



Brianna Weatherly

Style: Assessor

2013 Resident Biblical DISC Assessment

Friday, July 12, 2013

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 = Conscientious
Seeks :	Control	Recognition	Acceptance	Accuracy
Strengths :	Administration Leadership Determination	Persuading Enthusiasm Entertaining	Listening Teamwork Follow-through	Planning Systems Orchestration
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
Animal :	Lion	Peacock	Dog	Owl

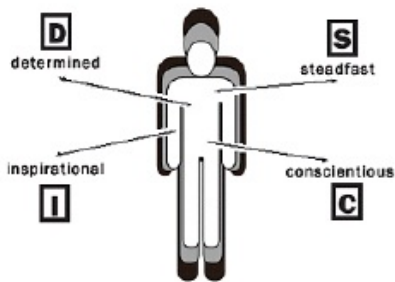
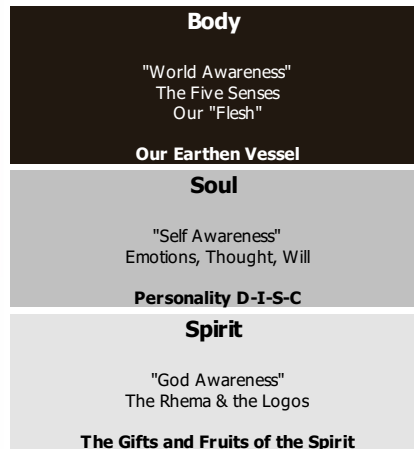
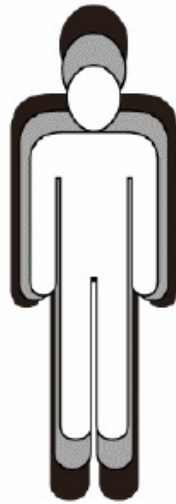
Personality and the Christian

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

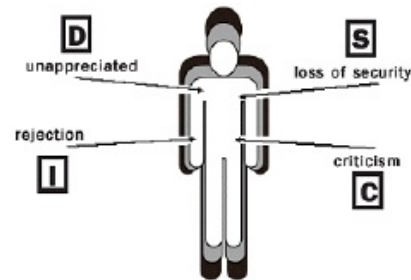
1 Thessalonians 5:23

Hebrews 4:12



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.



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.

vs.

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.

Description

understanding your style

Brianna's style is identified by the keyword "Assessor".

Brianna, as an Assessor style, is a person who can be very outgoing when in comfortable, social settings while style displaying an analytical and cautious nature until the social environment is evaluated. An Assessor is very at home with strangers, since they can evaluate their relationship and adapt accordingly. Brianna can develop new relationships easily when desired, and usually controls the extent that antagonistic behavior occurs intentionally. Assessors display a caring and friendly attitude while still being able to focus on accomplishing the tasks at hand. Assessors tend to be perfectionistic in nature, and will become isolated if necessary to get the job done. As an Assessor, Brianna prefers to be in an environment they can be expressive with their thoughts and emotions, yet also have some control over what is happening. Often times the Assessor Style is very artistic because of the unique blend of individual expressionism and the ability to formulate a plan to create something tangible from this expression. . Brianna is very quality oriented and will work very hard to get the job done right. Assessors want people to approve of the "job well done" when they have it completed since their need for social recognition is high.

Assessors may feel guilty when they spend too much time enjoying life because they also are thinking about what they "should" be doing. On the flip side, while working, an Assessor may wish they were playing. This internal dichotomy exists because of the different elements of Brianna's personality; that part that wants to focus on tasks and another part desires to focus on relationships and people. Because of this, Assessors may have poor time-management skills depending on how high their "I" score is. Assessors can be hard on themselves at times and tend to be critical of the tasks they could have accomplished had they utilized their time better. Brianna's enthusiasm and optimism have a large influence on others. Brianna has excellent interaction skills and can use knowledge of facts and ability to analyze to influence people.

Because an Assessor wants to be well liked, they may have a hard time being in roles where they must discipline or punish others; although Brianna has an excellent grasp of the rules and how to apply them. Brianna prefers to be the "good guy" and look at the good in people and in situations. Assessors may be hypersensitive when people scrutinize their work because they desire social approval for their hard work. Brianna can be counted on to do a good job and pay attention to detail while being aware of the needs of the people. When an Assessor utilizes their traits to their ability, they can be very powerful leaders, managers, and communicators. Brianna has the ability to combine intuitive, logical and analytical skills with strong people skills in a very effective manner.

