

# How to Control & Conquer Feelings

**Uniquely You Personality Profiles  
For Parent & Child**

## **Info User**

First name:  
Last name:  
Phone:  
Company:  
City:  
State/Province:  
Country:  
Postal Code:  
Street Address:

## **For Your Review**

**Child - Expanded**

## Introduction of the 4 DISC Personality Types of Behavior

The terms "personality" and "temperament" are synonymous to most people. When we use these terms, we are referring to the predictable patterns of thoughts, feelings, and behaviors. There are many theories about personality types. The DISC Model is simple to understand, easy to remember, and practical to apply.

Understanding our active or passive roles (extroverts and introverts) helps us identify our specific temperament styles. By combining these two different categories of influences, along with our task and people-orientations, we end up with four specific types.

Everyone has a personality. There are four basic personalities that determine your way you do, react,

Our personalities are different. "That's just the way I am," but we should not

Each temperament has its own personalities. Each personality has its own model of behavior.

of temperaments, we will use William Marston's DISC titles. The following are the four quadrants of the DISC model:

"D" - active / task-oriented

"I" - active / people-oriented

"S" - passive / people-oriented

"C" - passive / task-oriented

Once you burn these four quadrants in your mind you can begin to easily identify the different personality types. It will also help you become more effective in your work and home. Each personality has its strengths and weaknesses. Conflict or harmony in relationships and job performance are the result of how we use or abuse our personalities in response to life's situations.

Keep in mind that 85% of people tend to be composites of DISC; therefore, most people will be blends and combinations of the evident characteristics in the four personalities. There are numerous variations of this model. Speakers, writers, and trainers have added their own titles to make the model more simpler or personal, but this four vector explanation of basic human

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of many is: "That's just the way I am," but we should not

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behavior has become very popular. The DISC personality profile (paper instrument) was originally designed by Dr. John Geier and has been validated by the Kaplan Report and Winchester Report. The DISC profile and Model of Human Behavior stands out as one of the most reliable and practical available today.

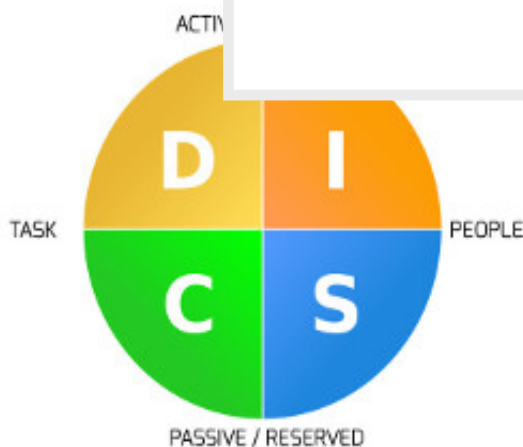
You have a predictable pattern of behavior because you have a specific personality. There are four basic personality types. These types, also known as temperaments, blend together to determine your unique personality. To help you understand why you often feel, think and act the way you do, review the "Interpretation" page after the Graph 1 and 2 personalized pages in this report. Study the "Pie of DISC Human Behavior" (four quadrant) graphic and page that summarizes the Four Temperament Model of Human Behavior, plus review this entire report for maximum learning.

## Interpretation

You have a predictable pattern of behavior because you have a specific personality. There are four basic personality types. These types, also known as temperaments, blend together to determine your unique personality. To help you understand why you often feel, think and act the way you do, review the "Interpretation" page after the Graph 1 and 2 personalized pages in this report. Study the "Pie of DISC Human Behavior" (four quadrant) graphic and page that summarizes the Four Temperament Model of Human Behavior, plus review this entire report for maximum learning.

# For Your Review

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## Active/Task-oriented "D"

Dominating, Directing, Demanding, Determined, Decisive, Doing

## Active/People-oriented "I"

Inspiring, Influencing, Inducing, Impressing, Interactive, Interested in people

## Passive/People-oriented "S"

Steady, Stable, Shy, Security-oriented, Servant, Submissive, Specialist

## **Passive/Task-oriented "C"**

Cautious, Competent, Calculating, Compliant, Careful, Contemplative.

## **"D" Type Behavior**

Basic Motivation: Challenge & Control

Desires: Freedom from Control - Authority - Varied Activities - Difficult Assignments - Opportunities for

Respond Best To  
Provides pressure

Needs to Learn:  
Everyone has a  
Sensitivity to per

**For Your Review**

point -

needed -  
important -

## **"I" Type Behavior**

Basic Motivation

Desires: Prestige - Friendly relationships - Freedom from details - Opportunities to help others - Opportunities to motivate others - Chance to verbalize ideas

Respond Best To Leader Who: Is fair and is also a friend Provides social involvement - Provides recognition of abilities - Offers rewards for risk-taking

Needs to Learn: Time must be managed - Deadlines are important - Too much optimism can be dangerous - Being responsible is more important than being popular - Listening better will improve one's influence

## **"S" Type Behavior**

Basic Motivation: Stability & Support

Desires: Area of Specialization - Identification with a group Established work patterns - Security of situation - Consistent and familiar environment(s)

Responds Best To Leader Who: Is relaxed and friendly - Allows time to adjust to changes - Allows to work at own pace - Gives personal support

Needs To Learn: Change provides opportunity - Friendship isn't everything - Discipline is good -  
Boldness and taking risks is sometimes necessary

## "C" Type Behavior

Basic Motivation: Quality & Correctness

Desires: Clearly  
Time to think

Responds Best  
Provides resour

Needs to Learn:  
Deadlines must

n and planning -

ng procedures -

t everything -

**For Your Review**

Behavioral Blends

These are the Behavioral Blends that are specific to you. Read through the report to see other personalized information. At the bottom of each page is a link to pages with general information.

This is expected  
This is me: CO

For Your Review

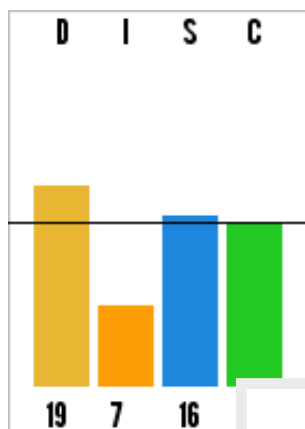
Preface: This section  
when individuals  
comfort zones.  
they live than the

public perspective -  
their homes or  
away from where

Review the following  
specific Graph 1 personality type.

describes your

## Your Personality Type on Graph 1: "This is expected of me!"



### Description

As a "D / S / C" people expect you sometimes surprise, sweet, sensitive forcefulness you think people expect because of your constantly sit still and wait for things to happen. You like to be in charge while cautiously moving forward. You also like helping those who may be hesitant or need more assurance. You tend to plan and prepare more than others, but you don't always communicate it well to the masses.

## For Your Review

"D" you think passive, but you give, but your givenness or you seem to be as reserved doesn't like to

### How Others See You

You are often seen as a blend of strength, sensitivity, and serious thinking. You don't tend to be viewed as a "glory hog" who needs a lot of attention. You think people want you to be humble, but self-assured with a well of knowledge. You are recognized as one who can be challenging, but reasonable and thorough. You think others feel you have a lot of answers to difficult questions because you like to research and investigate more than most. You are often seen studying or organizing others to accomplish tasks well.

### Your Feelings and Thinking

You tend to feel like you can do just about anything you put your mind to. You think people want you to be confident and courageous, but you sometimes doubt yourself because of your need for security and more information. You aren't real extroverted, plus you don't seem to desire opportunities to speak to large crowds. You would rather work through small groups and individuals as a personal support to them. You tend to think positively about your ability to do great things, but you also struggle at times because of your subconscious passivity and

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and  
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way or the other. You don't care that much about being popular. You just want to make the correct decision. You tend to gather information and research more than others so you can come to the wisest conclusions. You aren't afraid of conflicts, but you tend to be unsure of making decisions too quickly or too slowly.

## Strengths and Uniquenesses

You are strongest when it comes to being sure of yourself publicly. Sometimes you can be insecure because you may lack optimism privately. You tend to be outwardly confident but inwardly timid. Your uniqueness or what others may call your "weakness" is your public speaking and inspiration. You don't tend to be openly enthusiastic or outgoing. You sometimes aren't friendly, except i rowd, and would rather ble

## Overuses and

You tend to ov people try to tak people try to get being popular or the limelight or r around and be s

# For Your Review

asy going and defiant when rcerned about 't need to be in :hen turn right re.

## Guard Against & Warnings

Don't hesitate to speak to large groups. You often have great material to share. You tend to be both challenging and sensitive when you speak, but you sometimes avoid speaking opportunities. You tend to be disinterested and would rather work behind the scenes making sure the jobs get done and are completed correctly. You are people-oriented, but not with crowds. You prefer working with small groups or motivating individuals. Overcome your disinterest in public speaking and force yourself to inspire and influence the masses. Don't let your quiet and sometimes humble attitude hold you back from communicating with conviction, warmth, and information.

## Relating Style

You seem to relate in several different ways. You think people want you to be more passive, but you also can exhibit active and aggressive behavior. On one hand, you relate well with individuals in a quiet and slow way, but you can also challenge large crowds with your dreams and direction. You also tend to be sensitive and kind, especially when working with small groups and individuals. You seem to relate well in several different dimensions. You don't try very hard to make good impressions speaking to large groups or publicly influencing others to promote your causes. You are best at demonstrating confidence in what you do and being supportive and cautious.

## Conclusion

You stand out in many ways, but you don't seek to be popular or the center of attention. This is not bad, but may hinder your effectiveness. You may need to work on your friendliness and charisma. People respect your strong convictions combined with your sensitive spirit and competent preparation, but you seem to lack the enthusiasm to exhibit all that you have going for you. Be more excited and take advantage of speaking to large groups whenever possible to share your dreams, warmth, and wise counsel. You will complete many tasks, comfort even more people, and improve your results.

DISCLAIMER: These insights are broad descriptions of your specific personality type. They are NOT intended to be 100% accurate. This is simply a brief overview.

Having complete descriptions from your understanding perspective in mind

People seem to be subjective, base guarded, masked specific personality descriptions.

This is simply how you want to make good impressions. Your interpretation of this information should take into account your environment, maturity, spirituality, and experiences.

This is NOT a psychological evaluation and is not intended to be used as a definitive example of your behavior.

Preface: This section is designed to describe specific personality types from a private perspective - when individuals are either in their home environments or in settings among friends and relatives. People tend to have different motivations in public - at home or away from work than they have in public - at work or among casual friends or strangers.

Review the following insights with a specific person in mind, or find the type that describes your specific Graph 2 personality type.

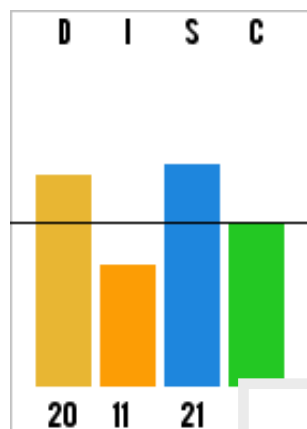
## For Your Review

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## Your Personality Type on Graph 2: "This is me!"



### Description

As a "D / S / C", you think people expect you to be sometimes surprised, but you are sweet and sensitive. You seem to think you are abrasive or reserved because you like to constantly

## For Your Review

on our own and wait for things to happen. You like to be in charge while cautiously moving forward. You also like helping those who may be hesitant or need more assurance. You tend to plan and prepare more than others, but you don't always communicate it well to the masses.

### How Others See You

You are often seen as a blend of strength, sensitivity, and serious thinking. You don't tend to be viewed as a "glory hog" that needs a lot of attention. You think people want you to be humble, but self-assured with a wealth of knowledge. You are recognized as one who can be challenging, but reasonable and investigative. You think others feel that you have a lot of answers to difficult questions because you like to research and contemplate more than most. You are often seen studying or organizing others to accomplish tasks well.

### Your Feelings and Thinking

You tend to feel like you can do just about anything to which you put your mind. You think people want you to be confident and courageous, but you sometimes doubt yourself because of your need for security and information. You aren't extroverted, and you don't seem to desire opportunities to speak to large crowds. You prefer to work through small groups and individuals as a personal support to them. You tend to think positively about your ability to do great things, but

you also sometimes struggle because of your subconscious passivity and occasional negative thinking.

## Vision and Passion

Your vision is widespread and focused. You tend to see the big picture, as well as the details. You think people expect you to be committed to accomplishments and excellence with a tender heart. You seem to flip back and forth when it comes to seeking a secure and stable environment. On one hand, you don't need anyone to make you feel comfortable. On the other hand, you don't like people to be disappointed in you. You sometimes don't care what others think; then there are times you can be very sensitive. You don't tend to be very verbal, but you can communicate well in small groups.

## Leadership Style

Your leadership style is aggressive and sensitive, soft and excitement when communication is You influence others with care. You lead and do all the work for

**For Your Review**

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## Follower Style

You tend to be a good follower when you control your desire to be in charge. You think people would rather have you lead and give all of the direction. You are one of the best when it comes to following submissively and compliantly. You like to obey, and prefer to follow the rules. You can be risk-taking, but often guard your aggressiveness with your cautiousness. You tend to plan and prepare extensively so that you will be wise and able to follow your leaders in a sure and steady fashion.

