

RELATIONSHIPS

Info User

First name:

Last name:

Phone:

Company:

City:

State/Province:

Country:

Postal Code:

Street Address:

For Review

Couples 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-orientation, we end up with four specific types.

Everyone has a personality. There are four basic personality types that determine your unique way you do, review t

For Review

personality. There are four basic personality types that determine your unique way you do, review t

Our personalities shape our behavior. "That's just the way I am," but we should not blame

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

Couples Expanded

Each temperament style is a blend of the four basic personality types. By combining these two different categories of influences, along with our task and people-orientation, we can begin to identify our individual profile. To simplify the four types of temperaments, we will use William Marston's DISC titles. The following are the four quadrants of the DISC model:

"D" - active / task-oriented

"I" - active / people-oriented

"S" - passive / people-oriented

"C" - passive / task-oriented

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

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

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 is entire report for maximum learning.

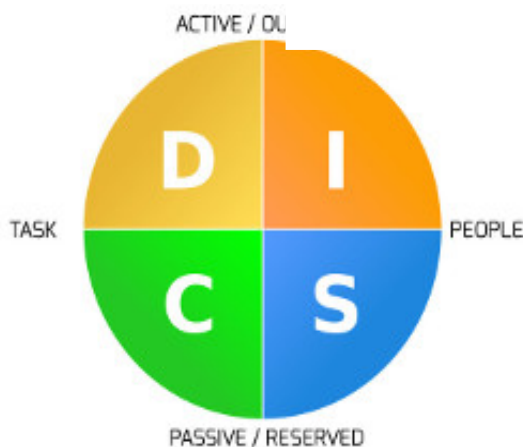
Interpretation

You have a predictal four basic personalit determine your uniqu the way you do. The Behavior.

For Review

Couples Expanded

onality. There are d together to eel, think, and act lel of Human



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
Opportunities for Adv

nents -

Respond Best To Le
Provides pressure - ,

o the point -

Needs to Learn: You
Everyone has a boss
Sensitivity to people'

are needed -
ell is important -

For Review

Couples Expanded

"I" Type Behavior

Basic Motivation: Recognition & Approval

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

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

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

"S" Type Behavior

Basic Motivation: Stability & Support

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

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

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

"C" Type Behavior

Basic Motivation: Quality & Correctness

Desires: Clearly defined tasks - Details - Limited risks - Tasks that require precision and planning - Time to think

Responds Best To L
Provides resources t

grating procedures -

Needs to Learn: Total
Deadlines must be n

s not everything -

For Review

Couples Expanded

Behavioral Blends

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

This is expected of me: **COMPETENT STEADY DOERS (C/S/D)**
This is me: **COMPETENT STEADY DOERS (C/S/D)**

Preface: This section
when individuals are
comfort zones. Peop
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Review the following
specific Graph 1 per

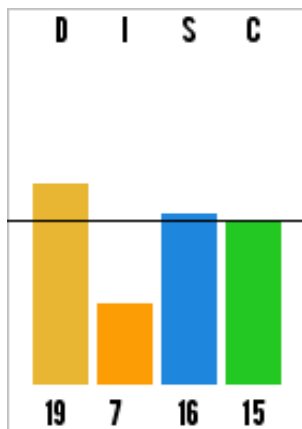
For Review

Couples Expanded

public perspective -
n their homes or
away from where

at describes your

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



Description

As a "D / S / C" or "D / I / C" people expect you to be sometimes surprised by your sweet, sensitive, and forcefulness you might think people expect you

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.

For Review

Couples Expanded

S / D" you think you are more passive, but you are decisive, but your abrasiveness or anger. You seem to see yourself as reserved

How Others See You

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

Your Feelings and Thinking

You tend to feel like you can do just about anything you put your mind to. You think people want you to be confident and courageous, but you sometimes doubt yourself because of your need for security and more information. You aren't 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

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. You are good at self thinking and planning.

Leadership Style

Your leadership style is aggressive and reserved and cautious. You seek excitement when speaking skills or public persona and demonstrate sincerity and personal example and personal

For Review

Couples Expanded

You tend to be outgoing, sensitive, soft, and warm. You are a good listener and a good communicator. You influence others well. You lead more by example than by work for you.

Follower Style

You tend to be a good follower when you control your desire to be in charge. Followers have 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 sometimes aren't friendly, except in small groups, and you would rather blend in than stand out in a crowd, and

Overuses and Allergies

You tend to overuse people try to take advantage of people try to get you being popular or friends the limelight or recognition around and be sorry

For Review

Couples Expanded

too easy going and and defiant when we're concerned about we don't need to be in the center, then turn right around and be sorry

Guard Against & Warnings

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

Relating Style

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

Conclusion

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

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

Having completed your descriptions from a (C) your understanding (C) perspective in mind (C)

People seem to respond subjective, based on guarded, masked, or specific personality type descriptions.

This is simply how you tend to behave when you think others are watching, and you want to make good impressions. Your interpretation of this information should take into account your environment, maturity, spirituality, and experiences.

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

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

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

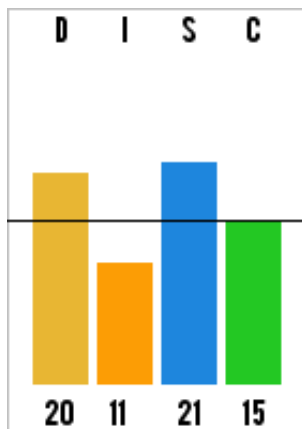
For Review

Couples Expanded

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types are the same,
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This profile is purely
based on your more
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Your Personality Type on Graph 2: "This is me!"



Description

As a "D / S / C", or people expect you to sometimes surprise | sweet and sensitive, abrasiveness or force. You seem to think pe 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.

For Review

Couples Expanded

C / S / D", you think issive, but you decisive, but your lance any or a crowd pleaser. i't consider yourself

How Others See You

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

Your Feelings and Thinking

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

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

Vision and Passion

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

Leadership Style

Your leadership style is aggressive and reserved. You are sensitive, soft and caring. You lack excitement when speaking. You have good communication skills. You influence others with your tender loving care. You lead more than you follow. You do all the work for you.