Because this individual cares about how others feel, Brianna may feel uncomfortable making decisions that strongly affect others. An encourager to others, Brianna promotes involvement in the decision-making process and prefers to work in a team role. Others tend to see them as agreeable and humble.

An extremely outgoing and social person, Brianna tends to make friends easily and likes to have fun with others. This person wants to make commitments even when unable to keep them. This comes from their strong desire to please, not because of any intent to deceive. Brianna tends to be very spontaneous, easily becoming bored with routine tasks.

Others see Brianna as a versatile person whom they rely upon to break up monotonous or routine situations. Sometimes preferring to do things outside of the team, this person tends to be individualistic. Brianna may even be perceived as "restless" and tends to move quickly from one thing to the next.

Systematic and detailed, Brianna focuses on processes. Others see this individual as practical and logical. Brianna tends to be sensitive to criticism, but prefers to internalize emotions rather than expose them. Brianna likes to clarify expectations before undertaking new projects because of the hard work they will do to meet those standards.

Creative, artistic
Desire for approval of self and abilities
Enthusiastic, optimistic
Persuasive, talkative

General Characteristics

Ability to be expressive and creative
Ability to have a balance between work and play
Flattery, praise, popularity, and acceptance
A friendly environment

Motivated By

Knowing what is expected
Few conflicts and arguments
Ability to mix socially
A forum to express ideas

My Ideal Environment

Your Style in the Bible

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

Inspirational & Intuitive: As an "I" style, your personality is similar to Biblical heroes like the Apostle Peter, Barnabas, Abigail and Miriam. All of these people had charisma; and with their ability to encourage and inspire others, they were popular people to be around. Peter was the natural spokesperson for the twelve apostles, Abigail went and spoke to David on behalf of her foolish husband Nabal and inspired David to take the high road in a bad situation.

Personal growth areas for the high "I" style include gaining a sense of balance in all they do since they tend to always see the positive side of things and sometimes underestimate the difficulties that lie ahead. Peter, who proclaimed he would never deny Christ, had no idea of the events that would cause him to lose his confidence, deny knowing Christ, and then feel rejected. Yet Peter regained his passion and purpose and fifty days later stood in front of thousands and boldly told of all the things that had happened. Peter quickly was regarded as one of the early church leaders, and was a great evangelist and gospel writer.

Miriam: Moses' older sister, Miriam, was a prophetess and leader in the Israelites' exodus out of Egypt. A musician and poet like David, she led the Israelite women in praising God after He caused the sea to close over the pursuing Egyptians. She was cheerful and optimistic and everyone followed her example. Miriam's passion to do things according to the law is seen in her protesting Moses' Cushite wife. Hebrews were not to intermarry, and this marriage was "against the rules" in Miriam's eyes. She preferred to avoid conflict, choosing to "discuss" the issue with Aaron instead of going directly to the root of the problem and sharing her feelings with Moses. Her desire for correctness won out over her inclination towards relationship, and God reprimanded her. By the time of her death, Miriam had become such a social figure that her passing was considered a great loss to the community; a shortened version of her name, Mary, was given to many women to commemorate her legacy.

Ezra: Ezra was a man who was devoted to his studies. His natural orientation shines as he organizes family groups heading to Jerusalem, while the people side of Ezra allowed him to lead and inspire hundreds of people on such a journey. As a leader, a priest and a scribe, we see not only his attention to details but also his ability to influence others to be so committed.

Shunammite Woman: This woman took delight in offering hospitality, and she was a frequent hostess to Elisha. Her desire to be pleasing to a "Man of God" is so strong that she convinces her husband to build Elisha his own room. Her questioning tendencies come to light as she wants to trust Elisha's news of motherhood for her, but asks for reassurance. When her son dies, she designs and executes her plan as quickly as possible as she seeks Elisha's aid in restoring him back to life.