## Responds Best To

You respond best to those who have a plan, take their time, and are slow and methodical. You don't become very excited by energetic and upbeat presentations. You prefer challenging, steady, and outlined programs, as opposed to empty appeals. You don't respond well to those who tend to be careless or sloppy. You like things to be organized and effective. You are a great team player, and you don't care who gets the credit as long as you don't get the blame.

## Conflict Management

You prefer dealing with conflicts directly, but you tend to approach them gingerly and analytically.

You think people expect you to see both sides fairly, and then make a decision one way or the other. You don't care much about being popular. You just want to make the correct decision. You tend to gather information and research more than others so you can come to the wisest conclusions. You aren't afraid of conflicts, but you tend to be unsure of making decisions too quickly or too slowly.

## Strengths and Uniquenesses

You are strongest when it comes to being sure of yourself publicly. Sometimes you can be insecure because you may be unsure of yourself privately. You tend to be outwardly confident, but inwardly timid. Your uniqueness, or what others may call your weakness, is your public speaking and inspiration.

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# For Your Review

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## Guard Against & Warnings

Don't hesitate to speak to large groups. You avoid speaking opportunities, even though you often have great substance to share. Furthermore, you have the ability to be both challenging and sensitive when you speak. You tend to be disinterested and would rather work behind the scenes to ensure the job gets completed and done correctly. You are people-oriented, but not with crowds. You prefer working with small groups or motivating individuals. Overcome your disinterest in public speaking, and force yourself to inspire and influence the masses. Don't let your quiet and sometimes humble attitude hold you back from communicating with conviction, warmth, and information.

## Relating Style

You seem to relate in several different ways. You think people want you to be more passive, but you also can exhibit active and aggressive behavior. On one hand, you relate well with individuals in a quiet and slow way. However, you can also challenge large crowds with your dreams and research. You also tend to be sensitive and kind, especially when working with small groups and individuals. You seem to relate well in several different dimensions. You don't try too hard to make a good impression while speaking to large groups or publicly influencing others to promote your causes.

## Conclusion

You stand out in many good ways, but you don't seek to be the center of attention. This is not bad, but may hinder your effectiveness. You may need to work on your friendliness and charisma. People respect that your strong convictions are combined with your sensitive spirit. They also respect your competent preparation. Nevertheless, you seem to lack the enthusiasm to exhibit all that you have going for you. Be more excited. Whenever possible, take advantage of speaking to large groups so that you can share your dreams, warmth, and wise counsel. You will be able to complete more tasks, comfort even more people, and improve your results.

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# For Your Review

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## When Both Graphs Are Generally The Same

Your Uniquely You Personality Profile contains basic insights on how you tend to think, feel, and act from a DISC temperament type's perspective. When both your Graphs 1 and 2 are generally the same, the profile is easier to understand than if Graphs 1 and 2 are different. Similar graphs simply mean that you tend to be consistent in public and in private. How you respond at work or publicly is generally the same as how you think, feel, and act at home among friends and relatives. Having similar graphs is common, but has specific challenges when it comes to being flexible or adapting to others.

Similar graphs suggest that you are comfortable with your overall behavior. You tend to respond the same in most situations. People find you easy to read and understand. This also may mean

that you are not very flexible, or that you perhaps need to loosen up and adapt to challenge differently. Having similar graphs is both a strength and a weakness when dealing with others. You relate on a consistent basis, but may need to respond differently than how you normally might think or feel.

Additionally, you may be revealing you feel that people expect you to behave in the same way among fellow employees and associates at work, or publicly outside your more personal and familiar environments (Graph 1), as you behave at home under pressure among your closest friends and relatives or in more familiar environments (Graph 2). Keep in mind that Graph 1 is your behavior “expected of you” when you have your guard up and mask on (usually at work or in less familiar environments). Graph 2 is “the real you” when you let your hair down, drop your guard, or take your mask off “home” or in more familiar environments.

When both graphs have similar configurations, it may indicate that you are satisfied with your behavior and are willing to adapt to the needs of others.

Understanding and managing your behavior can be very productive and valuable in dealing with differences. The

## For Your Review

graphs. Having similar graphs may be a sign that you are not

can be very manipulative and control you.

## Case Study or Example of an Immature or Out-Of-Control “D/S/C” Type

Here’s an example of “D / S / C” or “D / C / S” or “S / D / C” or “S / C / D” or “C / D / S” or “C / S / D” types who seem very passive, but out of control they can be extremely aggressive. They tend to be more task-oriented than people-oriented. They focus more on completing tasks.

They prefer to be relational with individuals rather than crowds. They would rather be behind the scenes with small groups than up front in large groups. They are more introverted, than extroverted.

When these types lose control of their response, they can be surprisingly forceful.

On one hand they can be very friendly or outgoing, but on the other hand, they can be very aggressive.

When speaking, they can be very forceful. They have a triple-edge sword.

### For Your Review

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On one hand they can be very friendly or outgoing, but on the other hand, they can be very aggressive.

When speaking, they can be very forceful. They have a triple-edge sword.

Their greatest challenge is in their disinterest in impressing others. They tend to lack the motivation to sell themselves or outshine others. When immature and undisciplined they seem to overdo their strengths. They fall short because of their weaknesses.

They would greatly improve their effectiveness if they would guard their aggressiveness under pressure, and be livelier, socially expressive, avoid withdrawing from crowds, and not worry or fret so much. They have a lot going for them, but sometimes trip over their own strengths.

These types are behaviorally pulled in many different directions. They make great friends on an individual basis, but can be a little bossy and critical. They are not known for their outgoing and bubbly personality. When pressured and out of control, they can be very difficult.

People find them hard to understand, because they tend to be distant and moody. They can be very kind and caring at times. When stress attacks them and they don’t guard their personalities, they can become dull and distant.

When in control of their feelings, thoughts, and actions, they make great workers, mates, parents, and friends.

## Case Study or Example of an Mature or In-Control “C / S / D” Type



Here's an example of a "D / S / C" or "D / C / S" or "S / D / C" or "S / C / D" or "C / D / S" or "C / S / D" type who has learned to control his personality, rather than crumbling under the weight of life's pressures. Most people struggle with stress, but only those who adapt, rather than attack or outright surrender to their feelings, often succeed in life.

This person has a tendency to be passive because he is naturally submissive and cautious. His unusual innate driving and determined tendencies sometimes override his withdrawn and reserved ways. He often surprises others with strong indications that he wants to be in charge.

He doesn't seek attention, nor does he desire to be recognized. He seriously enjoys getting projects done through hard work and careful planning; He likes to enjoy the companionship of individuals more than the company of a large group of people.

He tends to be reserved.  
He enjoys working with precision and quality control.

This person is patient and has taken charge of the scenes improving his maturity by his security and stability.

## For Your Review

difficult tasks.  
precision and

s over time. He  
prefers to be in  
work behind  
person shows  
demonstrates

He can also be task and people-oriented, but he prefers to work on challenging projects where he can investigate and evaluate his options. He would rather work or relate with small groups as opposed to large gatherings.

He can get lost in a crowd, because he doesn't seek to be seen or recognized. He has disciplined his ego and doesn't dominate discussions. He seldom interrupts in conversations and seems to always say the right things.

He isn't foolish or silly. He sometimes comes across as unfriendly, but once you get to know him, he can be a dear friend. His maturity is best seen under pressure/ While others who are like him may explode with anger, he knows how to keep his cool. When others are sarcastic and critical, he is more positive and kind.

He can be a successful leader who lives by example.

### Graph 1: "This is expected of me"

"This is expected of me" is your response to how you think people expect you to behave. It's your normal guarded and masked behavior.

Description: As a "D / S / C" or "D / C / S" or "S / D / C" or "S / C / D" or "C / D / S" or "C / S / D" you think people expect you to be direct, submissive, and competent. You tend to be more passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet, sensitive, compliant, and conscientious feelings seem to balance any abrasiveness or forcefulness you might exhibit. You don't tend to be talkative or a crowd pleaser. You seem to think people expect you to be more quiet and shy. You often don't consider yourself as reserved because you don't like to communicate. You move cautiously moving forward with assurance. You are well to the mass.

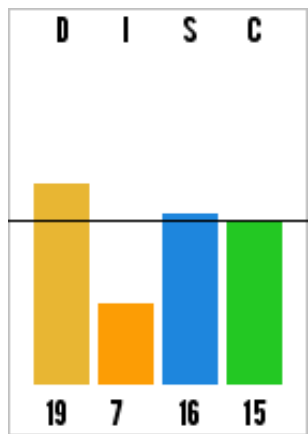
C/S/D - COMPE

Discovering you

"C/S/D's" are a combination of you that are more task-oriented, but care more about the front of crowds. They prefer to get the job done and do it right through small groups, as opposed to large groups. They tend to be more serious. Often misunderstood by others as being insensitive, "C/S/D" types really care for people. They just don't show it openly. They need to be more positive and enthusiastic. Natural achievers, they need to be more friendly and less critical.

## For Your Review

### Controlling your behavioral blends



- Be more enthusiastic.
- Don't worry so much about problems.
- Be more positive.
- Let your sensitivity be more evident.
- Be more outwardly optimistic and encouraging to others.
- Be fearless.

## Graph 2: "This is me"

"This is me" is your response to how you feel and think under pressure - how you really feel and think inside. It's your normal unguarded and unmasked behavior.

Description: As a "D / S / C", or "D / C / S", or "S / D / C", or "S / C / D", or "C / D / S", or "C / S / D", you think people expect you to be direct, submissive, and competent. You tend to be passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet and sensitive, as well as compliant and conscientious ways seem to balance any abrasiveness or forcefulness you might exhibit. You don't tend to be talkative or a crowd pleaser. You seem to think people expect you to be more quiet and shy. You often don't consider yourself reserved because you like to constantly be moving forward. You tend to plan and act on the behalf of the masses.

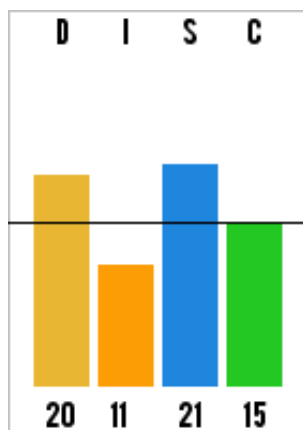
C/S/D - COMPE

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## For Your Review

### Controlling your behavioral blends



- Be more enthusiastic.
- Don't worry so much about problems.
- Be more positive.
- Let your sensitivity be more evident.
- Be more outwardly optimistic and encouraging to others.
- Be fearless.

## Your DISC Insights

**a** tends to be more:

Demanding / Asserting  
Law-abiding / Conscientious  
Loyal / True Blue  
Peaceful / Calm  
Careful / Cautious  
Risk-taking / Courageous  
Hyper / Energetic  
Brave / Adventurous  
Persistent / Res  
Shy / Mild  
Admirable / Eleg  
Ambitious / Goe  
Challenging / Mo  
Perceptive / See  
Pondering / Wor  
Sweet / Tender  
Generous / Givi  
Industrious / Ha  
Driving / Determ  
Direct / To the p  
Courteous / Polite  
Inventive / Imaginative  
Organized / Orderly  
Helpful / Assisting

**a** tends to be less:

Outgoing / Active  
Gentle / Soft / Humble  
Calculating / Analytical  
Convinced / Cocky  
Obedient / Submissive  
Pleasing / Good-natured  
Perfectionist / Precise  
Enthusiastic / Influencing

**For Your Review**

Sweet / Understanding  
Hospitable / Enjoys company  
Exciting / Spirited  
Bottom line / Straight-forward

**a's "D"Tendencies seem to be:**

Demanding, Asserting, Risk-taking, Courageous, Brave, Adventurous, Persistent, Restless, Relentless, Ambitious, Goes for it, Challenging, Motivating, Industrious, Hard working, Driving, Determined, Direct, To the point

**a's "I"Tendencies seem to be:**

Hyper, Energetic, Admirable, Elegant

**a's "S"Tendencies seem to be:**

Loyal, True Blue, Peaceful, Calm, Sweet, Tender, Compassionate, Generous, Giving, Courteous, Polite, Helpful, Assisting

**a's "C"Tendencies seem to be:**

Law-abiding, Conscientious, Careful, Cautious, Pondering, Wondering, Organized, Orderly

**a's "D"Tendencies are not very:**

Convinced, Cocky, Winner, Competitive, Bottom line, Straight-forward

**a's "I" Tendencies are not very:**

Outgoing, Active, Enthusiastic, Influencing, Animated, Expressive, Smiling, Happy, Dynamic, Impressing, Exciting, Confident

**a's "S" Tendencies**

Gentle, Soft, Humble

**a's "C" Tendencies**

Calculating, Analytical, Researching, Organized

Intuitive, Preparing,

**For Your Review**

# Appendix

## Table Of Contents

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*Child DISC Personality Online Report.*

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# *Introduction to Child's - Parent's Profiles —*

## **Controlling and Conquering Feelings**

Most people get into trouble, because they don't know how to or they just refuse to control their feelings. Conquering our feelings is imperative to a happy and healthy life. Learning Human Behavior Science helps us understand why people feel, think, and act the way they do.

