



Jane Smith

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Introduction to your Personality Report

The DISC system of assessing personality characteristics is based upon the work of Dr. William Marston, one of the foremost psychologists of the twentieth century. Dr. Marston extensively studied the characteristics, patterns and responses of thousands of individuals and as a result developed an assessment to measure four important behavioral factors. The factors he selected were Dominance, Influence, Steadiness and Compliance, from which DISC takes its name. Marston wrote "The Emotions of Normal People" as a result of his efforts. Scores of individuals have built upon the works of Dr. Marston over the last 75 years. Of these, one of the foremost is Dr. Sanford Kulkin, Founder and President of the Institute for Motivational Living.

DISC is a universal language of behavior that has been validated in over 25 countries since Marston introduced the model in 1928. DISC provides a neutral language to allow the discussion of individual behavioral differences; it is not a "label" that is placed on individuals. DISC identifies how four behavioral factors interact and emphasizes the strengths and uniqueness of each individual. For over 20 years, The Institute has developed practical, strategic applications for DISC materials for use in both business and interpersonal relationships. The Institute emphasizes the extension of DISC beyond a simple training or educational program into a life-changing experience.

The Personality 24 Question Profile from which this report was created represents the cutting edge in the interpretation of individual responses to the DISC profile. It provides for the greatest depth of analysis of individual responses to the DISC profile instrument, leading to the most accurate, in-depth conclusions available. However, it is important to understand that this publication is based upon the responses entered by the subject, and is designed to provide accurate and authoritative information in regard to the subject matter. It is distributed with the understanding that the publisher is not engaged in rendering professional psychological services. If expert assistance is required, the advice of a professional, competent person should be sought.



Main Report All About You

Precisionist

A perfectionist, Jane is very willing to expend the effort to achieve high quality results. Because she works so carefully, she tends to be sensitive to criticism. Jane tends to gather a great deal of information before making choices. She believes that if everyone would process information in the same way as she does, a better level of quality would be maintained.

A loyal friend, Jane is patient and caring when attending to the needs of others. She is usually an even-paced individual who thrives in a peaceful, harmonious environment. She tends to be quite predictable, sticking with proven, reliable methods of dealing with situations rather than taking chances with a new, unproven approach.

A thoughtful, caring person who likes to be around others, Jane is one who appreciates relationships. She enjoys being involved in social functions, but does not usually care to be the center of attention. Jane seeks balance between personal and social time, and enjoys a quiet evening with a few close friends as a good mix of the two.

Jane would prefer things stay the same, rather than to risk a new venture (unless it is proven and true). She is typically peaceful and low key, and is usually seen by those around her as a good friend and listener. She tends to adopt a "wait and see" attitude about things, rather than taking charge of a situation, usually preferring to let others take the lead.





Personality Traits: Your keys to Motivation:

Jane's Keys to Motivation:

The traits listed on this page are based upon a statistical analysis of personality traits displayed by individuals with similar styles. Over the years, thousands of individuals have responded to DISC surveys, and the characteristics of their personalities have been tabulated and recorded. The keywords that are listed below are the traits that are most often observed in people whose style is similar to yours, although you may or may not exhibit these specific traits.

This page is designed to provide a single page, simple summary of the key elements of your style. This information will be quite valuable to individuals with whom you must communicate on a regular basis, for example managers, employees, teachers, family members, or members of social groups. You might consider using this page as a discussion guide regarding how to maximize communication in your relationship.

Brief Description of your Style:

A Precisionist is a systematic thinker who tends to follow procedures in both personal and business life. Proceeding in an orderly, predetermined manner, they are precise and attentive to detail. They act in a highly tactful, diplomatic fashion and rarely antagonize their associates consciously. Extremely conscientious, they painstakingly require accuracy in work and maintain high standards. They tend to get bogged down in details, particularly when decisions must be made. Precisionists want standard operating procedures and no sudden changes. Precisionists like a protected and secure environment governed by rules and regulations. They like people, but prefer a few close friends to many who aren't as close. They like small groups rather than crowds. Precisionists are correct most of the time due to how precise they are. They are overly sensitive and don't handle critique well. They need to develop confidence and be more independent. They are very concerned about what people think of them and they avoid conflict. Exactness is imperative in everything Precisionists do. They can be counted on to carry out any tasks correctly. They want exact facts and figures before they will make a decision; they feel uneasy when forced to make a quick decision. Precisionists often keep feelings to themselves. Others may not be aware of their strong beliefs. They do not blow up easily, but if after a point their feelings will be known to everyone. They want a steady environment which promotes security. This is true for home and work environments, as the more stable the environment, the happier they are.

MOTIVATING GOALS: Security.

EVALUATES OTHERS BY: Precise standards based on what they do.

INFLUENCES OTHERS BY: Attention to detail.

VALUE TO TEAM: Conscientious, maintains standards, concerned about quality.

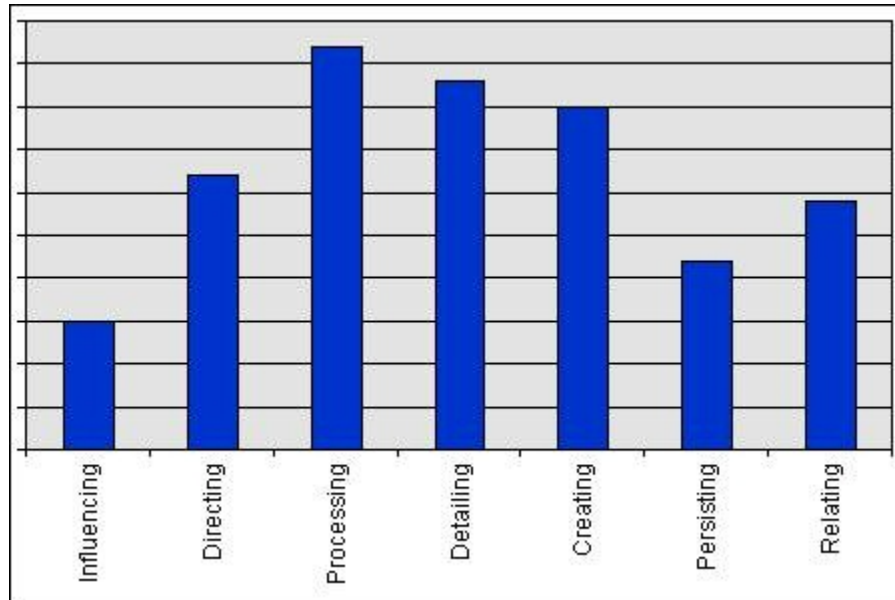
REACTION TO PRESSURE: Defensive, strict, slows down processes.