For Review

Couples Expanded

You tend to be very direct, as well as indirect. You lack enthusiasm and energy. You deal with great tenderness or casually. You have your tender loving care. You are motivating others to

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 public speaking is often full of passion and inspiration. You sometimes don't seem to be friendly, except to the people you care about. You don't seem to stand out in a crowd or seek to be the center of attention.

Overuses and Abuses

You tend to overuse your knowledge and skills. You tend to be too easygoing and people try to take advantage of you. You tend to be too corny and defiant when people try to go against you. You tend to be concerned about being popular and you don't need to be in the limelight or turn around and are sorry for your hurtfulness. You also tend to overanalyze and prepare.

Guard Against & Warnings

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

Relating Style

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

For Review

Couples Expanded

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
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For Review

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Couples Expanded

This profile is purely
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This is simply how you tend to behave when your true feelings are evident or come out under stress. Your interpretation of this information should take into account your environment, maturity, spirituality, and experiences.

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

When Both Graphs Are Generally The Same

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

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

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

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

When both graphs are similar configurations, it may mean that you are satisfied with your behavior and are willing to adapt or change.

Understanding and accepting differences can be very productive and wise. Then, let your partner know your differences. Then, let

For Review

Couples Expanded

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

rights can be very similarities and you can 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 out of their responses. They can be surprisingly forceful.

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

When speaking publicly, they have a triple-edged sword. They have a lot to say, but they are often misunderstood.

As they lose control, they can become very aggressive and even violent.

Contemplative. On the other hand, they can be very aggressive and even violent.

Knowledgeable of their own strengths and weaknesses. They seem to be very confident.

For Review

Couples Expanded

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

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

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

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

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

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

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

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

He doesn't seek attention. nor does he desire to be recognized. He seriously enjoys getting projects done through the companionship of individuals more than approval.

He tends to be more precise. He enjoys working on quality control.

This person is probably has taken charge of charge, but not at the the scenes improving his maturity by his behavior security and stability despite his natural need for safety and slowness.

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

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

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

He can be a successful leader who lives by example.

For Review

Couples Expanded

He likes difficult tasks. He appreciates his preciseness and

He adapts over time. He likes to prefer to be in the rather work behind. This person shows demonstrates

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 don't consider yourself as reserved because part of you that doesn't like to constantly charge while cautiously moving forward. You need more assurance. You tend to need more well to the masses. says communicate it

For Review

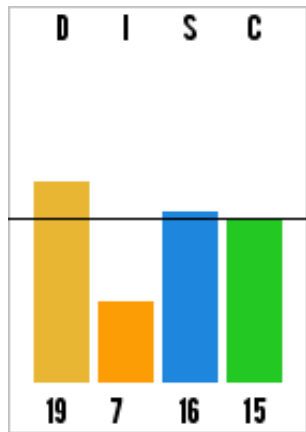
C/S/D - COMPETENT

Discovering your beliefs

Couples Expanded

"C/S/D's" are a combination of direct and sensitive. 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, "C/S/D" types really care for people. They just don't show it openly. They need to be more positive and enthusiastic. Natural achievers, they need to be more friendly and less critical.

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 don't consider yourself reserved because of if you that doesn't like to constantly sit while cautiously moving forward. You're assurance. You tend to plan and prepare it well to the masses.

For Review

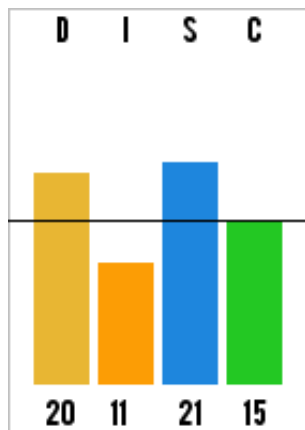
C/S/D - COMPETENT

Discovering your b

Couples Expanded

"C/S/D's" are a combination of the 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, "C/S/D" types really care for people. They just don't show it openly. They need to be more positive and enthusiastic. Natural achievers, they need to be more friendly and less critical.

Controlling your behavioral blends



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

Your DISC Insights

a tends to be more:

Demanding / Asserting
 Law-abiding / Conscientious
 Loyal / True Blue
 Peaceful / Calm
 Careful / Cautious
 Risk-taking / Courageous
 Hyper / Energetic
 Brave / Adventurous
 Persistent / Restless
 Shy / Mild
 Admirable / Elegant
 Ambitious / Goes for
 Challenging / Motiva
 Perceptive / Sees cl
 Pondering / Wonderi
 Sweet / Tender / Cor
 Generous / Giving
 Industrious / Hard w
 Driving / Determined
 Direct / To the point
 Courteous / Polite
 Inventive / Imaginative
 Organized / Orderly
 Helpful / Assisting

a tends to be less:

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

For Review

Couples Expanded

ve

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

a's "D"Tendencies seem to be:

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

a's "I"Tendencies seem to be:

Hyper, Energetic, Admirable, Elegant

a's "S"Tendencies seem to be:

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

a's "C"Tendencies seem to be:

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

a's "D"Tendencies are not very:

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

a's "I" Tendencies are not very:

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

a's "S" Tendencies

Gentle, Soft, Hurting

a's "C" Tendencies

Calculating, Analyzing, Researching, Organizing

For Review

any

Does Right, Preparing, Planning

Couples Expanded

Appendix

Table Of Contents

This Table of Contents is for the generic pages of your
Couples (Standard) Online Report.

<i>Historical Background</i>	A-2
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***Special thanks to Dr. Stan and Carol Ponz for their
encouragement and help in preparing this profile.***

Historical Background Of Personality Types

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. Hippocrates the respected physician o

The DISC Model of
through his book, T
titles and assigned s
many titles to vario
discovered 400 B.C

For Review

Marston in 1928
pocrates' Greek
ough there are now
four temperaments

Couples Expanded

Dr. John Geier, Cha
of Minnesota designed the first paper assessment that identified a person's DISC person-
ality type from a business and personal perspective in 1977.

After studying under Dr. Geier with Performax Systems and Dr. Frank Wichern, Staff Psychologist at Dallas Theological Seminary, Dr. Mels Carbonell designed the first-of-their-kind combination personality and spiritual gifts profiles. With over 1 million profiles now in print in several different languages, Uniquely You Resources are one of the most respected and popular profiles available for businesses, personal use, and faith-based organizations.

