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Teens Personality Expanded Version

Introduction of the 4 DISC Personality Types of Behavior

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

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

Everyone has a predictable pattern of behavior because of his or her specific personality. There are four basic personality types. These types, also known as temperaments, blend together to determine your unique personality. To help you understand why you often feel, think, and act the way you do, review this entire repost.

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

Each temperament style represents a specific behavior pattern. How we use or abuse our personalities determines our effectiveness with others. Once we understand the four quadrant model of behavior, we can identify the four types of temperaments and the four quadrants of the DISC model.

"D" - active / task

"I" - active / people

"S" - passive / task

"C" - passive / people

For Your Review

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

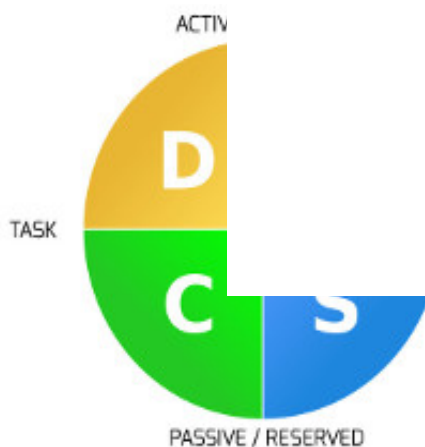
Keep in mind that 85% of people tend to be composites of DISC; therefore, most people will be blends and combinations of the evident characteristics in the four personalities. There are numerous variations of this model. Speakers, writers, and trainers have added their own titles to make the model more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

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

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

Interpretation

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



For Your Review

Active/Task-oriented "D"

Dominating, Directing, Demanding, Determined, Decisive, Doing

Active/People-oriented "I"

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

Passive/People-oriented "S"

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

Passive/Task-oriented "C"

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

"D" Type Behavior

Basic Motivation: Challenge & Control

Desires: Freedom from Control - Authority - Varied Activities - Difficult Assignments - Opportunities for Advancement - Choices rather than ultimatums

Respond Best To Leader Who: Provides direct answers Sticks to task - Gets to the point - Provides pressure - Allows freedom for personal accomplishments

Needs to Learn:
Everyone has
Sensitivity to

ended -
important -

"I" Type Behavior

Basic Motivation:

Desires: Personal
Opportunities

help others -

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

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

"S" Type Behavior

Basic Motivation: Stability & Support

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

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

For Your Review

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

Desires: Clearly defined
- Time to think

Responds Best To:
- Provides resources

Needs to Learn: -
Deadlines must be

For Your Review

Planning

Procedures

Timing -

Behavioral Blends

These are the
personalized

see other
information.

This is expected
This is me: C

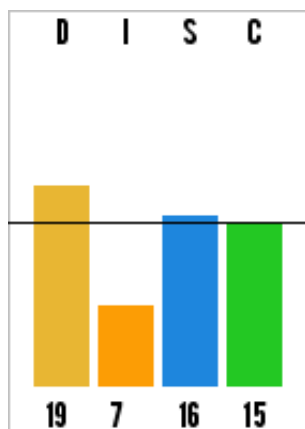
For Your Review

Preface: This
when individuals
comfort zone
they live there

perspective -
comes or
from where

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

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



Description

As a "D / S / C" or "D / C / S" or "S / D / C" or "S / C / D" or "C / D / S" or "C / S / D" you think people expect you to be direct, submissive, and competent. You tend to be more passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet, sensitive, compliant, and conscientious feelings seem to balance any abrasiveness or forcefulness you might exhibit. You don't tend to be talkative or a crowd pleaser. You seem to think people expect you to be more quiet and shy. You often don't consider yourself as reserved because of your tendency to be more direct. You don't like to constantly sit back and wait for things to happen. You tend to move forward. You plan and prepare for things.

How Others View You

You are often viewed as a "self-assured" person. You are reasonable and calm because you are good at organizing others to accomplish tasks well.

For Your Review

Don't like to constantly sit back and wait for things to happen. You tend to move forward. You plan and prepare for things.

tend to be humble, but sometimes get angry, but sometimes get angry because of your tendency to be more direct.

Your Feelings and Thinking

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

occasional negative thinking.

Vision and Passion

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

Leadership Style

Your leadership style is more of a mixture of active and passive behavior. You tend to be aggressive and reserved. You think people expect you to be demanding, directing, sensitive, soft and cautious. You experience excitement when you use your skills or public performance and demonstrate example and persistence.

For Your Review

Follower Style

You tend to be a follower. You let others tell them what to do and follow their commands. You are not very assertive or competent. You tend to guard your aggressiveness through your cautiousness. You tend to plan and prepare a lot so you will be wiser and able to follow your leaders in a sure and steady fashion.

Responds Best To

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

Conflict Management

You prefer dealing with conflicts straight on, but you tend to approach them gingerly and analytically. You think people expect you to see both sides fairly and then make a decision one

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

Strengths and Uniquenesses

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

Overuses and

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For Your Review

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Guard Against

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 Uniquely You Personality Questionnaire, be sure to view these descriptions from your understanding perspective in order to

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For Your Review

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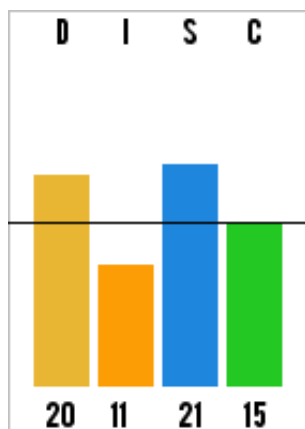
t to make

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.

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



Description

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

How Others View You

You are often viewed as a "quiet" person. You are self-assured and confident, but you are also reasonable and open to others' opinions. You tend to be a bit of a loner, but you are also a good listener. You tend to be a bit of a loner, but you are also a good listener. You tend to be a bit of a loner, but you are also a good listener. You tend to be a bit of a loner, but you are also a good listener.

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 sometimes doubt yourself because of your need for security and information.

For Your Review

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

Vision and Passion

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

Leadership Style

Your leadership style is more of a mixture of active and passive behavior. You tend to be aggressive and reserved. You think people expect you to be demanding and directing, as well as sensitive, soft and exciting when communicating. You influence others by your words rather than by your actions. You lead by example and do all the work for others to follow.

For Your Review

Follower Style

You tend to be a follower. You would rather have someone else lead. You follow the lead of others. You are not a risk-taker. You tend to be risk-taking, but often guard your aggressiveness with your cautiousness. You tend to plan and prepare extensively so that you will be wise and able to follow your leaders in a sure and steady fashion.

