

# How to Control & Conquer Feelings

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

## **Info User**

First name:  
Last name:  
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Country:  
Postal Code:  
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## **Child Personality Profile Standard - 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 predictable pattern of behavior because of his or her 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 this entire repost.

Our personalities should never become an excuse for poor behavior. The attitude of many is: "That's just the way I am. Love me or leave me. You knew I was like that when you married me," but we should not blame our often poor reactions on our personalities.

Each temperament style represents a specific behavior pattern. How we use or abuse our personalities determines the four quadrants of the DISC model. Identify the four types of temperaments and the four quadrants of the DISC model.

## For Your Review

"D" - active

"I" - active

"S" - passive

"C" - passive

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

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.

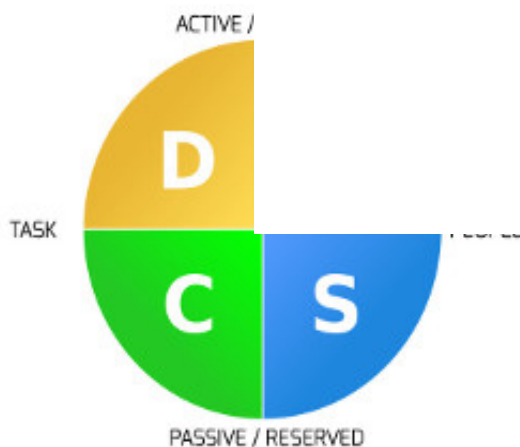
## Interpretation

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.

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# For Your Review



### 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 Advancement - Choices rather than ultimatums

Respond Best To Leader Who: Provides direct answers Sticks to task - Gets to the point - Provides pressure

**Needs to Learn:**

Everyone has a bc  
Sensitivity to peop

## **"I" Type Behav**

**Basic Motivation:**

**Desires:** Prestige  
Opportunities to m

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

# For Your Review

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**Needs to Learn:** Change provides opportunity - Friendship isn't everything - Discipline is good - Boldness and taking

## "C" Type Behavior

**Basic Motivation:** C

**Desires:** Clearly defined  
- Time to think

**Responds Best To**  
- Provides resources

# For Your Review

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**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

Behavioral Blends

These are the Behavioral Blends that are specific to you. Read through the report to see other personalized information.

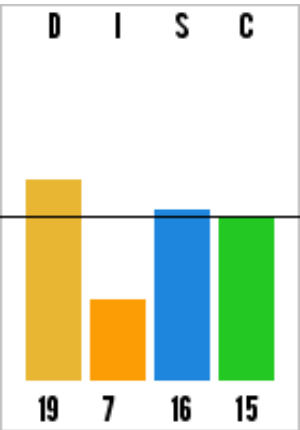
This is expected of me  
This is me: **COMPET**

For Your Review

Preface: This section describes how we use the data collected from you and others when individuals are in their comfort zones. People often live more authentically than they have before.

Review the following insights with a specific person in mind, or find the type that describes your specific Graph 1 personality type.

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



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 reserved because of your tendency not to like to move forward. You are often seen planning and preparing for things.

How Others

You are often viewed as a "go-getter" self-assured with a strong opinion. You are often seen studying or researching and investigating more than most. You are often seen studying or organizing others to accomplish tasks well. You tend to be humble, but you are often seen studying or researching and investigating more than most.

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 really 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

For Your Review

occasional negative thinking.

## Vision and Passion

Your vision is widespread as well as focused. You tend to see the big picture and details that need to be considered. 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 a secure and stable environment. On one hand you don't need anyone to make you feel comfortable and 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 verbal or talk a lot, but you can communicate well in small groups. You also often like to be by yourself thinking and planning

## Leadership Style

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## Follower Style

You tend to be a ( ) ve to  
let others tell them what needs to be done. You think people would rather have you give all the commands. You are one of the best when it comes to your following submissively and competently. You like to obey and prefer to follow the rules. You can be a risk taker, but often guard your aggressiveness through your cautiousness. You tend to plan and prepare a lot so you will be wiser and able to follow your leaders in a sure and steady fashion.

## Responds Best To

You respond best to those who have a plan, plus you take things slowly and methodically. You don't get real excited by energetic and upbeat presentations. You prefer challenging, steady, and outlined programs, as opposed to hyper and empty appeals. You don't respond well to those who tend to be careless or sloppy. You like things 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 straight on, 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 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 in small groups or with individuals. You tend not to stand out in a crowd, and would rather blend in than be seen or heard.

## Overuses and Abuses

You tend to overuse people try to take a people try to get you being popular or from the limelight or recognition around and be seen

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# For Your Review

## Guard Against

Don't hesitate to speak 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 completed your Uniquely You Personality Questionnaire, be sure to view these descriptions from a Graph 1: "This is expected of me" perspective. If both graphs are the same, your understanding of them will be easier. If both graphs are different, keep the appropriate perspective in mind.

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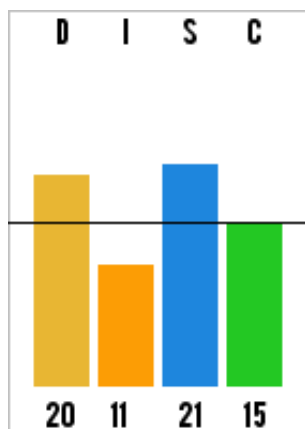
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Preface: This section is designed to describe specific personality types from a private perspective - when individuals are either in their home environments or in settings among friends and relatives. People tend to have different motivations in public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

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



### Description

As a "D / S / C", people expect you sometimes surprise with your sweetness and sensitivity or abrasiveness or forcefulness. You seem to think of yourself as reserved because you like to constantly be moving forward. You tend to plan and prepare for large masses.

## For Your Review

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### 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 you are self-assured with a wealth of knowledge. You are recognized as one who can be challenging, but also 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. You also often like to think and plan by yourself.

## Leadership Style

Your leadership style is aggressive and results-driven. You are sensitive, soft and understanding. You have excitement when it comes to communication skills. You influence others with your care. You lead more than you 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. You don't tend to be openly enthusiastic or outgoing. You sometimes don't seem to be friendly, except when in small groups or with individuals. You don't tend to stand out in a crowd or seek to be heard.