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

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

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 "C"*

Descriptions: *Dominant, L*

Basic Motivation: Challer

Desires: • Freedom from control • Authority • Varied Activities
• Difficult Assignments • Opportunities for Advancement
• Choices, rather than ultimatums

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

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

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

Descriptions: *Competent, Compliant, Cautious, Calculating*

Basic Motivation: Quality and Correctness

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

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

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

Couples Expanded

People-oriented
"I" and "Otters"

Impressing, Inducing

and Approval

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

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

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

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

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

Basic Motivation: Stability and Support

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

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

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

How To Read The DISC Graphs

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

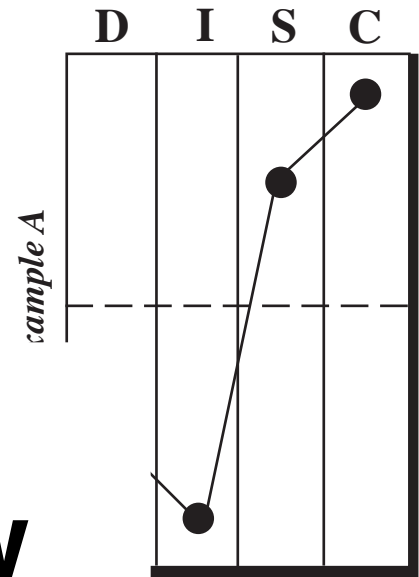
Notice in **Example A**, the highest point is “C.” The next highest point is “S.” This profile is a “C/S” type personality.

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

“C/S”s need to be more active. They are not as confident as “D/S”s.

To help you read the example shows a person who doesn’t enjoy being in the spotlight and tends to be more reserved.

This person is more interested in individual tasks than in group activities.

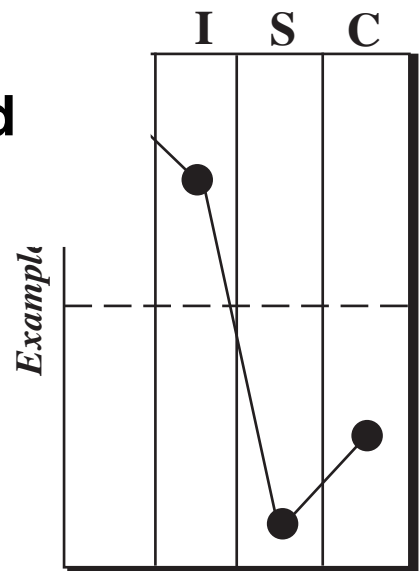


For Review

Couples Expanded

Example B shows a person who is more active and outgoing. They like to control and influence others. They don’t like to sit still or work on one thing at a time.

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

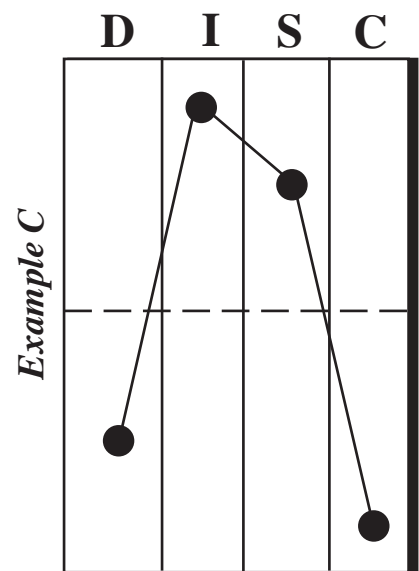


Example C is an “I/S” type personality. “I/S”s love people. They are active/outgoing in their “I” and passive/reserved in their “S”. They don’t like tasks. They need lots of recognition and a stable environment. Their “D” and “C” are low, meaning they are not assertive/dominant or logical/contemplative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

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

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

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



Understanding The Two Graphs

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

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

People understand unacceptable actions and feelings.

GRAPH 2: “*T*he or she feels and thinks inside feels and thinks inside will naturally respond is expected of him or

Everyone is born and peers, plus our personalities into pre

For Review

Couples Expanded

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

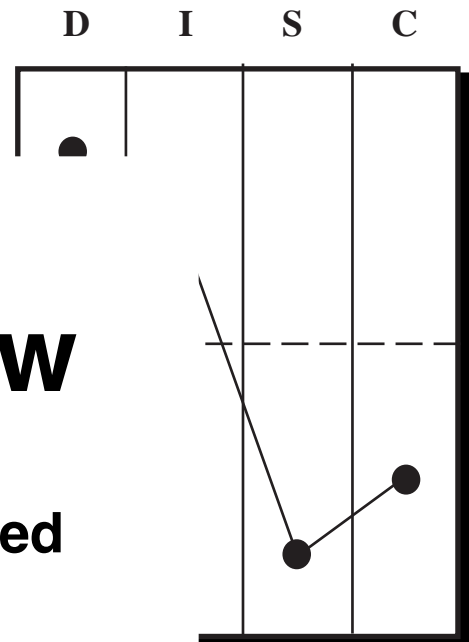
The examples show a “D/I” type in **GRAPH 1** and “I/S” in **GRAPH 2**. This person is revealing that he or she thinks people want him or her to be more dominant, even though he or she really isn’t that type. This person is also more “S”—submissive and security oriented than what he or she feels is expected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

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

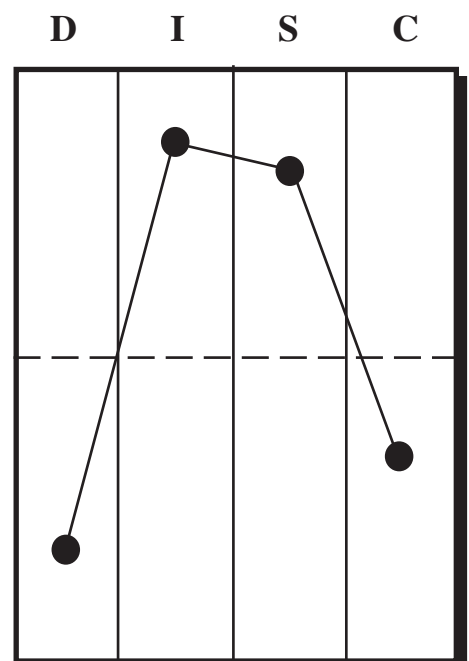
Every point in the upper third is considered *high*. Every point in the middle third is *mid*. Every point in the lower third is considered *low*.