Responds Best To

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

Conflict Management

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

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

Strengths and Uniquenesses

You are strongest when it comes to being sure of yourself publicly. Sometimes you can be insecure because you may be unsure of yourself privately. You tend to be outwardly confident, but inwardly timid. Your uniqueness, or what others may call your weakness, is your public speaking and inspiration. You don't tend to be openly enthusiastic or outgoing. You sometimes don't seem to be friendly, except when in small groups or with individuals. You don't tend to stand out in a crowd or seek to be heard.

Overuses and Abuses

You tend to overuse your dominance and competence. Sometimes you are too easygoing and people try to take advantage of you. You can be defiant when people challenge you. You are often concerned about being in the limelight. You don't need to turn around and look over your shoulder, and you are not afraid to be alone.

For Your Review

Guard Against

Don't hesitate to speak up. You have great strengths and weaknesses. You are sensitive when it comes to criticism. You often have a hard time getting your point across. You are not with the crowds. You prefer working with small groups or motivating individuals. Overcome your disinterest in public speaking, and force yourself to inspire and influence the masses. Don't let your quiet and sometimes humble attitude hold you back from communicating with conviction, warmth, and information.

Relating Style

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

Conclusion

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

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

Having completed your Uniquely You Personality Questionnaire, be sure to view these descriptions from a Graph 2: "This is me" perspective. If both graphs are the same, your understanding of them will be easier. If both graphs are different, keep the appropriate perspective in mind and interpret the descriptions accordingly.

People seem to respond and behave from different perspectives and drives. This profile is purely subjective, based on the DISC Model of Human Behavior Science, and applies to your more unguarded, unmasked, and accentuate type of behavior, especially among close friends or relatives. Review the insights with your specific personality type in mind, but do not conclude that you are always

This is simply stress. Your spirituality, and

This is NOT a your behavior

For Your Review

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example of

When Both

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, in your family, in your community, in your workplace, and in your most familiar environments. You may feel that you are being judged by others, and that you are being judged by others in your most familiar environments. You may feel that you are being judged by others in your most familiar environments. You may feel that you are being judged by others in your most familiar environments.

When both graphs show similar configurations, it may indicate that you are satisfied with your current behavior and are willing to adapt to change. When both graphs show different configurations, it may indicate that you are not satisfied with your current behavior and are not willing to adapt to change.

For Your Review

Understanding and adjusting your thoughts, feelings, and actions to these insights can be very productive and wise. Review and study your two graphs, keeping in mind the similarities and differences. Then, learn how to control your motivations, rather than letting them control you.

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

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

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

When these types are immature, their driving and demanding demeanor makes them lose control of their responses. They tend to not do well with anger management. They often become surprisingly forceful. They don’t tend to be emotional, but they can be very stubborn.

On one hand they seem to be very kind and sensitive, while analytical and contemplative. On the other hand, they can come across as demanding and determined. They naturally don’t seem very friendly or outgoing. Their strength is not public speaking or entertaining.

When speaking publicly, they share with confidence and seem to be very knowledgeable of their subjects. They have softness sandwiched between dominance and competence. They seem to have a triple-edged sword made of decisiveness, submission, and competence.

Their greatest motivation to overdo their s

They would give pressure, and so much. The

These types are individual basic bubbly person

For Your Review

They seem to

is under worry or fret

ends on an joining and

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

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

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

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

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

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

He tends to be i
He enjoys worki
quality control.

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This person is p
has taken charg
charge, but not
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For Your Review

He can also be where he
can investigate and evaluate his options. He would rather work or relate with small groups as opposed to large gatherings.

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

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

He can be a successful leader who lives by example.

Graph 1: "This is expected of me"

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

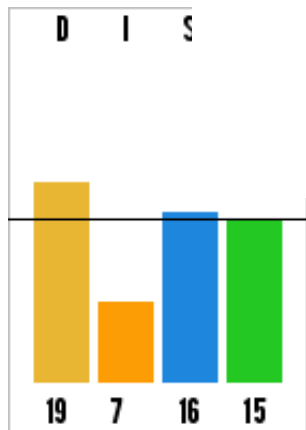
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C/S/D - COMPETENT STEADY DOERS

Discovering your behavioral blends

"C/S/D's" are a combination of cautious, stable and determined types. They are more task-oriented, but not as much as "D/S/C" types. They are more comfortable in the center of crowds. They prefer to be in charge of groups. They tend to be more direct than "S/D/C" types. They don't really care for being in charge. They are not as enthusiastic as "C/D/S" types.

Controlling



For Your Review

- Be more community, open and encouraging to others.
- Be fearless.

Graph 2: "This is me"

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

Description: As a "D / S / C", or "D / C / S", or "S / D / C", or "S / C / D", or "C / D / S", or "C / S / D", you think people expect you to be direct, submissive, and competent. You tend to be passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet and sensitive, as well as compliant and conscientious ways seem to balance any abrasiveness or forcefulness you might exhibit. You don't tend to be talkative or a crowd pleaser. You seem to think people expect you to be more quiet and shy. You often don't consider yourself reserved because of your soft and contemplative tendencies. There is a part of you that doesn't like to constantly sit still and wait for things to happen. You like to be in charge while cautiously moving forward. You tend to plan and manage large groups.

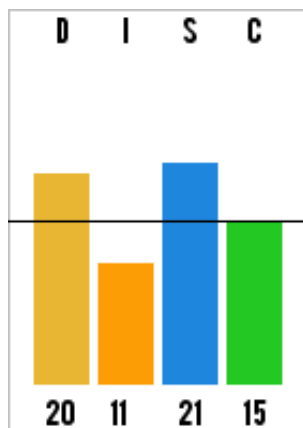
C/S/D - COMP

Discovering you

"C/S/D's" are a crowd-oriented, but care for people. They prefer to get things done in groups. They tend to be reserved. They really care for people. They just don't show it openly. They need to be more positive and enthusiastic. Natural achievers, they need to be more friendly and less critical.

For Your Review

Controlling your behavioral blends



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

Your DISC Insights

test tends to be more:

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

test's "D"Tendencies
 Demanding,
 Relentless, Determined, I

test's "I"Tendencies
 Hyper, Energetic, Admirable, Elegant

test's "S"Tendencies seem to be:
 Loyal, True Blue, Peaceful, Calm, Sweet, Tender, Compassionate, Generous, Giving, Courteous, Polite, Helpful, Assisting

test's "C"Tendencies seem to be:
 Law-abiding, Conscientious, Careful, Cautious, Pondering, Wondering, Organized, Orderly

test's "D"Tendencies are not very:

test tends to be less:

Outgoing / Active
 Gentle / Soft / Humble
 Calculating / Analytical
 Convinced / Cocky
 Obedient / Submissive
 Pleasing / Good-natured
 Perfectionist / Precise
 Enthusiastic / Influencing
 Right / Correct
 Competent / Does Right
 Winner / Competitive
 Deep / Intense
 Accurate / Exact
 Animated / Expressive
 Persuading / Convincing

For Your Review

For Your Review

Relentless,
 Driving,

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

test's "I" Tendency

Outgoing, Active, Enthusiastic, Impressing, Exciting

test's "S" Tendency

Gentle, Soft, Humble

test's "C" Tendency

Calculating, Analytical, Researching, Organized

For Your Review

ring,

Appendix - Table Of Contents

This Table of Contents is for the generic pages of your
Teen's 4 DISC Personality Online Report.