## Overuses and

You tend to overuse your strength when people try to take you down. You tend to be overconfident when people try to take you down. You tend to be overconfident about being popular. You tend to be overconfident to be in the limelight. You tend to turn around and attack.

# For Your Review

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## Guard Against

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.

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 completed your Uniquely You Personality Questionnaire, be sure to view these descriptions from a Graph 2: "This is me" perspective. If both graphs are the same, your understanding of t  
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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 environment:

friends and relatives  
your behavior “expected”  
less familiar environment  
guard, or take your more  
more familiar environment

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## For Your Review

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Understanding and adjusting your thoughts, feelings, and actions to these insights can be very productive and wise. Review and study your two graphs, keeping in mind the similarities and differences. Then, learn how to control your motivations, rather than letting them 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 are immature, their driving and demanding demeanor makes them lose control of their responses. They tend to not do well with anger management. They often become surprisingly forceful. They don’t tend to be emotional, but they can be very stubborn.

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## For Your Review

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 energy of a crowd. He does not seek attention or approval.

He tends to be more laid back, but also has the drive and determination to tackle difficult tasks. He enjoys working on projects especially with a good friend who appreciates his preciseness and quality control.

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## For Your Review

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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 of your aggressive and assertive tendencies. There is a part of you that doesn't like to 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

#### C/S/D - COMPE

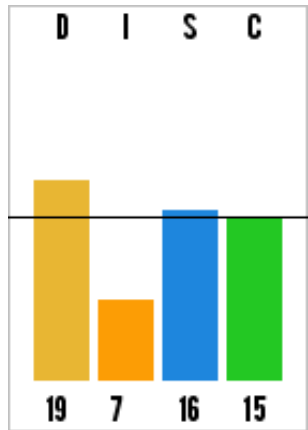
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# For Your Review

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#### 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 of your soft and contemplative tendencies. There is a part of you that doesn't like to 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.

### C/S/D - COMPE

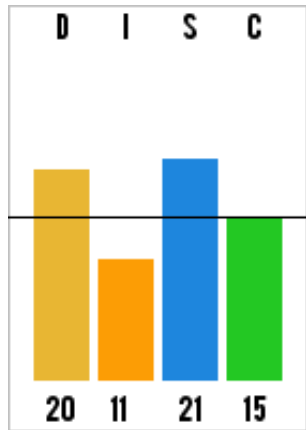
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# For Your Review

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### 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

**test** tends to be more:

Demanding / Asserting  
 Law-abiding / Conscientious  
 Loyal / True Blue  
 Peaceful / Calm  
 Careful / Cautious  
 Risk-taking / Courageous  
 Hyper / Energetic  
 Brave / Assertive  
 Persister  
 Shy / Reserved  
 Admirable  
 Ambitious  
 Challenging  
 Perceptive  
 Pondering  
 Sweet / Tender  
 Generous  
 Industrious  
 Driving / Motivated  
 Direct / To the point  
 Courteous / Polite  
 Inventive / Imaginative  
 Organized / Orderly  
 Helpful / Assisting

**test** tends to be less:

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

# For Your Review

Original / Creative  
 Strict / Unbending  
 Hospitable / Enjoys company  
 Exciting / Spirited  
 Bottom line / Straight-forward

**test'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

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

Hyper, Energetic, Admirable, Elegant

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

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

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

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

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

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

**test's "I"Tender**  
Outgoing, Active  
Impressing, Exc

**test's "S"Tender**  
Gentle, Soft, Hu

**test's "C"Tender**  
Calculating, Ana  
Researching, Or

# For Your Review

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paring,

# ***Appendix***

## ***Table Of Contents***

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## **For Your Review**

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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 and parent are gifted with unique personality types. Discovering the *Uniquely You* as a family member is vital for a harmonious home. Understanding how to control and conquer your family's environment.

Parents who understand their children according to their personality types will be successful. The proverb teaches *he should go.* "bent" or personality can be trained according to their personality.

Everyone has a bad day. One has a bad day with your personality understanding. 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 personalities.

By learning how to predict behavior, parents can avoid and resolve most conflicts. You can also discipline and motivate your

all personalities. Children's behavior can be managed. Respond to the situation. Report. Understand his personality. Assure.

## **For Your Review**

*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

---

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 assigned simple and single D, I, S, and C letters to each. Though there are now many titles to various models, they all have roots from the same basic four temperaments discovered 400 B.C.

Dr. John Gei  
University of M  
DISC personali

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After studyin  
Psychologist at  
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files now in prir  
respected and p  
organizations.

## For Your Review

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Understanding 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.

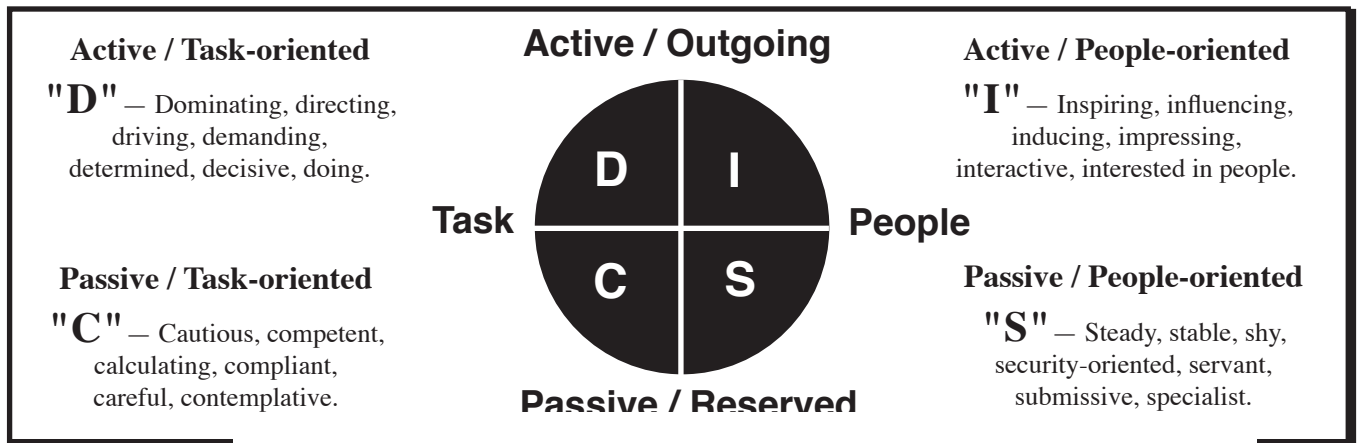
To receive maximum effectiveness, be sure to study your entire profile.  
There are so many insights to learn!