Our feelings are part of our personalities.

Every child has a personality type. You as a family can create a harmonious home. and conquer your family's environment.

Parents who understand their children's personality types will find that the proverb teaches *he should go the other way* "bent" or people can be trained according to their personality types.

Everyone has a unique personality. No one has a bad personality. It's what you do with your personality that really matters. By understanding the way we are *bent*, we can discover why we and others often feel the way we feel.

The challenge is relating to everyone differently — discerning how people feel, think and act according to their personalities. Your entire family can benefit by reducing conflicts caused by personality clashes. Most family problems result from hurt feelings and misunderstandings. We need to learn how to conquer our feelings by controlling our

### **For Your Review**

dict behavior, most conflicts. motivate your individual personality types. your children's personality types are enlightening. better than the now to respond. For maximum benefit, read the entire report. and conquer his personality types.

types and how they respond under pressure.

*There is no greater BOND, than  
between a parent and a child.  
There is also no greater PAIN,  
than a strained relationship  
between a parent and child.  
- Dr. Mels Carbonell*

# Historical Background

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The *Four Temperament Model of Human Behavior* is attributed to Hippocrates, the father of modern medicine. His scientific research and brilliant observations are universally accepted. Contrary to what critics claim, the Four Temperaments did not hatch from archaic pagan greek philosophy, but rather the scientific process that made Hippocrates the respected physician of his day.

The DISC Model of Human Behavior was first introduced by William Marston in 1928 through his book, *The Emotions Of Normal People*. Marston took Hippocrates' Greek titles and are now many peraments dis

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## For Your Review

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Understanding the four-quadrant model of basic human behavior often explains why people do what they do. These insights can make the difference between right and wrong responses, and the best or worst behavior in any situation.

The profile is not a psychological analysis. It is not designed to deal with serious emotional problems. It can help with simple insights into basic human behavior motivations. For more in-depth needs, we recommend you seek "professional" counseling.

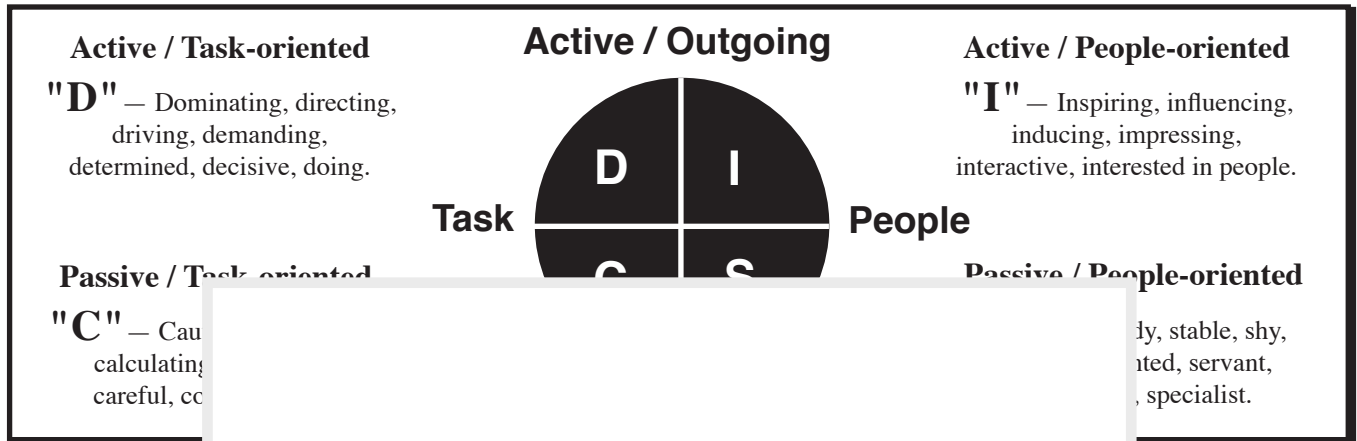
To receive maximum effectiveness, be sure to study your entire profile. There are so many insights to learn!



# Interpretation . . .

You have a predictable pattern of behavior because you have a specific personality. There are four basic personality types. These types, also known as temperaments, blend together to determine your

unique personality. To help you understand why you often feel, think and act the way you do, the following graphic summarizes the Four Temperament Model of Human Behavior.



## For Your Review

### "D" BEHAVIOR

*Also known as "Doers"*

**Descriptions:** Dominating, Directing, Driving, Demanding, Determined, Decisive, Doing.

**Basic Motivation:** Control and Power

**Desires:** • Freedom from constraints

• Difficult Assignments

• Choices, rather than ultimatums

**Responds Best To Leader or Follower Who:** • Provides direct answers • Sticks to task • Gets to the point • Provides pressure • Allows freedom for personal accomplishments

**Needs To Learn:** • You need people • Relaxation is not a crime • Some controls are needed • Everyone has a boss • Self-control is most important • To focus on finishing well is important • Sensitivity to people's feelings is wise.

### "C" BEHAVIOR *(Passive / Task-oriented)* *Also known as "Melancholy" and "Beavers"*

**Descriptions:** Competent, Compliant, Cautious, Calculating

**Basic Motivation:** Quality and Correctness

**Desires:** • Clearly defined tasks • Details • Limited risks • Assignments that require precision and planning • Time to think

**Responds Best To Leader or Follower Who:** • Provides reassurance • Spells out detailed operating procedures • Provides resources to do task correctly • Listens to suggestions

**Needs To Learn:** • Total support is not always possible • Thorough explanation is not everything • Deadlines must be met • More optimism will lead to greater success.

others • Chance to verbalize ideas

**Responds Best To or Follower Leader Who:** • Is fair and also a friend • Provides social involvement • Provides recognition of abilities • Offers rewards for risk-taking

**Needs To Learn:** • Time must be managed • Deadlines are important • Too much optimism can be dangerous • Being responsible is more important than being popular • Listening better will improve one's influence.

### "S" BEHAVIOR *(Passive / People-oriented)* *Also known as "Phlegmatic" and "Golden Retrievers"*

**Descriptions:** Submissive, Steady, Stable, Security-oriented

**Basic Motivation:** Stability and Support

**Desires:** • An area of specialization • Identification with a group • Established work patterns • Security of situation • Consistent familiar environment

**Responds Best To or Follower Leader Who:** • Is relaxed and friendly • Allows time to adjust to changes • Allows to work at own pace • Gives personal support

**Needs To Learn:** • Change provides opportunity • Friendship isn't everything • Discipline is good • Boldness and taking risks are sometimes necessary.

# How To Read The DISC Graphs

Each graph describes a personality in a different way.  
Look at each graph and find the highest plotting point.

Notice in **Example A**, the highest point is “C.” The next highest point is “S.” This profile is a “C/S” type personality.

“C/S”s are cautious and steady. They like to do one thing at a time and do it right the first time. They also like stable and secure-oriented surroundings. They don’t like to take risks or cause trouble.

“C/S”s need to be more outgoing and positive. Their **Behavioral Blend** is “Competent.”

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## For Your Review

### Example 1

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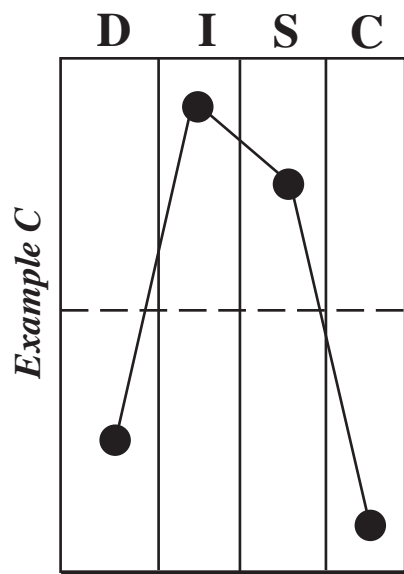
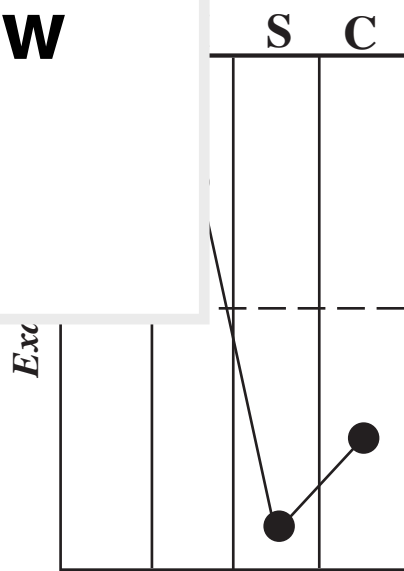
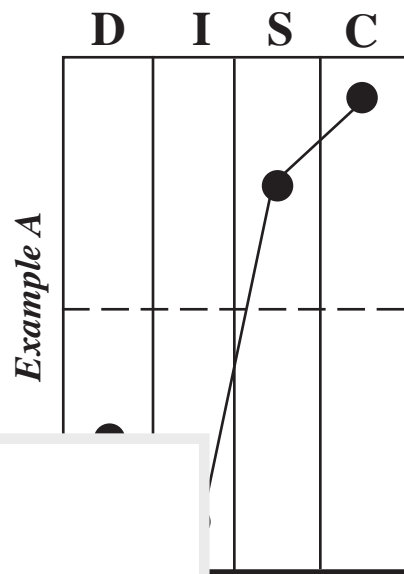
Notice the “S” and “C” plotting points are low. This means this person is not so concerned with security and stability or cautious and calculating actions. Low “S/C”s are more risk-takers and active types.

**Example C** is an “I/S” type personality. “I/S”s love people. They are active/outgoing in their “I” and passive/reserved in their “S”. They don’t like tasks. They need lots of recognition and a stable environment. Their “D” and “C” are low, meaning they are not assertive/dominant or logical/contemplative types.

Your profile may be different. It really doesn’t matter what your personality is. The important thing is that you control your personality, rather than allowing your personality to control you.

Remember, there is no bad personality. We need to accept the way we and others naturally respond as unique traits. Everyone doesn’t think, feel or act the same way. Once we understand these differences we will be more comfortable and effective with ourselves and others.

To learn more, be sure to study the **Behavioral Blends**.



# Understanding The Two Graphs

Two graphs are identified for each person. They will help you understand how each person feels, thinks and acts. There is no bad profile. Each graph simply identifies a specific way the person looks at life.

**GRAPH 1:** “*This is expected of me*” is the response to how the person feels and thinks people expect him or her to behave. The person is telling you, “*This is how I feel you want me to be*” or “*I think you want me to act like this.*”

People understand early in life that there are acceptable and unacceptable actions and feelings.

**GRAPH 2:** “*he or she feels and thinks in*” will naturally respond to what is expected of him or her.

Everyone is born with a personality, plus our experiences and personalities into play.

If **GRAPHS 1 and 2** are alike, understanding the person’s personality will be easier. If the two graphs are different, the person may be struggling with an attitude about what is expected of him or her and how he or she really wants to act. Or the person may be very consistent with what is expected and the real him or her. Having two different graphs is not a problem and is normal for many people.

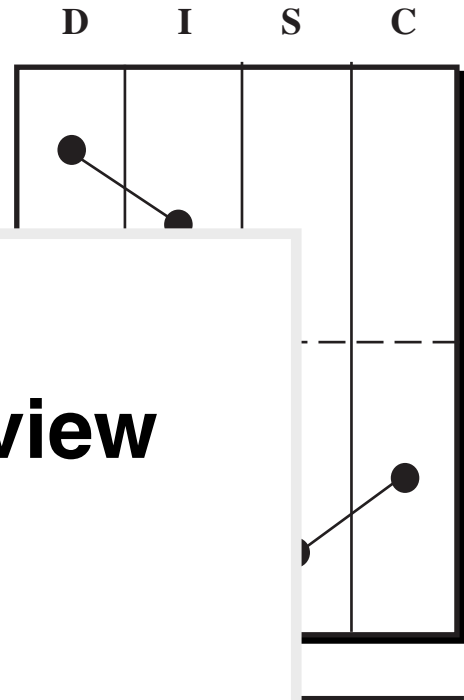
The examples show a “D/I” type in **GRAPH 1** and “I/S” in **GRAPH 2**. This person is revealing that he or she thinks people want him or her to be more dominant, even though he or she really isn’t that type. This person is also more “S”—submissive and security oriented than what he or she feels is expected of him or her.

To understand how to read the two graphs, focus on each plotting point under the **DISC** columns.

Every point in the upper third is considered *high*. Every point in the middle third is *mid*. Every point in the lower third is considered *low*.

