



# Need Strengths and Personality Assessments

Assessments are used in various professions. They are able to determine a multitude of problems, strengths, needs, and goals. As someone in the helping professions, you might recall various assessment tools such as the Myers-Briggs or Holland's Codes which are used to aid in career counseling, Conners' for testing ADHD in children, or simply the DSM-IV: Revised to assess mental illness.

In coaching, assessments are used for another purpose. They are not to diagnose, but rather to discover more about the client's personality, the needs they have which may or may not be getting met, interests, and concerns. Assessments for coaching differ because while they can provide insight, they are often used as a tool with which to start coaching, helping determine where the client is versus where the client needs and wants to be.

Academy of Choice is providing five different ways for coaches and clients to assess the strength of their needs and personality types. The first three are different ways to assess the Basic Needs discussed earlier in the program. The first is called the Academy of Choice's *Need Strength Self-Assessment* and it involves a simple ranking from the person taking it. The second is a bar graph depicting three different aspects of the needs: how much of each need the individual wants, how much of each need the person perceives he or she has, and the amount of energy spent toward getting each need met. This is called *Pete's Pathogram*. The third is computer generated and involves answering multiple choice questions to get a score for each need, and was created by the Academy of Choice. Here is the link for these assessments: <http://www.academyofchoice.com/needs-assessments>.

The fourth assessment piece is the Johari Window. This assesses which quadrant a person occupies during a given process in his or her life. The final assessment is the [Riso-Hudson Enneagram Type Indicator \(RHETI\)](#), which is another online forced choice questionnaire of 144 questions, and assesses one's personality type. The cost to take this personality inventory is \$10.

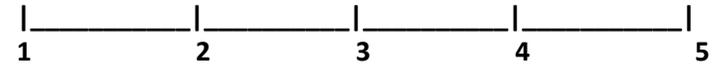
Please take all five. Write a journal entry about the first three assessments and focus on what you learned and how closely correlated your scores were. The assignment for the fourth assessment (the Johari Window) is on pages 9-10. For the fifth assessment, please write a small entry as to your personality type and whether or not you agree with the results and why. Also provide your thoughts on the assessment tools provided and how you can see yourself using any or all of them as a coach. Please send your journal entries to [assignments@academyofchoice.com](mailto:assignments@academyofchoice.com).

# Academy of Choice's Need Strength Self-Assessment

On this form, please indicate the intensity with which you desire/need each need from 1-5, with 1 being the lowest and 5 being highest.

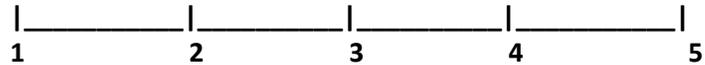
## Connection

This includes the need for love, intimacy, friendship, and being a part of a group/organization. Relationships can range from intimate to friendship to acquaintances.



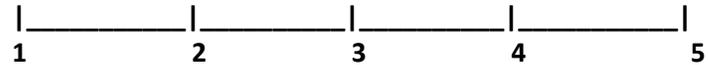
## Significance

This includes the need for a sense of worthiness, empowerment, feeling competent and valued. Achievement and recognition are characteristics of this need as is the desire for competition.



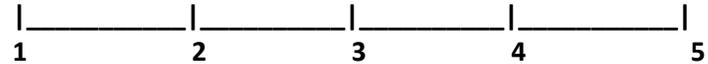
## Freedom

This includes the need for choice, independence, creativity, and autonomy.



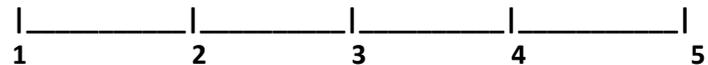
## Enjoyment

This includes the need for fun, play, pleasure, laughter, hobbies, and relaxation.



## Survival

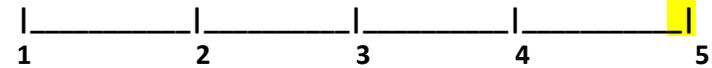
This includes the need for food, water, safety, security, shelter, health, reproductive sex (for survival of the species), and finances.