Jesus as the Assessor: Jesus was a great communicator in front of a large crowd, all the while remembering how important every detail of prophecy was. *"Let your light so shine before men, that they may see your good works, and glorify your Father which is in Heaven. Think not that I am come to destroy the law, or the prophets: I am not come to destroy, but to fulfill. For verily I say unto you, till Heaven and earth pass, one jot or one tittle shall in no wise pass from the law, till all be fulfilled."* (Matthew 5:16-18)

Scripture References

Scripture Verses To Study

- Miriam - Exodus 15-21; Numbers 12:1-15
- Ezra - Ezra 7,8
- Shunammite - Woman 2 Kings 4: 8-37

Communicating

with the Assessor style

Brianna Weatherly

Remember, an Assessor may want:

- Others to recognize their quality of work and their fine social skills, social esteem and acceptance, clear definition of what is expected; people to talk to, positive working conditions, recognition for abilities, opportunity to motivate and influence others

Greatest fear:

- Social rejection, doing low-quality work

When communicating with Brianna, an Assessor, DO:

- Submit details in writing
- Develop a participative relationship
- Create incentives for their quality work
- Give opportunity for them to verbalize about ideas, people and their intuition
- Assist them in developing ways to transfer talk into action
- Share testimonials from others relating to proposed ideas

When communicating with Brianna, an Assessor, DO NOT:

- Ignore their ideas or accomplishments
- Be overly critical
- Eliminate social time
- Do all the talking

While analyzing information, Brianna, an Assessor may:

- Need more details and information
- Be creative in problem solving
- Lose concentration
- Interrupt

Motivational Characteristics

- **Motivating Goals:** Approval, quality results
- **Evaluates Others by:** Organization and verbal skills, ability to motivate others
- **Influences Others by:** Logical approach with excellent people skills
- **Value to Team:** Excellent problem solver, fact finder, as well as communication and people skills
- **Overuses:** Self criticism and need for approval
- **Reaction to Pressure:** Becomes critical and impatient
- **Greatest Fears:** Loss of social recognition and poor quality of work
- **Areas for Improvement:** Relax procedures; increase self confidence, use intuitive communication skills more



Knowledge comes, but
wisdom lingers.

- Alfred Lord Tennyson

Communicating

with the Assessor style

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Value to the group:

- Analytical
- Visionary, but can capture thought on paper
- Creative problem solver
- Great encourager; motivates others to achieve

Assessors possess these positive characteristics in groups:

- High quality of work
- Strong in brainstorming sessions
- Provide direction and leadership
- Express ideas well; instinctive communicators
- Participative managers – influence and inspire
- Motivate the team; enthusiastic
- Respond well to the unexpected
- Make good spokespersons
- Will offer opinions
- Persuasive
- Have a positive attitude
- Accomplish goals through people
- Good sense of humor
- Accepting of others; works well with others

Personal growth areas for Assessors:

- Consider and evaluate ideas from other team members
- Be less impulsive; slow down your pace for other team members
- Find a balance between work and play that is healthy
- Exercise control over your actions, words and emotions
- Talk less; listen more
- Concentrate on following through with task



You can have brilliant ideas, but if you can't get them across, your ideas won't get you anywhere.

- Lee Iacocca

relating to others

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

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.

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

- **MILD** Gentle or kind in disposition; not severe or harsh
- **QUIET** Not easily excited or disturbed; quiet disposition
- **DEPENDENT** Influenced, controlled by others
- **MODEST** Not forward, but shy and reserved

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

- **ENTHUSIASTIC** Supernatural inspiration; visionary; intense
- **GREGARIOUS** Fond of the company of others; sociable
- **PERSUASIVE** Having the power to persuade; influencing
- **EMOTIONAL** Easily aroused to emotion; quick to weep or show anger

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:

- **RESTLESS** Inability to rest or relax; uneasy; not quiet
- **CHANGE-ORIENTED** Desire to alter; likes variety
- **SPONTANEOUS** Acting in accordance with a natural feeling without constraint
- **ACTIVE** Characterized by much action or emotion; busy; quick

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

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



The only way to change is by changing your understanding.

- Anthony De Mello

How You Communicate with Others

Please return to the "Communicating" section of this report and review the communicating "DO" and "DO NOT" sections for your specific style. Reviewing your own communication preferences can be an eye-opening experience or simply confirmation for what you already know to be true. Either way, you have your communication characteristics in writing. This information is powerful when shared between colleagues, friends, and family. Others may now realize that some approaches do not work for your style, while other ones are received well by you. Equally important is that you now see that THE WAY YOU SAY SOMETHING can be as important as WHAT IS SAID. Unfortunately, we all have a tendency to communicate in the manner that we like to hear something, instead of the method another person prefers.