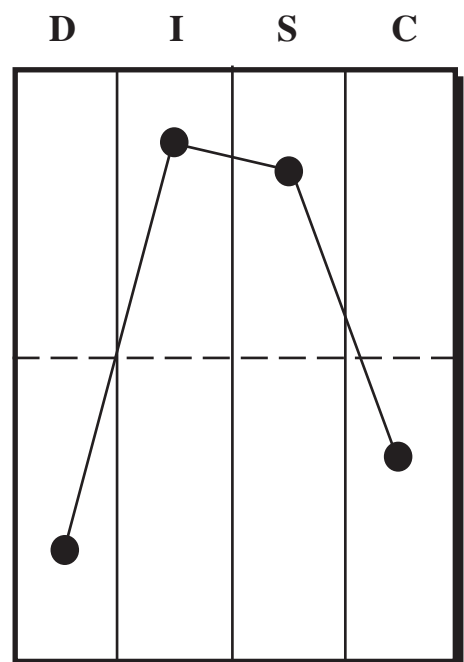
The higher the plotting point, the more that **DISC** letter describes the person’s behavior. Study this entire report to understand how to apply what you learn about yourself and others.

Example of Graph 1



For Your Review

Example of Graph 2



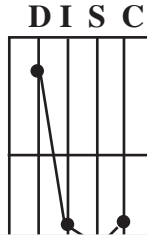
# DISCOVERING YOUR BEHAVIORAL BLEND

There are four basic personality types known as **D, I, S, and C** behavior. Everyone is a blend or combination of these four temperaments. No type is better than the other. No one has a bad personality. The most important factor is what you do with your personality. Don't let your personality control you; instead learn how to control your personality.

To help you discover more about your specific behavioral style, there are 21 **Behavioral Blends**. One or two **Behavioral Blends** will best describe you. Few people are pure **D, I, S, or C** types. Most everyone is a combination of the four types.

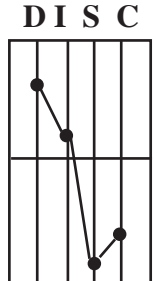
## D: DETERMINED DOERS

□□ are dominant and demanding. They win at all costs. They do not care as much about what people think as they care about getting the job done. Their insensitivity to feelings makes them too strong. They are great at developing things, but they need to improve their ability to do things correctly. Their strong will should be disciplined to prepare and think more accurately about what they are doing. They need to be more careful to accomplish challenges to accomplish



## D/I: DRIVING INFLUENCERS

□□□ are bottom line people. They are much like Dynamic Influencers. They are a little more determined and less inspirational, but they are strong doers and able to induce others to follow. They need to be more cautious and careful, as well as more steady and stable. They get involved in a lot of projects at the same time. They need to focus on one thing at a time and slow down.

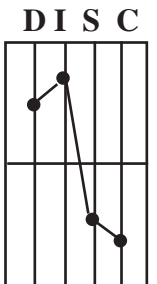


## I: INSPIRATIONAL

□□□ are impressive people and excited individuals. They can have lots of friends. They need to be more interested in listening. They do not like to look good. They often do things that are entertainers. They need to think more logically. They are motivated by recognition.

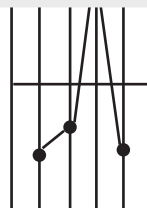
# For Your Review

groups. people i. They mp into need to be more exciting ful, they mselves ng lead-

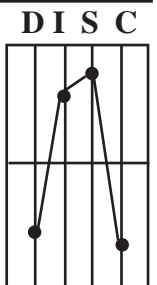


## S: STEADY SPECIALISTS

□□□ are stable and shy types. They enjoy pleasing people and can consistently do the same job. Secure, non-threatening surroundings are important to them. They make the best friends because they are so forgiving. Other people sometimes take advantage of them. They need to be stronger and learn how to say, "No" to a friend who wants them to do wrong. Talking in front of large crowds is difficult for them. They are motivated by sweet and sincere opportunities to help others.

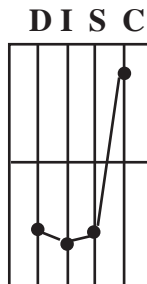


because they are tolerant and forgiving. They do not hurt people's feelings and can be very influential. They need to be more task-oriented. They must learn to finish their work and do it well. They like to talk, but should pay more attention to instructions. They would be more influential if they were more aggressive and careful. They are kind and considerate. Motivated by opportunities to share and shine, they induce others to follow.



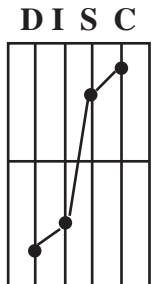
## C: CAUTIOUS COMPETENT TYPES

□□□ are logical and analytical. Their predominant drive is careful, calculating, compliant and correct behavior. When frustrated, they can over do it or be the exact opposite. They need answers and opportunities to reach their potential. They tend not to care about the feelings of others. They can be critical and crabby. They prefer quality and reject phoniness in others. They are motivated by explanations and projects that stimulate their thinking.



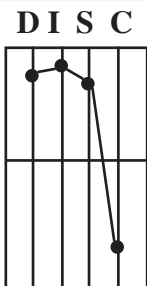
## C/S: COMPETENT SPECIALISTS

□□□□ tend to always be right. They like to do one thing at a time and do it right the first time. Their steady and stable approach to things makes them sensitive. They tend to be reserved and cautious. They are consistent and careful, but seldom take risks or try new things. They do not like speaking to large crowds, but will work hard behind the scenes to help groups stay on track. They are motivated by opportunities to serve others and to do things correctly.



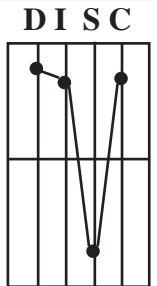
## I/D/S: INSPIRING DRIVING SUBMISSIVE

□□□□ are impressive, demanding and stabilizing at the same time. They are not as cautious and calculating as those with more "C" tendencies. They are more active than passive. But they also have sensitivity and steadiness. They may seem to be more people-oriented, but can be dominant and decisive in their task-orientation. They need to be more contemplative and conservative. Details don't seem as important as taking charge and working with people.



## D/I/C: DOMINANT INSPIRING CAUTIOUS

□□□□ are demanding, impressive and competent. They tend to be more task-oriented, but can be people-oriented before crowds. They need to increase their sensitivity and softness. They don't mind change. Active and outgoing, they are also compliant and cautious. They like to do things correctly, while driving and influencing others to follow. Their verbal skills combine with their determination and competence to achieve. Security is not as important as accomplishment and looking good.



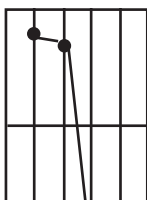
Observe the 21 **Behavioral Blends** on these two pages. Choose the one or two profiles that are most like your graphs. Read the brief paragraph descriptions of the ones that are most like you. You will probably be a combination of two specific profiles. You can also have some characteristics of other types, but will normally fit into one or two **Behavioral Blends**.

Every personality has strengths and weaknesses (uniquenesses). One person's weakness may be another person's strength. That's why "uniqueness" may be a better word than "weakness." In order to be more successful and improve your relationships, you must learn how to control your strengths and avoid your "uniquenesses." Always remember that under pressure you lean toward your strengths. The over-use of a strength becomes an abuse, and the best thing about you becomes the worst. The characteristic that people once liked most about you can become what they later despise.

### D/I: DYNAMIC INFLUENCERS

are impressive, demanding types. They get excited about accomplishing tasks and looking good. Determined and driven, they influence large crowds best. They can be too strong and concerned about what others think. They have good communication skills and are interested in people. They need to be more sensitive and patient with the feelings of others. Learning to slow down and think through projects are crucial by opportunities to control

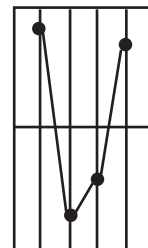
DISC



### D/C: DRIVING COMPETENT TYPES

are determined students or defiant critics. They want to be in charge, while collecting information to accomplish tasks. They care more about getting a job done and doing it right than what others think or feel. They drive themselves and others. They are dominant and caustic. Improving their people skills is important. Understanding to do well.

DISC



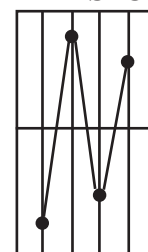
### I/S: INSPIRATIONAL

are influential and people love them. They like to look good and want to look good and encourage others. They do not like time constraints. They have good organizational skills. They are not like they are told. They should be told what to do, than with whom. They are by interactive and sincere. Regardless of being up front, influence and support others. They are obedient workers.

VT

ey size up, look good. They are better at being passive and impatient individual. They are what others; neither new things are careful

DISC

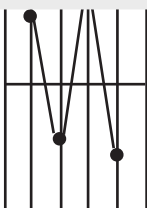


## For Your Review

### S/D: STEADY DOERS

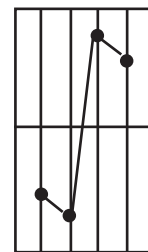
get the job done. They are determined to accomplish tasks. As quiet leaders, they relate best to small groups. They do not like to talk in front of large crowds, but want to control them. They enjoy secure relationships, but often dominate them. They can be soft and hard at the same time. They are motivated by sincere challenges that allow them to systematically do great things. They prefer sure things, rather than shallow recognition. They make good friends, while driving to succeed.

DISC



like to search and discover the facts. They like to weigh the evidence and proceed slowly to a logical conclusion. They enjoy small groups of people. They do not like speaking in front of large crowds. They are systematic and sensitive to the needs of others, but can be critical and caustic. They are loyal friends, but can be too fault-finding. They need to improve their enthusiasm and optimism. They are motivated by kind and conscientious opportunities to slowly and correctly do things.

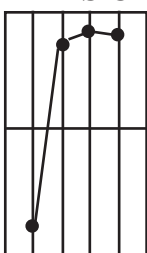
DISC



### C/I/S: COMPETENT INFLUENCING SPECIALISTS

like to do things right, impress others and stabilize situations. They are not aggressive or pushy people. They enjoy large and small crowds. They are good with people and prefer quality. They are sensitive to what others think about them and their work. They need to be more determined and dominant. They can do things well, but are poor at quick decision-making. They are capable of doing great things through people, but need to be more self-motivated and assertive. They are stimulated by sincere, enthusiastic approval and logical explanations.

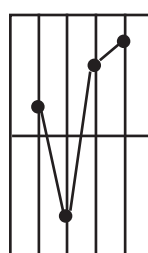
DISC



### C/S/D: COMPETENT STEADY DOERS

are a combination of cautious, stable and determined types. They are more task-oriented, but care about people on an individual basis. They don't like to speak in front of crowds. They prefer to get the job done and do it right through small groups, as opposed to large groups. They tend to be more serious. Often misunderstood by others as being insensitive, types really care for people. They just don't show it openly. They need to be more positive and enthusiastic. Natural achievers, they need to be more friendly and less critical.

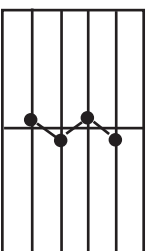
DISC



### STRAIGHT MID-LINE

A occurs when all four plotting points are close together in the middle of the graph. This may indicate that the person is trying to please everyone. Striving to be "all things to all men" may indicate mature response to pressure. Or it may confirm frustration over the intensity differences under pressure. The person may be saying, "I really don't know what my D, I, S, or C behavior should be or really is." The person may want to do another profile after a while to see if there is any change.

DISC



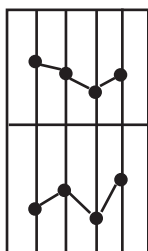
### ABOVE MID-LINE • BELOW MID-LINE

Some patterns indicate unique struggles an individual may be having.

An occurs when all four plotting points are above the mid-line. This may indicate a strong desire to overachieve.

A occurs when all four plotting points are below the mid-line. This may indicate that the person is not really sure how to respond to challenges.

DISC



# CONTROLLING YOUR BEHAVIORAL BLEND

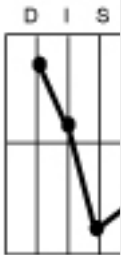
When we discover our personality types, we can recognize the specific areas we need to need to improve. The following are admonitions and challenges to help you focus on becoming more balanced. These points apply to all of us, but they are especially pertinent in our areas of weakness and need.



## ***D: “Determined Doers”***

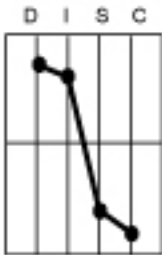
- Be careful to not offend people when you take charge.
- Anger is a normal human emotion, but it must be controlled.

## For Your Review



## ***D/I: “Dynamic Influencers”***

- Develop humility and obedience.
- Remember everyone has a boss, even you.
- Avoid rebellion.
- Recognize that winning is not always most important.
- Be patient with others.
- Rely on others instead of your ability to make things happen.



## ***D/C: “Driven and Competent”***

- Seek to get along with everyone.
- Be kind and loving.
- Show more love.
- Seek to serve, not to be served and have a “servant’s heart.”
- Recognize meekness is not weakness.
- Control your desire for power over others.
- Take time to be still.



## CONTROLLING YOUR BEHAVIORAL BLEND Continued



### *I: “Inspirational Influencers”*

- Don’t exalt yourself.
- Listen more.
- Work at being organized.
- Concentrate on doing what is most important.
- Prepare thoroughly.
- Be careful what you desire.
- Don’t be overconfident and watch what you promise.



## For Your Review



- Seek to please others and make them look good.
- Be more task-oriented.
- Don’t be lazy.
- Work hard.
- Don’t just talk about what you want.
- Be industrious.



