



Daniel Baker

Style: Persuader

2013 Resident Biblical DISC Assessment

Monday, July 22, 2013

Why Is Understanding Personality Important?

We are each uniquely created as body, soul and spirit. Our body (five senses) provides an awareness of the world around us, our spirit offers an awareness of Heavenly things above, and our soul gives us an awareness of who we are! It is in our very soul that lies the traits that make up our intellect, emotions, and temperament. Understanding personality helps to unlock the potential of our future by allowing us to understand how our own passion and purpose come together for the glory of God and the good of those around us.

Understanding personality styles helps you...

- ***become a better communicator.***

It's difficult to communicate effectively with people you don't understand. And it's easy to misinterpret those whose personalities are the opposite of yours. Once you understand how to determine another's personality style, you find the key to unlock better communication. It's simple: if you want to get along with the person who is forceful and direct, be forceful and direct with him/her. If you want to communicate better with the person who is friendly and optimistic, be friendly and optimistic with him/her. If you seek to be understood by the person who is patient and practical, be patient and practical with him/her. If you want to reduce conflicts with the person who is precise and analytical, be precise and analytical with him/her. Remember, you must allow your personality style to be flexible.

- ***resolve or prevent conflicts.***

When you understand why someone did or said something, you will be less likely to react negatively. An awareness of another's underlying motivations can allow you to diffuse problems before they start. For example, your spouse begins the day with you by discussing all of the things that need be done. They ask you how you plan on getting your share of the tasks done. You would rather your spouse begin the day discussing more "fun" topics, like your family, friends, etc. When you realize your spouse is a Dominant Style (to the point) and you are an Influencing Style (people person), you can adjust your expectations accordingly.

- ***appreciate the differences in others.***

You know that all people are unique, but sometimes you get frustrated with those who don't quite fit your communication style. A co-worker may be analytical and want all the facts about a project, but you just want them to care about you and your idea. If you understand that the person is very task-oriented, and you are very people-oriented, you really can't hold him/her to your expectations. Knowing this, you can appreciate their unique style, and then give them all the facts you can muster.

- ***gain credibility and positively influence others.***

Every interaction you have with others either increases or decreases your credibility and influence. Have you ever met a person who won't stop talking about himself? When you see him coming, do you dread the interaction? If so, that's because his behavior has caused him to lose credibility with you. Likewise, a person whom you can't wait to see has gained credibility with you and deserves your time. By knowing another's personality style, you can immediately gain credibility and influence by adapting to his/her style.

In the course of daily life, you can observe personality styles in action because you interface with each style, to varying degrees, everyday. As you think about your family members, friends and co-workers, you will discover different personalities unfold before your eyes.

- Do you know someone who is **assertive, to the point** and **wants the bottom line**? *Some people are forceful, direct, and strong-willed. This is the D Style.*
- Do you have any friends who are **great communicators** and **friendly** to everyone they meet? *Some people are optimistic, friendly and talkative. This is the I Style.*
- Do you have any family members who are **good listeners** and **great team players**? *Some people are steady, patient, loyal and practical. This is the S Style.*
- Have you ever worked with someone who **enjoys gathering facts and details** and is **thorough in all activities**? *Some people are precise, sensitive and analytical. This is the C Style.*

The following chart helps put the four dimensions of the personality into perspective:

	D = Dominant	I = Influencing	S = Steady	C = Conscientious
Seeks :	Control	Recognition	Acceptance	Accuracy
Strengths :	Administration Leadership Determination	Persuading Enthusiasm Entertaining	Listening Teamwork Follow-through	Planning Systems Orchestration
Decisions :	Decisive	Spontaneous	Conferring	Methodical
Biblical Figures :	Apostle Paul Joshua Deborah Martha	Peter Barnabus Abigail Miriam	John the Beloved Mary, mother of Jesus Simeon Mary, sister of Martha	Luke Silas Ruth Esther
Animal :	Lion	Peacock	Dog	Owl