Your style is predominately an "I" style, which means that you prefer receiving information that stresses the EXPERIENCE. But, when transferring that same information to a client or co-worker, you may need to translate that into giving them precise facts, or just the end result, or how they are a part of the solution and "we need to work as a team."

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 "I" style as you may have the tendency be more vocal but less focused on results or details as others around you.

The Compatibility of Your Behavioral Style

The "I" and the "D" styles normally get along pretty well in relationships since the "I" is a great encourager to the "D". In work tasks, the "I" may feel the "D" is too demanding and too task oriented at times.

Two "I" styles get along extremely well in personal relationships. They are very social and like to try new experiences. Two "I"s working together may have a tendency to miss deadlines and not complete tasks with attention to detail.

The "I" and the "S" style get along well in the work environment since the "S" will serve as support for the "I" in making sure tasks stay on track. In relationships the "I" may want to be more socially oriented while the "S" would prefer to spend more quality time with less people and outside activities.

The "I" and the "C" work well together as their strengths tend to complement one another. In relationships there can sometimes be conflicts as the "I" is much more socially motivated and impulsive than the "C".



Speech is the mirror
of the soul; as a man
speaks, so is he.

- Publilius Syros

Communication Tips

compatibility of your behavioral style

Brianna Weatherly

How the "I" Can Enhance Interaction with Each Style

I with D

I's tend to view D's as argumentative, dictatorial, arrogant, domineering, nervous and hasty. As an I, you are likely to resent the D telling you what to do. It will frustrate you when they don't notice your ideas. Since you are used to being able to talk your way into or out of confrontations, you will likely be surprised when you find out that your charm does not bring a favorable response from the high D.

Relationship Tip: To make this relationship work, you must have direct communication. Deal with issues in a straightforward manner. Work at negotiating commitments and goals on an equal basis. Focus on tasks and issues, not people and personalities. Point out specific accomplishments.

I with I

I's enjoy relationships with other I's ... thoroughly. You will see each other as stimulating, charismatic, outgoing and optimistic; relating well to each other and developing relationships quickly. You will both tend to mix business and pleasure, and strive to impress one another; possibly even competing for recognition.

Relationship Tip: Maximizing relationships between I's is not difficult; it's controlling them that will require effort. Be friendly, complimentary; acknowledge each other's accomplishments. Listen sincerely instead of planning what you want to say next.

I with S

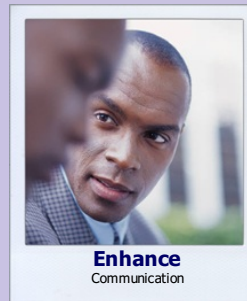
You will see high S's as passive, nonchalant, apathetic, possessive and non-demonstrative. But you'll also find them accepting, and willing to enter into relationships if you can slow down the pace; even though you'll tend to become frustrated when the S doesn't express their thoughts and feelings like you want them to. You can be a motivator and encourager to S's.

Relationship Tip: Slow down; be more easygoing. Show them sincere appreciation and you'll find friendships with S's are very rewarding; they'll stick with you. Above all, don't be pushy.

I with C

I's view C's as overly dependent, evasive, defensive, too focused on details, too cautious and worrisome. The natural interaction between you will strain the relationship and require work. You'll focus on people; they'll see the facts. You'll be optimistic; they'll seem pessimistic. You'll look at the "big picture"; they'll see only details. You'll want to make a decision; they'll frequently want to gather a little more data first.

Relationship Tip: Present your facts clearly, and don't exaggerate details and numbers. Prepare well for a discussion with a C. Expect them to express doubts and need time to evaluate data before making a decision. Remove any potential threats, making their decisions easier. Write notes often.



Communication works
for those who work at
it.

- John Powell

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 helps us 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 insights. Please refer to both graphs (if necessary, reference data throughout your profile). Compare the D, I, S, and C points on graphs one and two. Finally, read the analysis of your answers, and consider how your environment affects your decisions, motivations, actions and verbal messages.

D Changes:

Compare graphs 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. A higher value indicates someone who desires more control in stressful situations. If the D goes up considerably, you can become very controlling when you become stressed. A lower value indicates someone who 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 graphs 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. A higher value indicates someone who 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. A lower value indicates someone who desires less social influence in stressful situations. If the I goes down considerably, you rely less on verbal means to come to a resolution.