GREATEST FEARS: Antagonism, criticism.

AREAS FOR IMPROVEMENT: Increase self-confidence; don't be overly sensitive.



Power DISC™ Your Strengths



Jane's Strengths in Leadership:

INFLUENCING

Influencing and delegating to others is not exactly the role you desire most, but if it is an occasional part of what you need to do, you accept it. You prefer to be recognized as a part of a group rather than receiving individual recognition.

DIRECTING

You were probably just selected to oversee yet another project, especially one that has a tight deadline. Your team values your work ethic. You may appear a bit distant at times, but your attention to detail and your inner drive causes others to respect you and to see the great value you add to the team. Learn to take time to get to know other team members; time invested in relationships is not time wasted.

PROCESSING

You tend to forget that a great process with no results is not effective. Occasionally shift to the goal rather than the steps that may have you bogged down. Make a spontaneous decision and carry through with it. You tend to always be operating under the "Ready, Aim, Ready, Aim" method - but you have a tough time pulling the trigger. Fire! Don't be so afraid of change!

DETAILING

You sometimes spend more time justifying your actions than you spend learning new ways of solving problems and accomplishing goals. Be open to new paradigms and do not get defensive when you feel that you are being criticized. Try to look at criticism in a more analytical and detached manner, seeing if there is a seed of truth that can give you insight into more accomplishment.

CREATING

You feel great about the balance you have. You are often able to come up with some great new ideas; but, more than that, you find the time to make them a reality. Others are often impressed with your unique ideas and your ability to find approaches that solve even difficult problems.

PERSISTING

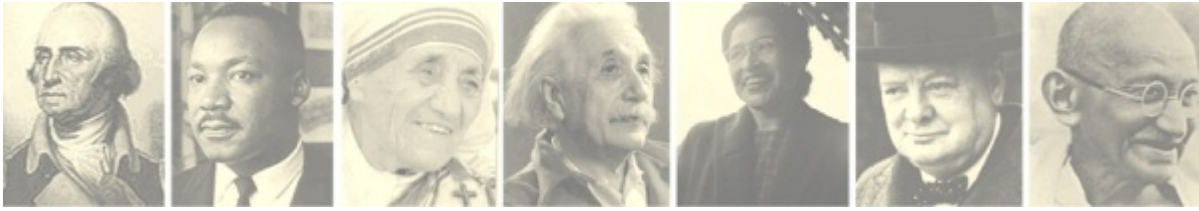
You are a strong, steady worker who wants to do quality work. Sometimes you may begin to look at other alternatives to completing a project when the going starts getting rough. Remember not to quit nor lose focus on what you have started.

RELATING

You value relationships and know what it takes to nurture them. You go out of your way to make new team members feel welcome and want to be included.



Historical Character Match



Jane's Historical Character Matches:

Ludwig van Beethoven

1770-1827

German Composer

One of the world's best known and most recognized composers, Beethoven's painstaking accuracy, creativity and high standards were applied to the creation of incredible music. Taking his early training from Mozart, Hayden and other notables, he soon began to develop his own musical style. His works are intricate and detailed, his symphonies reflect the deep creative nature of the Precisionist, and even accomplished musicians find some of his pieces difficult. Even after he began to go deaf, Beethoven displayed the precise and stable nature of the Precisionist, continuing to write music. As many great musicians, he heard the music in his head before he ever put it to paper, and his determination to do a task well allowed him to create some of his greatest works even after losing his hearing. "Music is a higher revelation than all wisdom or philosophy."

Leonardo da Vinci

1452-1519

Italian Artist and Scientist

Beginning the study of art in his early twenties, da Vinci applied the detailed and precise nature of the Precisionist to his works. He studied and practiced for almost thirty years before creating his first masterpiece, The Last Supper. His appreciation and understanding of artistic composition, along with his other studies, gave rise to efforts as both an engineer and an architect. Da Vinci worked with Michelangelo in the creation of some historical compositions, demonstrating the ability of the Precisionist to work in a team. His studies in the sciences display the precise and detailed nature of this style. Although few of his paintings have survived, several of his notebooks contain original insights in several realms of science, including biology, physiology, hydrodynamics, and aeronautics. His most celebrated painting, Mona Lisa, hangs in the Louvre. "Iron rusts from disuse, stagnant water loses its purity and in cold weather becomes frozen; even so does inaction sap the vigors of the mind."



Detailed Keyword Analysis: Your Personal Image:

When completing your profile, you answered the questions according to a particular setting, for example 'Home' or 'Work'. This is because people tend to display different aspects of their personality in different settings. You are typically not the same at work as you are at home or in a social setting. A significant benefit of this report is its ability to measure how others will tend to perceive you and your behavior in various settings.

In the setting for which you answered the questions, others will tend to perceive you as having certain characteristics. Their perception of these characteristics will change depending on the amount of pressure you experience in any given situation. This is an area where each individual tends to have significant "blind spots". We often don't realize how we're perceived by others when we are under pressure.

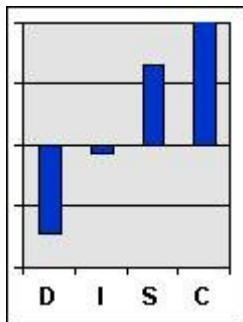
The following keywords describe specific values of your DISC scores for two of the three graphs. An analysis has been generated for Graph 2 (personality under stress) and graph 3 (personality in general). The following keywords represent characteristics typically displayed by similar graphs.

