



Info User

First name:

Last name:

Phone:

Company:

City:

State/Province:

Country:

Postal Code:

Street Address:

**Teens Standard
Summarized
For your review**

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 mode
of ten
of the

implify the four types
the four quadrants

For Your Review

"D" -

"I" - a

"S" - |

"C" - |

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.

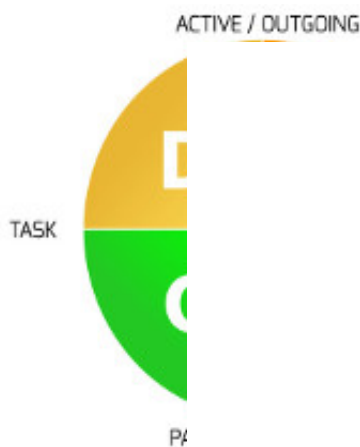
Keep in mind that 85% of people tend to be composites of DISC; therefore, most people will be blends and combinations of the evident characteristics in the four personalities. There are numerous variations of this model. Speakers, writers, and trainers have added their own titles to make the model more 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. They help you understand why you often feel, think, and act the way you do. The following graph summarizes the Four Temperament Model of Human Behavior.



For Your Review

Active/Task

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

"I" Type Behavior

Basic Motiva

Desires: Pre
Opportunities

Respond Bes
recognition of

Needs to Lea
dangerous - E
one's influenc

For Your Review

lp others -

- Provides

ism can be
will improve

"S" Type Behavior

Basic Motivation: Stability & Support

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

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

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

"C" Type Behavior

Basic Motivation: Quality &

Desires: Clearly defined tasks
- Time to think

Responds Best To Leader
- Provides resources to do tasks

Needs to Learn: Total support
Deadlines must be met - Motivation

For Your Review

Graph 1: "This is expected of me"

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

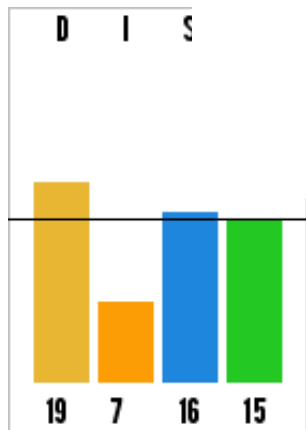
Description: As a "D / S / C" or "D / C / S" or "S / D / C" or "S / C / D" or "C / D / S" or "C / S / D" you think people expect you to be direct, submissive, and competent. You tend to be more passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet, sensitive, compliant, and conscientious feelings seem to balance any abrasiveness or forcefulness you might exhibit. You don't tend to be talkative or a crowd pleaser. You seem to think people expect you to be more quiet and shy. You often don't consider yourself as reserved because of your aggressive and assertive tendencies. There is a part of you that doesn't like to constantly sit still and wait for things to happen. You like to be in charge while cautiously moving forward. You also like helping those who may be hesitant or need more assurance. You tend to plan and prepare more than others, but you don't always communicate it well to the masses.

C/S/D - 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 "D/C/S" types.

Controlling



For Your Review

- Be more community oriented and encouraging to others.
- Be fearless.

Graph 2: "This is me"

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

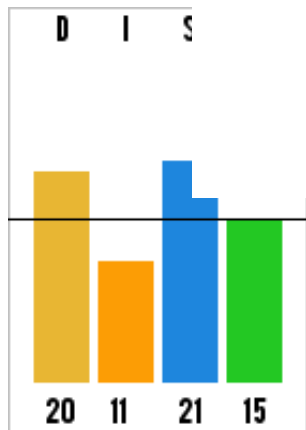
Description: As a "D / S / C", or "D / C / S", or "S / D / C", or "S / C / D", or "C / D / S", or "C / S / D", you think people expect you to be direct, submissive, and competent. You tend to be passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your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

C/S/D - 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 work in small groups. They tend to be more reserved than "S/D/C" types. They don't really care for large groups. They are not as enthusiastic as "D/C/S" types.

Controlling



For Your Review

- Be fearless.