S Changes:

Compare graphs 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. A higher value indicates someone who desires a more secure environment in stressful situations. If the S goes up considerably, you may tend to avoid any conflict and wait until a more favorable environment is available before making any changes. A lower value indicates someone who desires a less secure environment in stressful situations. If the S goes down considerably, you become more impulsive in your decision-making.

C Changes:

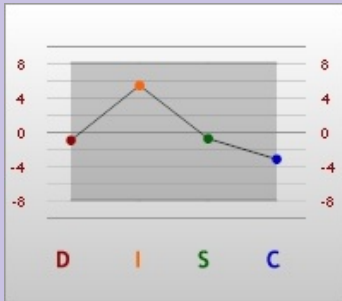
Compare graphs 1 and 2. When you look at graph 2, is your "C" higher or lower than the "C" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires more information before making a decision in stressful situations. If the C goes up considerably, you will probably not want to make a decision until you have significantly more information. A lower value indicates someone who desires less information before making decisions in stressful situations. If the C goes down considerably, you may make decisions based more on gut feelings.

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

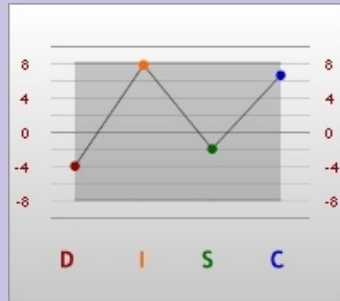
Personality Style Graphs

Public Perception



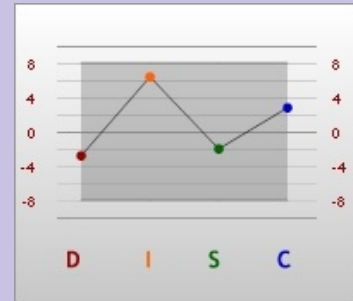
D=-1.02, I=5.4, S=-0.75, C=-3.14

Stress Perception



D=-3.93, I=7.71, S=-2.09, C=6.6

Mirror



D=-2.86, I=6.46, S=-2.02, C=2.84

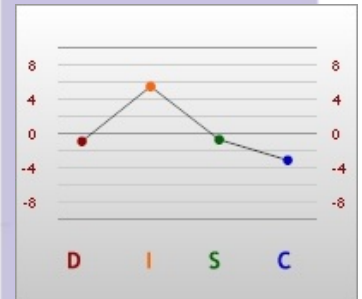
Each of the three graphs reveals a different snapshot of behavior, depending on the conditions of the environment. Within a given environment, Graph 1 reveals the "Public Self;" Graph 2 displays the "Private Self;" and Graph 3 portrays the "Perceived Self."

These three graphs or snapshots are defined in detail below.

Graph 1 - Mask, Public Self

Behavior Expected By Others

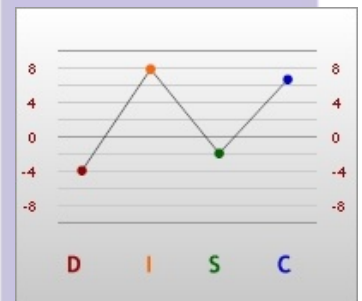
Everyone acts according to how they think other people expect them to act. This behavior is the public self, the person projected to others. Sometimes, there is no difference between the true person and their public self. However, the public self can be very different from the "real" person; it is a 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

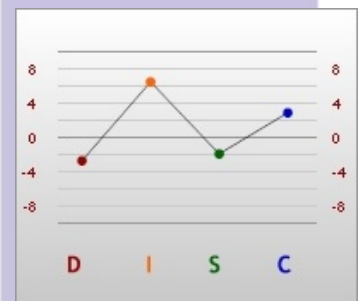
Everyone has learned responses from the past: consequently, these are behaviors which the person accepts about him/herself. Under pressure or tension, these learned behaviors become prominent. This is the graph which is the least likely to change because these are natural and ingrained responses. A person's behavior under pressure may be drastically different than his/her behavior in Graphs 1 and 3. Graph 2 is generated by the "Least" choices on The Personality System, and has the lowest potential for change.



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. Graph 3 is generated by the difference between Graph 1 and Graph 2.