## Academy of Choice's Need Strength Self-Assessment

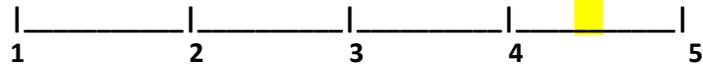
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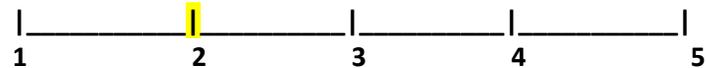
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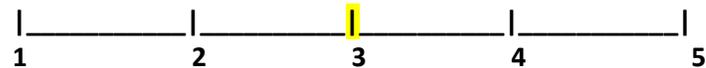
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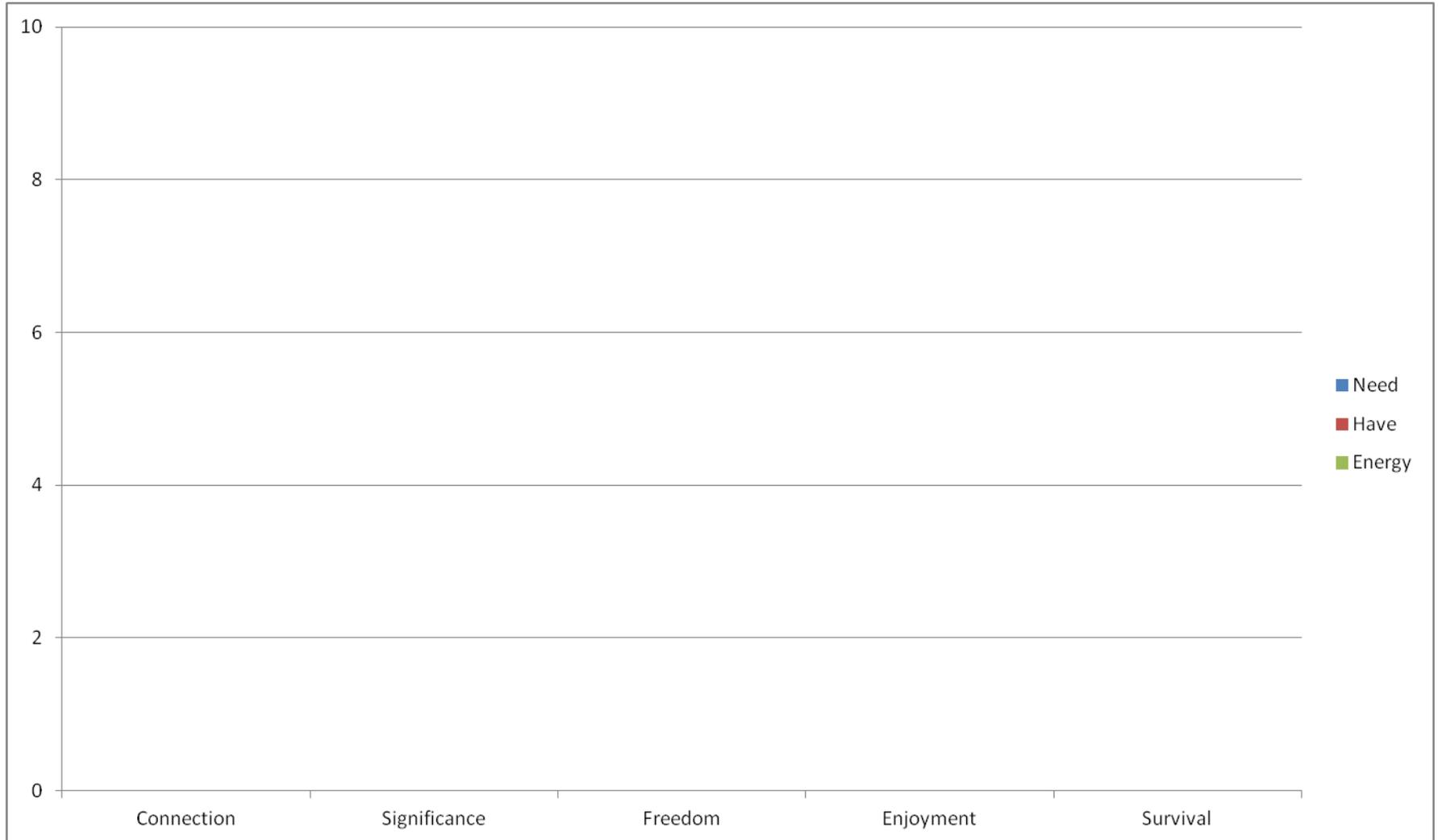
### Survival

