

Personal Growth Plan

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1 Self-reflection

Generally speaking, the development assessment report fairly accurately reflects my personality. In this section, I go into the nuances of the assessment, discussing Competencies, Personality, and Motives in that order.

1.1 Competencies

The report shows that I did well in areas like "Creating a Vision", "Planning and Organizing", and "Persuasiveness". This makes sense to me. I like to think about the future, keep things organized, and share my ideas with others. On the other hand, I got a lower score on "Reflecting". I agree with this. I often think about my work and choices, but I don't spend enough time reflecting on my personal feelings or how I interact with others.

My score on "Cooperating" is average. I think this is fair. I enjoy being part of a team and contributing. However, because of my part-time job in Amsterdam, I can't always be there for every group activity, like lectures. Even if I'm not there, I make sure to talk to my team and agree on how we'll work together.

I've always been known for my persuasiveness, and the assessment confirms it. My friends often point out how persistent I can be, especially when I believe an idea is beneficial for everyone. While this is a strength, I recognize that it might lead me to have tunnel vision at times.

Planning and organizing are crucial for me. I lead an active life, and often switch between various interests and social connections. To manage all this, I need a clear mind. That's why I always set priorities, plan my days and weeks in advance, and set boundaries to ensure I don't overextend myself.

The report indicates that I'm below average when it comes to reflecting. I agree and see it as an area I want to get better at. While I do take time to think about my work achievements and choices, I often overlook reflecting on day-to-day interactions and how I'm feeling. Given my busy lifestyle, I believe that taking moments to pause and reflect is essential for a balanced life.

Lastly, my score on decisiveness matches the average for Dutch people. I find this a bit off. In my experience, I tend to make decisions well, especially when there's a lot at stake or time is of the essence.

1.2 Personality

1.2.1 Emotional Stability

When looking at emotional stability, my scores are generally above average. This is attributed to my pronounced "self-confidence", "flexibility", and "anger" scores. On the other hand, I register lower scores in areas like

”Anxiety and Feelings of Depression”.

Diving deeper into ”self-confidence”, my scores surpass the average, which I find to be an accurate representation. My teenage years saw me grappling with perceptions of arrogance or overconfidence. While this occasionally leads to an overestimation of my capabilities, it also fuels my sense of fulfillment and often opens me up to new experiences.

In terms of feelings of unhappiness and anxiety, I lean towards the lower end. This isn’t unfamiliar territory for me. As I’ve touched upon in this reflection, my active lifestyle and high personal standards sometimes make me prone to overstimulating myself. This is something I need to work on.

Lastly, I also score relatively high on anger which is not new for me. During my childhood, I had some problems with this. Scheduling time to rest and having a good night’s sleep helps ease my temper.

1.2.2 Conscientiousness

When it comes to conscientiousness, my scores hover slightly above the average. This is largely influenced by my pronounced scores in areas like perseverance and achievement motivation.

I was surprised to see that I scored below average on following rules and wanting certainty. While I generally align with established rules, I’m not averse to making informed exceptions when the situation calls for it. Every deviation I make is backed by thoughtful deliberation. For example, at the start of this semester I missed the statistics bootcamp. I knew we were supposed to follow this, however previous knowledge from Econometrics allowed me to use my time and energy more efficient.

My scores suggest I’m average in terms of orderliness. However, this doesn’t entirely resonate with my personal experience. While I approach tasks with a structured mindset, those close to me, like my family, often point out my tendency towards disorganization. I prefer to see it as a method to my madness, a unique kind of organized chaos.

Perseverance and the drive to achieve are areas where I shine. I’m deeply committed to my goals and have a laser-focused approach. Once I set my sights on something, I pursue it with unwavering determination. A testament to this drive is my upcoming fourth marathon in Rotterdam.

1.2.3 Extraversion

According to the development assessment report, I am a **very extroverted person**. It is correct that I have a need to connect and for the attention of others. **Sharing moments and stories with friends is something I deeply value; it’s a way for me to process things and it feels like an integral part of living life to its fullest.**

Indeed I am not shy and love to meet new people. Whenever I am in a situation where I do not know others I search for friendly faces. A little sidenote here: I find it much easier to approach people when there aren't any clear social groups. I used to be very prone to this, but over the years have learned to let this go.

The report also highlights my assertiveness, suggesting it's higher than average. I'm aware of this. While I do have strong opinions, I make it a point to listen to others first. It's easy for my views to dominate a conversation, but I truly believe in the importance of hearing everyone out. It's not just about ensuring a good discussion; it's about creating a positive group environment and working well as a team.

1.2.4 Friendliness

On friendliness, I scored rather high. While I like to hear this, I do not consider myself friendlier than others. In my upbringing, this was something that was emphasized a lot. I used to be more attentive and trustful of others. When I moved to Rotterdam for my studies I realized that not everything is what it seems and that what you give others does not necessarily go the other way around too. I become more reserved in my effort to please.