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 / Compassionate
 Generous / Giving
 Industrious / Hard working
 Driving / Determined
 Direct / To the point
 Courteous / Polite
 Inventive / Im
 Organized / C
 Helpful / Assis

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
 Guarded / Masked / Protective
 Preparing / Researching
 Smiling / Happy
 Dynamic / Impressing
 Original / Creative
 Strict / Unbending

test's "D"Ter

Demanding, /
 Relentless, Al
 Determined, I

test's "I"Ten

Hyper, Energ

test's "S"Ter

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

test's "C"Tendencies seem to be:

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

test's "D"Tendencies are not very:

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

For Your Review

tless,
 Driving,

test's "I" Tendencies are not very:

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

test's "S" Tendencies are not very:

Gentle, Soft, Humble, Pleasing, Good-natured, Hospitable, Enjoys company

test's "C" Tendencies are not very:

Calculating, Analytical, Researching, Critical

reparing,

**For Your
Review**

Appendix - Table Of Contents

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

<i>Historical Background</i>	A-2
<i>How To Read Graphs</i>	A-3
<i>Understanding the Graphs</i>	A-4
<i>Interpretation</i>	A-5

For Your Review

<i>Relating Insights</i>	A-21
<i>Dating Insights</i>	A-22
<i>Action Plan</i>	A-23

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 Minnesota designed the first paper assessment that identified a person's DISC personality type from a business and personal perspective in 1977.

After studying under Dr. Geier with Performax Systems and Dr. Frank Wichern, Staff Psychologist at Dallas Theological Seminary, Dr. Mels Carbonell designed the first-of-their-kind combination personality and faith-based profiles. With over 1.5 million profiles now in print in several different languages, *Uniquely You, Inc.* is one of the most respected and based organizations in the world.

Understand
people do v
responses, ;

The pro
emotional p
tions. For n

To recei
There are so many insights to learn!

For Your Review

ins why
nd wrong

rious
: motiva-
ing.

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.

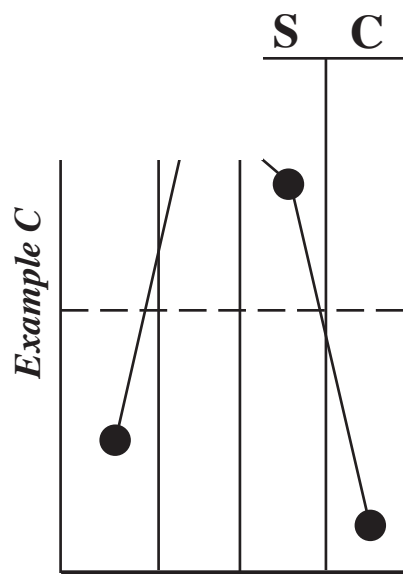
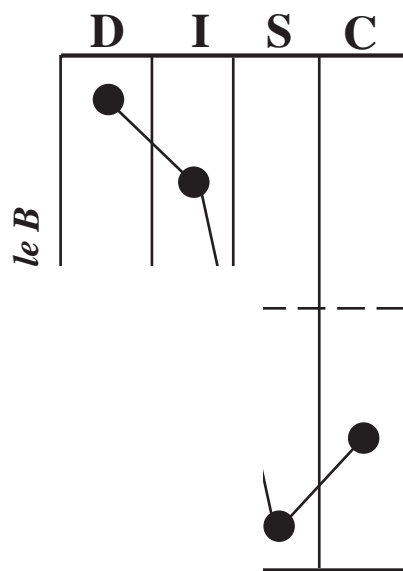
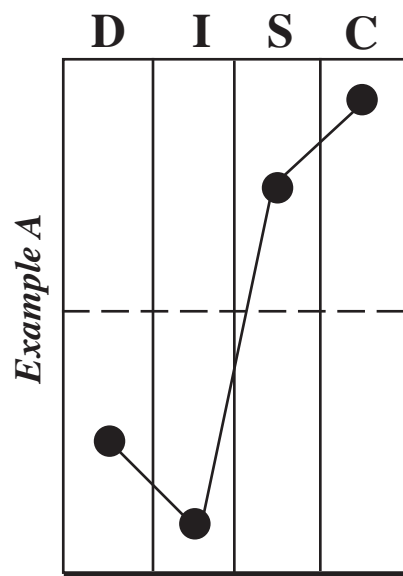
Notice that this person is not calculating or