# 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.



## "D" BEHAVIOR

*Also known as*

**Descriptions:** *Dominant*

**Basic Motivation:** *Challenge*

**Desires:** • Freedom from  
 • Difficult Assignments • Control  
 • Choices, rather than ultimatums

**Responds Best To Leader or Follower Who:** • Provides answers • Sticks to task • Controls  
 • 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.

# For Your Review

**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 Specialist*.”

To help you read the graphs, also notice the lowest plotting points. The example shows “I” as the lowest point. It simply means that this person doesn’t enjoy inspiring or interacting with people while he or she tends to be more

This person is  
on an individual basis  
interest in enthusiasm

**Example B**s  
person is more active  
people. They like  
sit still or work or

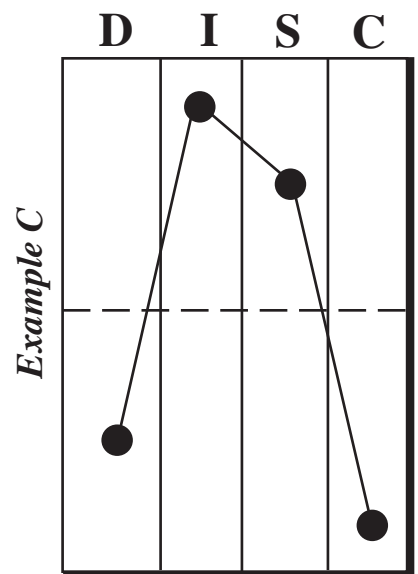
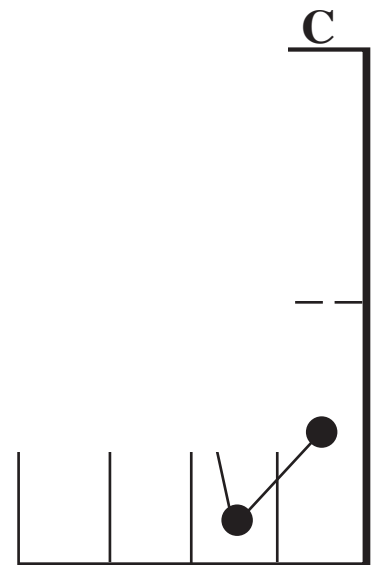
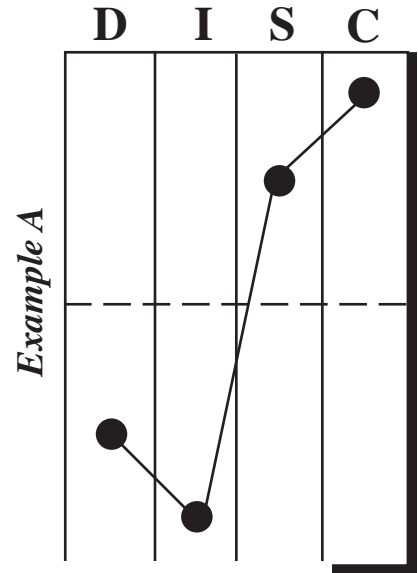
Notice the “S”  
person is not so calculating  
actions. Low “S/C”s are more risk-takers and active types.

**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**.



## For Your Review

# 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. Everyone is influenced by these thoughts and feelings.

**GRAPH 2:** “*This is how I feel*” is the response to how he or she feels and thinks inside. The person is revealing how he or she will naturally respond to what is expected of him or her.

Everyone is born with a unique personality. Our personalities are shaped by our environment, our experiences and our peers, plus our own choices. Our personalities are a mix of all these factors.

If **GRAPHS 1** and **GRAPHS 2** are the same, the person's personality will be easy to understand. If the two graphs are different, the person may be struggling with what is expected of him or her and how he or she really wants to act. Of 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.

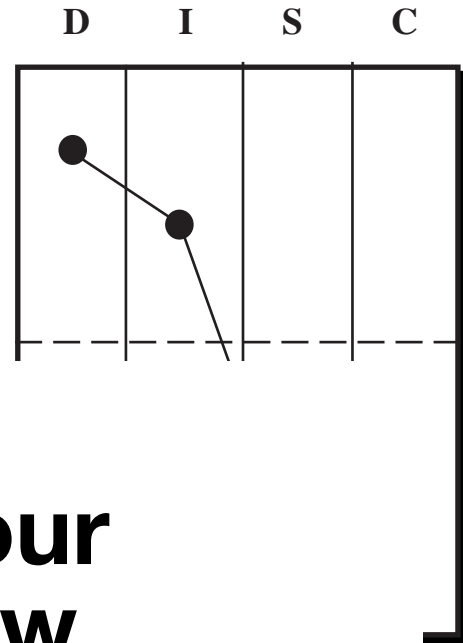
The examples show a “D/I” type in **GRAPH 1** and “I/S” in **GRAPH 2**. This person is revealing that he or she thinks people want him or her to be more dominant, even though he or she really isn't that type. This person is also more “S”—submissive and security oriented than what he or she feels is expected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

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

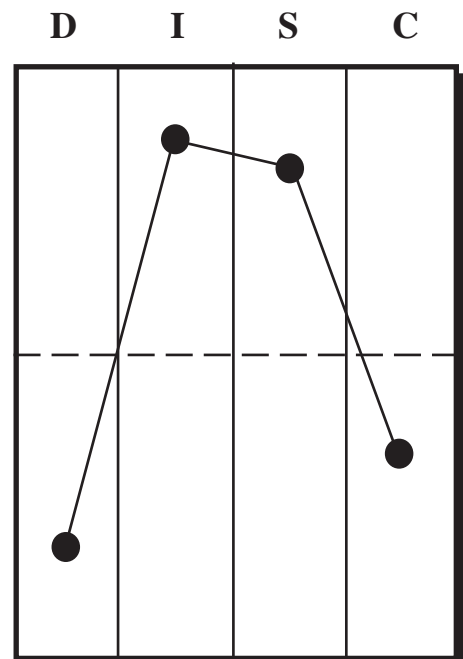
Every point in the upper third is considered *high*. Every point in the middle third is *mid*. Every point in the lower third is considered *low*.