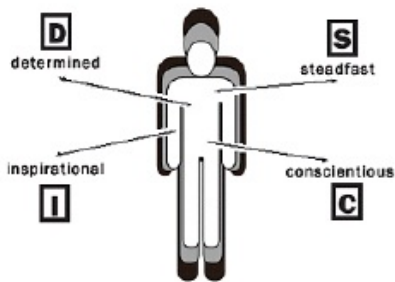
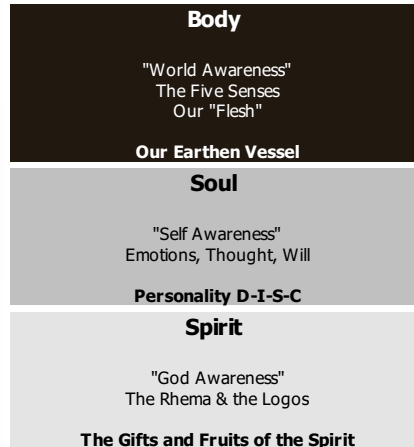
Personality and the Christian

Our personality is a part of our soul, and we consciously make decisions every day in how we react to others and even the Spirit's calling. As we understand others and ourselves, we begin to differentiate between our own will and the perfect will of God for our lives. "The mind controlled by the Spirit is life and peace." *Romans 8:6*

We are a Triune (3-part) Being - Body, Soul and Spirit

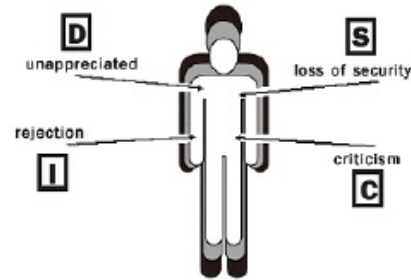
1 Thessalonians 5:23

Hebrews 4:12



Spirit Led Emotions

When we operate in the Spirit we produce fruits and operate in the gifts. Understanding yourself and others helps us use our personality STRENGTHS as we flow in the Spirit.



Flesh Led Emotions

A poor understanding of others and one's self allows our emotions to be negatively impacted through our greatest FEARS. This flesh wars with our spirit and hinders our growth.

vs.

Understanding others and ourselves allows us to appreciate individual differences and establish effective communication to build and maintain positive relationships. We are all part of the body of Christ and must work together just as the members of our own body must work in harmony together. Jesus himself chose twelve disciples with very different personality styles but taught them to serve one and wait in unity together for the Spirit to empower them for ministry.

"And when the day of Pentecost was fully come, they were all with one accord in one place." *Acts 2:1*

"Do two walk together unless they have agreed to do so?" *Amos 3:3*

Action Item – Review your DISC scores with your spouse, family, friends, or coworkers. Talk about where possible miscommunication might occur and suggest ways you might be more sensitive to the needs of others and to the team.

understanding your style

Daniel's style is identified by the keyword "Persuader".

Daniel, as a Persuader style, is an integrative leader who works with and through people. Persuaders have an outgoing spirit, high interest in people and the ability to gain respect and admiration from varied types of individuals. They do business in a friendly way, while striving to win others to their objectives and sell their point of view. They can be inattentive to the "little things" and details. Persuaders may act impulsively, may be overly enthusiastic and may oversell. They may overestimate their ability to motivate people or change the behavior of others. Daniel seeks freedom from routine and wants authority as well as prestige. Persuaders need a variety of activities and work more efficiently when analytical data is provided by others. Daniel needs assignments requiring mobility and challenge.

As a Persuader, Daniel may have a hard time resting. Persuaders may seem as if they are nervous or fidgety; they are always active and in the middle of some activity. Daniel is very optimistic and motivating, knowing how to get results! A Persuader is a good communicator and has a true interest in people. They are good problem solvers, but they need to relax and pace themselves. Persuaders would do well to remember that they do not always have to take the lead position; they can be supporters and helpers also. Persuaders need to learn to relax and try not to control everything and everyone. Persuaders want the people around them to communicate efficiently and effectively. Daniel tends to make decisions quickly and is comfortable making high-risk determinations.

