a person. This is the personality style, which is very stable. Therefore these tests **do not** evaluate training effects, because the primary response doesn't change.
2. **Common PAs** are based on factor analysis. This method of test construction leads to the Big Five Personality Factors, but **does not** assess contradictory styles, which are rare. but if they exist, they're very important to take into account. One person can be for instance selfassertive and loyal at the same time.
3. **Common PAs do not** assess second reactions.
4. **Common PAs do not** include motivational skills.
5. **Common PAs do not** assess implicit motivation.

What are secondary responses?

Not the primary response is important for well-being and competence-development, but the secondary response. The secondary responses are self-management competences, which can be developed through a whole life. Self-management competences contain self-motivation-skills, self-regulatory-skills, self-control, volitional competences, self-access and more. Trained counsellors can find the client's pivotal points for change and find appropriate measures to achieve this change.

Motivation and motivational skills:

TOP can assess:

- a) the strength of the following motives on an
- b) explicit, conscious and additionally on an
- c) implicit/unconscious level.
- d) Furthermore the style of motivational enhancement is assessed. This information is very important to facilitate change.

Task and Target Groups

- Coaching
- Counselling
- Leadership-Scan
- Training in self-motivation
- Training in self-management
- Therapy

SinghCoaching

SinghCoaching is a well established German firm. With our expertise and experience in the issues relating to coaching, personal assessment, training with a special focus on cross-border projects and our in-depth understanding of both international and Indian social cultures, we are ideally positioned to assist you in your global activities. SinghCoaching is TOP certified.

For more details visit our web site www.singhcoaching.de/www.singhcoaching.asia., just give us a call : + 49 (0) 40 49 22 22 28 or send an e-mail: info@singhcoaching.de