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



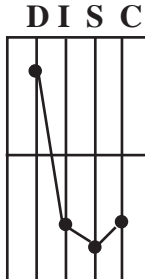
# DISCOVERING YOUR BEHAVIORAL BLEND

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.

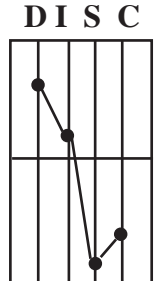
## D: DETERMINED DOERS

□□ 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 are motivated by serious challenges to accomplish tasks.



## 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. They are motivated by opportunities to accomplish great tasks through a lot of people.

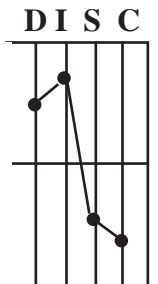


## I: INSPIRATIONAL INFLUENCERS

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

D I S C

## I/D: INSPIRATIONAL DOERS



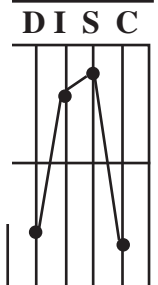
# For Your Review

## S: STEADY SPECIALISTS

□□□ are stable and shy types. They enjoy pleasing people at the same job. Secure, non-threatening, and important to them. They make others feel they are so forgiving. Other advantages of them. They need to 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.

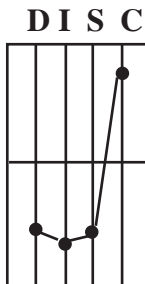


be more influential if they were more aggressive and careful. They are kind and considerate. Motivated by opportunities to share and shine, they induce others to follow.



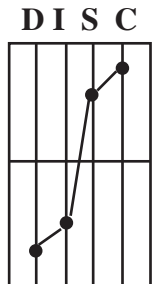
## C: CAUTIOUS COMPETENT TYPES

□□□ 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.



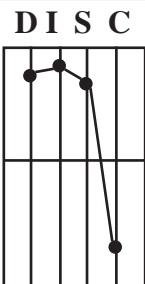
## C/S: COMPETENT SPECIALISTS

□□□□ 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.



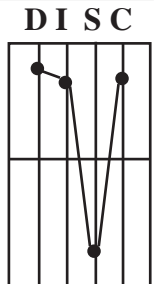
## I/D/S: INSPIRING DRIVING SUBMISSIVE

□□□□ 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.



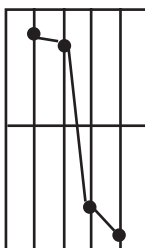
Observe the 21 **Behavioral Blends** on these two pages. Choose the one or two profiles that are most like your graphs. Read the brief paragraph descriptions of the ones that are most like you. You will probably be a combination of two specific profiles. You can also have some characteristics of other 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 for them. They are motivated by opportunities to control and impress.

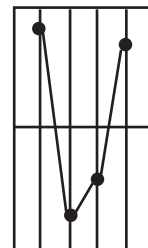
D I S C



### 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. They need to be more sensitive and understanding. They are motivated by choices and challenges to do well.

D I S C



### I/S: INSPIRATIONAL SPECIALISTS

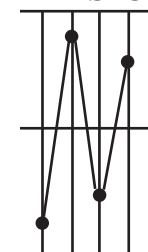
are influential and stal people love them. They like to They do not like time control want to look good and encourage organizational skills. They follow they are told. They should know what to do, than with whom to by interactive and sincere opportunities. Regardless of being up front or influence and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

D I S C

### I/C: INSPIRATIONAL COMPETENT

are inspiring, yet cautious. They size up

D I S C



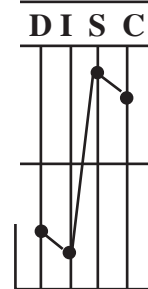
# For Your Review

### S/D: STEADY DOERS

get the job done. They are and are determined to accomplish ers, they relate best to small groups talk in front of large crowds. They enjoy secure relationships them. They can be soft and have are motivated by sincere challenges systematically do great things. They prefer sure things, rather than shallow recognition. They make good friends, while driving to succeed.



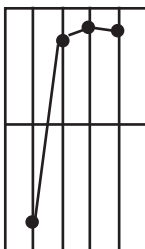
finding. They need to improve their enthusiasm and optimism. They are motivated by kind and conscientious opportunities to slowly and correctly do things.



### 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.

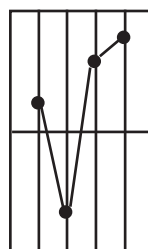
D I S C



### 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.

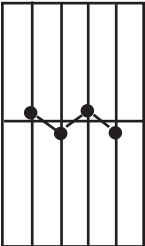
D I S C



### 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.

D I S C



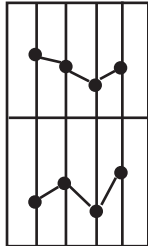
### ABOVE MID-LINE • BELOW MID-LINE

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.

D I S C



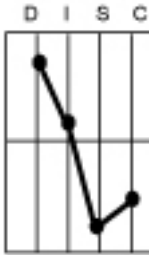
# CONTROLLING YOUR BEHAVIORAL BLEND

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.

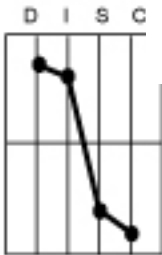


## ***D: “Determined Doers”***

- Be careful to not offend people when you take charge.
- Anger is a normal human emotion, but it must be controlled.
- Pursue purity and peace.
- Focus on doing one thing well.
- Be kind to everyone, because everyone is carrying a burden.



## For Your Review



- 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.



### *I/D: “Inspirational Doers”*

- Guard the power of your words.
- Don’t use flowery language just to impress people.

## For Your Review



- 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”***

- Think things through.
- Take stands.
- Guard against fearfulness.

u.