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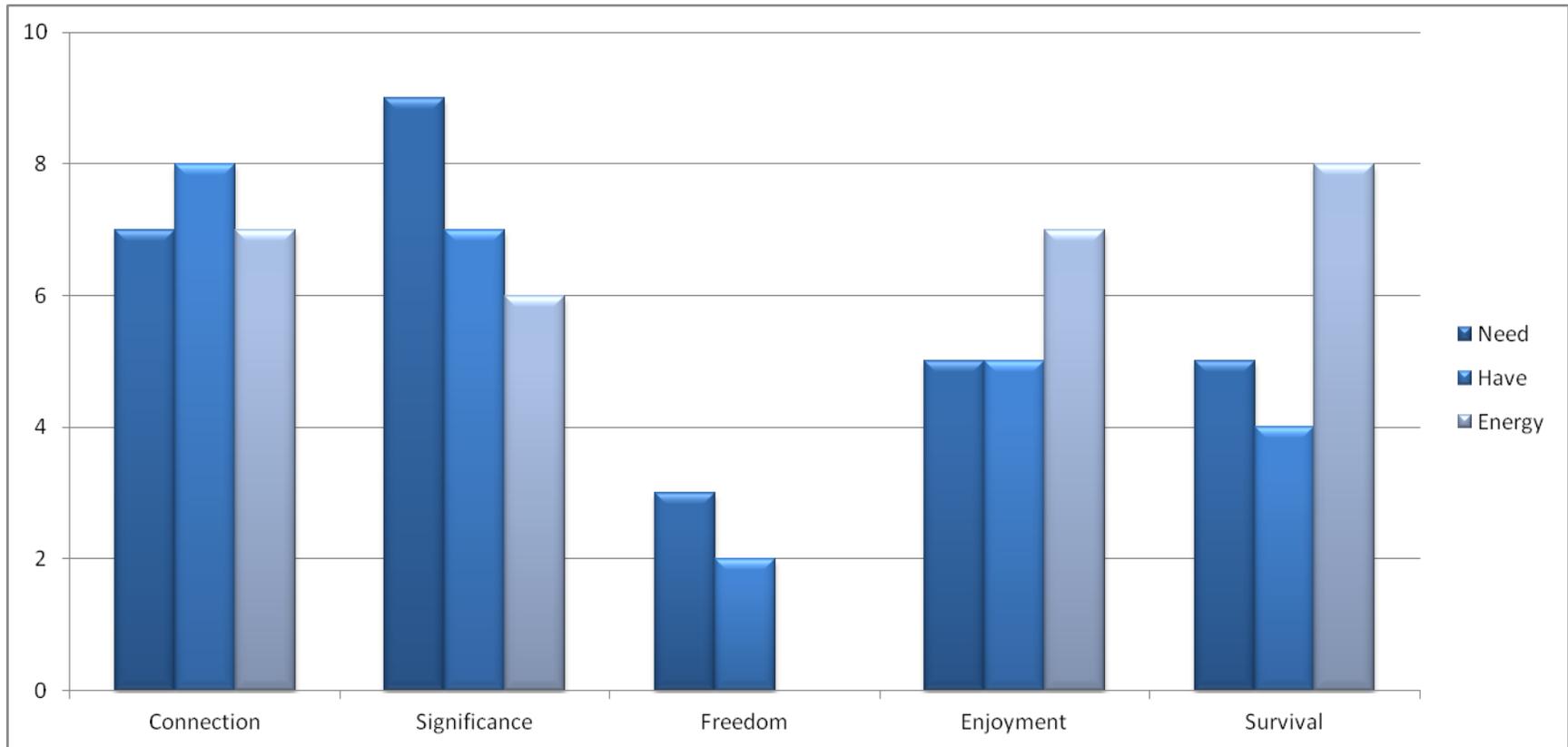
# Pete's Pathogram