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

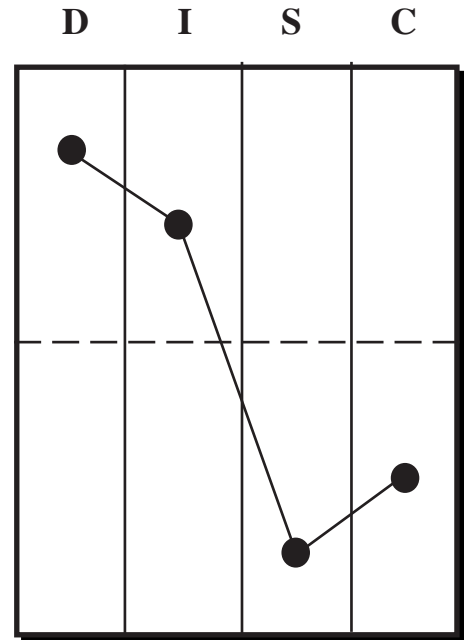
The exampl **GRAPH 2.** Thi want him or her ally isn’t that type. This person is also more s security oriented than what he or she feels is expected of him or her.

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*.

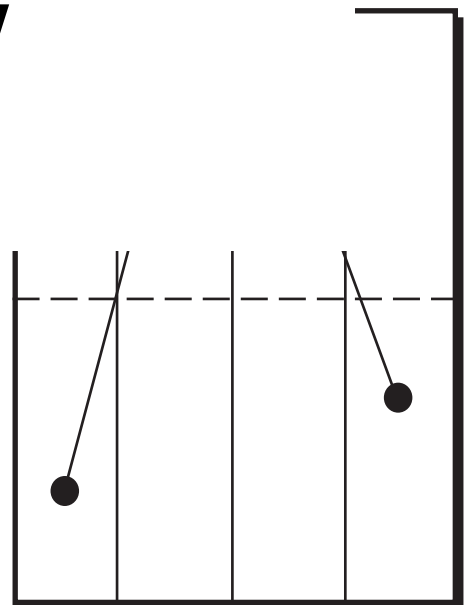
The higher the plotting point, the more that **DISC** letter describes the person’s behavior. Study this entire report to understand how to apply what you learn about yourself and others.

Example of Graph 1



For Your Review

Graph 2



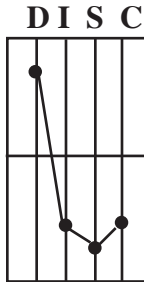
DISCOVERING YOUR BEHAVIORAL BLEND

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.)

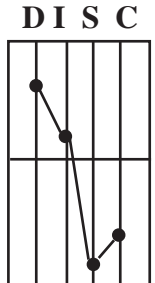
D: DETERMINED DOERS

"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.



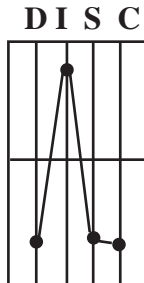
D/I: DRIVING INFLUENCERS

"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.



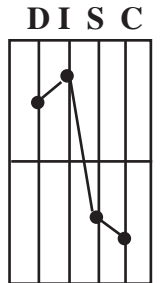
I: INSPIRATIONAL INFLUENCERS

"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 research unless it makes them look good. They often do things to please the crowd. They are entertainers. They need to control their feelings and think more logically. They often outshine others and 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 be more studious and still. They should also be more careful and cautious. They are motivated by exciting opportunities to do difficult things. If not careful, they will do things to please the crowd and get themselves into trouble in the process. They make inspiring leaders and determined individuals.



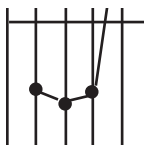
S: STEADY SPEC

"S"s are stable and shy. They enjoy pleasing the same job. Secure, not important to them. They are so forgiving, advantage of them. They know how to say, "No" to a friend. Talking in front of large groups. They are motivated by help others.