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Historical Background

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

The DISC Model of Human Behavior was first introduced by William Marston in 1928 through his book, *The Emotions Of Normal People*. Marston took Hippocrates' Greek titles and assigned simple and single D, I, S, and C letters to each. Though there are now many titles to various models, they all have roots from the same basic four temperaments discovered 400 B.C.

Dr. John Geier, Chairman of the Human Behavior Science Department at the University of
DISC person's

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For Your Review

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

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

How To Read The DISC Graphs

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

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

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

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

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

This person is more reserved than outgoing. He or she likes people on an individual basis. The low “I” is not bad. It only indicates a low interest in enthusiastic and carefree behavior.

Example B shows a graph with a high “D/I” personality type. This person is more dominant than people. They like to sit still or work.

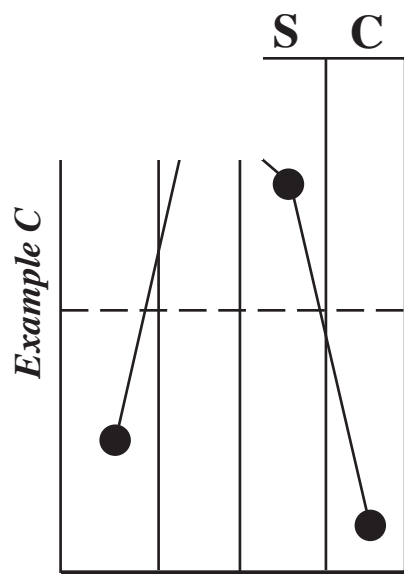
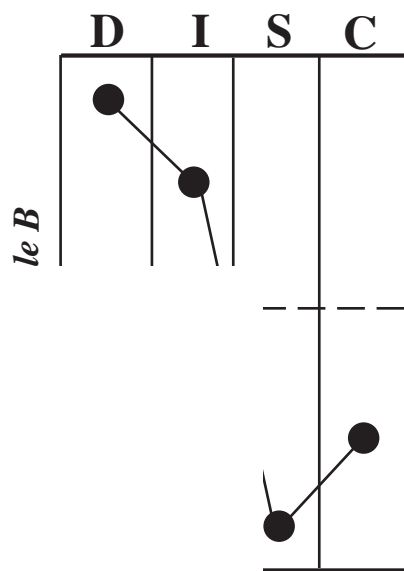
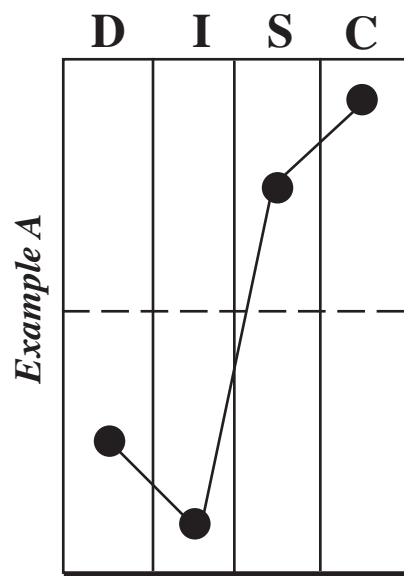
Notice that this person is not calculating or

Example C shows a graph with a high “S/C” personality type. This person is more

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

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

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



For Your Review

Understanding The Two Graphs

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

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

People understand early in life that there are acceptable and unacceptable actions. Everyone is influenced by these thoughts and feelings.

GRAPH 2: “*This is me*” is the person’s response to how he or she feels and thinks under pressure—how the person really feels and thinks inside. The person is revealing how he or she will naturally respond when he or she does not think about what is expected of him or her — usually under stress.

Everyone is born with a natural *bent* of behavior. Our parents and peers, plus our environment growing up help develop our personalities into predictable patterns of behavior.

If **GRAPH 1** personality will person may be s of him or her an may be very cor her. Having tw for many people

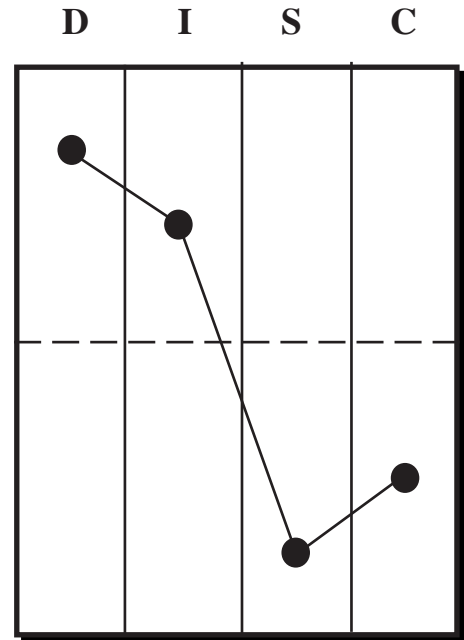
The exampl **GRAPH 2.** Thi want him or her ally isn’t that type. This person is also more s secure and security oriented than what he or she feels is expected of him or her.

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

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

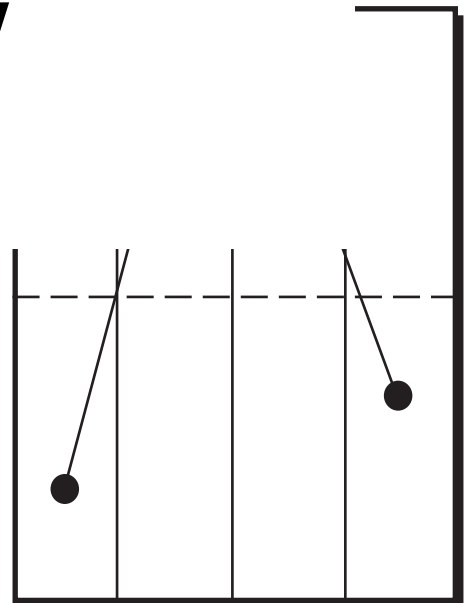
The higher the plotting point, the more that **DISC** letter describes the person’s behavior. Study this entire report to understand how to apply what you learn about yourself and others.