This person has a high need for Connection and Significance, a low need for Freedom, and an average need for Enjoyment and Survival.



# Pete's Pathogram

On this form, make bars indicating the following: 1) how much of each need you want/desire; 2) how much you currently have/how satisfied you are in each need; and 3) how much energy you are putting into getting each need met.



**This graph demonstrates how much energy this person is putting into getting each need met. It also lets us know how much the person wants/desires of each need and how much they currently believe they have. It is important to assess the energy level as well. This person is putting no energy into getting his freedom need met, but neither is he getting as much as he wants. Everyone is responsible for getting their own needs met, and this is a great way to begin the discussion as to what that person can do to their *want* with what they *have* by adjusting the amount of energy expended to get each need met. It's a great source to use to begin the process of self-evaluation. Please note that this person believes he is not putting any energy into Freedom. This can be challenged, as it is extremely rare for a person to not put in any effort at all toward meeting a need. He may just perceive he isn't because it's not in the way that he wants or expects. It is also important to understand if one is getting too much or too little of any need, such as in Connection, one may become frustrated and experience difficulty.**

## **Academy of Choice Needs Assessment**

Please go to <http://www.academyofchoice.com/needs-assessments> to complete the online portion of this assignment. Once done, write a journal entry pertaining to how these three different assessments correlated with one another. Send your journal entry to [assignments@academyofchoice.com](mailto:assignments@academyofchoice.com).

This assessment is a series of questions each in five categories, as in the previous two assessments. Answer the questions, ten for each need, to get a score for yourself. Once you complete this assessment, your scores and narrative summary will be emailed to you. This assessment is free of charge.

## The Johari Window

The Johari Window is a quadrant picture that can be used to assess and describe where one is during any given time, depending on the situation or process. The pictures below help one visualize the concepts of the Johari Window. The Johari Window was developed in the 1950's by Joseph Luft and Harry Ingham (putting their names together to name their product). It was originally used to help people better understand their mental (in)stability.