## For Your Review



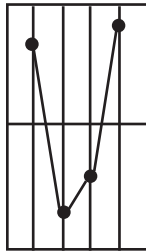
### ***S/C: “Steady and Competent”***

- 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

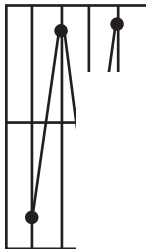
**D I S C**



### ***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 I S C**

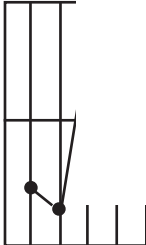


### ***C/I: “Compliant and Inspiring”***

- Be careful you don't think too highly of yourself.
- Seek to please others more than yourself

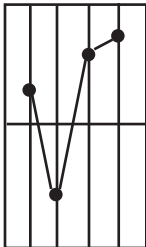
## For Your Review

**D I**



- 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

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## 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 push others to the limit.

*Instead of telling "D"s to complete a task immediately, give them the opportunity to complete the task now or later. "D"s will usually choose to complete the task later and 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 entertain.
- Encourage them to control their excitement and share the limelight with others.

*Praise them when they are in the limelight.*

## For Your Review

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## High "C"s

- They like to do things on their own terms. They may leave a project half way done.
- 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.*

- They like to do things on their own terms. They may leave a project half way done.
- 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.*

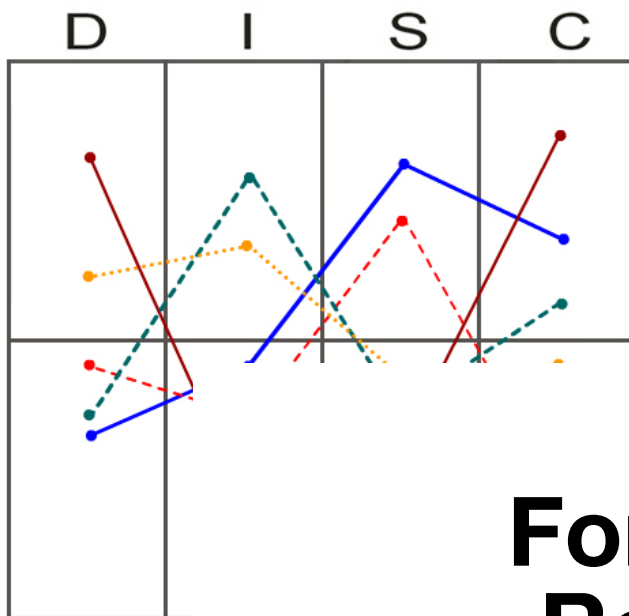
# Combined Graphs

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.*

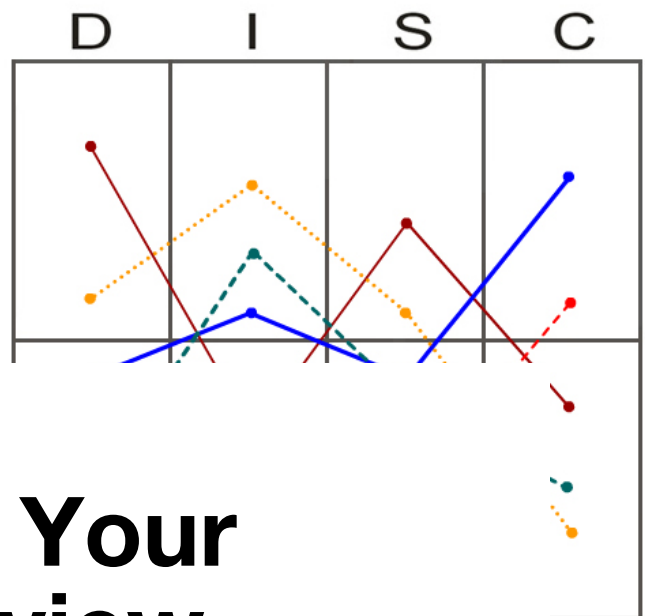
There is also an entire section in some of the **Uniquely You Profiles** that allows you to compare the graphs of different people. Up to 20 individuals in a family, or on a staff or team can see their group dynamics and develop strategies to improve their effectiveness.

**Graph - 1 : This is expected of me**



Legend	Pr
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**Graph - 2 : This is me**



<span style="color: red;">—</span>	:36:45
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<span style="color: green;">---</span>	:36:45
<span style="color: orange;">...</span>	:36:45
<span style="color: red;">---</span>	:36:45

## For Your Review

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 Nurse Nightingale. Every child and parent have unique personalities that affect results.

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. Think of specific times when you might have responded as such. Think of how you should respond to certain children.

<p><b>"D" Type Parent —</b></p> <p><b>Under Pressure:</b>  <i>Becomes determined, decisive, driving, disciplinarian, serious, challenging.</i></p> <p><b>Sources of Irritation:</b>  <i>Silliness, inactivity, lack of aggression</i></p> <p><b>Needs To:</b>  <i>Think before answers, independent stimulation</i></p>	<p><b>"I" Type Parent —</b></p> <p><b>Under Pressure:</b>  <i>Becomes wordy, (Talks too much), Silly, Manipulative, Restless, Seeks Attention.</i></p> <p><b>Sources of Irritation:</b>  <i>Ability, lack of focus.</i></p>
<p><b>"C" Type Parent —</b></p> <p><b>Under Pressure:</b>  <i>Becomes impatient, sets standards, aggressive</i></p> <p><b>Sources of Irritation:</b>  <i>Incomplete reports, careless mistakes, thoughtless work, illogical responses, inaccurate facts, unclear answers, foolishness.</i></p> <p><b>Needs To:</b>  <i>Improve people-skills, be enthusiastic, positive, caring, sensitive, decisive, allow others to learn by their mistakes, encourage others.</i></p>	<p><b>"S" Type Parent —</b></p> <p><b>Under Pressure:</b>  <i>Aggression, undependable people, impatience, insincerity, inconsistency, competition, having to look good, pressure to speak out.</i></p> <p><b>Needs To:</b>  <i>Be spontaneous, active, mobile, demanding, determined, verbalize feelings, take risks, inspiring, confrontational.</i></p>

## For Your Review

### 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.

# Parenting Challenges

Parents have specific styles raising their children. Children also have their own personalities that may conflict with their parent's. Families often struggle when parents and children clash. Identifying predictable parenting styles can improve family living.

No parenting style is better than the other. The wise parent learns to respond according to each child's personality type. Unfortunately, many parents don't know their parenting style. They may also not know each child's specific personality type.

Most families struggle because of personality differences. Familiarity often breeds contempt. In other words, the closer you get, the easier it is to conflict. The things we often love about someone, we sometimes despise.