The DISC descriptive keywords generated from an analysis of each graph have been divided in to two lists. The first list, generated from Graph 2, is under the heading "How Others Tend to See Me". It shows your typical response to pressure. The second list, generated from Graph 3, is under the heading "How I See Myself". Unless your two graphs are completely different, you should expect to see some repetition of items in each list. However, you should be aware that the dominant traits are listed first; therefore the placement of each keyword demonstrates its significance. You should particularly note keywords that are repeated in both lists. Notice whether repeated keywords moved higher or lower from list to list.

Keyword Exercise Part 1

HOW OTHERS TEND TO SEE ME

The following descriptive keywords were generated from an analysis of Graph 2: These keywords describe the specific value of your DISC scores providing a representation of the characteristics you tend to display when you are responding to pressure.



Instructions: Please ask someone to help you complete this exercise. It should be someone who knows you well in the particular setting for which you answered the questions on your profile. Ask him/her to check the boxes next to the keywords that he/she perceives describe you during a time when you were under significant pressure. Please ask him/her to leave blank keywords that do not describe you during a pressure-filled time. Consider the impact these characteristics may have on your relationships. Are there any keywords that come up in both part one and part two of this exercise? If so, these may be areas for you to consider as being significant to your self-image.

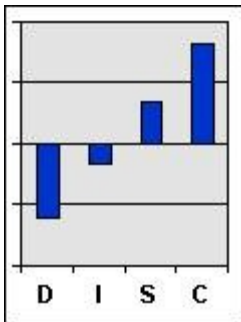
- PERFECTIONIST: One who strives for completeness and flawlessness; accurate
- ACCURATE: Careful and exact; free from errors

- FACT-FINDER: A searcher for truth; reality
- RELAXED: Made looser, or less firm and tense
- POSSESSIVE: Feeling of ownership; desire for possessions
- COMPLACENT: Self-satisfied; not desiring significant change
- CONVINCING: Persuading by argument of evidence
- DISCERNING: Able to make or see fine distinctions
- OBSERVING: Perceptive; watches over and guards
- MILD: Gentle or kind in disposition; not severe or harsh
- QUIET: Not easily excited or disturbed; quiet disposition
- PEACEFUL: Not quarrelsome; free from disturbance or disorder; calm, quiet

Keyword Exercise Part 2

HOW I TEND TO SEE MYSELF

The following descriptive keywords were generated from an analysis of Graph 3: These keywords describe the specific value of your DISC scores providing a representation of the characteristics you tend to see yourself displaying (your self-image).



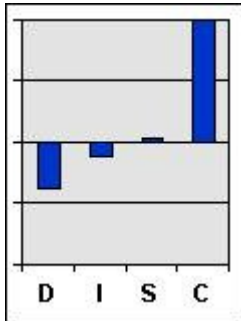
Instructions: Please check the boxes next to the keywords that you perceive describe you in general. Please leave blank keywords that do not describe your everyday characteristics. Consider the impact these characteristics may have on your relationships. Are there any keywords that come up in both part one and part two of this exercise? If so, these may be areas for you to consider as being significant to your self-image.

- PERFECTIONIST: One who strives for completeness and flawlessness; accurate
- ACCURATE: Careful and exact; free from errors

- FACT-FINDER: A searcher for truth; reality
- RELAXED: Made looser, or less firm and tense
- POSSESSIVE: Feeling of ownership; desire for possessions
- COMPLACENT: Self-satisfied; not desiring significant change
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Jane's Graphs:

Graph 1 - Most



Raw Scores:
D = 3, I = 3, S = 5, C = 6

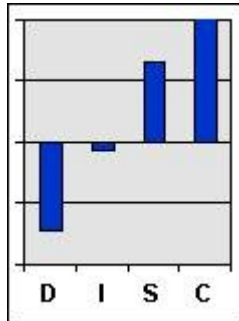
Calculated Scores:
D = -3.024, I = -0.930,
S = 0.312, C = 8.000

Mask, Public Self

Behavior expected by others

Everyone acts according to how they think other people expect them to act. This behavior is the public self, the person projected to others.

Graph 2 - Least



Raw Scores:
D = 14, I = 5, S = 2, C = 0

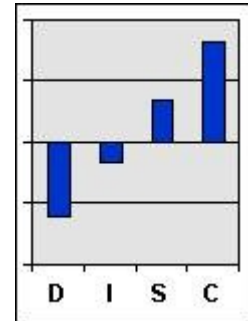
Calculated Scores:
D = -5.775, I = -0.576,
S = 5.214, C = 8.230

Core, Private Self

Instinctive Response to Pressure

Everyone has learned responses from the past: consequently, these are behaviors which the person accepts about him/herself.

Graph 3 - Difference



Raw Scores:
D = -11, I = -2, S = 3, C = 6

Calculated Scores:
D = -4.840, I = -1.275,
S = 2.801, C = 6.523

Mirror, Perceived Self

Self Image, Self Identity

Everyone envisions him/her self in a particular way. Graph 3 displays the mental picture that one has of him/her self, the self image or identity.

Each of the three graphs reveals a different snapshot of behavior, depending on the conditions of the environment. Within a given environment, Graph 1 reveals the "Public Self;" Graph 2 displays the "Private Self;" and Graph 3 portrays the "Perceived Self."

These three graphs or snapshots are defined in detail below.

Graph 1 - **Mask, Public Self**

Behavior Expected By Others

Everyone acts according to how they think other people expect them to act. This behavior is the public self, the person projected to others. Sometimes, there is no difference between the true person and their public self. However, the public self can be very different from the "real" person; it is a mask. Graph 1 is generated by the "Most" choices on The Personality System, and has the greatest potential for change.