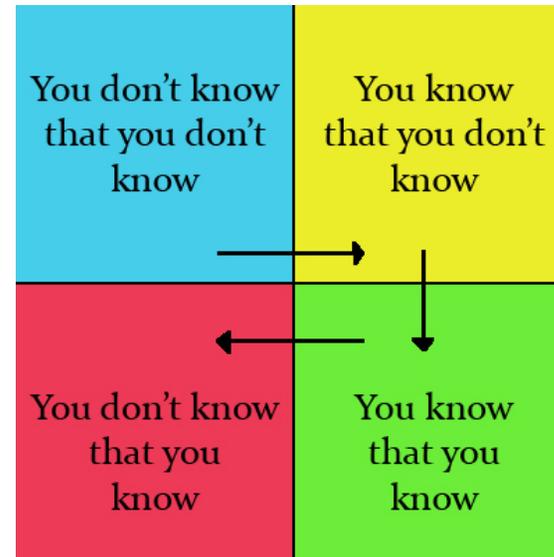
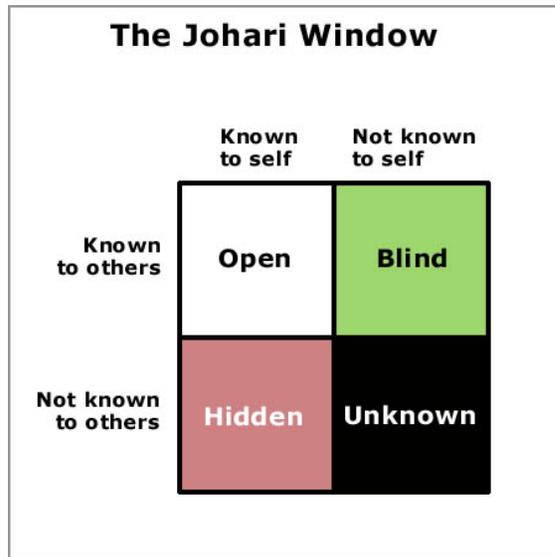
To participate in this, clients are given a list of 56 adjectives and pick a handful which they believe best describe their personality. Peers of the client are given the same list, and they are asked to also pick a handful of adjectives which they believe best describe the client. Then the adjectives are "mapped" onto the grid. There are four "rooms" in the first picture below, beginning with Room 1 at the top left and reading clockwise.

**Room 1:** The part of us that we and others see/recognize

**Room 2:** What others see, but we do not.

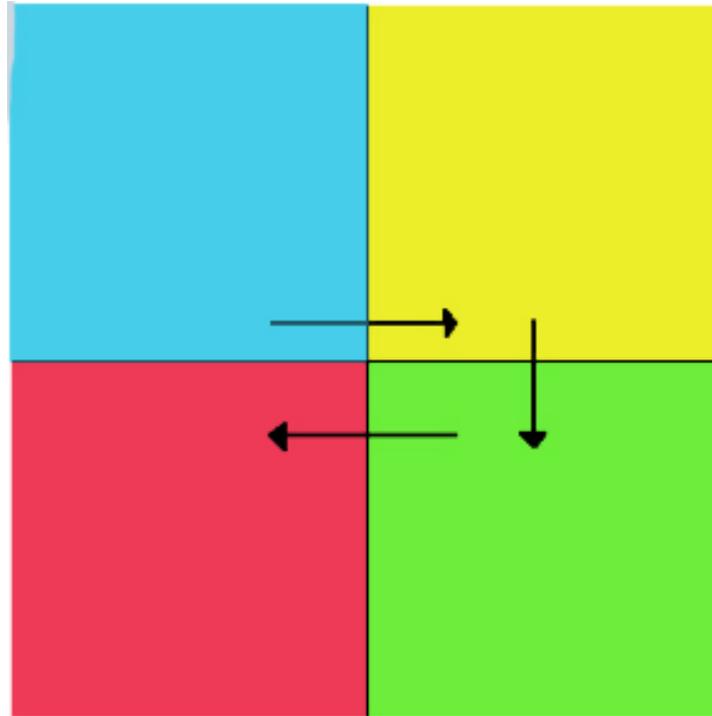
**Room 3:** This is referred to as the Mysterious Room. This is where the unconscious/subconscious part of us is neither seen by us or others.

**Room 4:** This is the Private Room. This is what we know, but don't allow others to know.



The second picture of the Johari Window is a way to describe one's competence. Think of a baby. Before crawling, a baby may not know that he can't crawl, nor does he even comprehend what crawling is. He is in the blue quadrant of unconscious incompetence. After several months, the baby realizes that there is something out of his reach and tries to get it but can't. He then tries to get closer, realizing he is unable to do so because he hasn't developed the skills yet in order to move properly. In this instance, he is now in the yellow quadrant of conscious incompetence. When a baby is beginning to figure out how to crawl—when and where to place his hands and knees and how to do it in order to move—the baby is in the green quadrant of conscious competence. He knows that he knows how to crawl. In order for the baby to move into the red quadrant of unconscious competence, he has to master the skill so much so that he doesn't have to think about what to do, how to do it, and when. It becomes a natural part of who he is and his behavior. This view of the Johari Window is a little different from the original. Either can be used with clients, but for coaching often times it is the second grid which is most useful. The client, with the coach's help, can determine which quadrant he is in, therefore providing a starting point as to where to go next and discussion on how to get there can begin.

