

# Christian Cammin

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## Publikationen

## Projekte

## Abstract

## Identifying the personal goals of employees

In the course of interpersonal interaction, e.g. within a group, we initially see a number of persons who are connecting directly with one another at a certain time and place.

On looking more closely, we observe that certain individuals interact with the other group members, while others appear to follow their own goals, which may have nothing to do with the group; the individuals in the group are thus pursuing different goals. These diverging aims logically give rise to different actions and behaviours which ultimately influence the individual's personal objectives (and those of the group).

Personal goals can be classified according to four constructs: current concerns, personal projects, personal strivings and life tasks. The form taken by the life tasks is determined by the age and social status of the person concerned. All four constructs are viewed in the context of values and norms, of environmental stimuli and of individual motives.

This work aims to uncover factors in the behaviour of the subject of the investigation which will allow appropriate conclusions to be drawn about his motivation and consequently ? in the next step ? about the individual personal goals of any person. If this could be demonstrated, it would in future be easier to understand and predict the interaction of individual persons with other group members.

This would also make it possible for the group to use the personal objectives of the individual members ? and the resulting consequences ? as a basis for making decisions for or against joint or separate actions.