Graph 2 - **Core, Private Self**

Instinctive Response To Pressure

Everyone has learned responses from the past: consequently, these are behaviors which the person accepts about him/herself. Under pressure or tension, these learned behaviors become prominent. This is the graph which is the least likely to change because these are natural and ingrained responses. A person's behavior under pressure may be drastically different than his/her behavior in Graphs 1 and 3.

Graph 3 - **Mirror, Perceived Self**

Self Image, Self Identity

Everyone envisions him/her self in a particular way. Graph 3 displays the mental picture that one has of him/her self, the self image or self identity. Graph 3 combines the learned responses from one's past with the current expected behavior from the environment. Change in one's perception

can occur, but it is usually gradual and based on the changing demands of one's environment.

Different Graphs Indicate Change or Transition

- If Graph 1 is different than Graph 2, the demands of the environment are forcing behavior that is not congruent with the core, or instinctive behavior. In such a situation, a person trying to modify his/her behavior to meet the demands of the environment will most likely experience stress.
- If Graph 1 is different than Graph 2, but similar to Graph 3, the individual has been able to successfully alter his/her behavior to meet the demands of the environment without altering his/her core. This individual is probably fairly comfortable with the behavior shown in Graph 3 (Perceived Self), and is probably not experiencing stress.
- If Graph 1 is different than Graph 3, an individual may be in a period of growth (and some discomfort) while he/she attempts to alter behavior to meet the demands of a new environment. A person's behavior may fluctuate during this period of adjustment.

Similar Graphs Indicate Few Demands For Change

An individual who perceives the current demands of the environment (Graph 1) to be similar to his/her past (Graph 2) will have little need to change his/her self-perception (Graph 3). This may be due to any of the following factors:

- The behavior demanded by the present environment is similar to demands in the past.
- This individual controls what others demand of him/her.
- The behavior demanded by the present environment is different than demands in the past. However, instead of altering behavior, this person has chosen to augment style. To accomplish augmentation, this individual has surrounded him/herself with people of complimentary styles, thus creating a team with combined strengths.



Communication Tips

Relating to Others

Jane is a systematic thinker who tends to follow procedures in both personal and business life. Proceeding in an orderly, predetermined manner, she is precise and attentive to detail. Jane acts in a highly tactful, diplomatic fashion and rarely antagonizes her associates consciously. She is extremely conscientious, Jane painstakingly requires accuracy in work and maintains high standards. She may tend to get bogged down in details, particularly when decisions must be made. Jane wants standard operating procedures and no sudden changes.

As a Precisionist, Jane likes a protected and secure environment governed by rules and regulations. She likes people, but prefers a few close friends to many who aren't as close. Jane prefers small groups rather than a crowd. She will be correct most of the time due to how precise she is. Jane may be overly sensitive and perhaps doesn't handle critique well. She may need to develop confidence and be more independent. She tends to be very concerned about what people think of her and she avoids conflict.

Exactness is imperative in everything Jane does. She can be counted on to carry out any tasks correctly. Jane wants exact facts and figures before she will make a decision; she feels uneasy when forced to make a quick decision. Jane will often keep feelings to herself. Others may not be aware of her strong beliefs. Jane will not blow up easily, but after a point everyone will know her feelings. Jane wants a steady environment, which promotes security. This is true for home and work environments, as the more stable the environment, the happier she will be.

Your C and S plotted above the midline, your style is identified by the keyword "Precisionist".

General Characteristics

- Careful; Thinking things through
- Possessive; Sensitive
- Slow to make changes; Predictable
- Uses defensive strategies when confronted

Value To Team

- Reliable & Dependable; Analytical
- Loyal team worker; Steady
- Compliant towards authority
- Calculated risk taker; careful
- Will take task from beginning to end

Possible Weaknesses

- Resists change; too predictable
- Takes a long time to adjust to change
- Holds a grudge; sensitive to criticism
- Overly using traditional means for problem solving

Greatest Fear

- Being criticized, especially by a close friend or relationship

Motivated by

- Recognition for loyalty and dependability
- Approval of their high quality work
- Orderliness and neatness
- Activities I can start and finish

My Ideal Environment

- Practical procedures and systems
- Stability and predictability
- Tasks that can be completed at one time
- Neat and orderly
- A team atmosphere

Remember, a Precisionist may want:

- Security in situations, sincere appreciation, repeated work patterns, time to adjust to change, limited territory of responsibility, identification with group, areas of specialization, clear definitions of their roles.

When communicating with a Precisionist, DO:

- Create a favorable environment: personal and agreeable.
- Express a genuine interest in them as a person.
- Provide them with clarification for tasks and answers to "how" questions.
- Be patient in drawing out their goals.
- Present ideas or departures from current practices in a non-threatening manner; give them time to adjust.
- Clearly define goals, procedures and their role in the overall plan.
- Assure them of personal follow-up support.
- Explain how their actions will minimize the risks involved and enhance current procedures.

When communicating with a Precisionist, DON'T:

- Be pushy, overly aggressive, or demanding
- Be too confrontational or critical of their actions

***While analyzing information, a Precisionist may:**

- Be openly agreeable but inwardly unyielding
- Internalize their concerns and doubts
- Hesitate to share feedback during presentations
- Slow down the action
- Require additional information and supporting materials

Precisionists possess these positive characteristics in teams:

- Adds a sense of continuity to the team
- Participative managers – accomplish goals through personal relationships
- Make others feel like they belong
- Show sincerity
- Can see a process for doing things
- Focused and intuitive about people and relationships

- Full of common sense
- Buy into team goals if the "why's" are explained
- Dependable and unvarying
- Identify strongly with the team
- Strive to build relationships
- Good at completing their tasks
- Consider elements of a total project
- Realistic and practical
- Even-tempered
- Provide specialized skills
- Show patience with others
- Loyal

Personal Growth Areas for Precisionists:

- Be more open to change
- Be more direct in your interactions
- Focus on overall goals of the team rather than specific procedures
- Deal with confrontation constructively
- Develop more flexibility
- Increase pace to accomplish goals
- Show more initiative
- Work at expressing your thoughts, opinions and feelings

This next section uses adjectives to describe where your DISC styles are approximately plotted on your graph. These descriptive words correlate as a rough approximation to the values of your graph. (For exact adjectives that relate to your graph, see the IML Introduction to Behavioral Analysis Certification Guide pgs. 20-21)

D – Measures how decisive, authoritative and direct you typically are. Words that may describe the intensity of your “D” are:

WEIGHS PROS & CONS Consider both sides of an issue
UNOBTRUSIVE Doesn't force oneself upon others without invitation
CONSERVATIVE Tending to preserve established traditions
PEACEFUL Not quarrelsome; disturbance free; calm, quiet

I - Measures how talkative, persuasive, and interactive you typically are. Words that may describe the intensity of your “I” are:

WITHDRAWN Retreating within oneself; shy; reserved; abstract
RETICENT Habitually silent or uncommunicative; reserved

S – Measures your desire for security, peace and your ability to be a team player. Words that may describe the intensity of your “S” are:

NON-DEMONSTRATIVE Not showing feelings openly and frankly
DELIBERATE Careful in considering; not rash or hasty; slow; unhurried
AMIABLE Having a pleasant disposition; friendly
STABLE Not easily thrown off balance; steady; resisting change

C – Measures your desire for structure, organization and details. Words that may describe the intensity of your “C” are:

PERFECTIONIST One who wants completeness, flawlessness; accuracy
ACCURATE Careful and exact; free from errors
FACT-FINDER A searcher for truth; reality
DIPLOMATIC Tactful
SYSTEMATIC According to a system; orderly

How you Communicate with Others

We have just reviewed the **dos and don'ts** of communication with your specific style. After reviewing this section of the report, you may now feel, "Yes, this is what I would like. This is how I wish people would treat me and work together to give me the information that is important to me." Equally important is that you now see that THE WAY SOMETHING is said can be as important to what is said. And unfortunately, we all have a tendency to communicate the same way that we like to hear something, instead of the way we need to verbalize.

Your style is predominately a "C" style, which means that you prefer receiving information that gives you enough details to make an informed decision. But, when transferring that same information to a client or co-worker, you may need to translate that into giving them just the end results, or even telling them in a manner that is more experiential and less detail oriented. More detail may not necessarily be better when communicating to some other personality styles.

This next section of the report deals with how your style communicates with the other three dominant styles. Certain styles have a natural tendency to communicate well, while certain other styles seem to be speaking different languages all together. Since you are already adept at speaking your "native" language, we will examine how to best communicate and relate to the other three dominant languages people will be using.

This next section is particularly useful for a dominant "C" style as you may have the tendency to give many facts and details, while others are making decisions based more on their "gut" reaction, or on one or two of the most important details.

The Compatibility of Your Behavioral Style

A "C" and a "D" must be careful not become too detail oriented or too demanding, respectively. However, a "C" provides the detail attention the "D" needs, but must remember to answer based on what the end result will be rather than talk about the process.

The "C" and the "I" work well together as their strengths tend to complement one another. In relationships there can sometimes be conflicts as the "C" is more detail oriented and has less of a need to be constantly involved in new or changing social environments.

The "C" and the "S" complement each other and work well together, as each style prefers to work at a pace that provides for accuracy. Also, both styles like to work on something together until completion, while the "I" and the "D" have a tendency to multitask rather than focus on one area until completion.

Two "C"s work well together and also are compatible socially as both will want to make decisions and choices based on careful selection.

How the "C" Can Enhance Interaction With Each Style

C with D

C's tend to view High D's as argumentative, dictatorial, arrogant, pushy and impetuous. Your tendency will be to become defensive, and refer to an external authority to deflect the D's demands. If you are not careful, there will be tension in the relationship. You'll focus on details while the D sees only the "big picture".

Relationship Tip:

Develop direct communication and learn to deal with issues in a straightforward manner. Negotiate commitments and goals on an equal basis. Use summary data in communication.

C with I

You will tend to view the High I as egotistical, superficial, overly optimistic, glib, overly self-assured and inattentive. You may view I's as overbearing, and appeal to external authority to deflect their demands, too. You'll tend to point out possible dangers and problems; and will insist on providing facts and details; but don't overwhelm the I with data.

Relationship Tip:

Be friendly and complimentary, I's truly desire relationships and are not as superficial as you believe them to be. Listen to their ideas and applaud their accomplishments.

C with S

C's will tend to view S's as impassive, apathetic, too accepting, lenient, possessive, complacent and nonchalant. You will agree with S's on the importance of cooperation and the need for caution in the face of risk, especially when making decisions; but you'll likely feel that the S is not precise enough.

Relationship Tip:

S's appreciate a relaxed, slowly developing relationship, but they will focus more on the personal aspects than you will. Allow yourself to appreciate personal details. Also, show appreciation for tasks that are well done by praising *them*, not the accomplishment.

C with C

You will most likely view other C's as perfectionists who are accurate, thorough, systematic and agreeable. Since you both favor attention to detail, you will work well together. When working with another C, you will each tend to cooperate and develop extensive control systems for projects. High C's often allow their concern for being correct override their concern for meeting deadlines; and two C's will frequently compete to see who is "more correct".

Relationship Tip:

Be natural and go at a slow pace; talk about facts and details. Be certain to remove any apparent threats to your relationship. Plan carefully and be well prepared for meetings with one another. Accept and encourage one another's doubts and questions. Be certain that you give each other ample time to consider data before asking for decisions.

Communication Tips Worksheet:

Changes in your graphs indicate your coping methods. The human personality is profoundly influenced by changes in our environment. Typically, people change significantly from graph one to graph two as a result of stressors or environmental changes. Recognizing the differences or changes between these two graphs (our public self, our private self) helps us and others understand our instinctive coping mechanism and indicates how to better adapt in the future.