Another conclusion that can be drawn from the assessment is that I am a person with a very high interest in others and have the highest score for social warmth. I love to engage with others and see what they are up to. Social interaction fascinates me. I think interacting with others broadens your view of the world and helps you make better decisions.

1.2.5 Openness

I am happy to see that I got the **highest score for openness**. I completely agree with this and see this as one of my greatest assets. I'm always eager to dive into new experiences and give them my all. However, this enthusiasm does have its downsides. I can sometimes **become restless, pushing myself to the point of exhaustion**. It's crucial for me to recognize when I need to take a step back and rest.

The only category for which I scored a bit lower is creativity. Given my background in econometrics and my love for math, this isn't too surprising. I have a systematic way of approaching challenges; breaking them into sub-problems and making a game plan. While I would love to be more creative this is not on the top of my priority list.

1.2.6 Honest and modest

To my surprise, I scored quite low in this category. I'll delve into a detailed analysis of each subcategory to shed more light on this.

Starting with openness and honesty, my score was a bit below average. Reflecting on the questionnaire, I recall instances where I chose not to challenge people even if I believed they were mistaken or when I didn't share everything. This doesn't imply dishonesty on my part; it's more about being reserved in certain situations. I realize that I often "pick my battles". This approach spares me unnecessary stress and mental effort, but I also recognize that it might not always improve trust or optimize team dynamics. This is a perspective I'm still getting used to, especially since I haven't had extensive team experiences during my bachelor's.

Regarding sincerity and directness, I scored at the very bottom, which doesn't resonate with my self-perception. I pride myself on being straightforward in my communication, rarely hesitating to express my thoughts. I consistently aim to be transparent about my feelings and opinions.

Lastly, I scored very high in need for status. I agree with this and would like to change it. Over the last years, I have tried and it has improved however has been proven to be difficult for me.

1.3 Motives

In earlier sections, I discussed my motivations and what drives me. Here, I want to highlight how much I value "ambition," "self-development," "having fun," and "structure." Conversely, "idealism" and "focusing on others" rank lower on my priority list. Since I provided this information, there's no need to delve deep. However, an intriguing point to note is my earlier mention of status not being crucial to me, which contrasts with findings from the previous assessments. I think it is not something I am proud to admit.

1.4 My fit with intra-/entrepreneurship

Based on the development assessment report and insights from the literature, I've taken a deeper dive into understanding how my personality aligns with the characteristics of an intra-/entrepreneur.

Entrepreneurship is deeply connected with individual personality traits according to the required literature. Brandstätter 2011 points out how personality plays a big role in shaping entrepreneurial behaviors. My high scores in persuasiveness and openness seem to match the traits of successful entrepreneurs who are open to new ideas and can effectively share their vision with others. Gruber, MacMillan, and Thompson 2012 talk about the importance of being open to spotting and making the most of market opportunities, something I feel I can

relate to.

Bolton and Lane 2012 emphasize the importance of individual entrepreneurial orientation, highlighting attributes like innovativeness, risk-taking, and proactiveness. My high scores in "Creating a Vision" and "Planning and Organizing" resonate with these attributes, indicating my inclination towards innovative thinking and proactive planning. However, my lower score in "Reflecting" suggests that I might sometimes act without sufficient contemplation, a potential pitfall in entrepreneurial ventures.

Gosling, Rentfrow, and Swann Jr 2003 brief measure of the Big-Five personality domains offers further insights. My openness to experiences, structured approach to challenges, and extroverted nature align well with the traits of Openness, Conscientiousness, and Extraversion, respectively.

But it's not just about spotting opportunities; it's also about the drive behind it. Cardon et al. 2009 highlight how passion drives entrepreneurial activities. My own drive, like my commitment to running marathons and setting clear goals, feels in line with this idea of entrepreneurial spirit. On the other hand, I recognize I have areas to work on. Enhancing sincerity in my communication can help build trust and better teamwork, which is essential for any successful venture (Mol et al. 2020).

To wrap things up, when I look at my personality traits and strengths through the lens of these papers, it feels like I have a good fit with both entrepreneurial and intra-entrepreneurial roles.

1.5 Our group

Understanding our group dynamic is crucial for the upcoming semester. **Vianen 2018 emphasizes the importance of fitting well within a team.** Our group's diverse scores, ranging from introverted tendencies to high extraversion, can be both a strength and a challenge. This diversity can spark creativity, but it also means we might communicate differently.

Our group's average openness score is 7, showing our collective adaptability. However, with a variation of 1.9 points, it's clear that while some of us embrace new experiences, others might be more cautious. Bolton and Lane 2012 highlight the value of innovativeness and proactiveness, traits I personally resonate with.

Interestingly, our group's honesty and modesty scores are on the lower side, suggesting we might prioritize harmony over confrontation. Gosling, Rentfrow, and Swann Jr 2003 points out that our high scores in openness and conscientiousness can help in fostering genuine communication.