You can use yourself as a subject for this assessment. Think of an area in your life in which you are in each of the color quadrants. Of course, you may not be able to identify anything in the Blue, due to the definition alone. You are not aware, so therefore how would you be able to identify what you don't know? In the quadrant below, write an area in which you fall for each color—yellow, green and red. Then, provide an explanation for each as to why you are in that color. Email your response to [assignments@academyofchoice.com](mailto:assignments@academyofchoice.com).



## ***Riso-Hudson Enneagram Type Indicator (RHETI)***

*The RHETI is a personality assessment that uses a series of 144 either/or questions to determine one's personality type. There are nine personality types:*

### ***1. The Reformer***

Ones are conscientious and ethical, with a strong sense of right and wrong. They are teachers, crusaders, and advocates for change: always striving to improve things, but afraid of making a mistake. Well-organized, orderly, and fastidious, they try to maintain high standards, but can slip into being critical and perfectionistic. They typically have problems with resentment and impatience. *At their Best:* wise, discerning, realistic, and noble. Can be morally heroic.

- **Basic Fear:** Of being corrupt/evil, defective
- **Basic Desire:** To be good, to have integrity, to be balanced
- **Key Motivations:** Want to be right, to strive higher and improve everything, to be consistent with their ideals, to justify themselves, to be beyond criticism so as not to be condemned by anyone.

### ***2. The Helper***

Twos are empathetic, sincere, and warm-hearted. They are friendly, generous, and self-sacrificing, but can also be sentimental, flattering, and people-pleasing. They are well-meaning and driven to be close to others, but can slip into doing things for others in order to be needed. They typically have problems with possessiveness and with acknowledging their own needs. *At their Best:* unselfish and altruistic, they have unconditional love for others.

- **Basic Fear:** Of being unwanted, unworthy of being loved
- **Basic Desire:** To feel loved
- **Key Motivations:** Want to be loved, to express their feelings for others, to be needed and appreciated, to get others to respond to them, to vindicate their claims about themselves.

### 3. The Achiever

Threes are self-assured, attractive, and charming. Ambitious, competent, and energetic, they can also be status-conscious and highly driven for advancement. They are diplomatic and poised, but can also be overly concerned with their image and what others think of them. They typically have problems with workaholicism and competitiveness. *At their Best:* self-accepting, authentic, everything they seem to be—role models who inspire others.

- **Basic Fear:** Of being worthless
- **Basic Desire:** To feel valuable and worthwhile
- **Key Motivations:** Want to be affirmed, to distinguish themselves from others, to have attention, to be admired, and to impress others.

### 4. The Individualist

Fours are self-aware, sensitive, and reserved. They are emotionally honest, creative, and personal, but can also be moody and self-conscious. Withholding themselves from others due to feeling vulnerable and defective, they can also feel disdainful and exempt from ordinary ways of living. They typically have problems with melancholy, self-indulgence, and self-pity. *At their Best:* inspired and highly creative, they are able to renew themselves and transform their experiences.

- **Basic Fear:** That they have no identity or personal significance
- **Basic Desire:** To find themselves and their significance (to create an identity)
- **Key Motivations:** Want to express themselves and their individuality, to create and surround themselves with beauty, to maintain certain moods and feelings, to withdraw to protect their self-image, to take care of emotional needs before attending to anything else, to attract a "rescuer."