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

Example of Graph 1



Example of Graph 2



DISCOVERING YOUR BEHAVIORAL BLEND

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

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

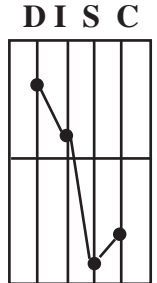
D: DETERMINED DOERS

□ □ are dominant and demanding. They win at all costs. They do not care as much about what people think as they care about getting the job done. Their insensitivity to feelings makes them too strong. They are great at developing things, but they need to improve their ability to do things correctly. Their disciplined to prepare and think about what they are doing. They are 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 confident and careful, especially when steady and stable. At the same time, they are not afraid to go forward and slow down. They are able to accomplish what they set out to do.



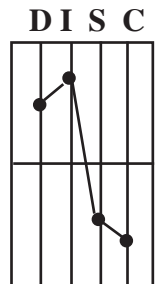
I: INSPIRATIONAL INFLU

□□□ are impressive people. They are excited individuals. Approval. They can have lots of friends if they need for attention. They can be seen. They need to be more interested in listen. They do not like research look good. They often do things to please are entertainers. They need to communicate think more logically. They often are motivated by recognition.

For Review

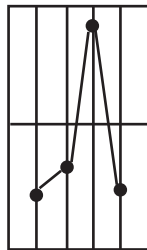
Couples Expanded

ve large groups. influence people cognition. They They jump into . They need to ld also be more ated by exciting ot careful, they get themselves inspiring lead-

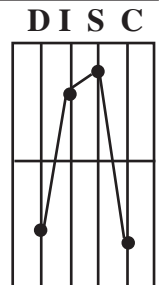


S: STEADY SPECIALISTS

□□ are stable and shy types. They do not like changes. They enjoy pleasing people and can consistently do the same job. Secure, non-threatening surroundings are important to them. They make the best friends because they are so forgiving. Other people sometimes take advantage of them. They need to be stronger and learn how to say, "No" to a friend who wants them to do wrong. Talking in front of large crowds is difficult for them. They are motivated by sweet and sincere opportunities to help others.

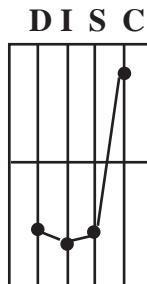


□□□□ are sensitive and inspirational. They accept and represent others well. They have lots of friends because they are tolerant and forgiving. They do not hurt people's feelings and can be very influential. They need to be more task-oriented. They must learn to finish their work and do it well. They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



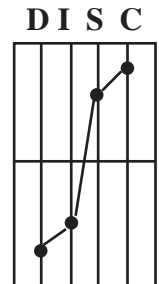
C: CAUTIOUS COMPETENT TYPES

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



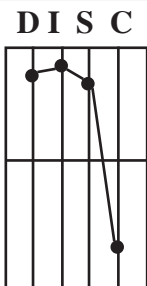
C/S: COMPETENT SPECIALISTS

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



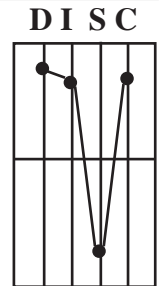
I/D/S: INSPIRING DRIVING SUBMISSIVE

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



D/I/C: DOMINANT INSPIRING CAUTIOUS

ENFJs are demanding, impressing 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.

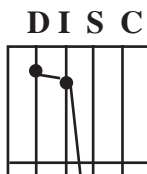


Observe the 21 **Behavioral Blends** on these two pages. Choose the one or two profiles that are most like your graphs. Read the brief paragraph descriptions of the ones that are most like you. You will probably be a combination of two specific profiles. You can also have some characteristics of other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

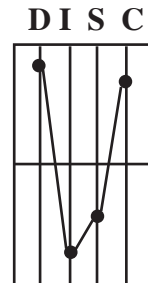
D/I: DYNAMIC INFLUENCERS

□□□□ 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 to the feelings of others. Learning to go through projects are crucial for the by opportunities to control and in



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 are dominant and their ability to get things done is important. They need more understanding. They are good at challenges to do well.



I/S: INSPIRATIONAL SPECIALISTS

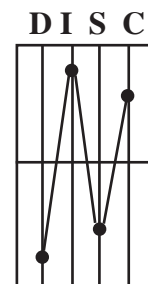
□□□□ are influential and stable. They like to please people love them. They like to plan. They do not like time controls or want to look good and encourage organizational skills. They follow what they are told. They should be more what to do, than with whom to do. They are by interactive and sincere opportunities. Regardless of being up front or behind, they influence and support others. They are obedient workers.

For Review

Couples Expanded

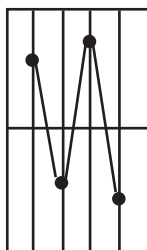
COMPETENT

us. They size up order to look good. They do things better so persuasive and are often impatient. They are sensitive to individual differences about what others think; neither do they try new things. They are careful enough.



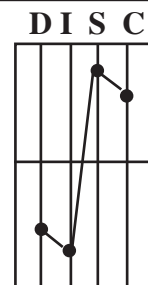
S/D: STEADY DOERS

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



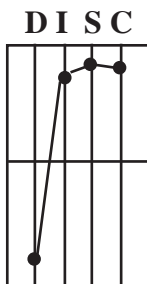
S/C: STEADY COMPETENT TYPES

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



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.



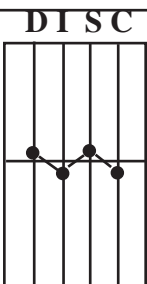
C/S/D: COMPETENT STEADY DOERS

□□□□□□ 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.



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.

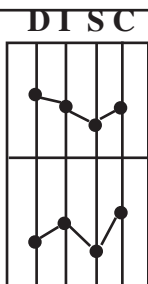


ABOVE MID-LINE • BELOW MID-LINE

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.



Controlling Your Behavioral Blend/s

When we discover our personality types, we can recognize the specific areas in which we 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 at a time.
- Be kind to everyone, but not a doormat.

D/I: “Driving It Home”

- Though naturally fearful, do not let fear control you.
- Guard the overuse of your voice.
- Making peace is a great skill.
- Choose your words carefully.
- Control your feelings.