Continued

Different Graphs Indicate Change or Transition

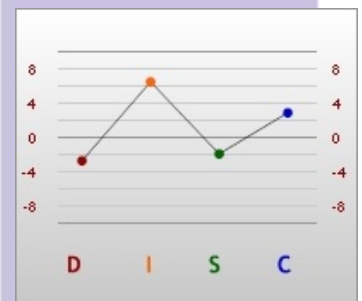
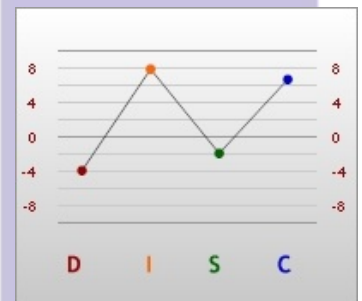
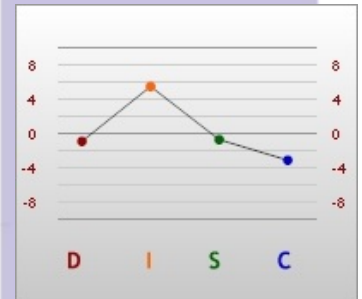
- If Graph 1 is different than Graph 2, the demands of the environment are forcing behavior that is not congruent with the core, or instinctive behavior. In such a situation, a person trying to modify his/her behavior to meet the demands of the environment will most likely experience stress.
- If Graph 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.

Your keyword style of Assessor(IC) and the contents of this report are derived from Graph 3.



Improving Your Interpersonal Skills

Brianna's Action Plan

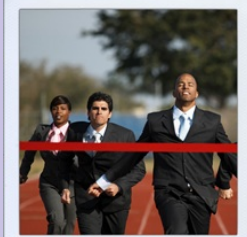
This worksheet is a tool to enable effective communication between you and others with whom you interact on a regular basis. The goal is to help you maximize your strengths and minimize the effects of potential limitations. It addresses work-related and general characteristics that are common to your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

This section gives you an opportunity to sit down with a co-worker, employer, friend, spouse, etc., and assess your personality style, getting feedback from someone who knows you well. Although doing so is beneficial, it is not required to have anyone else present while completing this section. If you choose to get feedback from another, you may print the report and do so that way.

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, check 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	<input type="checkbox"/> Y <input type="checkbox"/> N	Overlooks people and feelings	<input type="checkbox"/> Y <input type="checkbox"/> N
High standards/perfectionist	<input type="checkbox"/> Y <input type="checkbox"/> N	Persistent and thorough	<input type="checkbox"/> Y <input type="checkbox"/> N
Hesitant to start projects	<input type="checkbox"/> Y <input type="checkbox"/> N	Orderly and organized	<input type="checkbox"/> Y <input type="checkbox"/> N
Prefers analysis to work	<input type="checkbox"/> Y <input type="checkbox"/> N	Sees the problems/finds solutions	<input type="checkbox"/> Y <input type="checkbox"/> N
Creative, enterprising, and resourceful	<input type="checkbox"/> Y <input type="checkbox"/> N	Volunteers for jobs/shows initiative	<input type="checkbox"/> Y <input type="checkbox"/> N
		Would rather talk than work	<input type="checkbox"/> Y <input type="checkbox"/> N
Frequently lacks follow through	<input type="checkbox"/> Y <input type="checkbox"/> N	Good under pressure	<input type="checkbox"/> Y <input type="checkbox"/> N
Discourages others ideas	<input type="checkbox"/> Y <input type="checkbox"/> N	Creative and colorful	<input type="checkbox"/> Y <input type="checkbox"/> N
Inspirational to others	<input type="checkbox"/> Y <input type="checkbox"/> N	Easily distracted	<input type="checkbox"/> Y <input type="checkbox"/> N
Outgoing and personable	<input type="checkbox"/> Y <input type="checkbox"/> N	Priorities often get out of order	<input type="checkbox"/> Y <input type="checkbox"/> N
Overly dependant upon feelings	<input type="checkbox"/> Y <input type="checkbox"/> N		



Action Plan
Improving Your Interpersonal Skills

A man is but a product of his thoughts. What he thinks, he becomes.

- Mahatma Gandhi

Action Plan

Continued

Step 2: Now, select the three items that would benefit the most from focused attention. Discuss and determine specific outcomes and a reasonable time frame 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:
 - Review Date:

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

 - Specifics to address

2. The second item upon which I will focus:
 - Review Date:

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

 - Specifics to address

3. The third item upon which I will focus:
 - Review Date:

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

 - Specifics to address



We continue to shape our personality all our life. If we know ourself perfectly, we should die.

- Albert Camus