Example of Graph 1



For Your Review

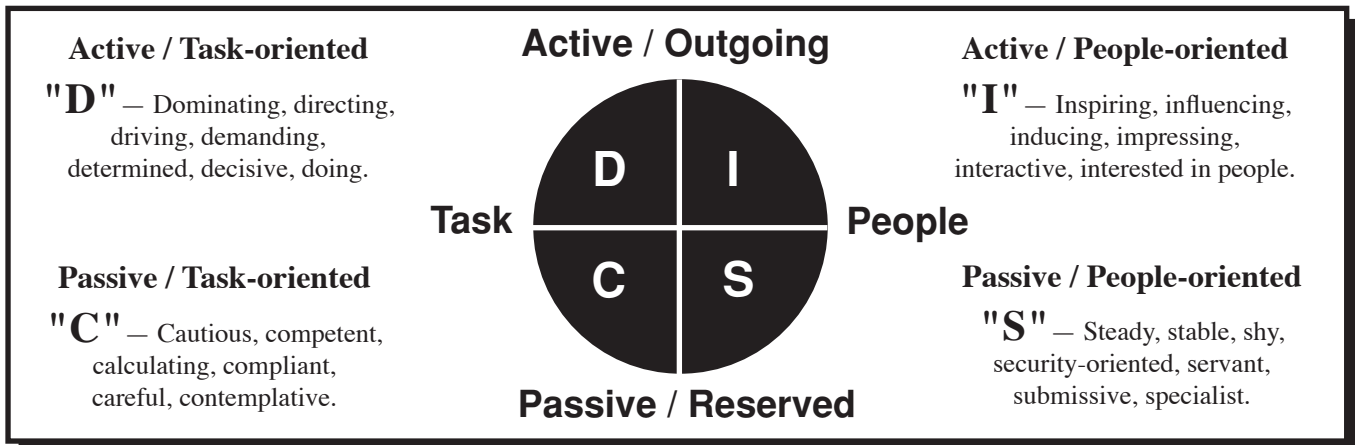
Graph 2



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 (*Active / Task-oriented*)
Also known as "Choleric" and "Lions"

Descriptions: *Dominant, Direct, Demanding, Decisive*

Basic Motivation: Challenge and Control

Desires:

- Freedom
- Difficult Assignment
- Choices, rather than being told what to do

Responds Best To

answers • Sticks to
lows freedom for p

Needs To Learn:

- Some controls are most important
- To
- Sensitivity to people

"C" BEHA
Also kno

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.

"I" BEHAVIOR (*Active / People-oriented*)
Also known as "Sanguine" and "Otters"

Descriptions: *Inspiring, Influencing, Impressing, Inducing*

Basic Motivation: Recognition and Approval

Freedom from
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Descriptions: *Submissive,*

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.

For Your Review

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• provides recognition

Deadlines are
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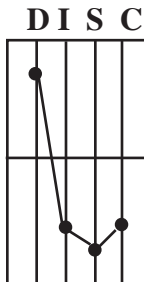
DISCOVERING YOUR BEHAVIORAL BLEND

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. Remember, it doesn't matter what personality you have, as much as what you do with it. (Continue instructions next page.)

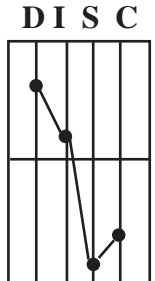
D: DETERMINED DOERS

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



D/I: DRIVING INFLUENCERS

"D/I"s are bottom line people. They are much like Dynamic Influencers. They are a little more determined and less inspirational, but they are strong doers and able to induce others to follow. They need to be more cautious and careful, as well as more steady and stable. They get involved in a lot of projects at the same time. They need to focus on one thing at a time and slow down. They are motivated by opportunities to accomplish great tasks through a lot of people.



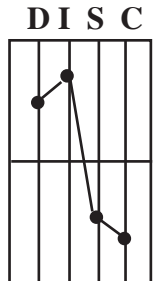
I: INSPIRATIONAL INFLUENCERS

"I"s are impressive people. They are extremely active and excited individuals. Approval is important to them. They can have lots of friends if they do not overdo their need for attention. They can be sensitive and emotional. They need to be more interested in others and willing to listen. They do not like to look good. They often do things that are entertainers. They need to think more logically. They are motivated by recognition.



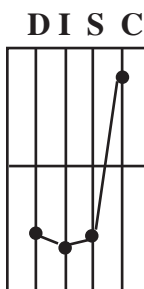
I/D: INSPIRATIONAL DOERS

"I/D"s are super salespeople. They love large groups. They are impressive and can easily influence people to do things. They need a lot of recognition. They exaggerate and often talk too much. They jump into things without thinking them through. They need to



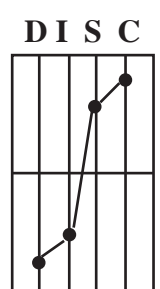
S: STEADY SPECIALISTS

"S"s are stable and shy types. They enjoy pleasing people and the same job. Secure, non-competitive, and important to them. They are so forgiving. It is to their advantage of them. They know how to say, "No" to a friend. Talking in front of large groups. They are motivated by success to help others.



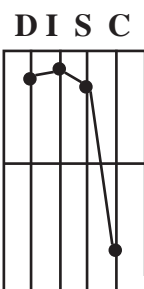
C/S: COMPETENT SPECIALISTS

"C/S"s 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.



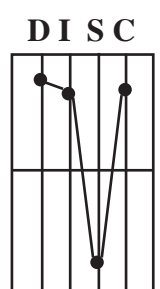
I/D/S: INSPIRING DRIVING SUBMISSIVE

"I/D/S"s 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

"D/I/C"s 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.



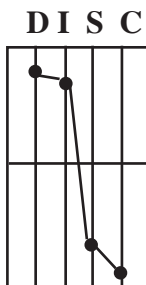
For Your Review

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

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



D/C: DRIVING COMPETENT TYPES

"D/C" Types are determined students or defiant critics. They want to be in charge, while collecting information to accomplish tasks. They care more about getting a job done and doing it right than what others think or feel. They drive themselves and others. They are dominant and caustic. Improving their people skills is important. They need to be more sensitive and understanding. They are motivated by choices and challenges to do well.



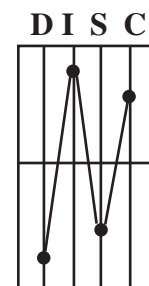
I/S: INSPIRATIONAL SPECIALISTS

"I/S"s are influential and stable. They love people and people love them. They like to please and serve others. They do not like time controls or difficult tasks. They want to look good and encourage others, but often lack organizational skills. They follow what they are told. They should be more interactive and sincere. Regardless of being up front in influence and support others and obedient workers.