Instructions: Each of your graphs illuminates different aspects of your personality. A closer look at those changes reveals valuable insight. Please refer to your first two graphs and, if necessary, reference data throughout your profile. Compare the D, I, S, and C points on graphs one and two. Answer the following questions with a checkmark in the appropriate space. Finally, read the analysis of your answer and consider how your environment affects your decisions, motivations, actions and verbal messages.

[Click Here to View Your Graphs](#)

D Changes:

Compare graph 1 and 2. When you look at graph 2, is your "D" higher or lower than the "D" in graph 1? Consider how high or low the letter moves. Higher = Desires more control in stressful situations. If the D goes up considerably, you can become very controlling when you become stressed. Lower = Desires less control in stressful situations. If the D goes down considerably, you may want someone else to lead you and you will follow.

I Changes:

Compare graph 1 and 2. When you look at graph 2, is your "I" higher or lower than the "I" in graph 1? Consider how high or low the letter moves. Higher = Desires more social influence in stressful situations. If the I goes up considerably, you may try to use your communication skills to smooth things out. Lower = Desires less social influence in stressful situations. If the I goes down considerably, you rely less on a verbal means of a resolution.

S Changes:

Compare graph 1 and 2. When you look at graph 2, is your "S" higher or lower than the "S" in graph 1? Consider how high or low the letter moves. Higher = Desires a more secure environment in stressful situations. If the S goes up considerably, you may tend to avoid any conflict and wait till a more favorable environment is available before making any changes. Lower = Desires a less secure environment in stressful situations. If the S goes down considerably, you become more impulsive in making decisions.

C Changes:

Compare graph 1 and 2. When you look at graph 2, is your "C" higher or lower than the "C" in graph 1? Consider how high or low the letter moves. Higher = Desires more information to make a decision in stressful situations. If the C goes up considerably, you will probably not want to make a decision until you have more information. Lower = Desires a less information to make a decision in stressful situations. If the C goes down considerably, you may make decisions based more on a gut feeling.

Which one of your points makes the most dramatic move up or down?

What does that tell you about how you react to pressure?

How could your coping method help or hinder you in making decisions?

How will you use this information to help you see possible blind spots in your reaction to pressure?

Jane's Action Plan

Action Plan Worksheet for the Precisionist

This worksheet is a tool to enable effective communication between you and others with whom you interact on a regular basis. The goal is to help you maximize your strengths and minimize the effects of potential limitations. It addresses work-related and general characteristics that are common to your style as a whole, and is not derived directly from your specific graphs.

Instructions:

Step 1: The items listed below are areas to reflect upon between you and your closest contacts. *After printing out this report*, give this page to another person who knows you well (associate, team member, teacher, family member, friend) and ask them to read each item. They should consider whether or not they perceive the item to describe your traits. Then, circle either Yes or No beside each item. Open dialogue is encouraged and any blind spots (areas of your personality that you are blind to) should be discussed. Since communication is a two-way street, it is recommended that two people complete one another's worksheets.

Punctual and schedule aware Y / N Overlooks people and feelings Y / N

High standards, perfectionist Y / N Preoccupied with imperfections Y / N

Persistent and thorough Y / N Hesitant to start projects Y / N

Orderly and organized Y / N Excessive planning time Y / N

Economical Y / N Prefers analysis to work Y / N

Sees the problem, finds solutions Y / N Self deprecating Y / N

Creative and resourceful Y / N Excessively difficult to please Y / N

Competent and steady Y / N Not goal oriented Y / N

Peaceful and agreeable Y / N Needs additional self motivation Y / N

Good administrative ability Y / N Difficulty starting tasks Y / N

Avoids conflicts Y / N Sometimes careless or inefficient Y / N

Good under pressure Y / N Discourages others ideas Y / N

Finds the easy way Y / N Observer rather than participant Y / N

Step 2: Now, select three items that would benefit most from focused attention. Discuss and determine specific outcomes and determine a reasonable timeframe for their achievement. Write the details in the spaces provided, along with notes helpful to achieving specific outcomes. Set a date 60-90 days from now for a discussion with your contact to review your progress. The person who works with you on this is important to your growth and should help you stay accountable to your plan.

1. The first item upon which I will focus:

Specifics to address:

Specific actions I will take on this item in the next 60 to 90 days:

Review date:

2. The second item upon which I will focus:

Specifics to address:

Specific actions I will take on this item in the next 60 to 90 days:

Review date:

3. The third item upon which I will focus:

Specifics to address:

Specific actions I will take on this item in the next 60 to 90 days:

Review date:

Career Match

Jane, based upon the scores of your DISC assessment, the following careers/occupations would most likely be of significant interest to you. Naturally, you would have to consider education and training and, possibly, licensing requirements for each position. This is a guide to help you think about the possibilities of careers which you may find fulfilling. Remember, any style **can do** any occupation, however, some styles seem to **naturally enjoy** a particular job more.

Best Match (C Style)

Occupation/Career

Accountant
Airline pilot
Anesthesiologist
Architect
Artist
Author
Banker
Bookkeeper
Carpenter
Chef, culinary artist
Clerk
Composer
Computer programmer, CIS
Consultant
Counselor
Craftsman
Criminal investigator, Special agent
Dentist, Orthodontist
Designer
Draftsman
Education Administrators, Elementary and Secondary School
Educator
Engineer - various fields
Fashion designer
Geologist
Government service specialist
Graphic designer
Hospital administrator
Instructors - various areas
Insurance appraiser, adjuster
Interior decorator
Inventor
Lab technician
Lawyer
Library science
Machinist, skilled

Management analyst
Mathematician
Mechanic
Music director
Musician, composer
Nursing
Nursing instructor
Performing artist
Pharmacist
Philosopher
Photographer
Physician
Playwright
Professor
Scholar
Science instructor
Scientist
Statistician
Surgeon
Tax attorney
Teacher
Theologian

Close Match (S Style)

Occupation/Career

Administration
Audiologist
Buyer, purchaser
Chef, culinary artist
Child care specialist
Clergy
Counselor
Craftsman
Customer service representative
Diplomat
Driver
Education Administrators, Elementary and Secondary School
Educational, vocational and school counselors
Electrician
Event planner
Flight attendant
Funeral director
Government agency specialist
Health service manager
Home care aide
Homemaker

Human resource director
Instructors in variety of areas
Job analyst
Lab technician
Librarian
Loan counselor
Manager
Medical service fields
Mental health counselor
Nurse
Occupational therapist
Pharmacist
Physical therapist
Preschool teacher
Psychiatrist
Psychologist
Real estate agent
Researcher
School teacher
Secretary, executive assistant
Social worker
speech pathologist
Technical writer
Veterinarian, vet tech
Writer, editor



Biblical Overview

Why Is Understanding Personality Important?