### *I/C: “Inspirational and Competent”*

- Don’t think too highly of yourself.
- Be a good example.
- Care more about insignificant people.
- Be bold and confident.
- Guard what you say.
- Don’t flatter yourself.



## CONTROLLING YOUR BEHAVIORAL BLEND Continued



### ***S: “Steady Specialists”***

- Increase your confidence.
- Fear not.
- Speak out more often.
- Be outgoing and less inhibited.
- Be assertive.
- Don’t be insecure.

### ***S/I: “Steady Influencers”***



**For Your Review**

ourage you.

- Be strong in your weaknesses.
- Encourage and help others daily.
- Reason and evaluate more.



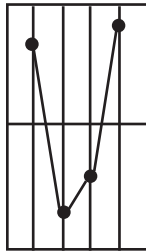
### ***S/C: “Steady and Competent”***

- Be assertive and stronger.
- Be more enthusiastic..
- Enjoy relationships, rather than endure them.
- Remember that peace and happiness do not come from security and safety.



## CONTROLLING YOUR BEHAVIORAL BLEND Continued

**D I S C**



### ***C/D: “Competent and Driving”***

- Seek to get along with everyone.
- Be kind and loving.
- Show more love.
- Seek to serve, not to be served.
- Meekness is not weakness.
- Control your desire to have power over others.
- Take time to be still and relax.

**D**



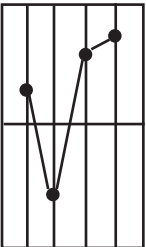
## For Your Review

**D**



- Enjoy relationships, rather than endure them.
- Peace and happiness do not come from security and safety.
- Be fearless.

**D I S C**



### ***C/S/D: “Competent, Steady, Doer”***

- Be more enthusiastic.
- Don't worry so much about problems.
- Be more positive.
- Let your sensitivity be more evident.
- Be more outwardly optimistic and encouraging to others.

# General Practical Application

---

## High "D"s

- They need challenges and choices.
- They don't like to be told what to do.
- They want to be their own bosses.
- Controlling themselves is most important.
- Desiring to control others, "D"s need to guard their feelings.
- Since "D"s test and challenge authority, they need to learn that everyone has a boss.

If not, they will

*Instead of telling them to complete the task now, they will usually choose to have the choice.*

## High "I"s

- They need lots of recognition, approval and stroking.
- They like to talk and get attention. Being quiet is difficult for them.
- Give them opportunities to express themselves.
- Don't put them down for their desire to

share their excitement with others.

*They have more to say. Praise them when they do good. Praise them when they do bad, when they need to guard*

## For Your Review

## High "C"s

- They like to do things right. Finishing a project half way or half right is unacceptable to them.
- Give them time and resources to do their best.
- Don't push them to always do better.
- They may get frustrated and give up.
- Encourage them to improve their people skills.
- They need to learn to be more sociable.
- Answer their questions and explain the "whys of life."

*Provide these types with happy and positive atmospheres. They tend to be naturally pessimistic and moody. Joyful and uplifting music around the home or office can be very encouraging. Avoid being constantly negative and critical, especially with these personality types.*

## High "S"s

- They desire steady and stable environments. Change is difficult. Give them time to adjust.
- Don't expect them to accept risks or try new things.
- They prefer traditional roles.
- Difficult assignments and enthusiastic challenges are not effective. Friendly and sweet appeals are best.
- Encourage "S"s to be more outgoing and assertive, so that they won't be taken advantage of.

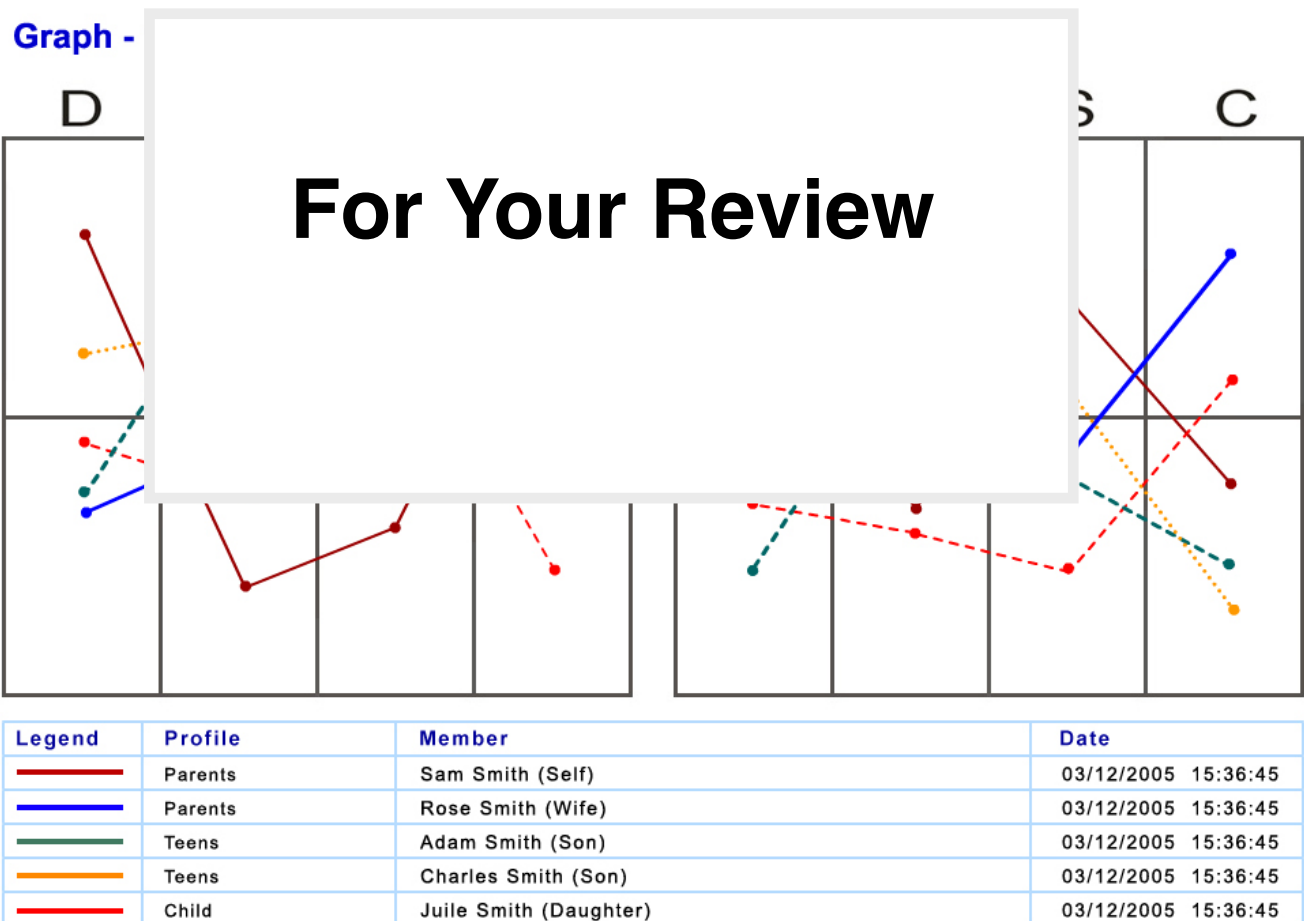
*"S"s' natural submission causes others to take advantage of them. "S"s need to learn how to control their reluctance to be bold and assertive. Saying "no" can be frightening, yet powerful. Taking chances and risks to take charge can be very rewarding.*

# Combined Graphs

Contrast 2 - 20 people on the same graph. See how your graph relates to another person's or the group's graphs. Parent, Couples, Team leaders, Supervisors, Business Managers and Owners can now assess their staffs as a group by having each person on the team complete his or her profile and then plot their results on the same graphs.

*See example below.*

There is also an entire section in some of the **Uniquely You Profiles** that allows you to compare the graphs of different people. Up to 20 individuals in a family, or on a staff or team can see their group dynamics and develop strategies to improve their effectiveness.



This is also great for a parent or child to glean insights from up to 4 other members of their family. Parents can use this feature to identify why certain members of the family conflict with each other.

Couples can also combine their individual graphs to contrast their specific personality types. Dating and engaged couples should especially identify their strengths and "uniquenesses."

Each person in a group, family, or relationship must first purchase and complete his or her profile. Then **Log-in**, go to **My Account**, and click on **Compare Graphs**. You may choose 2 - 20 person's profiles on Graph 1 "*This is Expected of Me*" and Graph 2 "*This is Me*" from a DISC perspective.

# Parenting Styles

Every parent creates his or her home environment. One parent may be a strong disciplinarian with a "Military Base" like home. While the parent next door is a sensitive nurse with a hospital like home. And the parent on the other side is a clown with a playground like home.

The question is not which climate is best. Most parents defend their environment preferences. The solution is creating a climate or engineering several environments that encourage every child to behave best.

One child needs a General Patton like parent, while another child needs a different type of parent. Each parent has unique strengths and weaknesses.

The most effective parent knows how to motivate each child according to the child's personality. The biggest mistake some parents make is trying to lead every child according to the parent's personality.

Most parents know every child is different. But under pressure many parents forget and revert to motivating the child according to the parent's temperament.

The following are simple descriptions of specific personality types as they relate to others. Study each type and develop strategies to improve your effectiveness. Each parent has unique strengths and weaknesses. Each child may have responded differently to certain parenting styles.

## For Your Review

### "D" Type

#### Under Pressure:

*Becomes demanding, disciplinarian.*

#### Sources of Irritation:

*Silliness, inattention, Lack of — aggressive.*

#### Needs To:

*Think before acting, Meet demands with clear answers, Be loyal, Pay attention to details, Stimulate others through charm and friendliness.*

*Impatience, Silly, inattention.*

*Predictability, Inconsistency, Lack of spontaneity.*

#### Needs To:

*Use silence to express displeasure, Appreciate team effort, Take complaints seriously, Focus on details, Use hard facts to prove points.*

### "C" Type Parent —

#### Under Pressure:

*Becomes picky, critical, unsociable, sets high standards, worries, questions, digs deeper.*

#### Sources of Irritation:

*Incomplete reports, careless mistakes, thoughtless work, illogical responses, inaccurate facts, unclear answers, foolishness.*

#### Needs To:

*Improve people-skills, be enthusiastic, positive, caring, sensitive, decisive, allow others to learn by their mistakes, encourage others.*

### "S" Type Parent —

#### Under Pressure:

*Becomes silent, loyal, nervous, shy, takes blame, does whatever necessary to please.*

#### Sources of Irritation:

*Aggression, undependable people, impatience, insincerity, inconsistency, competition, having to look good, pressure to speak out.*

#### Needs To:

*Be spontaneous, active, mobile, demanding, determined, verbalize feelings, take risks, inspiring, confrontational.*

### Strengths —

- "D"s — Confidence, Take Charge.
- "I"s — Look good, Impress, Influence.
- "S"s — Serve, Share, Obey.
- "C"s — Thinker, Correction.

### Weaknesses / "Uniquenesses" —

- "D"s — Impatience, Insensitivity.
- "I"s — Pride, Talks too much.
- "S"s — Gives in, Too Nice.
- "C"s — Critical, Worry, Questions.

## A - 16

# Step-Parenting Challenges

Step-parenting can be the hardest kind of parenting. It's difficult enough raising your own kids. Obviously, relating to children with totally different personalities than the new step-parent's, creates unique challenges.

Remarriage with children involved is a whole new ball game. Parents and children must relate to new ways of thinking, feeling and acting. The rules and boundaries seem to change over-night.

Some people often seek mates completely opposite of their former mates. For example, an "S" divorced from a "D" may want an "S" or "C" type. The "S" doesn't want another dominant.

Others are attracted to their former mates. For example, because of a consistent

marry another "C" just like the former mate. The "I" subconsciously is attracted to competent and conscientious types.

The solution is not finding another mate totally different or exactly like your former mate. Remember, commitment is more important than compatibility.

It's imperative that step-parents understand personality types — their's, as well as their step-children's. By guarding strengths and avoiding weaknesses, you can relate more effectively.

The following are specific ways D,I,S or C type step-children. Don't let it or your former mate come from above and create similar situations.