For Review

Couples Expanded

D/I (lower): “Determined Doers”

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

D/C: “Driven and Competent”

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

Controlling Your Behavioral Blend/s

(cont.)

I: “Inspirational Influencers”

- Do not exalt yourself.
- Listen more.
- Work at being organized.
- Concentrate on doing what is most important.
- Prepare thoroughly.
- Be careful what you do.
- Do not be overconfident.

I/D: “Inspirational and Dominant”

- Guard the power of your words.
- Do not use flowery language.
- Always tell the truth.
- Be small in your own eyes.
- Give others the glory for your success.
- Put others before yourself.
- Beware of the “lust of the flesh.”

For Review

Couples Expanded

I/S: “Inspirational Specialists”

- Beware of always seeking everyone’s approval.
- Seek to please others and make them look good.
- Be more task-oriented.
- Do not be lazy.
- Work hard.
- Do not just talk about what you want.
- Be industrious.

I/C: “Inspirational and Competent”

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

Controlling Your Behavioral Blend/s

(cont.)

S: “Steady Specialists”

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

S/I: “Steady Inf

- Think things through.
- Take stands.
- Guard against fearfulness.
- Remember, you do not
- Always do right and tal
- Prepare more.

S/D: “Steady De

- Let people know you a
- Speak out.
- Be excited.
- Be strong in your weaknesses.
- Encourage and help others daily.
- Reason and evaluate more.

S/C: “Steady and Competent”

- Be assertive and strong.
- Be more enthusiastic.
- Enjoy relationships rather than endure them.
- Peace and happiness do not come from security and safety.
- Deep peace is knowing there are answers to your problems.
- Be fearless.

For Review

Couples Expanded

Controlling Your Behavioral Blend/s

(cont.)

C: “Cautious and Competent”

- Be more patient when you correct others.
- Correct others in love.
- Be more positive.
- Hope in the possibilities, not your circumstances.
- Build relationships with others.
- Find happiness apart from others.

C/S: “Competent and Steady”

- Think more positively.
- Guard against the fear of failure.
- Focus on the possible.
- Be cheerful.
- When everything is going well, don't get too comfortable.
- Take more risks and be more adventurous.

For Review

Couples Expanded

C/I/S (or any combination of I, S, and C):

“Competent, Influencing, and Steady Doers”

- Guard against being judgmental.
- Avoid bitterness and resentment.
- Step out of your comfort zone.
- Be thankful for everything.
- Be encouraging and a good example to others.
- Take charge and do whatever you need to do.

C/S/D (or any combination of D, S, and C):

“Competent, Steady Doers”

- Be more enthusiastic.
- Do not worry so much about problems.
- Be more positive.
- Be more sensitive.
- Do not be reluctant to lead because of poor verbal skills.

Controlling Your Behavioral Blend/s

(cont.)

I/D/S (or any combination of D, I, and S):

“Inspiring, Driving, and Submissive”

- Be more calculating and careful.
- Be more organized.
- Be careful what you promise.
- Give others the glory for all you do.
- Think before you act.
- Be humble and slow to

D/I/C (or any combination of D, I, and C):

“Dominant, Inspiring, and Caring”

- Listen more.
- Be more sensitive to others.
- Be a peacemaker.
- Do not be judgmental.
- Be optimistic and encourage.

For Review

Couples Expanded

Straight Mid-Line

- Recognize your importance.
- Relax more.
- Remember you cannot please everyone all the time.

Above Mid-Line

- An Above Mid-Line Blend may mean you are trying too hard to over-achieve.
- You may feel pressure from unrealistic expectations.
- Stop attempting to do so much.

Below Mid-Line

- A Below Mid-Line Blend may indicate you feel threatened or insignificant.
- Let others encourage and guide you.
- Be more optimistic and think better of yourself.

Applying what we learn is the next level of profiling. It really does not matter how much we know about personality types. It is what we do about it and how it helps us be more effective that matters most. The following are some general applications that should be practiced.

General Practical Application

High "D"s

- They need challenges and choices.
- They don't like to be told what to do.
- They want to be their own bosses.
- Controlling themselves is most important.
- Desiring to control others, "D"s need to guard their feelings.
- Since "D"s test and they need to learn to control their excitement with others. If not, they will put

Instead of telling immediately, give them completing the task now or will usually choose the 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

or their desire to

control their excitement with others.

will have more friends & good. Praise them size how their poor bad, when they understood to guard

For Review

Couples Expanded

High "C"s

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

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

High "S"s

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

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

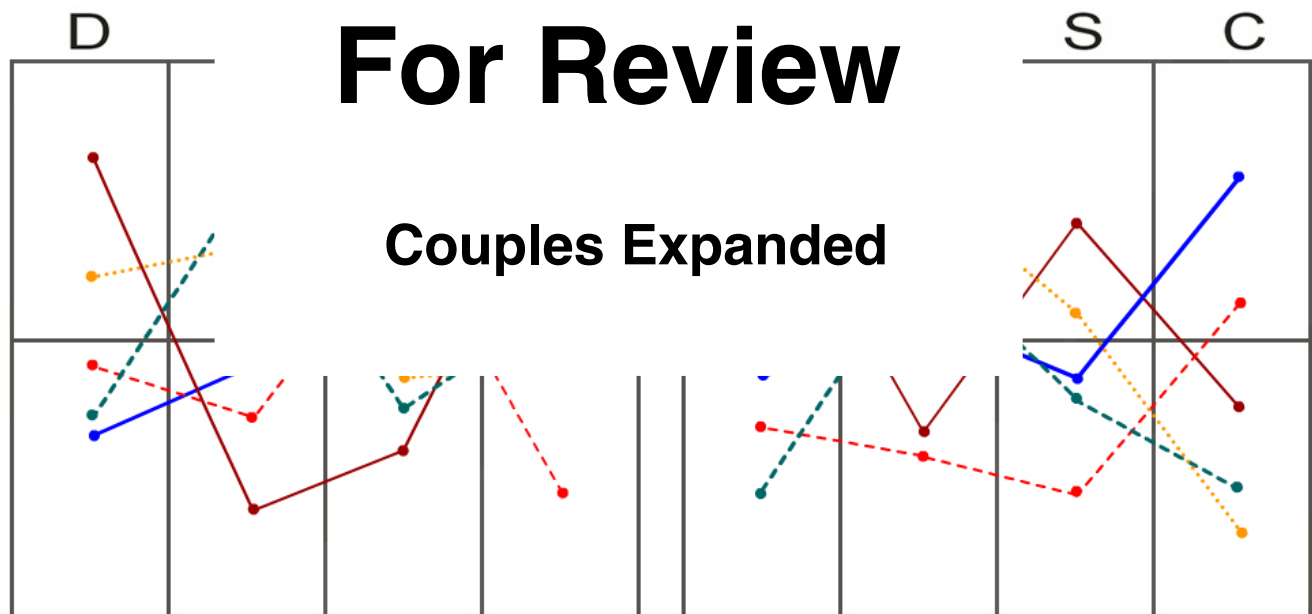
Combined Graphs

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

See example below.