We are each uniquely created as body, soul and spirit. Our body (five senses) provides an awareness of the world around us, our spirit offers an awareness of Heavenly things above, and our soul gives us an awareness of who we are! It is in our very soul that lies the traits that make up our intellect, emotions, and temperament. Understanding personality helps to unlock the potential of our future by allowing us to understand how our own passion and purpose come together for the glory of God and the good of those around us.

Understanding personality styles helps you...

- ***become a better communicator.***

It's difficult to communicate effectively with people you don't understand. And it's easy to misinterpret those whose personalities are the opposite of yours. Once you understand how to determine another's personality style, you find the key to unlock better communication. It's simple: if you want to get along with the person who is forceful and direct, be forceful and direct with him/her. If you want to communicate better with the person who is friendly and optimistic, be friendly and optimistic with him/her. If you seek to be understood by the person who is patient and practical, be patient and practical with him/her. If you want to reduce conflicts with the person who is precise and analytical, be precise and analytical with him/her. Remember, you must allow your personality style to be flexible.

- ***resolve or prevent conflicts.***

When you understand why someone did or said something, you will be less likely to react negatively. An awareness of another's underlying motivations can allow you to diffuse problems before they start. For example, your spouse begins the day with you by discussing all of the things that need be done. They ask you how you plan on getting your share of the tasks done. You would rather your spouse begin the day discussing more "fun" topics, like your family, friends, etc. When you realize your spouse is a Dominant Style (to the point) and you are an Influencing Style (people person), you can adjust your expectations accordingly.

- ***appreciate the differences in others.***

You know that all people are unique, but sometimes you get frustrated with those who don't quite fit your communication style. A co-worker may be analytical and want all the facts about a project, but you just want them to care about you and your idea. If you understand that the person is very task-oriented, and you are very people-oriented, you really can't hold him/her to your expectations. Knowing this, you can appreciate their unique style, and then give them all the facts you can muster.

- ***gain credibility and positively influence others.***

Every interaction you have with others either increases or decreases your credibility and influence. Have you ever met a person who won't stop talking about himself? When you see him coming, do you dread the interaction? If so, that's because his behavior has caused him to lose credibility with you. Likewise, a person whom you can't wait to see has gained credibility with you and deserves your time. By knowing another's personality style, you can immediately gain credibility and influence by adapting to his/her style.

In the course of daily life, you can observe personality styles in action because you interface with each style, to varying degrees, everyday. As you think about your family members, friends and co-workers, you will discover different personalities unfold before your eyes.

- Do you know someone who is **assertive, to the point** and **wants the bottom line**? *Some people are forceful, direct, and strong-willed. This is the D Style.*
- Do you have any friends who are **great communicators** and **friendly** to everyone they meet? *Some people are optimistic, friendly and talkative. This is the I Style.*
- Do you have any family members who are **good listeners** and **great team players**? *Some people are steady, patient, loyal and practical. This is the S Style.*
- Have you ever worked with someone who **enjoys gathering facts** and details and is **thorough in all activities**? *Some people are precise, sensitive and analytical. This is the C Style.*

The following chart helps put the four dimensions of the personality into perspective:

| | D = Dominant | I = Influencing | S = Steady | C = Compliant |
|---------------------------|---|---|---|---|
| Seeks : | Control | Recognition | Acceptance | Accuracy |
| Strengths : | Administration Leadership Determination | Persuading Enthusiasm Entertaining | Listening Teamwork Follow-through | Planning Systems Orchestration |
| Challenges : | Impatient Insensitive Poor listener | Lack of detail Short attention Low follow-through | Oversensitive Slow to begin Dislikes change | Perfectionist Critical Unresponsive |
| Dislikes : | Inefficiency Indecision | Routines Complexity | Insensitivity Impatience | Disorganization Impropriety |
| Decisions : | Decisive | Spontaneous | Conferring | Methodical |
| Biblical Figures : | Apostle Paul Joshua Deborah Martha | Peter Barnabus Abigail Miriam | John the Beloved Mary, mother of Jesus Simeon Mary, sister of Martha | Luke Silas Ruth Esther |
| Song : | "My Way" | "Celebration" | "You've Got A Friend" | "Don't Rain on My Parade" |
| Car : | Rolls Royce | Ferrari | VW Golf | Volvo |
| Animal : | Lion | Peacock | Dog | Owl |

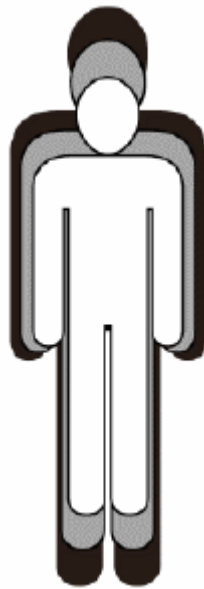
Personality and the Christian

Our personality is a part of our soul, and we consciously make decisions every day in how we react to others and even the Spirit's calling. As we understand others and ourselves, we begin to differentiate between our own will and the perfect will of God for our lives. "The mind controlled by the Spirit is life and peace." *Romans 8:6*

