

„Be confident and make your point - Effective Self-management Training based on the Zurich Resource Model «ZRM®» “

Goal

- **ability to assert yourself:** and stand in for your own opinions
- **self-assurance and sense of responsibility:** present your work with confidence and take responsibility for the results
- **self-management skills** that work for you.

Content

An introduction to the Züricher Resource Model «ZRM®» www.zrm.ch:

The **Zurich Resource Model «ZRM®»** is the theoretical basis for a resource- activating, neurodynamic self-management training that Storch and Krause¹ developed at the University of Zurich. It is based on the Rubicon Model by Heckhausen & Gollwitzer, a motivation psychology model of goal-realizing action. Following a proposal by Grawe a first phase containing unconscious and preconscious needs was inserted prior to the conscious motivation phase to make it into the **Rubicon Process**. The process includes the entire sequence of a persons' goal directed activities starting out from an action goal, something that a person desires to do. The model gives an overview of various “maturing” phases that a wish or desire – once it becomes conscience – must go through before the person is mobilized, motivated, and activated.²

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¹ M. Storch, F. Krause, *Selbstmanagement – ressourcenorientiert*, Verlag Hans Huber, 2007

² M. Storch, *Resource-activating Selfmanagement with the Zurich Resource Model (ZRM®)*. European Psychotherapy 1, 2004, pages 27-64