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

Graph - 1 : 1



Legend	Profile	Member	Date
—	Parents	Sam Smith (Self)	03/12/2005 15:36:45
—	Parents	Rose Smith (Wife)	03/12/2005 15:36:45
---	Teens	Adam Smith (Son)	03/12/2005 15:36:45
...	Teens	Charles Smith (Son)	03/12/2005 15:36:45
---	Child	Juile Smith (Daughter)	03/12/2005 15:36:45

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.

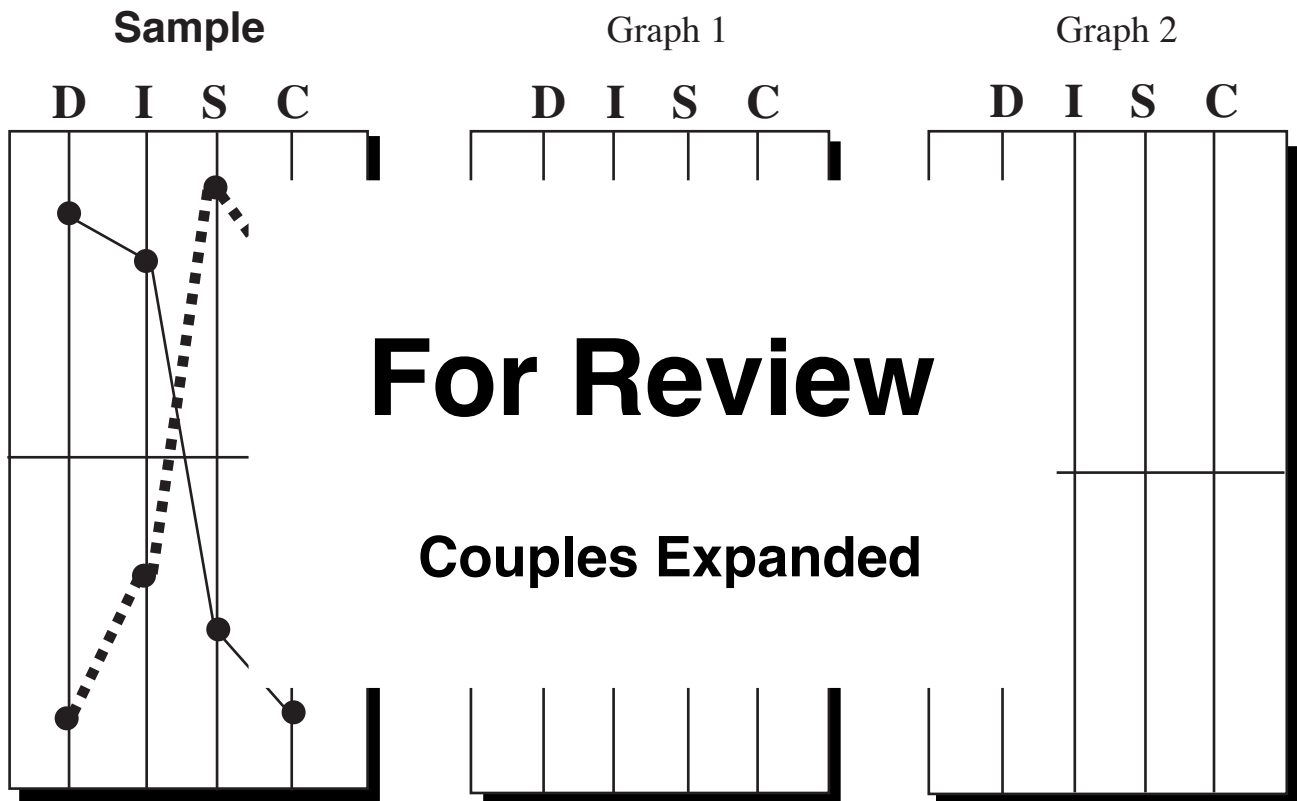
Couples can also combine their individual graphs to contrast their specific personality types. Dating and engaged couples should especially identify their strengths and “uniquenesses.”

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.

Relationship Reflections

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

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.



For Review

Couples Expanded

The person with the solid line has a “D / I” personality, while the person with a dotted line has a “S / C” personality. One type is not better than the other. Both personalities have their strengths and uniquenesses. To enhance and/or improve their relationship, both need to guard their differences.

Opposites often, but not always, attract (and attack) each other. People are naturally attracted to those who seem to have strengths that are the other’s weaknesses. What one person calls a weakness another may see it as a strength. A better outlook of another person’s differences is helpful.

The “D / I” personality needs to be more sensitive to the “S / C” personality’s more 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 active and outgoing in order to please the “D / I” personality. These two personalities should be aware of their differences and work at complementing, rather than criticizing or controlling the other.

The most important factor in developing a great relationship is **commitment**, rather than compatibility. Chances are your “significant other” has a different personality than yours. Remember, these differences can help you as well as hurt you.

Work on understanding and accepting each other’s differences. Be committed to permanency and control your strengths and change your weaknesses (uniquenesses) for the sake of your relationship.

Challenging Differences

ASSIGNMENT —

- Consider how opposite personalities often are attracted to each other in order to "complete" themselves.
- Think about the obvious differences between you and your other team members.
- Ask your closest friends about how opposite personalities in their lives have helped and benefited them.
- Begin thinking about the so-called "weaknesses" of others as "uniquenesses."