We are a Triune (3-part) Being - Body, Soul and Spirit

1 Thessalonians 5:23

Hebrews 4:12



Body

"World Awareness"
The Five Senses
Our "Flesh"

Our Earthen Vessel

Soul

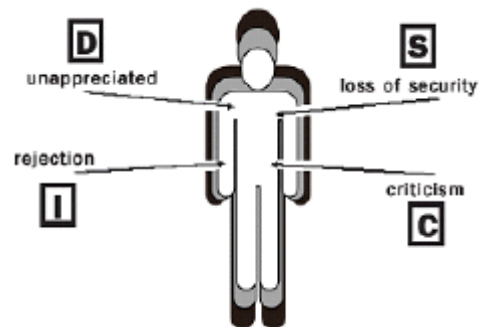
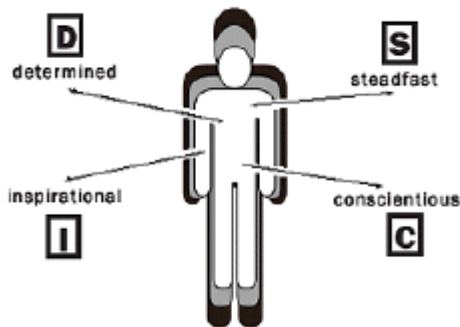
"Self Awareness"
Emotions, Thought, Will

Personality D-I-S-C

Spirit

"God Awareness"
The Rhema & the Logos

The Gifts and Fruits of the Spirit



Spirit Led Emotions

When we operate in the Spirit we produce fruits and operate in the gifts. Understanding yourself and others helps us use our personality **STRENGTHS** as we flow in the Spirit.

VS.

Flesh Led Emotions

A poor understanding of others and one's self allows our emotions to be negatively impacted through our greatest **FEARS**. This flesh wars with our spirit and hinders our growth.

Understanding others and ourselves allows us to appreciate individual differences and establish effective communication to build and maintain positive relationships. We are all part of the body of Christ and must work together just as the members of our own body must work in harmony together. Jesus himself chose twelve disciples with very different personality styles but taught them to serve one and wait in unity together for the Spirit to empower them for ministry.

"And when the day of Pentecost was fully come, they were all with one accord in one place." Acts 2:1

"Do two walk together unless they have agreed to do so?" *Amos 3:3*

Action Item – Review Your DISC scores with your spouse, family, friends, or coworkers. Talk about where possible miscommunication might occur and suggest ways you might be more sensitive to the needs of others and to the team.

Following is additional information on Biblical figures who are similar to your DISC Personality.

Careful & Compliant: As a "C" style, your personality is similar to Biblical heroes such as Luke, Silas, Ruth and Esther. All of these people led by example, having a high standard for excellence and walking in personal integrity. Valuing accuracy and organization, Luke wrote his gospel account accordingly, "It seemed good to me also, having had perfect understanding of all things from the very first, to write unto thee in order, most excellent Theophilus" **Luke 1:3** Ruth and Esther both showed patience and persistence in doing well and waiting for Divine opportunities rather than forcefully demanding things for themselves; it was all about preparation, planning, and perfect timing.

Interesting enough, many of the "C" style personalities in the Bible were challenged by being put into situations that required great faith. Esther and Ruth both exhibited great faith, an area where they no doubt both grew personally since their natural desire would have been to gain a better understanding before having to make life threatening decisions. Silas had to act in faith when becoming the Apostle Paul's new travel companion when Paul rejected John Mark because of his non-compliant behavior. Silas proved to be much more compatible with Paul's high standard of commitment and excellence.



Esther

Scripture Reference: [Esther 4](#)

In all that she undertook, Esther cautiously paced herself. As she attempted to comfort her uncle, Mordecai, her love of people was displayed in her concern for others. However, the cautious and precise aspect of her nature took its primary position as she responded to Mordecai explaining why she could not go to the king. In detail, she explained to him the rules of castle life and how she did not wish to jeopardize her security by going to the king without being summoned, risking everything. That same aspect of her nature allowed her to plan exactly how she would obtain the king's favor, obtain her request, and broach the subject of the Jews to the king. It should be noted that she left plenty of time between each stage of the strategy. By careful planning and compassion for her people, Esther saved the day -- and God's people.

Joseph, Jesus' father

Scripture Reference: [Matthew 1:1-23](#)

Jesus' father was a quiet man who followed the traditions of his people. His orderly and detailed nature governed everything he did from carpentry, which is an exacting profession, to dealing with people, where he followed the rules. Upon learning of Mary's pregnancy, he could not tolerate her sin (breaking rules) or her betrayal, nor bring criticism upon himself. Therefore, he sought to divorce her quietly. His sensitive and compassionate side emerged in that he did not wish to expose her to public disgrace. But God intervened and answered Joseph's questions. Submissive to the ultimate rule-determiner, Joseph exemplified a man of solid faith and devotion.

Jesus as the Precisionist

Scripture Reference: [John 2:23-25](#)

Jesus was steady and unmoved by crowd reaction. He knew what had to take place and what had to be done. He was not swayed by popular opinion, but was steady and compliant to His Father's will. "Now when He was in Jerusalem at the Passover, in the feast day, many believed in His name, when they saw the miracles which he did. But Jesus did not commit Himself unto them, because He knew all men, and needed not that any should testify of man: for He knew what was in man."

Zechariah

Scripture Reference: [Luke 1](#)

Father of John the Baptist, Zechariah was a man faithful to tradition. His priestly office required him to know and follow every last law and custom. He found comfort in the routine of service, and the clarity of the expectations. Every day he followed a set routine as a stable and loyal individual. Then God sent him a message that he and his wife would have a child, instructing Zechariah as to his upbringing. This sudden change brought some amount of internal confusion. Unsure of the exact details of how he and his wife would be able to do this, he questioned God's messenger, and asked for proof. In return, God gave him nine months of silence to consider the divine message in detail. By the end of the term, Zechariah understood, believed, and carefully followed God's will.