I/C: INSPIRATIONAL COMPETENT

"I/C" Types are inspiring, yet cautious. They size up situations and comply with the rules in order to look good. They are good at figuring out ways to do things better through a lot of people. They can be too persuasive and



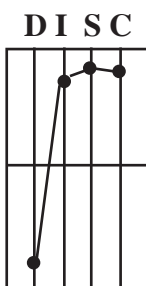
S/D: STEADY DOERS

S/D"s get the job done. They are determined to accomplish, they relate best to small talk in front of large crowds. They enjoy secure relationships. They can be soft and are motivated by sincere challenges. They systematically do great things rather than shallow recognition while driving to succeed.



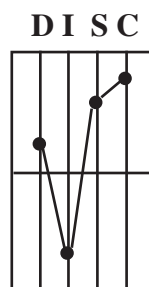
C/I/S: COMPETENT INFLUENCING SPECIALISTS

"C/I/S"s 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.



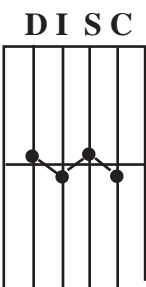
C/S/D: COMPETENT STEADY DOERS

"C/S/D"s 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, "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.



STRAIGHT MID-LINE

A **Straight Mid-Line Blend** 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.

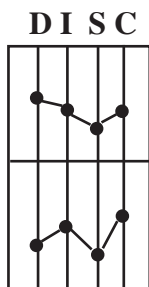


ABOVE MID-LINE • BELOW MID-LINE

Some patterns indicate unique struggles an individual may be having.

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

A **Below Mid-Line Blend** 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.



For Your Review

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 well.

For Your Review

- Remember everyone has a cross, 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 *Continued*

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 desire.
- Do not be overconfident, and watch what you promise.

I/D: “Inspirational Doers”

- Guard the power of your words.
- Do not use flowery language just to impress people.

For Your Review

- 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 *Continued*

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 Influencers”

- Think things through.

For Your Review

- 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.

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 fulfilling your tasks.

C/S: “Competent Specialists”

- Think more positively.
- Guard against the fear of failure.
- Be more in the possibilities.

For Your Review

- 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.
- Be more outwardly optimistic and encouraging to others.

Practical Application

High “D”s

- They need challenges and choices.
- They don’t like to be told what to do. They want to be their own bosses.
- Controlling themselves is most important. Desiring to control others, “D”s need to guard their feelings.
- Since “D”s test and challenge authority, they need to learn that everyone has a boss. If not, they will push others to the limit.

Instead of telling “D” s to complete a task immediately, give them the choice between completing the task now or by a certain time. They will usually choose the latter, but

High “I”s

- They need lots of recognition, approval and stroking.
- They like to talk and get attention. Being quiet is difficult for them.
- Give them opportunities to express themselves.
- Don’t put them down for their desire to entertain.
- Encourage them to control their excitement and share the limelight with others.

“I”s need to learn they will have more friends when they make others look good. Praise them when they do well. Emphasize how they make others look good. They especially like to please every-

For Your Review

High “S”s

- They project their fears to others.
- Give them the 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.

stable environment.
Give them time

accept risks or try

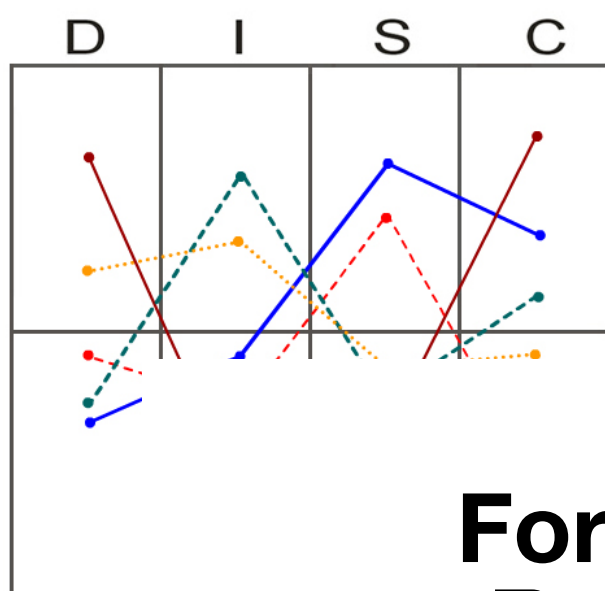
- new things. They prefer traditional roles.
- Difficult assignments and enthusiastic challenges are not effective. Friendly and sweet appeals are best.
 - Encourage “S”s to be more outgoing and assertive, so that they won’t be taken advantage.

“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.

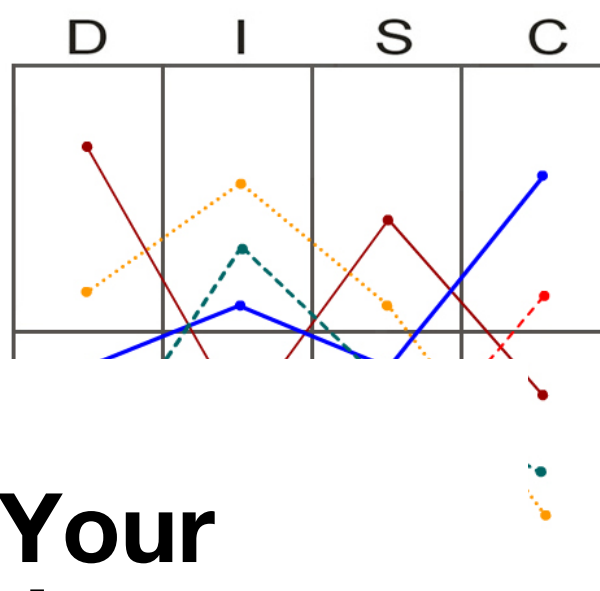
Combining Graphs

Contrast 2 - 20 people on the same graph. See how your graph relates to another person's or the group's graphs. Parent, can now assess their family as a group by having each person of the family complete his or her profile and then plot their results on the same graphs. See example below.

Graph - 1 : This is expected of me



Graph - 2 : This is me



For Your Review

Legend



:36:45

:36:45

:36:45

:36:45

:36:45

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

Leadership Insights

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

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

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

Leader Styles

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

"D" Leaders —

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

"I" Leaders —

"I"s are inspiring and enthusiastic. They love to lead and influence others. Naturally great presenters, they tend to talk too much. "I" leaders need to listen more and not be so sensitive to rejection. They are not as good as the other three positive leaders. "I" leaders are not as good as the other three in individuals.

"S" Leaders —

"S"s are the sv
seldom demand an
tend to be too nice
assertive. Overly s
to be more confide
miss opportunities
relaxed, they are n

"C" Leaders —

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

Follower Styles

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

"D" Followers —

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

"I" Followers —

"I"s follow with their hearts. They tend to be impulsive followers. They want opportunities that will make them look good. "I" followers talk a lot. They make great first impressions. They are good at persuading others. They are often the top. Some-

- They like
they want to
be around for
and stability.
t, "S" followers
v-key environ-

ers. They ana-
evelopment.