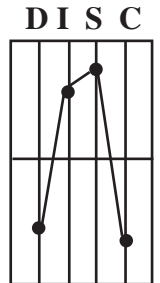


C: CAUTIOUS CALCULATING

"C"s are logical and calculating. They drive to be careful, calculate, and plan their behavior. When frustrated, they are the exact opposite. They need answers and opportunities to reach their potential. They tend not to care about the feelings of others. They can be critical and crabby. They prefer quality and reject phoniness in others. They are motivated by explanations and projects that stimulate their thinking.

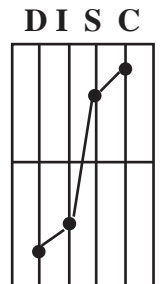


"C/I"s are sensitive. They tend to be reserved and cautious. They are consistent and careful, but seldom take risks or try new things. They do not like speaking to large crowds, but will work hard behind the scenes to help groups stay on track. They are motivated by opportunities to serve others and to do things correctly.



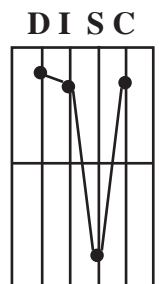
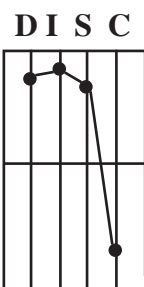
D/I/C: DOMINANT INSPIRING CAUTIOUS

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



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.



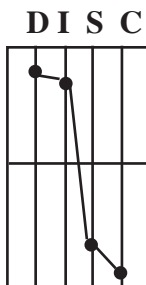
For Your Review

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.



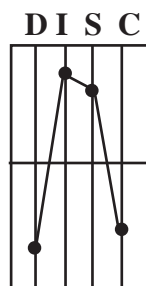
D/C: DRIVING COMPETENT TYPES

"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.



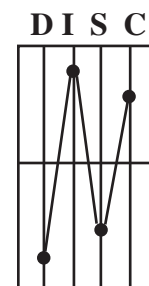
I/S: INSPIRATIONAL SPECIALISTS

"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 directions and do what they are told. They should be more concerned about what to do, than with whom to do it. They are motivated by interactive and sincere opportunities to help others. Regardless of being up front or behind the scenes, they influence and support others. They make good friends 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 too concerned about winning. They are often impatient and critical. They need to be more sensitive to individual feelings. They are often more concerned about what others think. They do not like breaking the rules; neither do they enjoy taking risks. They need to try new things and sometimes go against the crowd. They are careful communicators who think things through.



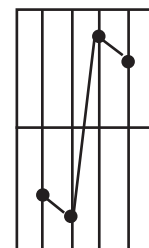
S/D: STEADY DC

S/D"s get the job done. and are determined to. ers, they relate best to: talk in front of large cr They enjoy secure rel them. They can be soft are motivated by since systematically do great rather than shallow rec while driving to succee

DISC

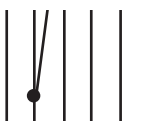
DISC

they
high
ion.
like
atic
ical
ult-
and
ious



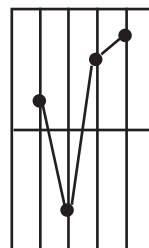
C/I/S: COMPETE SPECIALIS

"C/I/S"s like to do th stabilize situations. T people. They enjoy lai good with people and p to what others think al need to be more determined and dominant. They can do things well, but are poor at quick decision-making. They are capable of doing great things through people, but need to be more self-motivated and assertive. They are stimulated by sincere, enthusiastic approval and logical explanations.



DISC

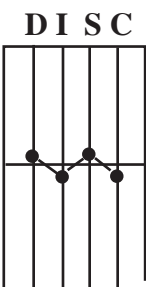
de-
care
like
job
used
ften



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.

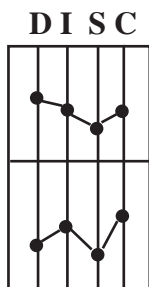


ABOVE MID-LINE • BELOW MID-LINE

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.
- Be kind to everyone, because everyone is carrying a burden.