Often viewed by others as overconfident or conceited, Persuaders may appear aggressive, especially when communicating with people who like to pay attention to all the fine points. Persuaders are optimistic and tend to overestimate the abilities of others because of their high trust, optimism and confidence in others around them.

A very creative person, Daniel is often willing to seek out new solutions to problems, is self motivated and often works at a fast pace to accomplish goals. Daniel likes new challenges and is usually able to make decisions easily, even under pressure.

Relationships play a key role in Daniel's life. This is a very trusting individual and Daniel enjoys making new friends and developing new relationships. This person often finds them self involved in many things at once and loves social functions. Daniel enjoys encouraging others and people see them as a person who frequently inspires others.

Others see Daniel as a versatile person whom they rely upon to break up monotonous or routine situations. Sometimes preferring to do things outside of the team, this person tends to be individualistic. Daniel may even be perceived as "restless" and tends to move quickly from one thing to the next.

Not afraid to take a bold approach, Daniel is willing to challenge the status quo. Original and creative, this individual acts with confidence when implementing new solutions. Daniel will tend to use a balance of intuition and facts when making decisions. Once they have made a decision, they will not be afraid to act upon it.

Enthusiastic and innovative
Trusting, optimistic
Persuasive, talkative
Competing for recognition

General Characteristics

Flattery, praise, popularity, and acceptance
Rewards and recognition
Freedom from many rules and regulations
Other people available to handle details

Motivated By

Leadership roles
Regular compliments for achievements
Freedom from controls and details
A forum to express ideas

My Ideal Environment

Your Style in the Bible

The following is additional information on Biblical figures who are similar to your DISC Personality.

Inspirational & Intuitive: As an "I" style, your personality is similar to Biblical heroes like the Apostle Peter, Barnabas, Abigail and Miriam. All of these people had charisma; and with their ability to encourage and inspire others, they were popular people to be around. Peter was the natural spokesperson for the twelve apostles, Abigail went and spoke to David on behalf of her foolish husband Nabal and inspired David to take the high road in a bad situation.

Personal growth areas for the high "I" style include gaining a sense of balance in all they do since they tend to always see the positive side of things and sometimes underestimate the difficulties that lie ahead. Peter, who proclaimed he would never deny Christ, had no idea of the events that would cause him to lose his confidence, deny knowing Christ, and then feel rejected. Yet Peter regained his passion and purpose and fifty days later stood in front of thousands and boldly told of all the things that had happened. Peter quickly was regarded as one of the early church leaders, and was a great evangelist and gospel writer.

John the Baptist: John's main purpose in life was to communicate God's message as a true "light in the darkness." His great communication skills caused him to be surrounded by crowds (Luke 3:7 NIV), all of whom were drawn to hear his stirring messages. All day every day, John would call people back to Lord and baptize them as he eagerly awaited the Messiah. John's determined nature emerges in his steely resolve and unrelenting diligence to boldly proclaim sin as sin; he did not hesitate in rebuking anyone for their sins and calling upon them to "repent and prepare the way of the Lord", even if they happened to be king of the realm.

Peter: Peter, the spontaneous and passionate disciple, "shot from the hip" in most situations. He was always the first to speak, even when it may have been wiser to hold his tongue. Peter speaks more than anyone in the New Testament except Jesus. Sometimes, however, in his aggressiveness, he did not stop to think before he spoke; and in Matthew 26 Peter's emotionalism and fear get the best of him and he denied Jesus. Jesus redeemed and restored him. In Acts 3, Peter utilized that same determined nature and his intrinsic communication skills at the temple gate, directing people to repent and turn to God. Peter's great redemptive quality was that his desire to be close to Jesus far outweighed his fear of the unknown. It is perhaps best exemplified as Peter got out of the boat to walk with Jesus in the storm (Matthew 14:29).