Understanding "parenting styles" will help you deal with the differences between you and your child. Be sure to identify both personalities.

Children sometimes have totally different personalities from their parents. An aggressive parent may have a passive child. Don't think the child will be just like the parent. Learn to deal with children according to their specific personalities.

As an adult, it is your responsibility to adapt and control the conflict. Don't expect the child to.

The following are proven and practical ways to deal with different type of children. Focus on your D, I, S or C type personality, along with that of the child's.

Be sure to consider your Behavioral Blend and other predominant temperament tendencies ("highs").

<b>"D" Type Parenting Style With —</b>	<b>"I" Type Parenting Style With —</b>
<p><b>"D" Child:</b> Be strong, but willing to bend. The child will challenge and intimidate. Get to the point. Remind the child, you're the boss.</p> <p><b>"I" Child:</b> Be enthusiastic talk and exert control the</p> <p><b>"S" Child:</b> Be sweet. The child will be kind.</p> <p><b>"C" Child:</b> Be prepared. The child wants to be strong, i</p>	<p><b>"D" Child:</b> Be serious. Don't be silly or informal. The child is not interested in funny stories. Don't waste time. Demonstrate your plan to solve the problem.</p> <p><b>"I" Child:</b> element smile and</p> <p>feelings. tely. Stay</p> <p>Ask for details odical.</p>
<b>"C" Type</b>	<b>—</b>
<p><b>"D" Child:</b> Be relaxed. line." Don't bore the parent with a lot of facts. Agree on solution based on both perspectives. Be positive.</p> <p><b>"I" Child:</b> Be patient. Let the child talk. Ask pointed questions that makes the child think. Get the child to talk through to the solution. Stay on track.</p> <p><b>"S" Child:</b> Be loving. Show sincere care for the child. Make the child feel you really enjoy what you do. Don't complain. Be optimistic and sure of your plan.</p> <p><b>"C" Child:</b> Be precise and accurate. Meet forceful demands with clear answers. Be sure of your facts. Be open to suggestions.</p>	<p>d may be forceful. Show strength. Challenge the child, but not too hard. Don't give-in if you know you're right.</p> <p><b>"I" Child:</b> Be interested in what the child says. Don't just listen. Share your thoughts and concerns. Ask the child to review what was settled.</p> <p><b>"S" Child:</b> Be kind, but don't overdo it. Be strong, if necessary. Don't hold back, but be sensitive. Encourage the child to be stronger concerning problems.</p> <p><b>"C" Child:</b> Be ready for stress. Have your proof ready. The child will pressure you with logic or reasons. Be open to what is said. Take the good, leave the bad.</p>

**For Your Review**

# 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 domineering and demanding mate.

Others are attracted to the exact same type as their former mates. For example, an "I" divorced from a "C" because of a constant cautious and critical attitude, may

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-parents can relate to D,I,S or C type step-children. Above all, control your personality. Don't let it or your feelings control you. Seek guidance from above and from those who have been through similar situations.

## "D" Type Step-Parent

### "D" Step-Child:

*Gain child's respect. Don't push him or her. Child's choices not com-*

### "I" Step-Child:

*Praise child for more serious. A reinforcement.*

### "S" Step-Child:

*First become the child's slow response. Be sensitive and*

### "C" Step-Child:

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

## For Your Review

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*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.*

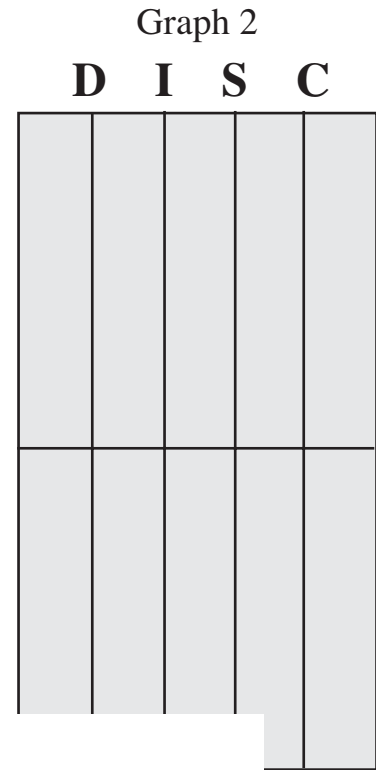
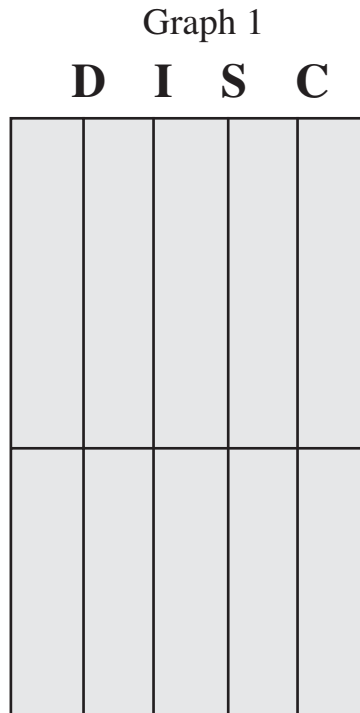
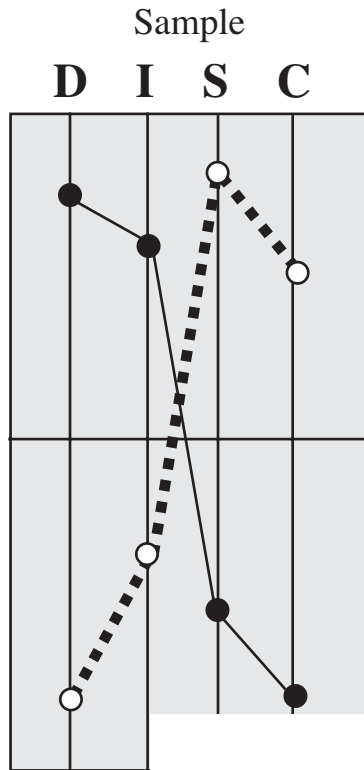
### "C" Step-Child:

*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.



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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

## For Your Review

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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.



# 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 strengths that are our weaknesses. "C" type parents with more logical thinking and organized behavior, may conflict with "I" type children who have more impulsive and active behavior.