### 5. The Investigator

Fives are alert, insightful, and curious. They are able to concentrate and focus on developing complex ideas and skills. Independent, innovative, and inventive, they can also become preoccupied with their thoughts and imaginary constructs. They become detached, yet high-strung and intense. They typically have problems with eccentricity, nihilism, and isolation. *At their Best:* visionary pioneers, often ahead of their time, and able to see the world in an entirely new way.

- **Basic Fear:** Being useless, helpless, or incapable
- **Basic Desire:** To be capable and competent
- **Key Motivations:** Want to possess knowledge, to understand the environment, to have everything figured out as a way of defending the self from threats from the environment.

## 6. The Loyalist

The committed, security-oriented type. Sixes are reliable, hard-working, responsible, and trustworthy. Excellent "troubleshooters," they foresee problems and foster cooperation, but can also become defensive, evasive, and anxious—running on stress while complaining about it. They can be cautious and indecisive, but also reactive, defiant and rebellious. They typically have problems with self-doubt and suspicion. *At their Best:* internally stable and self-reliant, courageously championing themselves and others.

- **Basic Fear:** Of being without support and guidance
- **Basic Desire:** To have security and support
- **Key Motivations:** Want to have security, to feel supported by others, to have certitude and reassurance, to test the attitudes of others toward them, to fight against anxiety and insecurity.

## 7. The Enthusiast

Sevens are extroverted, optimistic, versatile, and spontaneous. Playful, high-spirited, and practical, they can also misapply their many talents, becoming over-extended, scattered, and undisciplined. They constantly seek new and exciting experiences, but can become distracted and exhausted by staying on the go. They typically have problems with impatience and impulsiveness. *At their Best:* they focus their talents on worthwhile goals, becoming appreciative, joyous, and satisfied.

- **Basic Fear:** Of being deprived and in pain
- **Basic Desire:** To be satisfied and content—to have their needs fulfilled
- **Key Motivations:** Want to maintain their freedom and happiness, to avoid missing out on worthwhile experiences, to keep themselves excited and occupied, to avoid and discharge pain.

## 8. The Challenger

Eights are self-confident, strong, and assertive. Protective, resourceful, straight-talking, and decisive, but can also be ego-centric and domineering. Eights feel they must control their environment, especially people, sometimes becoming confrontational and

intimidating. Eights typically have problems with their tempers and with allowing themselves to be vulnerable. *At their Best:* self-mastering, they use their strength to improve others' lives, becoming heroic, magnanimous, and inspiring.

- **Basic Fear:** Of being harmed or controlled by others
- **Basic Desire:** To protect themselves (to be in control of their own life and destiny)
- **Key Motivations:** Want to be self-reliant, to prove their strength and resist weakness, to be important in their world, to dominate the environment, and to stay in control of their situation.

## 9. The Peacemaker

Nines are accepting, trusting, and stable. They are usually creative, optimistic, and supportive, but can also be too willing to go along with others to keep the peace. They want everything to go smoothly and be without conflict, but they can also tend to be complacent, simplifying problems and minimizing anything upsetting. They typically have problems with inertia and stubbornness. *At their Best:* indomitable and all-embracing, they are able to bring people together and heal conflicts.

- **Basic Fear:** Of loss and separation
- **Basic Desire:** To have inner stability "peace of mind"
- **Key Motivations:** Want to create harmony in their environment, to avoid conflicts and tension, to preserve things as they are, to resist whatever would upset or disturb them.

*Understanding your personality, you are able to identify and discover things that are thematically important to you, which can be helpful in relationships, parenting, career decisions, and so much more. It is helpful in a coaching environment because one is able to discover and identify what works well and does not, values, and how one might respond to stressful and calm situations. It can also help identify strengths and things that may need to be focused on for improvement. Once discovering a personality type, a coach can aid in using one's strengths in order to achieve goals.*

Click [here](#) to start your test. Remember the test is \$10 and 144 questions, so provide ample time. Again, when finished, provide a write-up on your personality type, how you agree or disagree with the results and send to [assignments@academyofchoice.com](mailto:assignments@academyofchoice.com).