



Dr. Constanze Kuptsch

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About me

- Studies in psychology, anthropology and philosophy at the Christian-Albrechts-University of Kiel; *Diplom* degree in psychology.
- Ph.D. (Research on the quality criteria of assessment centers).
- Member of the "Forum Assessment e.V." (*expert society on assessment center*), in the project group on "Top Management Diagnostics".
- What describes me best: clarity, authenticity, not taking myself too seriously, enjoying diversity, openness to new topics, readiness to take responsibility, thirst for knowledge, reliability and integrity.

Current areas of work

- Management diagnostics: auditing top executives and high potentials.
- International assessment-centers for potential analysis and development.
- Trainings on the topics of leadership, self-management and personality management, and psychological negotiation techniques.
- Coaching managers in change processes.
- Developing and implementing modern competence models.

My professional understanding

- I approach people attentively, impartially, and sympathetically. To me, it is important to support the people I deal with in their professional and personal growth, as well as to nudge them constructively out of their comfort zone and to give them a sense of orientation.
- I take satisfaction in recognising people in all their multifariousness and their intercultural diversity, and I like helping them boost their potential. I intentionally apply Ruth Cohn's theme-centred interaction (TCI) concept and method. I am using flexibly my knowledge of methods in the fields of leadership psychology, personality psychology and social psychology (group research) as well as behavioural psychology, client-centered psychology and Gestalt-psychology.
- The realisation of personal entrepreneurial and organisational objectives is very important to me through all stages of cooperation.