Opposites seem to attract each other. We have strengths that are our weaknesses. A type person, like an "I". "C"s are impressed with the "C"s.

"D"s are often attracted to a more reserved, while "C"s are impractical and dreaming behavior. "I"s are a soft demeanor; while "S"s are a soft demeanor.

What happens when opposites attract? Our differences drive us apart. The characteristics become the very traits we end up needing.

While opposites often attract, we are composites of DISC. Few people are a combination of several of types.

EXAMPLES —

There are "D/I" behavior types, who are active in 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 being active and passive. "I/S"s on the other hand, are basically people-oriented while 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 dominating and serving others. The "D/S" type may sound like a contradiction in terms, but this unique and often confusing behavior is normal.

The most obvious conflicts occur when a pure "D/C" task-oriented individual is attracted to a pure "I/S" people-oriented person. These people were probably initially impressed with the others' strengths which were their own weaknesses. The "D/C" lacks people skills while the "I/S" needs to become more task-oriented and organized. The exciting news is each needs the other, but difficulty comes when one stops looking at the other's strengths and starts focusing instead on the other's weaknesses.

The "D/C" focuses on logical thinking and being industrious, while the "I/S" desires to build relationships and deepen communication. You can see how these two blends of behavior can clash.

The following are three of the most common opposite types. See if any of these is like your Behavioral Blend/s and that of your "significant other."

"D/I" Relating To "S/C"



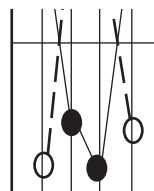
- "D/I"s are outgoing, while "S/C"s are passive and reserved.
- "D/I"s are more positive than "S/C"s.
- "S/C"s are more cautious than "D/I"s.
- Both should learn from the other.
- Be committed!

For Review

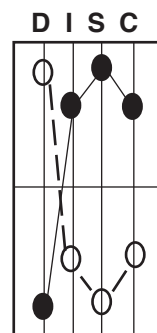
Couples Expanded

Relating To "D/C"

- "I/S"s are people, while "D/C"s are task-oriented.
- "I/S"s are more high-touch than "D/C"s.
- "D/C"s are more high-tech than "I/S"s.
- Both should learn from the other.
- Be committed!



"D" Relating To "I/S/C"



- "D"s are more dominant and demanding.
- "I/S/C"s resist aggression, but respect it.
- They prefer friendly, secure and cautious behavior.
- Both should learn from the other.
- Be committed.

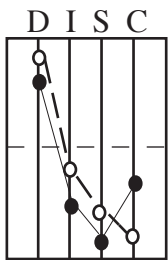
Intensity Insights

To identify the intensity between two personality types, look for the profile of person #1 and compare it to the profile of person #2.

Don't make the mistake of thinking two personalities cannot work well together. In fact, it is sometimes better to have two different personality types working together, so one type will compensate for the other. Remember, we all have blind spots.

Two similar personalities can also work well together, as long as they both respect and trust each other. The purpose of understanding the intensity caused by contrasting personality types is to predict behavior and respond better.

Always keep in mind, no personality is better than the other. We must learn to understand why people do what they do. We should strive to respond in more mature and wiser ways.



"D" / "D"

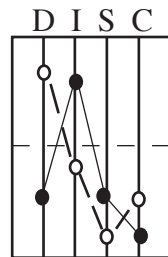
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Practical Application

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For Review

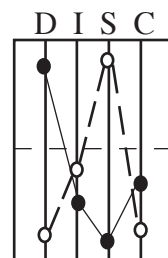
Couples Expanded



"D" / "I"

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they really care.
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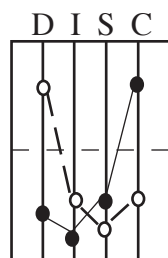


"D" / "S"

Work Index: "D"s and "S"s working together are like masters and slaves. "D"s tell "S"s what to do. "D"s need to appreciate "S"s for their hard work. "D"s definitely dominate "S"s, but should never take them for granted. "S"s feel secure with "D"s as long as "D"s show controlled and stable behavior. "S"s should be assertive — "D"s more compromising.

Practical Application

- "D"s should direct, not dominate "S"s — "Submit yourself one to the other."
- Agree that when the "D" is out of control, the "S" has the right to say so, without fear.
- "S"s need to strongly appeal to "D"s when their behavior is unacceptable.
- "S"s should show more determination.

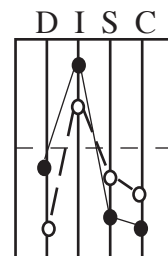


"D" / "C"

Work Index: A "D" and "C" working together conflict over dreams and details. The "D" wants to get the job done, while the "C" wants to get it done right. "D"s are optimistic, while "C"s are more pessimistic ("realistic"). "D"s need to be more careful, while "C"s need to be more positive. "D" and "C" team members are task, rather than people-oriented.

Practical Application

- Be more understanding of other's perspective — Don't criticize their personality.
- Allow others to feel the way they feel.
- "D"s ought to listen more to "C"s.
- "C"s should avoid always being negative.
- Give "C"s chance to think about decision.
- "C"s should take risks; "D"s careful.



"I" / "I"

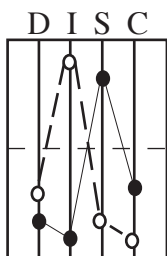
Work Index: Two "I"s working together will talk more than work. They compete for praise and approval. They tend to be overly optimistic and enthusiastic. Two "I"s will communicate well, if one doesn't try to out-talk the other. Each wants lots of attention. Both tend to be emotional. Communication goes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

Practical Application

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

More Insights

1. Once you have studied your specific *Intensity Insights*, follow these instructions to understand more about other contrasting personalities on both pages.
2. Identify each person's HIGHEST, NEXT highest, and LOWEST plotting points from your Two Graphs.
3. Review the proceeding pages to avoid and resolve conflicts.



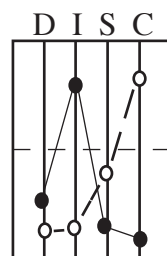
"I" / "S"

Work Index: "I"s and "S"s don't tend to be industrious. They like to "care and share." "I"s are great at PR, while "S"s like customer service. "I"s and "S"s relate well together.