D/I: “Driving Influencers”

- Though naturally fearless and able, you need to respect others.
- Guard the privacy of friends and family.

For Your Review

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.
- Always tell the truth.
- Be small in your own eyes and attitudes.
- Give others the glory for all you do.
- Put others before yourself.
- Beware of the “lust of the flesh and pride of life.”

I/S: “Inspirational Specialists”

For Your Review

- 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.
- Take stands.

For Your Review

- 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.

For Your Review

- Be encouraging and a good example to others.
- Take charge and do whatever you need to do.

C/S/D (or any combination of D, S, and C): “Competent, Steady Doers”

- Be more enthusiastic.
- Do not worry so much about problems.
- Be more positive.
- Be more sensitive.
- Do not be reluctant to lead because of poor verbal skills.
- 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. If they 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 fun if they let others look good. 1. Emphasize that they look good. 2. They especially like to please every-

For Your Review

High “C”s

- They like to have a project that is challenging and gives them a sense of accomplishment.
- Give them time and resources to do their best.
- Don’t push them to always do better. They may get frustrated and give up.
- Encourage them to improve their people skills. They need to learn to be more sociable.
- Answer their questions and explain the “whys of life.”

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

able environment. Give them time

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

“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



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 afraid to be vulnerable. Positive leaders. "I" leaders are the most common 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 m

"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-

For Your Review

The most effective Leader is the blended Servant Leader.

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

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

DISC Learning Styles

According to Cynthia Tobias' 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 way that makes him or her

"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 him or herself in the lesson.

part of the lesson. Her and point of the lesson. Her feelings can

For Your Review

"C" Behavior

Auditory Learner

Responds best to 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.*

direct and soft presentation. Desires to hear words and security-oriented communication.

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

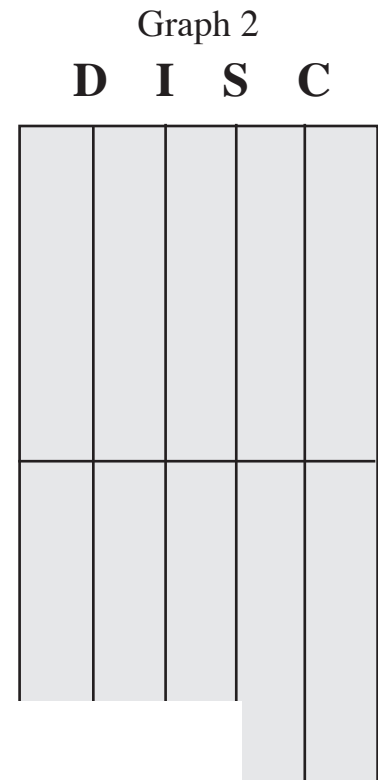
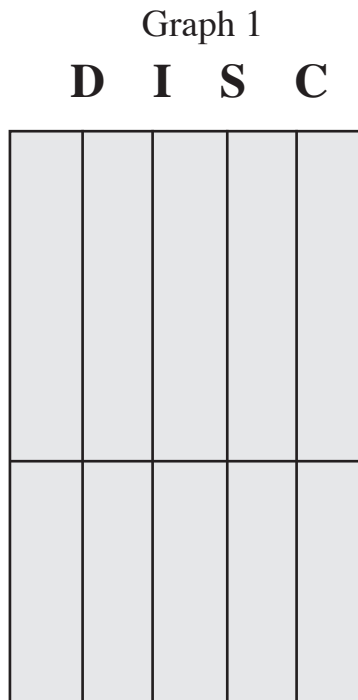
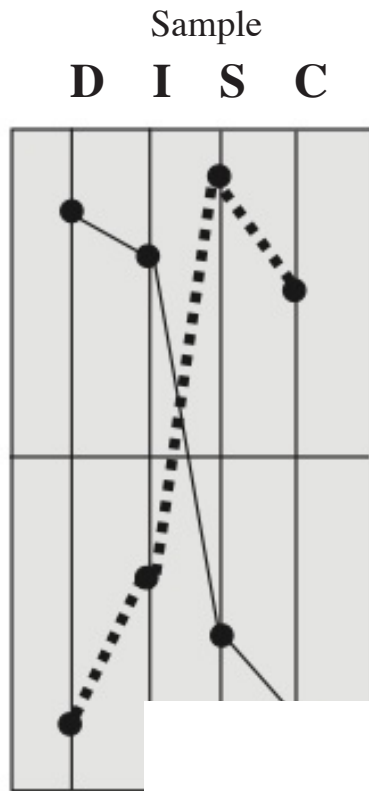
Visual Learner: *Wants to SEE the lesson lived-out through the life of the presenter. Learns best by visualizing the lesson as part of a small group, rather than having to be up front presenting. Desires steady and stable visual environments.*