"D"s may clash with "C"s because of "C"s' cautious and calculating demeanor; while "D"s are more high-tech, driving, decisive and dominating. "I"s can conflict with "S"s because "I"s tend to be more impulsive and active than "S"s' passive and reserved nature.

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

Identifying and understanding can be powerful and practical. 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.

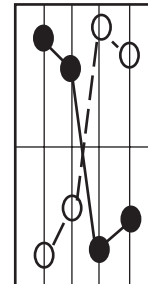
The "D/C" lacks people skills, while the "I/S" needs to become more task-oriented and organized. Difficulty comes when one stops looking at the other's strengths and starts focusing instead on the other's weaknesses.

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

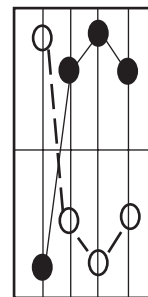
D I S C



- "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 cautious than "D/I"s.
- "D/I" parents are more challenging.
- "S/C" children prefer

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

D I S C



- "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

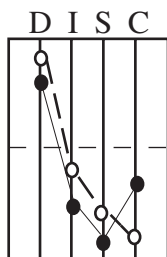
Child's highest plotting point:

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*.

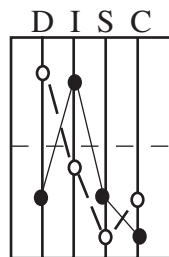


## "D" / "D" RELATIONSHIP

Two "D"s can live and work well together as long as the "D" child recognizes the "D" parent is the "boss." "D" children must respect and trust their "D" parent or there will be conflicts. Two "D"s will struggle over control and authority. They must learn to give-and-take. "D" parents must learn when and how to give "D" children the liberty to decide for themselves.

### Practical Application

- Establish your authority early.
- Allow children to have choices.
- Don't give ultimatums.
- Don't force issues.
- Slow down in making decisions.
- Control yourself, rather the other.
- Learn to relax and control stress.

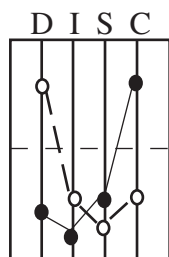
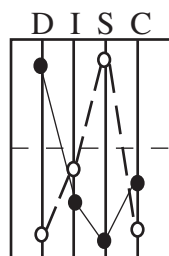


## "D" / "I" RELATIONSHIP

A "D" and an "I" living and working together are very active. The "D" wants to control, while the "I" wants to impress. The "I" wants to talk, while the "D" works. The "D" tends to dominate, while the "I" desires to com-

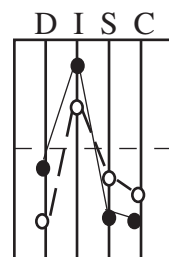
### Practical Application

- "D" parents need to relax and have more fun with "I" children.
- "D"s need to show they really care.
- "I"s need to give "D"s a chance to talk.



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.

- "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.

# For Your Review

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# More Insights

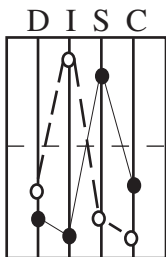
Child's **NEXT** highest plotting point:

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.

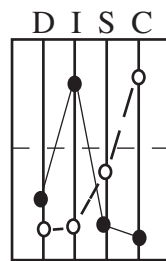


## "I" / "S" RELATIONSHIP

"I"s and "S"s don't tend to be task-oriented. They would rather "relate" with others. "I"s are great talkers, while "S"s tend to listen well. "I"s and "S" are both people-oriented. "I"s love excitement, while "S" are more shy. "I"s want "S"s to be more enthusiastic, but "S"s don't like a lot of attention. "I"s love crowds; "S"s prefer small groups.

### Practical Application

- When an "I" asks an "S" a question, the "I" should wait for the "S" to answer.
- "S"s shouldn't let "I"s always interrupt and control every conversation.
- "S"s should ask "I"s to repeat what "S"s say. "I"s tend to think of what they want to say next, rather than listen closely.

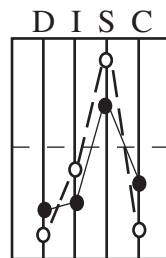


## "I" / "C" RELATIONSHIP

"I"s and "C"s relate well, when "I"s explain and "C"s become more optimistic. "I"s dislike "C"s pessimism, while "C"s distrust "I"s facts. "I"s and "C"s can conflict, due to their differences. "I"s are more active, while "C"s are more passive. "I"s are feeling-oriented, while "C"s are task-oriented.

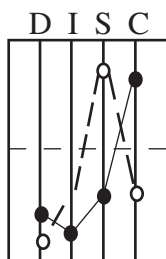
### Practical Application

- "I"s need to trust "C"s' concerns.
- "C" ought to be more optimistic about "I"s' interests.
- "I"s should be thoroughly prepared before trying to convince "C"s about an fact. "C"s, instead



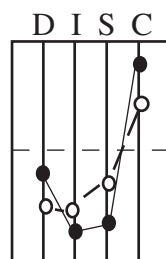
# For Your Review

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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.

- ith "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 can make us do the right or wrong thing. The following are tendencies of personalities as they relate to stress due to conflicts.

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—they're relational — personality conflicts and clashes with others.*

## “D” Behavior —

### Under Pressure:

*Becomes dictatorial, domineering, demanding, angry, intense, forceful, direct, bossy*

### Sources of Irritation:

*Weakness, indecisiveness, lack of — a direction, authority*

### Needs To:

*Back-off, see things from other's perspective, reacting, controlling, friendly, loyalty*

## “I” Behavior —

### Under Pressure:

*Becomes hyper, overly optimistic, immature, emotional, irrational, silly, wordy, selfish*

# For Your Review

## “C” Behavior

### Under Pressure:

*Becomes moody, negative, withdrawn*

### 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.*

### 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 parent may demotivate the child and vice-versa.

There is a misconception about motivation — that we can motivate others.

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. The following are suggestions on how to motivate / discipline children according to their personalities.

Remember, what motivates you may not motivate the child. Think of certain children who may respond better to different approaches.