"I"s are
"S"s to
a word
and "S"

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 conversation.
- "S"s to repeat what "S"s think of what they or than listen closely.

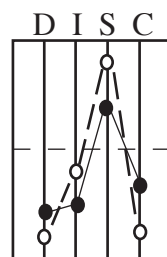


"I" /

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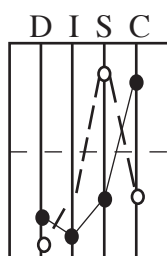
For Review

Couples Expanded



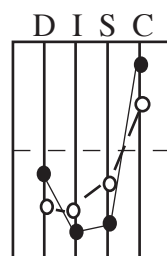
"S" /

Work Index: Two "S"s work best together. They don't compete or criticize each other. They are loyal and sensitive to the other. They make great associates. "S"s are the most tolerant and forgiving types; therefore, they make the nicest team members. They tend not to be assertive and will struggle with decision-making. They add stability and sensitivity to the team.



"S" / "C"

Work Index: "S"s and "C"s working together will be passive and methodical. 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 kindness, while "C"s more perfection. They are both more quiet and private. They can work well together with little need for conversation.



"C" / "C"

Work Index: Two "C"s working 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 be cold and caustic. "C"s tend to be picky-perfectionistic and demanding of competence. They make a great team members when at peace and when they respect each other.

Practical Application

- S"s need to be more demanding with "C"s.
- Work together on projects.
- "C"s should not criticize "S"s' disinterest.
- Be more intimate and aggressive.
- Don't wait on others to express themselves.
- Be more optimistic and positive about your problems.

Practical Application

- Be more complimentary of each other.
- Don't criticize each other's work.
- 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.

Rearing Children According To Their Bents

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 de-motivate the child and vice-versa.

There is a misconception that punishment can motivate others.

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

"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 who may respond better

For Review

"D" Type Child

Under Pressure:

Becomes resistant, angry, stubborn, defiant.

Sources of Irritation:

Weakness, losing, inexperience.
Lack of — leadership, discipline, challenge.

To Motivate / Discipline:

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

Couples Expanded

Shy; seeks attention; ease the crowd.

Overlooked, criticism, time constraints, organizational demands.

To Motivate / Discipline:

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

"C" Type Child —

Under Pressure:

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

Sources of Irritation:

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

To Motivate / Discipline:

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

"S" Type Child —

Under Pressure:

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

Sources of Irritation:

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

To Motivate / Discipline:

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

Positive Parenting

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. Familiarity often brings the closer you get, the easier it is to love about someone,

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

hild to.
and practical ways to deal
Focus on your D, I, S or C
t of the child's.
behavioral Blend and other
encies ("highs").

For Review

Couples Expanded

"D" Type Parenting

"D" Child:

Be strong, but willing to challenge and intimidate the child, you're the boss.

"I" Child:

Be enthusiastic and control the conversation or prove your point.

"S" Child:

Be sweet. Don't be forceful or speak down. The child will judge how you respond. Be sensitive and kind. Appreciate the child's concerns.

"C" Child:

Be prepared. Don't use generalities. Be specific. The child wants explanation, not debate. The child can be strong, if you don't know what you're talking about.

formal. The child s. Don't waste time. 2 the problem.

nuch. Compliment l positive. Smile and

agree, as much as possible.

"S" Child:

Be sensitive. Let the child share his or her feelings. Don't interrupt. Let the child finish completely. Stay calm and reinforce your sensitivity.

"C" Child:

Be factual. Don't try to "snow" the child. Ask for suggestions. Be open and respectful. Give details concerning problems. Be precise and methodical.

"C" Type Parenting Style With —

"D" Child:

Be relaxed. Don't be defensive. Get to the "bottom line." Don't bore the child with a lot of facts. Agree on solution based on both perspectives. Be positive.

"I" Child:

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.

"S" Child:

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.

"C" Child:

Be precise and accurate. Meet forceful demands with clear answers. Be sure of your facts. Be open to suggestions.

"S" Type Parenting Style With —

"D" Child:

Be confident and sure of yourself. The child may be forceful. Show strength. Challenge the child, but not too hard. Don't give-in if you know you're right.

"I" Child:

Be interested in what the child says. Don't just listen. Share your thoughts and concerns. Ask the child to review what was settled.

"S" Child:

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.

"C" Child:

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.

Step-Parenting Insights

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 a "D" may want an "S" want another domineer

Others are attracted to former mates. For example because of a constant ca

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

ways D,I,S or C type or C type step-children. t to control your person- ng uniquely wonderful

For Review

Couples Expanded

"D" Type Step-

"D" Step-Child:

Gain child's respect him or her. Child w choices not comman

"I" Step-Child:

Praise child for suc more serious. Moti reinforcement. Encourage child more than challenge.

"S" Step-Child:

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

"C" Step-Child:

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

Dealing With—

will test your feelings. Don't lecture child.

t child share his or each child how to

respond calmly when under pressure.

"S" Step-Child:

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

"C" Step-Child:

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

"C" Type Step-Parent Dealing With—

"D" Step-Child:

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

"I" Step-Child:

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

"S" Step-Child:

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

"C" Step-Child:

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

"S" Type Step-Parent Dealing With—

"D" Step-Child:

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

"I" Step-Child:

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

"S" Step-Child:

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

"C" Step-Child:

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

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* leaders. They don't like people telling them what to do. They can be too pushy and forceful. They use a direct and demanding approach to get things done. They are not leaders when they learn to be sensitive to the needs and demands of others.

"I" Leaders —

"I"s are inspiring and influential leaders. They can motivate and influence others. Naturally, they tend to talk too much. "I" leaders are very sensitive to rejection. They are the most impressive and positive leaders. "I"s love crowds, but need to be interested in individuals.

"S" Leaders —

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

"C" Leaders —

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

Follower Styles

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

They want to be part of the action. They like power and authority. They want to *action make me more effective?* "D" followers need "bottom line" ultimatums. They don't like anything.

They tend to be impulsive. They like ideas that will make them stand out. They make great first

impressions. Their high egos and ability to persuade often turn them into the leaders in order to rise to the top. Sometimes you don't know who's leading whom.

"S" Followers —

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

"C" Followers —

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

The most effective Leader is the blended Servant Leader.

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

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

For Review

Couples Expanded