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

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
ity, while th
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.

ative in order
also needs to
idence. They
d 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 are

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

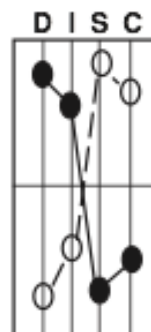
this unique and often confusing behavior is normal.

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.

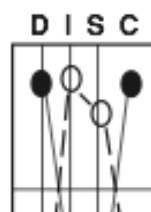
The following are three of the most common opposite types. See if any of these is like your Behavioral Blend/s and another person's type to improve your relationship.

"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!

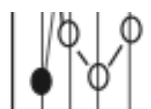
"I/S" Relating To "D/C"



- "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 resistant to aggression. It respects it. It is 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

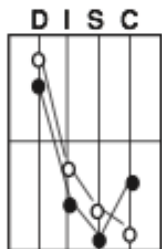
Teen's highest plotting point:

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.



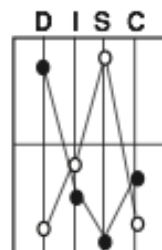
"D" / "I" RELATIONSHIP

"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.

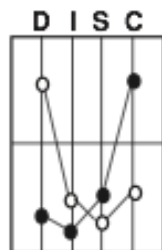
s—workers.



For Your Review

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

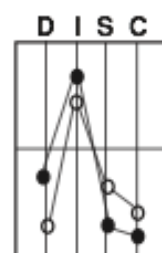
mination.
others.



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.

ther's perspec-
onality.

- 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.



"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

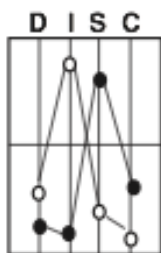
Parent's **NEXT** highest plotting point:

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.

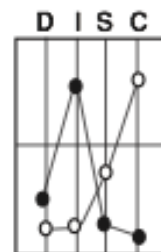


"I" / "S" RELATIONSHIP

"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.

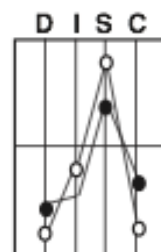


"I" / "C" RELATIONSHIP

"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.



For Your Review

to express

opportunities,
take risks.
er for major

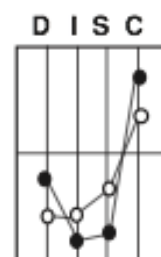
tgoing.

ding with "C"s.

s' disinterest.
isive.

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.

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



"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.

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 of 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.

Be pliant and sensitive.

Be sensitive and kind.

1. Ask for details. 2. Be logical.

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 way we really feel inside — our instinctive response and basic style.

Both "masked" and "unmasked" behavior are normal, but they can be confusing. Sometimes you won't know what is what. In dating relationships, you might think a person is naturally gentle, when in reality he or she is potentially explosive.

Example: A "S" behavior. they are read often bring o

You shou pressure and out in ungua expect it. Als more we let c

The key to ling 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 often say things silly, but talk their way out of most everything. "I"s need to listen better. They love attention, but should learn how to share the lime light. They must always remember, others have feelings too. "I"s are the most friendly, but popular types.

"S" types prefer steady and stable environments. They don't like surprises. They make the best friends and most n advantage. i want. They . Normally ve" — being i should also

For Your Review

g types. They l contempla- k decisions. ore deciding. say is often and miss out let their hair re 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 communicate _____
_____.

7. To communicate _____
_____.

8. I should guard _____
_____.

9. I should guard _____
_____.

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