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

The most effective Leader is the blended Servant Leader.

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

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

For Your Review

DISC Learning Styles

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

Students should discover their auditory, visual, or kinesthetic / feeling styles in order to help teachers and parents communicate better with them. It is not always their teacher's or parent's fault when things are misunderstood. It is every student's responsibility to work with their teacher and parents to know how the student learns best.

Every student, parent, and teacher should also know and understand how these learning styles respond. Adapting one's presenting style to the learning style of the student will often determine the

success or failure of a relationship.

It is not always the responsibility of the student to adapt his or her learning style to that of the teacher. Student's and their parent or teacher must both control their communicating and learning styles in order to have the best results possible.

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

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

"D" Behavior —

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

Visual Learner
Responds best to lessons that are animated and spoken. Desires to

Kinesthetic Learner:
Responds best to lessons that are presented in a hands-on or silly type presentation. Desires to

"I" Behavior —

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

through drama or out of visualizing the lesson. Desires to hear him or herself in the lesson.

part of the lesson. Desires to hear the point of the lesson and point of the lesson. Desires to hear her feelings can

For Your Review

"C" Behavior

Auditory Learner: *Responds best to words. Desires to hear words. Desires to hear words and how. Wants to hear competent and accurate communication. Is not as interested in the drama, but in hearing the facts. Learns best with thorough explanation.*

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

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

Auditory Learner: *Responds best to supportive and security-oriented words. Desires to hear lessons in a small group. Wants to hear words that make the lesson kind, nice, and caring.*

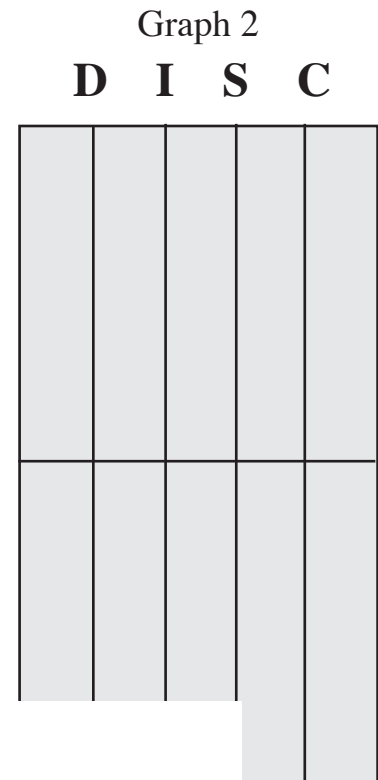
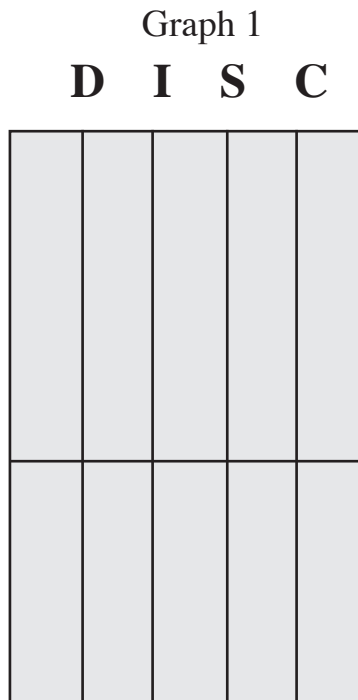
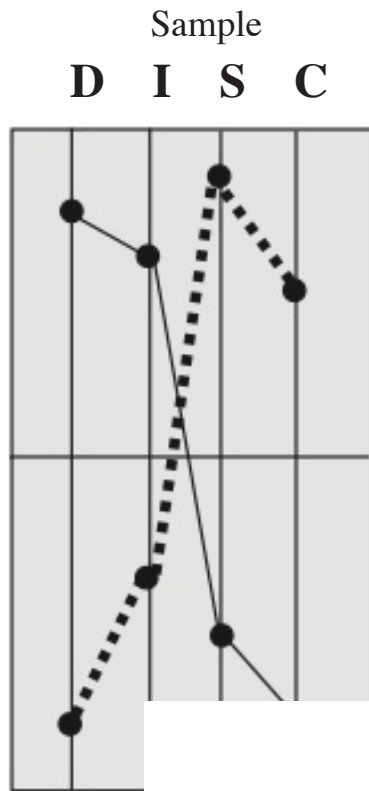
Visual Learner: *Wants to SEE the lesson lived-out through the life of the presenter. Learns best by visualizing the lesson as part of a small group, rather than having to be up front presenting. Desires steady and stable visual environments.*

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

Mentor or Parent/Teen Reflections

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

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



For Your Review

The per
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personality.
personalities
enhance and
guard their c

Parents
one or both c
If the solid
dominate the parent — to be in charge. But the parent
knows total freedom is not good for the child. The parent
will naturally resist.

The “D/I” teen needs to be more obedient to the “S/C”
parent’s more passive and reserved behavior. “D/I”s may
want to do their own thing, while the “S/C” parent may
want to make sure the child is careful. The “D/I” teen
wants to be more active, while the “S/C” parent may
want the teen to be more reserved.

tive in order
also needs to
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l work at un-

ontrol them-
ldren. “S/C”
sonalities are
quickly. Teens

will gain more freedom and responsibility when they learn
to obey, rather than resist.

The most important factor in developing a great relation-
ship is commitment, rather than compatibil- ity. Chances
are a parent and teen will have different personalities. This
often brings the best out of each of them.

Ancient words of wisdom advice:

To Teens — “Obey your parents!”

To Parents — “Provoke not your children to wrath!”

To Both — “Harmony is heavenly!”

Dynamic Differences

ASSIGNMENT —

- Think of how opposite personalities come together and complement each other.
- Recognize the obvious differences between you and others.
- Consider how opposite personalities can bring out the best and worst part of you.
- Begin thinking about the so-called "weaknesses" of others as "uniquenesses."

Opposites seem to attract each other. Somehow we are attracted to people who have strengths that are our weaknesses. "C"s will meet an exciting, positive, upbeat type person, like an "I". "C"s will wish they were more like him or her, while the "I" is impressed with the "C"s logical thinking and organized behavior.

"D"s are often attracted to "C"s because of "C"s cautious and calculating demeanor, while "C"s are impressed with "D"s risk-taking, driving, decisive and dreaming behavior. "I"s are also attracted to "S"s because of their quiet, sweet, soft demeanor; while "S"s admire "I"s ability to influence and impress others.

What happens when opposites attract can be explained by the *dynamics of differences*. Our differences draw us together. Ironically, those same differences can drive us apart. The characteristics of the person with whom we fell in love often become the very traits we end-up resenting.