## For Your Review

### "D" Type Step-Parent

#### "D" Step-Child:

*Gain child's confidence. Don't force him or her. Create choices not commands.*

#### "I" Step-Child:

*Praise child, be more serious and reinforce.*

#### "S" Step-Child:

*First become the child's close friend. Be patient with child's slow responses. Don't demand aggressiveness. Be sensitive and patient.*

#### "C" Step-Child:

*Expect child to question and doubt. Don't criticize. Be logical and explain thoroughly. Create positive atmosphere. Let child think.*

### Dealing With—

*Don't share your feelings. Don't lecture child.*

*Don't share his or her child how to*

#### "S" Step-Child:

*Don't force child to be more outgoing. Spend time with child on an individual basis. Give child time to adjust and accept you.*

#### "C" Step-Child:

*Be patient with child's questions. Appeal to the child's logic. Give child detailed instructions. Don't expect child to always be optimistic.*

### "C" Type Step-Parent Dealing With—

#### "D" Step-Child:

*Don't push child to do everything perfect. Get to the point when explaining things. Don't be rigid. Look for the good in what is done.*

#### "I" Step-Child:

*Go out of your way to be positive and encouraging. Overlook much of child's disorganization. Praise child. Don't be sarcastic. Be cheerful and excited.*

#### "S" Step-Child:

*Be kind and sweet. Don't try to correct everything. The child wants to please, but needs to trust you first. Build loving relationship.*

#### "C" Step-Child:

*Child is just like you and will judge everything you do. Show child how competent, yet caring you can be. Don't over-analyze. Stimulate child's thinking.*

### "S" Type Step-Parent Dealing With—

#### "D" Step-Child:

*Establish early your authority. Child will try to dominate you. Show strength and decisiveness. Determine the limits and stick to them.*

#### "I" Step-Child:

*Be excited about child's accomplishments. Show enthusiasm. Don't try to calm the child. Be more expressive and active with child.*

#### "S" Step-Child:

*Child is much like you. He or she will take time to know. Take it slow and steady. Build security-oriented environment.*

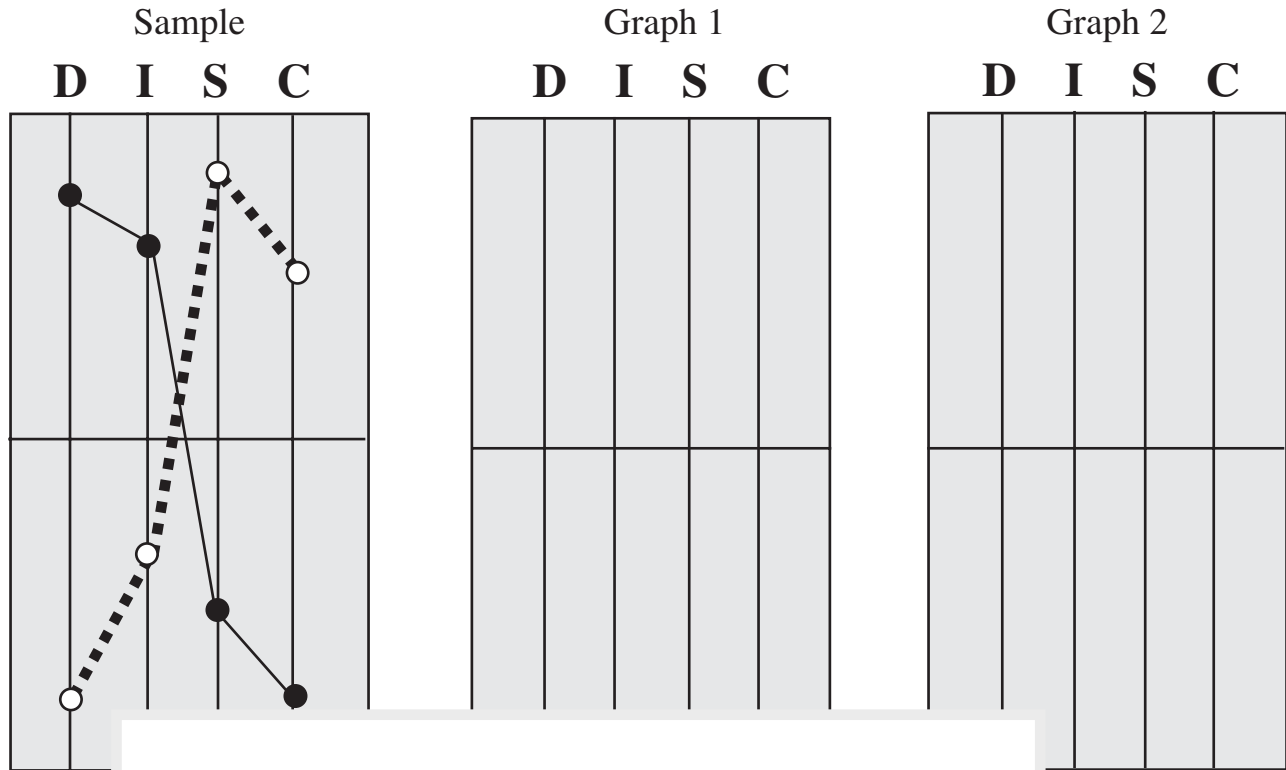
#### "C" Step-Child:

*Be consistent with your approach. Explain the "why" questions. Teach child to be more positive and outgoing by your example.*

# Parent / Child Reflections

To contrast two personality profiles use Graphs 1 and 2 below. Transpose the graphs from page 2.

To observe the possible differences in the profiles use two different color ink pens or a pen and pencil or a dotted line in contrast to a solid line. Notice the sample graph.



The personality, which is "S / C" personality, is the other. Both personalities are unique in their relationship, and

Opposites attract (each of those who have weaknesses.

probably has strengths where you have weaknesses. A better outlook of another person's differences is helpful.

The "D / I" personality needs to be more sensitive to the "S / C." One is more active and outgoing, while the other is passive and reserved behavior. The "D / I" may want to jump into doing things, while the "S / C" may want to think everything through and take it slower.

The "S / C" personality needs to be more aggressive to please the "D / I" personality. These two personalities should be aware of their differences

rather than criticizing

is a "motivational but- parents must identify onality. Every child is possibility to control

in the *Parent / Child* you might clash with a how you can change

your approach to help the child appropriately respond. Develop strategies where you adapt your natural responses to the child's needs.

**Profile everyone in your family and compare their graphs. The computer will plot your graphs for you. Log-in, then go to My Account, then choose the individuals you want to Compare Graphs.**

To improve or enhance your effectiveness, study this entire report.

## For Your Review



# Challenging Differences

## SUGGESTIONS —

- Focus on the obvious personality differences between you and your child.
- Think of how your strengths and "uniquenesses", as a parent, may conflict with the same traits of your child.
- Look for the basic principles of life on how specific personality traits affected relationships.
- Begin thinking about how you should want to control your feelings and actions to influence your child.

Conflicts often result from personality differences. We seem to clash with people who have strong logical thinking and who have more impulse.

"D"s may clash with "S/C"s; while "D"s are more meanor; while "D"s are more can conflict with "S/I"s tend to be more

Parents with strong children. Strong-willed passive type parents. of people-oriented children with more "high-tech"

Identifying and understanding can be powerful and personality can improve

## For Your Review

## EXAMPLES —

There are "D/I" behavior types, who are active in both their tasks and people skills. There are "S/C" types, who are passive, while both people and task-oriented. "D/C"s are pure task-oriented, while both active and passive at the same time. "I/S"s, on the other hand, are basically people-oriented, while both active and passive.

The "I/C" is both active and passive, while people and task-oriented at the same time. The same goes for the "D/S." But while the "I/C" loves to inspire and correct, the "D/S" enjoys driving and serving others. The "D/S" type may sound like a contradiction in terms, but this unique and often confusing behavior is normal.

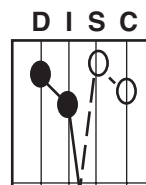
One of the most obvious challenges occurs when a pure "D/C" task-oriented individual relates to a pure "I/S" people-oriented person. This relationship often struggles due to opposite strengths and weaknesses.

The "D/C" lacks people skills, while the "I/S" needs to become more task-oriented and organized. Difficulty comes when one stops looking at the other's strengths and starts focusing instead on the other's weaknesses.

The "D/C" tends to focus on logical thinking and being industrious, while the "I/S" desires to build relationships and deepen communication. You can see how blends of behavior challenge each other.

The following are three common types that challenge each other. See if one of these is like your **PARENT / CHILD REFLECTIONS**.

### "D/I"s Parenting "S/C"s



- "D/I"s are outgoing, while "S/C"s are passive and reserved.
- "D/I"s are more positive than "S/C"s.

"S/C"s are more than "D/I"s. Parents are challenging. Children prefer leadership.

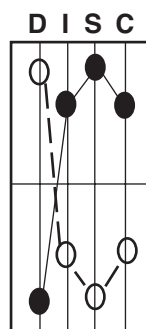
### g "D/C"s

"D/C"s are "people," "D/C"s are oriented. "D/C"s are more high-tech than "D/C"s. "D/C"s are more tech than "I/S"s.



- "I/S" parents are more relational.
- "D/C" children prefer organized leadership.

### "D"s Parenting "I/S/C"s



- "D"s are more dominant and demanding.
- "I/S/C"s resist aggression, but respect it.
- "I/S/C"s prefer friendly, secure and cautious behavior.
- "D" parents must be more flexible.
- "I/S/C" children prefer less dominant behavior.

*To compare your personalities' intensities, be sure to study this entire report.*



# Intensity Insights

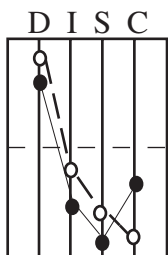
Child's highest plotting point:

Graph 1 \_\_\_\_; Graph 2 \_\_\_\_;

Parent's highest plotting point:

Graph 1 \_\_\_\_; Graph 2 \_\_\_\_;

1. Identify Child's and Parent's highest plotting points from the Graphs.
2. Decide who will be the solid circle ● and who will be the other ○.
3. Complete the **PARENT / CHILD REFLECTION** graphs.
4. Identify and study the *Intensity Insights*.



## "D" / "D" RELATIONSHIP

Two "D"s can live and work well together as long as the "D"s are not too competitive. The "D"s should be the "D"s in the "D"s."

### Practical Application

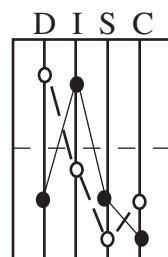
- Establish your authority early.
- Allow children to have choices.

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## For Your Review

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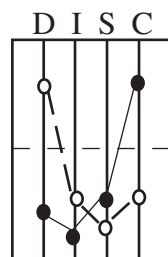


## "D" / "S" RELATIONSHIP

A "D" and an "S"s living and working together are like masters and slaves. "D"s tell "S"s what to do. "D"s need to appreciate "S"s for their hard work. "D"s try to dominate "S"s, but should never take them for granted. The "S" feels secure with the "D" as long as the "D" shows controlled and stable behavior. The "S" should be more assertive — "D"s more compromising.

### Practical Application

- "D" children will try to dominate "S" parents.
- "S" parents must control "D" children.
- "S" children should appeal to "D" parents when demands are to harsh.
- "S"s should show more determination.
- "D" parents must be more sensitive.

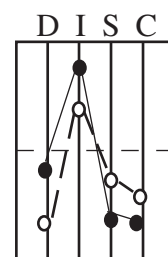


## "D" / "C" RELATIONSHIP

A "D" and "C" living and working together may conflict over dreams and details. The "D" wants to get the job done, while the "C" wants to get it done right. "D"s and "C"s are both task-oriented. "D"s are optimistic, while "C"s are more pessimistic ("realistic"). "D"s need to be more careful, while "C" need to be more positive.

### Practical Application

- "D" parents should answer "C"s' questions.
- "D"s ought to listen more to "C"s.
- "C"s should avoid always being negative.
- Give "C"s chances to think about decision.
- "C" parents shouldn't be so picky.
- "D" and "C" children need to improve their "people-skills."



## "I" / "I" RELATIONSHIP

Two "I"s living and working together will talk more than work. They compete for praise and approval. They tend to be overly optimistic and enthusiastic. Two "I"s communicate well, if one doesn't out-talk the other. Each wants lots of attention. Both tend to be emotional. Communication goes two ways—talking and listening.

### Practical Application

- Take turns talking.
- Ask the other to repeat back what he or she heard. "I"s don't listen well.
- Write down what you agreed upon so there will be no misunderstandings.
- Praise each other more than seeking to be praised.

# More Insights

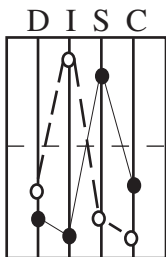
Child's **NEXT** highest plotting point:

Graph 1 \_\_\_\_; Graph 2 \_\_\_\_;

Parent's **NEXT** highest plotting point:

Graph 1 \_\_\_\_; Graph 2 \_\_\_\_;

1. To identify your most obvious **Intensity Insights**, follow these instructions for more insights.
2. Identify Child's and Parent's **NEXT** highest plotting points from the Graphs.
3. Review the **PARENT / CHILD REFLECTIONS** graphs. Be sure your **NEXT** highest points are both above the mid-line.
4. Study the **Insights** that relate to your **NEXT** highest points on Graphs 1 & 2.



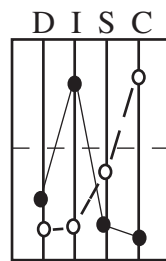
## "I" / "S" RELATIONSHIP

"I"s and "S"s don't tend to be task-oriented. They would rather "relate" with others. "I"s are great talkers, while

### Practical Application

- When an "I" asks an "S" a question, the "I" should wait for the "S" to answer.