To maximize our group's potential, we've set a few strategies:

- **Leadership Rotation:** Each member will lead for one course, challenging everyone to either step up or trust in others.

- Understanding Strengths: By recognizing our strengths and weaknesses, we can allocate tasks effectively and support each other.
- Recognizing Motives: Knowing what drives each member can enhance our understanding and collaboration.

Personally, I emphasized the urge for open communication. Due to my part-time job in Amsterdam, I can't always be present, therefore I hope the group will share their feelings and expectations towards me.

Attribute	Tom	Andy	Oumaima	Roman	Huub	Average	Variation
Emotional Stability	6	4	4	5	4	4.6	0.9
Conscientiousness	6	4	3	5	3	4.2	1.3
Extraversion	7	2	5	5	9	5.6	2.6
Friendliness	7	6	4	5	5	5.4	1.1
Openness	9	5	5	8	8	7	1.9
Honest and Modest	2	1	1	4	4	2.4	1.5
Social Desirability	6	4	4	3	3	4	1.2

Table 1: Our group results

2 Goals for Personal and Professional Growth

Based on my self-reflection and the assessment results, I've identified several key strengths and areas that need improvement. Here's a breakdown of how I plan to further develop my strengths and address my areas of improvement:

2.1 Key Strengths:

Persuasiveness: My ability to persuade and influence others is one of my standout traits. This can be a powerful tool in leadership roles and team dynamics.

Openness: I'm always up for new experiences, which makes me adaptable and receptive to change.

Planning and Organizing: I thrive when things are structured. It helps me maintain a calm mind and efficiently manage my active lifestyle.

2.2 Areas for Improvement:

Unfortunately, my assessment report did not provide with areas for improvement. As discussed before, I did come across confronting traits which I would like to address. These are already familiar and I have put in effort before to improve on a day-by-day basis.

Reflection: I often overlook the importance of self-reflection, especially concerning social interactions and personal well-being.

Managing Anxiety: While I generally maintain emotional stability, moments of anxiety, especially during overstimulation, need to be addressed.

Sincerity in Communication: While I'm direct in my approach, I aim to enhance my sincerity, ensuring open and genuine communication.

2.3 Short-Term Goals (Next Month):

Daily Reflection: Dedicate 10 minutes every evening to journaling, focusing on daily interactions and personal feelings.

Scheduled Rest Periods: Allocate specific times during the day for short breaks to prevent overstimulation.

Active Listening: In conversations, practice active listening to enhance sincerity and understanding.

2.4 Long-Term Goals (End of Studies in 1.5 Years):

1. *Live more consciously*
2. *Be rested and feel fit*
3. *Better focus*
4. *Engage in meaningful relations*

By focusing on these goals and consistently working towards them, I believe I can further improve my strengths and effectively address areas that need improvement. The "Atomic Habits" approach will be my guiding principle, emphasizing the power of small, consistent actions in achieving these goals.

3 Action Plan for Personal and Professional Growth

To achieve the goals outlined in the previous section, I've developed a concrete action plan. This plan not only details the specific steps I intend to take but also highlights the resources I'll utilize and the metrics by which I'll measure my progress.

3.1 Daily Reflection

Steps: (1) Set aside a dedicated time each evening, preferably before bedtime (2) Create a quiet space free from distractions (3) Use a journal to write down thoughts, feelings, and observations from the day.

Resources: A physical journal and reminders on phone

Measurement: Track consistency by marking each day of reflection and monthly review of journal entries to observe patterns and growth.

3.2 Scheduled Rest Periods

Steps: (1) Identify the times during the day when energy typically dips (2) Block out 10-15 minute periods during these times for rest (3) Short walks and bit of stretching.

Resources: Alarm or reminder apps to signal rest periods.

Measurement: Monitor energy levels and productivity after implementing these rest periods in a journal.

3.3 Active Listening

Steps: (1) During conversations, focus entirely on the speaker (2) Avoid formulating responses while the other person is still speaking (3) Ask open-ended questions to ensure understanding.

Resources: Read about this in books/articles.

Measurement: Seek feedback from peers and colleagues on communication improvements. Reflect on conversations to assess the depth of understanding and connection.

3.4 Long-Term Goals Metrics

- Live More Consciously: Monthly check-ins to assess the state of mind and presence in daily activities.
- Be Rested and Feel Fit: Track sleep time and energy levels using wearable tech or apps.
- Better Focus: Monitor task completion and the need for breaks during work.

- Engage in Meaningful Relations: Regularly check in with close friends and family, seeking feedback on the depth and quality of interactions.

By following this action plan and regularly checking in on my progress, I'm confident in my ability to achieve my personal and professional growth goals. The "Atomic Habits" approach (Clear 2018) will serve as a constant reminder of the power of small, consistent actions in this journey.

References and Citations

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