While opposites often attract, we must keep in mind that most people are blends or composites of "C"s. Most teens

EXAMPLES

There are "I" people skills. "I" people and task active and passive oriented while "I" people

The "I/C" is both at the same time loves to inspire others. The "D/I" is

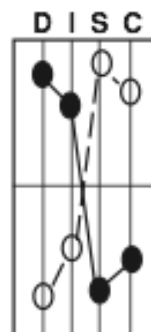
this unique and often confusing behavior is normal.

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.

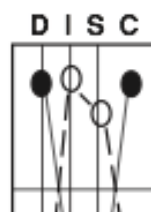
The following are three of the most common opposite types. See if any of these is like your Behavioral Blend/s and another person's type to improve your relationship.

"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!

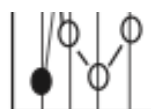
"I/S" Relating To "D/C"



- "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 task-oriented than "I/S"s.
- Both should learn from the other.
- Be committed!

"I/S/C"

"I/S/C" is more dominant and standing, resist aggression, respect it. prefer friendly, and cautious



- Both should learn from the other.
- Be committed.

To compare your personality with that of another person's personality, be sure to study this entire profile.

For Your Review

Intensity Index

Teen's highest plotting point:

Graph 1 ____; Graph 2 ____;

Parent's highest plotting point:

Graph 1 ____; Graph 2 ____;

1. Identify parent's and teen's highest plotting points from the graphs on the Plotting Instructions page.
2. Decide who will be the solid circle and who will be the other .
3. Complete your Mentor or Parent / Teen Reflections graphs.
4. Look for the Behavioral Blends graph/s most similar to your graphs (concentrate on the highest points).
5. Evaluate your Indexes and Practical Application..



"D" / "D" RELATIONSHIP

Two "D"s relate well together as long as one recognizes the other is the "boss." "D" #1 may be the boss, but "D" #2 must respect and trust him or her. "D" #2 may be a little more dominant, but "D" #1 is also very dominant. Two "D"s living in the same home will struggle over "who's the boss?" There must be a respect for authority and clear chain of command established.

Practical Application

- Don't be afraid to allow others to make major decisions.
- Give choices, not ultimatums.
- Don't force issues.
- Slow down in making decisions.
- Control yourself first, rather than the other.
- Learn to relax and control stress.



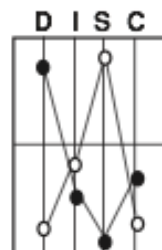
"D" / "I" RELATIONSHIP

"D"s and "I"s are very active. The "D" wants to control, while the "I" wants to impress. The "I" wants to talk, while the "D" wants to do accomplish a task. The "D" wants to dominate, while the "I" desires to communicate. The "I" feels as though the "D" doesn't care, while the "D" thinks the "I" is too sensitive. "D"s are too serious.

Practical Application

- Determine to communicate on the basis of the other person's needs.
- "D"s need to show they really care.
- "I"s need to give "D"s a chance to talk.
- "D"s should praise "I"s more.

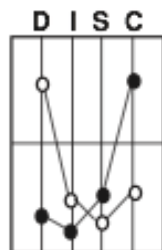
s—workers.



For Your Review

e "S"s.
of control,
ithout fear.
"D"s when

mination.
others.



the "C" wants to get it done right. "D"s and "C"s are both task-oriented. "D"s are more optimistic, while "C"s are more pessimistic ("realistic"). "D"s need to be more careful, while "C"s need to be more positive. They both need to be more people-oriented and cordial.

- 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 decisions.
- "C"s should take risks. "D"s should be careful.

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onality.



"I" / "I" RELATIONSHIP

Two "I"s will talk more than work. They compete for praise and approval. They tend to be overly optimistic and enthusiastic. Two "I"s in the same home will communicate well, if one doesn't outtalk the other. Each wants lots of attention. Both tend to be emotional. Communication goes two ways—talking and listening. They tend to exaggerate things and often overreact.

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

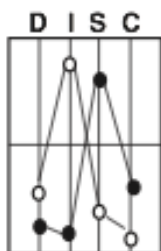
Parent's **NEXT** highest plotting point:

Graph 1 ____; Graph 2 ____;

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

Graph 1 ____; Graph 2 ____;

1. Once you have completed understanding your *Intensity Index*, follow these instructions for more insights.
2. Identify parent's and teen's **NEXT** highest plotting points from the graphs on the *Plotting Instructions* page.
3. Review your *Mentor or Parent / Teen Reflections* graphs. Be sure your **NEXT** highest points are both above the mid-line.
4. Study the *Work and Social Indexes* that relate to your **NEXT** highest points on Graphs 1 & 2.

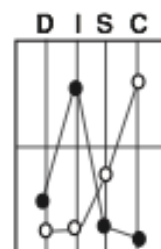


"I" / "S" RELATIONSHIP

"I"s and "S"s don't tend to be outwardly industrious. They like to "care and share" more. "I"s are great at promoting, while "S"s tend to more serving. "I"s and "S"s relate well together. "I"s are the talkers, while "S"s are the listeners. "I"s want "S"s to tell them how they feel, but "S"s can't seem to get a word in. "I"s love crowds; "S"s prefer small groups.

Practical Application

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

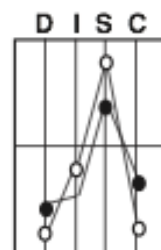


"I" / "C" RELATIONSHIP

"I"s and "C"s are often attracted to each other, because "I" are real friendly and "C" are very analytical. "I"s eventually dislike "C"s' pessimism, while "C"s distrust "I"s' facts. "I"s and "C"s tend to conflict, due to their differences. "I"s are more active, while "C"s passive. "I"s are feeling-oriented, while "C"s task-oriented. They are definitely opposite, but can complement each other.

Practical Application

- "I"s need to seriously trust "C"s' concerns.
- "C"s ought to be more optimistic about "I"s' interests.
- "I"s should do their "homework" before trying to convince "C"s about an idea.
- "C"s need to express themselves, instead of internally criticizing "I"s.



desire more intimacy, while "C"s are more into projects. They are both more quiet and private. They can often spend time together without a lot of conversation.

"C" / "C" RELATIONSHIP

Two "C"s can be challenging together. Both have high standards on how to do things. "C"s tend to think their way is best. Two "C"s living in the same home will conflict over "right and wrong." They can be cold and caustic. "C"s tend to be picky-perfectionists and demanding of competence. They make friends when when they respect each other's wisdom and thinking.

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.

For Your Review

to express

opportunities,
take risks.
or for major

going.

ding with "C"s.

s' disinterest.
isive.

- Don't wait on others to express themselves.
- Be more optimistic and positive about your problems.