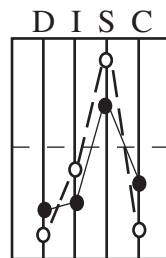
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## For Your Review

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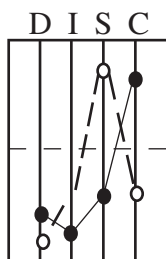


## "S" / "S" RELATIONSHIP

Two "S"s relate best. They don't compete or criticize each other. They are loyal and sensitive each other. They make best relationships. "S"s are the most tolerant and forgiving types. They tend not to be assertive and struggle with decision-making. They can be taken advantage, if not careful. They need to be more bold, exciting and competent.

### Practical Application

- "S"s should force themselves to express their feelings.
- "S"s miss great opportunities, because they don't want to take risks.
- Try not to depend on the other for major decisions.
- Be more enthusiastic and outgoing.

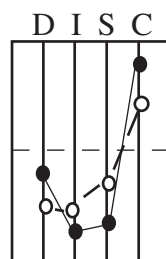


## "S" / "C" RELATIONSHIP

"S"s and "C"s are passive and methodical when relating together. Precision and propriety come before performance. "S"s want "C"s to be more friendly. "C"s can be too picky, but "S"s will be most forgiving. "S"s desire more intimacy, while "C"s prefer their projects. They are both quiet and private. They can co-exist with little conversation.

### Practical Application

- "S"s need to be more precise with "C"s.
- "C"s must be more friendly with "S"s.
- "S"s should appeal to "C"s logic.
- "C"s shouldn't criticize "S"s' disinterest.
- Be more caring and aggressive.
- Don't wait on others to express themselves.
- Be more optimistic and positive.



## "C" / "C" RELATIONSHIP

Two "C"s relating together can be challenging. Both have high standards on how to do things. "C"s tend to think their way is best. Two "C"s will conflict over "right and wrong." They can also be cold and caustic. "C"s tend to be picky perfectionist and insightful critics. They can be more effective when more enthusiastic, decisive and kind.

### Practical Application

- Be more complimentary of each other.
- Don't criticize each other.
- Don't keep your feelings in.
- Be more expressive and positive.
- Think twice before saying what you think.
- Compromise your way of doing things.
- Be more outgoing and people-oriented.

# Handling Pressure and Stress

One of the biggest problems in parenting is handling conflicts — Between children, mates, neighbors and parent / child. Good parents are often discouraged because of misunderstandings and clashes.

This section is designed to discover why people do what they do under pressure — why you may conflict with others. Life is clear on how to handle clashes. The problem is many parents and their children are not aware of their “sensitive spots.” Parents need to practice basic principles of life about resolving conflicts.

Every personality type has its “hot button.” Pressure can be good or bad. It depends on the person and the thing. The focus is on how to handle the pressure they relate to.

Review this entire report with your Behavioral Blends in mind. Read each section below to see how you may respond under pressure. Also consider how you sometimes respond totally different than what others expect.

**Seek to be mature, not natural!**

Remember —

***Most family problems today are not technical—***

***il —  
ts and  
ers.***

## For Your Review

### “D” Behavior

#### Under Pressure

*Become  
ing, ang*

#### Sources of

*Weaknes  
Lack of  
directio*

#### Needs To:

*Back-off, seek peace, relax, think before reacting, control self, be — patient, loving, friendly, loyal, kind, sensitive.*

#### Needs To:

*Listen, count the cost, control emotions, be — humble, strong, disciplined, punctual, careful with words, conscientious.*

*tic, immature,  
rddy, selfish.*

*sm, details, time  
structure,  
irticipation.*

### “C” Behavior —

#### Under Pressure:

*Becomes moody, critical, contemplative, negative, worrisome.*

#### Sources of Irritation:

*Incompetence, disorganization, foolishness, dishonesty, inaccuracy, wastefulness, inconsistency, blind faith, false impressions.*

#### Needs To:

*Loosen-up, communicate, be — joyful, positive, tolerant, compromising, open, trusting, enthusiastic.*

### “S” Behavior —

#### Under Pressure:

*Becomes subservient, insecure, fearful, weak-willed, withdrawn, sympathizes, sucker.*

#### Sources of Irritation:

*Pushiness, instability, inflexibility, anger, disloyalty, insensitivity, pride, discrimination, unfairness.*

#### Needs To:

*Be — strong, courageous, challenging, aggressive, assertive, confrontational, enthusiastic, outgoing, expressive, cautious, bold.*

### Natural Responses To Conflict —

“D”s — Want To Attack  
“I”s — Want To Expose Others  
“S”s — Want To Support or Submit  
“C”s — Want To Criticize

### Recommended Responses —

“D”s — Restore With Love  
“I”s — Seek To Restore Others  
“S”s — Care Enough To Confront  
“C”s — Examine Own Self First

# Disciplining & Motivating Children

Most children need discipline. Dealing with disobedient and disruptive children can be challenging. Correction can either help or hurt children. Knowing what works best often depends on knowing the child's personality type.

Discipline must be motivating. All children have "hot buttons." Children also have "cold buttons" that turn them off. A parent's personal "hot button" can be a certain child's "cold button." In other words, things that motivate the child can also irritate him or her, vice-versa.

There is a method to the madness. We can motivate children by understanding their personalities.

Everyone is motivated. Some children are motivated to do one thing, while others are motivated to do the exact opposite. But everyone is motivated.

"Motivation" is actually creating the climate and environment that makes children decide for themselves to do right. Unfortunately, many parents discipline and motivate through intimidation or manipulation.

Effective parenting involves wise discipline that creates the climate to motivate each child individually.

How to motivate / discipline different personalities. Some children may not motivate themselves, but respond to who may respond to them.

## For Your Review

### "D" Type Child —

#### Under Pressure:

*Becomes rebellious, angry, stubborn.*

#### Sources of Irritation:

*Weakness, Lack of —*

#### To Motivate / Discipline:

- Establish and remind — "I'm the boss!"
- Give opportunity to lead. Be captain of team.
- Give one warning, then follow through.
- When disobedient, put last in line.
- Sit out challenging game.
- Give choices.

*Seeks attention, approval.*

*Respects, criticism, demands.*

#### To Motivate / Discipline:

- Recognize (video tape) good behavior.
- Give opportunity to express thoughts.
- Show grave displeasure of poor behavior.
- When disobedient, exclude from activities.
- Explain how poor behavior makes them look bad. Relate popularity to responsibility.

### "C" Type Child —

#### Under Pressure:

*Becomes up-tight, fault finding, pessimistic, critical, worrisome, over-cautious, technical, picky, goes by book.*

#### Sources of Irritation:

*Uncertainty, incompetence, disorganization, simplicity, dishonesty, inaccuracy.*

#### To Motivate / Discipline:

- Explain reasons for desired action.
- Allow questions and suggestions to improve.
- Give opportunity to research and evaluate.
- When disobedient, prohibit opportunity to analyze and/or correct serious problem.
- Write reasons why obedience is important.

### "S" Type Child —

#### Under Pressure:

*Becomes submissive or stubborn depending on threat to security; seeks stability, friendships, status quo, peace at all cost.*

#### Sources of Irritation:

*Intimidation, inflexibility, turmoil, disloyalty, insincerity, pride, discrimination, unfairness.*

#### To Motivate / Discipline:

- Establish close relationship — Be friends.
- Emphasize need for help.
- Appreciate loyalty.
- Give time to prepare and adjust.
- When disobedient, show heartfelt hurt.
- Don't rub-in wrong. Show silent disapproval.

# Leadership Insights

Most everyone responds to life's challenges and choices according to his or her personality.  
Therefore, individuals who relate to others must be *personality wise*.

For example, High "S" leaders should not engage High "D" followers in small talk. "D"s prefer leaders who get-to-the-point. They want "bottom line" answers. They respond best to those who are not going to waste their time.

On the other hand, High "S" followers feel comfortable with leaders who are systematic, slower, and steady in their approaches. "S"s don't like fast talking, quick pace responses. "S"s respond best to stable and sensitive leaders.

## Leader Styles

The following describes different leadership styles. People tend to lead according to their personalities, rather than adapt to the styles of others.

### "D" Leaders —

"D"s are *take control* like people telling the pushy and forceful. They demanding approach to when they learn to sl of others.

### "I" Leaders —

"I"s are inspiring influence others. Nat much. "I" leaders ne rejection. They are th

"I"s love crowds, but need to be interested in individuals.

### "S" Leaders —

"S"s are the sweet, steady and stable leaders. They seldom demand anything. They are friendly and loyal, but tend to be too nice. They need to be more aggressive and assertive. Overly sensitive to their shortcomings, "S"s need to be more confident. They hate to take risks. They often miss opportunities because of their caution. Reliable and relaxed, they are more reserved.

### "C" Leaders —

"C"s are competent and compliant. They go by the book and want to do everything just right. They are thorough and detail-oriented, but tend to be too informative. "C"s need to be more positive and enthusiastic. They answer questions people aren't asking. When optimistic, "C"s are extremely influential. They should not concentrate on problems, but focus on potentials.

## Follower Styles

People also follow according to their personalities. Identifying individual follower styles make leaders more effective.

want to be part of a or and authority in mind. be more respected and / need choices, rather than need opportunities to do

y tend to be impulsive at will make them look take great first impres- ersuade often turn them

into the leaders in order to rise to the top. Sometimes you don't know who's leading whom.

### "S" Followers —

"S" followers don't make quick decisions. They like leaders who are understanding and gentle. They want to establish a relationship with a leader who will be around for a long time. "S"s are concerned about service and stability. When it comes to sensible and slow judgment, "S" followers feel right at home. They like familiar and low-key environments.

### "C" Followers —

"C"s are "Consumer Report" type followers. They analyze each decision. They love research and development. "C"s are quality oriented followers. They don't like quick or costly decisions. Picky and precise, they follow with their minds, rather than hearts. "C"s seldom respond positively at first. They often want time to think about their decisions. Once convinced, they follow best.

### *The most effective Leader is the blended Servant Leader.*

These type individuals learn how to adapt and become "all things to all men." They understand that everyone is often motivated by their specific personality. They guard their strengths from overuses, and improve their "uniquenesses / weaknesses."

Blended Servant Leaders control their drives, passions, and wills in order to motivate others more wisely. Servant Leaders are Transformational Leaders who raise people up to follow on a higher plain. Anyone can be a Servant Leader. It doesn't matter what your "DISC" personality type is. It's your maturity, ability to adapt, and control yourself, rather than others that makes the difference.



# DISC Learning Styles

According to Cynthia Tobias's book, *THE WAY THEY LEARN*, there are four basic learning styles: Concrete, Abstract, Sequential, and Random. There are also three ways we remember. She adds, "Learning styles researchers, Walter Barbe and Raymond Swassing present three modes of sensory perception (ways of remembering) that we all use in varying degrees." These "modalities" (auditory, visual, and kinesthetic) affect everyone's learning styles.

Every leader should discover their auditory, visual, or kinesthetic / feeling styles in order to help communicate better with their followers and fellow leaders. It is not always their follower's fault when things are misunderstood. It is every leader's responsibility to work with others to know how they learn best.

Every leader should discover their learning styles response to the learning style of others in a relationship.

It is not always the responsibility of the follower to adapt his or her learning style to that of the leader. Followers and leaders must both control their communicating and learning styles in order to have the best results possible.

Understanding how your DISC personalities affect learning styles can help guard your strengths and avoid your weaknesses. Study the insights below to improve your communicating and learning.

Always remember, you are the only one who can control yourself to do right. Don't expect or depend on anyone else to give you the determination to respond appropriately. Learn to control your personality, rather than letting your personality control you. Take command of your feelings and thinking, rather than expecting

...tional Leader by adapting  
...others.

## "D" Types

**Auditory Learner:** Responds best to straightforward communication and summarized facts and stories. Responds best to communication that gives most attention when

**Visual Learner:** Responds best to action and lessons that are animated or shown, as opposed to written or spoken. Desires more hands-on group learning by example.

**Kinesthetic Learner:** Wants to FEEL in control of learning. Desires strong emotion-packed, as opposed to sensitive or silly type presentations. Responds best to authority who makes him or her relate personally to the learning.

## "C" Types —

**Auditory Learner:** LISTENS best to clear and precise words. Desires to hear lessons that explain why, what, when, and how. Wants to hear competent and accurate communication. Is not as interested in the drama, but in hearing the facts. Learns best with thorough explanation.

**Visual Learner:** Wants to SEE the lesson, as opposed to just hearing about it. Desires visualization of the facts. Learns best when presented with investigated lessons. Needs to have pictures and charts drawn that explain the lesson.

**Kinesthetic Learner:** Wants to FEEL the lesson is clear and understandable. Learns best when communicated through rational and emotional means. Desires balance between facts and feelings. Wants to learn through heartfelt, yet intellectual presentations. Needs to feel the lesson is logical.

## For Your Review

...st to exciting and en-  
...o hear expressions and  
...e alive. Needs to hear  
...hat communicates op-  
...h humorous stories.

...sson through drama or  
...one play. Desires to participate by acting out or visualizing  
the lesson. Learns best when able to picture him or herself  
in the lesson. Looks for images that explain the lesson.

**Kinesthetic Learner:** Wants to FEEL part of the lesson. Desires an emotional tie with the presenter and point of the lesson. Learns best in a group where his or her feelings can be expressed. Needs heartfelt communication.