## "D" Type Child —

### Under Pressure:

*Becomes resistant, rebellious, strong-willed, angry, stubborn, demanding, controlling.*

### Sources of Irritation:

*Weakness, losing, indecisiveness, laziness; Lack of — leadership, discipline, challenge.*

### To Motivate

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- Give opp
- Give one
- When di
- Sit out c
- Give ch

## "I" Type Child —

### Under Pressure:

*Becomes active, impatient, loud; seeks attention, excitement, to please the crowd.*

### Sources of Irritation:

*Boredom, routine, being overlooked, criticism, time constraints, organizational demands.*

## "C" Type

### Under Press

*Becomes critical, v picky, go*

### 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 analyzes and/or correct serious problem.
- Write reasons why obedience is important.

### 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.

# For Your Review

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# 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* and *be in charge* types. They don't like people telling them what to do. "D" leaders can be too pushy and forceful. They need to control their direct and demanding approach to management. They make better leaders when they learn to slow down, be gentle, and not so demanding of others.

### "I" Leaders —

"I"s are *inspirational* and *influence* others. They like to be in the center of much. "I" leaders are often rejected. They are often loved by crowds, but

### "S" Leaders —

"S"s are the *servant* leaders. They don't demand anything. They are too nice. They are overly sensitive to criticism. They are often confident. They are often shy because of their sensitivity. 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 followers' styles make leaders more effective.

### "D" Followers —

"D"s respect strong leaders. They want to be part of a winning team. They follow with power and authority in mind. They wonder, "*Will this action make me more respected and / or get the job done?*" "D" followers need choices, rather than "*get-in or get-out*" ultimatums. They need opportunities to do their own thing.

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### "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.

# For Your Review



# DISC Learning Styles

According to Cynthia Tobias' 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 also know and understand how these learning styles respond. Adapting one's presenting style to the learning style of others will often determine the success or failure of 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 others to change on your behalf.

Become a more effective Transformational Leader by adapting your leading style to the learning style of others.

## "D" Types —

**Auditory Learner:** *LISTENS best to challenges and straightforward communication. Wants to hear bottom-line and summarized facts. Doesn't like to listen to long drawn-out stories. Responds best to serious and hard-hitting points. Pays most attention when lessons are direct and demanding.*

**Visual Learner:**  
*Responds best to actions that are animated and clear. Desires more hands-on learning.*

**Kinesthetic Learner:**  
*Responds best to lessons that are practical and hands-on. Desires strong or silly type presentations that make him or her remember the lesson.*

## "I" Types —

**Auditory Learner:** *LISTENS best to exciting and enthusiastic communication. Desires to hear expressions and word-pictures that make lessons come alive. Needs to hear influencing and impressive learning that communicates optimism. Hears the lesson best through humorous stories.*

*Responds best to lessons that are presented through drama or role-play. Needs to hear the presenter put or visualizing the lesson. Responds best to him or herself in the lesson.*

*Needs to hear the lesson in a way that makes the point of the lesson clear. Her feelings can be hurt if the lesson is not presented in a way that makes sense.*

## For Your Review

## "C" Types

**Auditory Learner:** *Responds best to words. Desires to hear the lesson clearly 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.*

*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 of your life.

The problem with getting and staying healthy is that it takes personal motivation. Why we do what we do is one of the keys to success. Our motivations for exercising, and in

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!***

We must have a plan to stay fit. If not, the eventual is inevitable! Lack of wellness runs to a wasted

***Moti  
every***

Motivation is a myth and is also a myth and variation. The myth is that everyone is motivated. The myth is that everyone 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

## For Your Review

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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

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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 engine without enjoying its power.

Eating right and exercising regularly are not enough to attain optimal health. In this world of processed foods and chemical substitutes, we must add the specific nutrients

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. Learn to control your personality, rather than letting your personality control you. Take command of your feelings and thinking to control your craving and lack of discipline.

## "D" Behavior —

**Dieting:** *Is often too busy to take the time. Is easily sidetracked by "more important" things. Once committed, is determined and disciplined. Starts strong, but lacks follow-through. Needs accountability and regimentation. Does best when challenged.*

**Exercising:** *Wants to be fit. Motivated by challenge. Once determined, but often lacks follow-through. Needs to stick to a routine.*

**Nutritional Supplements:** *Thinks he or she needs them. Doesn't know what to look for. Needs to be direct. Does not like to be misled.*

## "I" Behavior —

**Dieting:** *Is extremely conscious of how he or she looks. Wants to impress others, but compensates for overeating by being the life of the party. Eating and socializing are important; should be done with moderation. Needs to discipline lack of control and desire to feel good by overeating.*

*Does not lack follow-through. Needs to stick to the more the merrier.*

# For Your Review

*Supplements can be a waste of money. Must control portion sizes, because happiness is in the mind.*

## "C" Behavior —

**Dieting:** *Very cautious. Often being overweight, 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.*

*Is the least motivated. Needs to be motivated. 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

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**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.

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## "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 your health and fitness • Discipline your time and energy so that you are not being constantly on the go • 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 influence how you eat • Discipline cravings by reminding yourself

that you are eating nutritional low-fat foods • Resist fast food

## "C" Types

*Your passive / task-oriented life style makes you a competent, but often defeated by discouragement.*

**Think it over:** Control

your emotions • Don't give-up on eating healthy • Find what best to eat and how to feel good and feeling better • Challenge yourself • Take care of your body • Don't think that preserving your mind is more important than taking care of your body.

# For Your Review

• You are a submissive, but you are more consistent • You don't like

• You are out of eating the healthy diet • You have a resistance to change • You are different • You are not in order or

• You are not healthy • You are not exercising • You are not that you will stick to no matter what your friends do.

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## 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 are often "too busy" to take better care of yourself.*

**Think it over:** Control your motivation to be constantly busy • Determine to take discipline your time and eat well • Guard against distractions • Schedule time to stay busy

## "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 drive your cravings by making your choices available to others • Avoid

## For Your Review

## "C" Types

*Your passive / task-oriented calculating and controlling what you eat, but can't control and give in to your*

**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.

*makes you a  
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**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, this means I also tend to be more \_\_\_\_\_; \_\_\_\_\_;

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

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

\_\_\_\_\_.

5. My lowest plotting poi \_\_\_\_\_

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

\_\_\_\_\_.

6. My child's highest plott \_\_\_\_\_

This means he or she tends \_\_\_\_\_

\_\_\_\_\_.

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