How To Handle Conflict

Often, the greatest hindrances to healthy relationships are personality conflicts. Positive individuals, desiring to build good relationships, are often discouraged because of misunderstandings and clashes with others.

This section is designed to help you discover why people do what they do under pressure and why you may conflict with others. Life's success principles on how to handle clashes are clear. The problem is many people are not aware of their "sensitive spots." Everyone needs to learn more about avoiding and resolving conflicts.

Every personality has its "hot button." Everyone can act like a "D" when pushed too far. The following are tendencies of personalities as they relate under pressure.

Review the following pages with your Behavioral Blends in mind. Read each section to see how you may respond as a specific personality type. Also consider how you may respond differently because of your "hot and cold buttons."

To improve your effectiveness, control your personality and never use it as an excuse for poor behavior!

Remember —

Most problems today are not technical — they're relational — personality conflicts and clashes with others.

"D" Behavior —

Under Pressure:

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

Sources of Irritation:

Weakness, indecisiveness, laziness

Lack of — discipline, plan, purpose, direction

Needs To:

Back off, reacting friendly

"I" Behavior —

Under Pressure:

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

Sources of Irritation:

Disinterest, slowness, pessimism, details, time restraints, antagonism, doubt, structure, on.

s, tual,

For Your Review

"C" B

Under Pre

Become negative

Sources of

Incomplete, dishonesty, inadequacy, unfairness, inconsistency, blind faith, false impressions.

Needs To:

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

, weak- :

er,

disrespect, insensitivity, pride, discrimination, unfairness.

Needs To:

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

Natural Responses To Conflict —

"D"s — Want To Attack

"I"s — Want To Expose Others

"S"s — Want To Support or Submit

"C"s — Want To Criticize

Recommended Wise Responses —

"D"s — Restore With Love

"I"s — Make others look good

"S"s — Care Enough To Confront

"C"s — Examine Own Self First

Relating Styles

Everyone has a specific relating style that complements and conflicts. People often clash, in spite of their commitment to each other. Identifying predictable patterns of behavior can improve their relationships.

No relating style is better than the other. Smart teenagers learn to control their personalities and respond according to their other peoples' personalities. Unfortunately, many youths don't know their relating style. They also often don't even know their best friend's personality type.

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

Understanding "relating styles" will help youths deal with the differences between them and others. Be sure to identify both personalities.

Best friends often have totally different personalities. An aggressive teenager may have a passive friend. Don't think best friends are always alike. Learn to deal with your friend according to his/her specific personality.

It is each youth's responsibility to adapt and control the conflict. Don't expect the other person to.

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

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

"D" Type Relating To —

"D":

Be strong, but willing to bend. Your friend will challenge and intimidate. Get to the point. Remind your friend, you're a team.

"I":

Be enthusiastic. Talk and encourage. Control the situation.

"S":

Be sweet. Your friend will be kind and gentle.

"C":

Be prepared. Your friend will be strong and direct.

"I" Type Relating To —

"D":

Be serious. Don't be silly or informal. Your friend is not interested in funny stories. Don't waste time. Demonstrate your plan to solve the problem.

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sensitivity.*

*1. Ask for
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For Your Review

"C" Type

"D":

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

"I":

Be patient. Let your friend talk. Ask pointed questions that makes your friend think. Get your friend to talk through to the solution. Stay on track.

"S":

Be loving. Show sincere care for your friend. Make your friend feel you really enjoy what you do. Don't complain. Be optimistic and sure of your plan.

"C":

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

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

"I":

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

"S":

Be kind, but don't overdo it. Be strong if necessary. Don't hold back, but be sensitive. Encourage your friend to be stronger concerning problems.

"C":

Be ready for stress. Have your proof ready. Your friend will pressure you with logic or reasons. Be open to what is said. Take the good, leave the bad.

Dating Insights

Every personality type has its predictable pattern of behavior. Dating and "going together" allows you the opportunity to "get to know" the other person. But dating can be one of the most deceitful times of a relationship!

The reason is, everyone has "masked" and "unmasked" behavior or "guarded" and "unguarded" behavior. Our "masked" or "guarded" behavior is what we think is expected of us. It's the way we perceive or feel others expect us to act — the response to our environment.

"Unmasked" and "unguarded" behavior is the "real you." It's the instinctive response.

Both "masked" and "guarded" behavior is normal, but they won't know what you might think in reality he or she

Example: A "D" type "S" behavior. They are ready to often bring out

You should observe people as they respond to pressure and stress. The "real you" often comes out in unguarded situations — when you least expect it. Also the closer we get to someone, the more we let our guard down.

The key to successful relationships is controlling ourselves, rather than trying to control others. Healthy relationships come out of understanding how everyone's personality affects the relationship — learning how to adapt and relate to the other person's feeling, thoughts and actions.

:

The following is how specific personality types often, but not always respond in dating situations:

"D" types tend to be demanding and decisive in relationships. They like to dominate and determine what to do and where to go. They can be too "bossy." But they are also confident and aggressive, often succeeding where others fail. "D"s make great leaders, but under pressure, they can become unbending and forceful. They must constantly remember to be more gentle and kind when things don't go their way.

"I"s are more inspiring and influencing types. They constantly talk and express their feelings. Emotional and enthusiastic, they are full of fun and spontaneity. They love me light. lings too.

nts. They and most advantage. unt. They Normally ' — being ould also

For Your Review

"C"s are the more cautious and calculating types. They seem to be "moody" when they are quiet and contemplative. They don't like having to make quick decisions. They prefer to investigate the options before deciding. "C"s tend to be opinionated, but what they say is often insightful. They can become too "realistic" and miss out on exciting opportunities. "C"s need to "let their hair down" and enjoy life, rather than just endure it.

Since opposite types tend to attract and attack, study this entire booklet to learn as much as you can about Human Behavior Science. Guard your strengths and avoid your "uniquenesses." Learn to unselfishly respond to people the way they are, rather than the way you are.

Try to discern other people's "masked " Graph 1 and "unmasked" Graph 2 behavior, then determine if they are controlling their emotions or if their emotions are controlling them. Don't jump to conclusions. Control yourself, regardless what other people do.

My Action Plan

1. My highest plotting point in Graph 1: _____; Graph 2: _____.

This means I tend to be more _____; _____;

_____, _____.

2. The overuse of this type sometimes makes me _____

_____.

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

If above the mid-line, this means I also tend to be more _____; _____;

_____, _____.

4. The overuse of these types sometimes makes me _____

_____.

5. My lowest plotting point in Graph 1: _____; Graph 2: _____

This means I tend to not be _____; _____;

_____, _____.

6. To communi

7. To communi

8. I should gua

9. I should gua

10. I can improve my outgoing and reserved tendencies by: _____

_____.

11. I will begin today working on the following: _____

12. My daily affirmation to improve my behavior is: _____

For Your Review