## "S" Types —

**Auditory Learner:** LISTENS best to sweet and soft presentations. Doesn't like strong or fast-paced communication. Responds best to supportive and security-oriented words. Desires to hear lessons in a small group. Wants to hear words that make the lesson kind, nice, and caring.

**Visual Learner:** Wants to SEE the lesson lived-out through the life of the presenter. Learns best by visualizing the lesson as part of a small group, rather than having to be up front presenting. Desires steady and stable visual environments.

**Kinesthetic Learner:** Wants to FEEL comfortable and secure as he or she learns. Responds best to status-quo type learning, without surprises or challenges. Desires that everyone is learning harmoniously and together as a family. Needs to feel the lesson in a personal and private way.

# Why Wellness?

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Wellness is not an option! Taking care of ourselves must be a priority, if we want to enjoy life to its fullest. Especially with so many unknowns and pressures today, we must desperately guard our health. Wellness must be an essential part of our everyday way of life.

We cannot afford to think that physical and financial security are luxuries. They are investments. Staying healthy is less expensive than staying unhealthy. Taking care of yourself is one of the wisest investments you can make.

The problem is that it takes persistence to do what we do is on a daily basis for success. Our motivation for exercising, and

unhealthy. Nature responds to our motivations. Everything in life runs down, unless we take care of it. The *Law of Entropy* warns us about decay and disease — *Energy, in any given system, always runs toward randomness and chaos when left alone.*

***Wellness doesn't just happen.***

***It takes effort!***

## For Your Review

***Move  
even***

Motivation is also a myth and misunderstanding about motivation. The myth of motivation is thinking that people are not already motivated. The truth is, everybody is motivated.

Some people are motivated to do one thing, while others are motivated to do the exact opposite. But everyone is motivated. The question is, "what motivates us?"

Some people are motivated to be healthy, because it's the strong thing to do. They want to be in control of themselves. Others are motivated to be healthy, because they want to look great and make good impressions.

Others are motivated to be healthy, because it's more safe and secure. They don't like trouble or change. They like steady environments. Others are motivated because it's logical and wise to take care of themselves. They look at wellness as the right thing to do.

Our motivations obviously affect our wellness. It's natural to be healthy and it's unnatural to be

out of fit. If not, the wellness runs to-ends in a wasted

attempts from a per-ard your strengths Once you identify you can then learn ns.

designed to help at you do when it

connects to your health. Human Behavior Science can improve your motivations toward a more healthy life. Identifying your personality, in light of your motivations, can be extremely beneficial.

Review the *Interpretation* page again with your wellness in mind. Focus on what it means to your health goals. Study the rest of this report to get the most out of it.

Your health and future are important. Take the time to understand why you do what you do. Learn how to improve the quality of your life. Do it for yourself and loved ones. There is nothing wrong with taking care of yourself.

It is essential that you take the time to understand your motivations and improve your health. It can be the beginning of a whole new way of thinking, feeling, and acting. It can add years to your life, and life to your years!

***Wellness is more than just good health.***

***It can also be your way to  
happiness and wholeness!***

# To Your Health

There are three vital factors to the success or failure of your health — diet, exercise, and food supplements. Together, they make the difference in the quality of your life.

Some people are fortunate — being overweight is never a problem, but everyone needs to watch what they eat. Just because you don't gain weight, you should still be careful what you put into your body. Food is energy. You should supply your body with the best energy sources available.

Proper exercise is also essential. Regular exercise strengthens and tones your muscles to receive the full nutrients in the foods you eat. Eating right without exercise is like fueling a magnificent

Eating right and  
to attain optimal health  
and chemical substitutes

our bodies need. It is not enough to guard against eating the wrong foods, we must also supplement our diets with the minerals and vitamins that are lost in the process of our "instant everything" world.

We often respond to these three factors — diet, exercise, and food supplements — according to our personalities. Understanding our predictable patterns of behavior can help us guard our strengths and avoid our weaknesses. Study the insights below to improve your motivations.

Always remember, you are the only one who can motivate yourself to do right. Don't expect or depend on anyone else to give you the determination to respond appropriately. Rather than letting your mind of your feelings and lack of discipline.

## "D" Behavior

**Dieting:** *Is often tracked by "more in determined and discipline through. Needs accountability when challenged.*

**Exercising:** *Wants Motivated by challenge determined, but often falls short of potential. Does best as a leader or example.*

**Nutritional Supplements:** *Often underestimates need. Thinks he or she is strong enough. Doesn't want to think about it. Doesn't like the routine. Once convinced, is driven and direct. Does best when reminded of the "bottom line."*

## "C" Behavior —

**Dieting:** *Very conscious of weight. Often worries about being overweight, but is more likely to act on it. Can get easily discouraged and give up too soon. Needs to be more optimistic about possibilities and begin dieting immediately. Shouldn't spend too much time researching every diet plan.*

**Exercising:** *Very calculating and studious. Wants the best plan. Can be too serious and regimented. Needs to relax and have more fun. Can be too hard on him or herself. Is often best at knowing what to do, but has poor attitude about doing it.*

**Nutritional Supplements:** *A stickler for details. Needs to know scientific facts first. Is often skeptical, but once convinced is consistent. Often procrastinates, because of need for more data. Struggles with "just doing it," but when committed does it well.*

## For Your Review

*...whe or she looks. Wants for overeating by being ializing are important; eds to discipline lack of ereating.*

*...stic, but lacks follow-up. The more the merrier. At best when able to influence others. Needs to stick with it, even when it's not fun any more.*

**Nutritional Supplements:** *Using supplements can be difficult, because it is so routine and mundane. Must control forgetfulness with set patterns and conscious efforts, because of the ultimate results — better health and happiness.*

## "S" Behavior —

**Dieting:** *Can be most consistent and yet, least motivated. Is often insecure with dieting and slow getting started. Can be influenced by a close friend, but needs to be more self-motivated. Does best once routine is established and sure of method of dieting.*

**Exercising:** *Doesn't need a lot of hype. Is content to work alone, but does best with a friend. Doesn't push the limits as much as should, but is better at the long haul. Is steady and regimented, but needs to control interruptions.*

**Nutritional Supplements:** *Is the best at taking food supplements once convinced with the need and a schedule is established. Needs to guard against always taking same or cheap food supplements without researching to find the best ones.*



# Balancing Your Health

**You** are what you eat! It's an old saying and is more important today than ever. Exercise and nutritional supplements also affect your health. Every where you look there is growing concern over how to improve your fitness. Understanding your

personality is important to how you take care of yourself.

Just as there are different personalities, there are different wellness motivators. The following is a basic look at the four temperaments and how to improve your health and fitness.

## "D" Types

*Your active / task-oriented life style makes you a determined, doer, and driver type. You tend to eat to live, not live to eat. You are often "too busy" to take better care of yourself.*

**Think it over:** Control your motivation to be constantly busy

• Determine to take care of time and energy so that you are not being constantly on the roses" • Don't let your

## "I" Types

*Your active / people-oriented life style causes you to constantly be on the go. You're prone to eat on the run. You enjoy meal time best when it becomes a social event.*

**Think it over:** Let your motivation to impress and inspire others

gs by reminding yourself  
Keep nutritional low-fat  
ome hungry • Resist fast  
t're hungry.

## "C" Types

*Your passive / task-oriented life style makes you a competent. You can be defeated by discouragement.*

**Think it over:** Control

you to give-up on eating  
what best to eat and how  
good and feeling better  
necessary • Challenge

care of your body • Don't think that preserving your mind is more important than taking care of your body.

## For Your Review

makes you a submissive,  
d to be more consistent  
bad diet. You don't like

into the rut of eating the  
your reluctance to change  
should eat • Be different  
e assertive and order or

cook healthy foods • Develop a healthy diet and exercise program  
that you will stick to no matter what your friends do.

## Exercise For All Types

*Everyone needs twenty-five to sixty minutes of rhythmic exercise, three to six times a week, to keep your body chemistry balanced. Aerobic (cardiovascular conditioning), strength training, and flexibility exercises are vital to maintaining good health.*

## Foods For All Types

*Fruits, vegetables, whole grain cereals, rice, pasta, white and pink fish, white poultry (skinless), high fiber (beans & whole wheat bread), lean protein (eggs), nonfat or low-fat dairy, and nuts.*

## Supplements For All Types

*Soy Protein; Multivitamins with the right amounts of vitamins A, B<sub>6</sub>, B<sub>12</sub>, C, E, D, K, Thiamin, Riboflavin, Niacin, Folic Acid, Biotin, Panthothenic Acid, Iron, Calcium, Phosphorus, Magnesium, Zinc, Selenium, Copper, Manganese, Chromium, Molybdenum, Nickel, Tin, Vanadium, Boron, Silicon, plus other minerals; EPA, Alfalfa, Glucosamine, GLA, St. John's Wort, Echinacea, Ginkgo, Peppermint Ginger, and Garlic.*

## Mental Attitude For All Types

*Think more positively; Look at problems as potential blessings; Think on things that are pure, good, and virtuous; Accept failure as an opportunity for change; Laugh more; Don't Worry — Be Happy; Be more optimistic and trusting; Be careful, but enthusiastic.*

# Wellness Motivators

**You** are what you eat! It's an old saying and is more important today than ever. Exercise and nutritional supplements also affect your health. Everywhere you look there is growing concern over how to improve your fitness. Understanding your personality is important to

how you take care of yourself.

Just as there are different personalities, there are different wellness motivators. The following is a basic look at the four temperaments and how to improve your health and fitness.

## "D" Types

*Your active / task-oriented life style makes you a determined, doer, and driver type. You tend to eat to live, not live to eat. You care of yourself.*

**Think it over:** Control your emotions and don't let difficulties cause you to give up on eating well • Let your analytical thinking decide what is best to eat and how to exercise • Get excited about looking good and feeling better • Don't accept the status quo, if change is necessary • Challenge yourself through wise reason to take better care of your body • Don't think that preserving your mind is more important than taking care of your body.

## "I" Types

*Your active / people-oriented life style causes you to constantly be on the go. You're prone to eat on the run. Eating becomes a social event.*

## For Your Review

*To impress and inspire discipline cravings by eating will make you greedy snacks available • Avoid fast foods • Avoid being hungry.*

## "C" Types

*Your passive / task-oriented life style makes you more calculating and competent. You can be "picky" about what you eat, but can become defeated by discouragement and give in to your cravings.*

**Think it over:** Control your emotions and don't let difficulties cause you to give up on eating well • Let your analytical thinking decide what is best to eat and how to exercise • Get excited about looking good and feeling better • Don't accept the status quo, if change is necessary • Challenge yourself through wise reason to take better care of your body • Don't think that preserving your mind is more important than taking care of your body.

*Your passive / people-oriented life style makes you a submissive, sensitive, and soft type person. You tend to be more consistent with your diet, whether it be a good or bad diet. You don't like change.*

**Think it over:** Be careful you don't get into the rut of eating the same unhealthy foods all the time • Avoid your reluctance to change • Don't let other people decide what you should eat • Be different when others want greasy fast foods • Be assertive and order or cook healthy foods • Develop a healthy diet and exercise program that you will stick to no matter what your friends do.

## What did you learn about your motivations?

(how does your personality control your motivations, drives, and habits?)

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**Now What?** (How can you control your motivations to do what you need to do, not what you feel like doing?)

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# Parent's Action Plan

1. My highest plotting point in Graph 1: \_\_\_\_\_; Graph 2: \_\_\_\_\_.

This means I tend to be more \_\_\_\_\_; \_\_\_\_\_;

\_\_\_\_\_, \_\_\_\_\_.

2. The overuse of this type sometimes makes me \_\_\_\_\_

\_\_\_\_\_.

3. My next highest plotting point in Graph 1: \_\_\_\_\_; Graph 2: \_\_\_\_\_.

If above the mid-line, then \_\_\_\_\_;

\_\_\_\_\_.

4. The overuse of these \_\_\_\_\_

\_\_\_\_\_.

5. My lowest plotting point \_\_\_\_\_

This means I tend to not \_\_\_\_\_

\_\_\_\_\_.

6. My child's highest plotting point \_\_\_\_\_

This means he or she tends to not be \_\_\_\_\_; \_\_\_\_\_;

\_\_\_\_\_, \_\_\_\_\_.

7. My child's next highest plotting point in Graph 1: \_\_\_\_\_; Graph 2: \_\_\_\_\_

This means he or she tends to not be \_\_\_\_\_; \_\_\_\_\_;

\_\_\_\_\_, \_\_\_\_\_.

8. My child's lowest plotting point in Graph 1: \_\_\_\_\_; Graph 2: \_\_\_\_\_

This means he or she tends to not be \_\_\_\_\_; \_\_\_\_\_;

\_\_\_\_\_, \_\_\_\_\_.

9. To communicate more effectively with my child, I need to: \_\_\_\_\_

\_\_\_\_\_.

10. My prayer to improve my parenting effectiveness is: \_\_\_\_\_

\_\_\_\_\_.

\_\_\_\_\_.

**For Your Review**