

## What is change? - An interview with psychologist Dr. Lana Ott



### What does change mean?

"Change means change. We humans are constantly changing. Every challenge we are faced with leads to personal change - consciously or unconsciously, intentionally or unintentionally, planned or unplanned. It is important not to just let yourself be "driven" by the new influences and circumstances, but to initiate and accompany the change process on your own responsibility. It is also important to be clear about the direction in which you want to change and the resources you have. This is the only way for people to take a safe course in order to arrive exactly at the port where they want to go. Especially high stress in everyday work and ever faster pace of life require us to be more careful with our own "SELF" and to manage the existing change resources effectively. "

### How are changes triggered?

"Changes can be initiated internally or externally. Change processes arise in part because, for example, certain suggestions for improvement are initiated by the manager, or constantly changing market requirements "force" people to change. On the other hand, an internal impulse for change can arise if people themselves feel uncomfortable tensions. It is the case when e.g. B. own actions conflict with the prevailing motives and needs. And all of this means one thing for people: to make themselves the object of conscious attention, to enter into a dialogue with one another in order to start the targeted change process more quickly, to bring about "new" states with confidence and to restore the new balance. "

## What skills do people need for change?

"It is important that people do not assume a passive role of the observer of their own change, but take much more initiative and help shape the change process themselves. Self-leadership skills are becoming increasingly important, because personal change also means self-development. And self-development is closely related to the ability to influence one's own psychological processes. That means setting your own goals (instead of taking on other people's goals), activating your willpower, and purposefully managing motivational and emotional processes. The role of the body in the change process should not be underestimated. What do the great methods and techniques of self-influencing bring us if the physical performance is switched to "stand by", if we have no strength and energy to implement our own plan. Mental performance arises from the physical reserves.

Self-leadership as a personal competence requires self-transparency. This means knowing your own personality with its strengths and limits, questioning yourself again and again and managing the change process more consciously. Sure, you can exaggerate here too, because if people are constantly busy thinking, weighing up, thinking about next steps, etc., many change processes would hardly advance. It is therefore worthwhile to find a middle ground between the conscious and the unconscious. The latter is incredibly important, you should not intervene in the processes that work and run satisfactorily on their own without a justified reason. An excess of conscious self-management can thus also prevent the change process. So: it depends on the optimal dosage of conscious self-guidance. "

## How can the persolog® personality model help people support changes?

"The persolog® Personality Factor Model is a very complex and at the same time very pragmatic tool. With its unique selling proposition, to consider and analyze the behavior in a situational manner, concrete individual strategies and ways for self-change can be developed. If people in the change process e.g. B. come under pressure or they show inner resistance to change, that means - take a close look at your own behavior in the difficult change process, deal with internal and possibly blocking beliefs, find out the causes of internal conflicts, i.e. become aware of the dynamics between intentions, values and beliefs. All of this as well as an appropriate adaptation of one's own behavior to the new circumstances with various techniques and methods can be best guaranteed with the Personality Factor Model. People achieve more security in uncertain times of personal change - security in their own willingness and ability to change, to want to and to be able to bring about the new and meaningful. "



**Psychologist Dr. Lana Ott**

Lana Ott has a doctorate in business psychology, product developer of persolog GmbH and an expert in the persolog® Personality Factor Model