Rebekah: Rebekah was a friendly and confident woman. She demonstrated her love for people in being friendly to Abraham's servant, watering his camel, and opening her house to him. The decisive aspect of her character also emerged as she did not hesitate in making the decision to invite the servant to stay for the night. Upon hearing of his mission, she was immediately ready to leave and become Isaac's wife. She was a woman who embraced change and all that God had for her.

Jesus as the Persuader: Jesus was the master communicator, and He was able to take a conversation in the direction He wanted it to go. Jesus was never outmaneuvered in His dealings with the Pharisees. *"And when Jesus answered and said unto them, 'I also will ask you one thing, which if ye tell me, I likewise will tell you by what authority I do these things. The baptism of John, whence was it? From heaven, or of men?' And they reasoned with themselves, saying, 'If we shall say, 'From heaven', he will say unto us, 'Why did ye not then believe him?' But if we shall say, 'Of men', we fear the people for all hold John as a prophet. And they answered Jesus, and said, 'We cannot tell.' And he said unto them, 'Neither tell I you by what authority I do these things.'"* (Matthew 21:24-27)

Scripture References

Scripture Verses To Study

- John the Baptist - Luke 3
- Peter - Matthew 16 and 26, Acts 3
- Rebekah - Genesis 24

Communicating

with the Persuader style

Daniel Baker

Remember, a Persuader may want:

- Social esteem and acceptance, freedom from details and control, people to talk to, positive working conditions, recognition for abilities, opportunity to motivate and influence others

Greatest fear:

- Rejection and loss of influence

When communicating with Daniel, a Persuader, DO:

- Let them have authority and control
- Allow varied activities and roles
- Give them opportunity to speak, offer opinions, and provide solutions
- Submit details in writing
- Do things for them in a timely fashion
- Create incentives for following through on tasks

When communicating with Daniel, a Persuader, DO NOT:

- Eliminate social status
- Do all the talking or challenge them
- Ignore their ideas or accomplishments
- Tell them what to do

While analyzing information, Daniel, a Persuader may:

- Speak before listening thoroughly
- Miss important facts and details
- Interrupt
- Be creative in problem solving

Motivational Characteristics

- **Motivating Goals:** Maintain friendships, gain authority and prestige
- **Evaluates Others by:** Positive acceptance of them and their ideas
- **Influences Others by:** Personal relationships, accommodation
- **Value to Team:** Confidence builder, positive and optimistic, accountable, sense of urgency
- **Overuses:** Talking, optimism vs. realism
- **Reaction to Pressure:** Domineering, doesn't listen to others, egotistical, driving force
- **Greatest Fears:** Rejection; being taken advantage of
- **Areas for Improvement:** Be more realistic; reduce the necessity to be liked by everyone; talk less - listen more



Knowledge comes, but
wisdom lingers.

- Alfred Lord Tennyson

Communicating

with the Persuader style

Daniel Baker

Value to the group:

- Creative problem solver
- Great leader, convincing spokesperson
- Motivates and encourages others to achieve
- Negotiates conflicts by taking positive action

Persuaders possess these positive characteristics in groups:

- Instinctive communicators
- Participative managers who influence and motivate others
- Spontaneous and quick thinker
- Respond well to the unexpected
- Create an atmosphere of well-being
- Enthusiastic
- Provide direction and leadership
- Express ideas well, opinionated
- Work well with other people in management or in teams
- Make good spokespersons
- Have a positive, "can do" attitude
- Accomplish goals through people
- Good sense of humor
- Strong in brainstorming sessions

Personal growth areas for Persuaders:

- Weigh the pros and cons before making a decision; be less impulsive
- Be more detail oriented
- Remember to slow down your pace for other team members
- Talk less, listen more, be more patient
- Consider and evaluate ideas from other team members
- Concentrate on following through with tasks



You can have brilliant ideas, but if you can't get them across, your ideas won't get you anywhere.

- Lee Iacocca

relating to others

Your I and D plotted above the midline, your style is identified by the keyword "Persuader".

This next section uses adjectives to describe where your DISC styles are approximately plotted on your graph. These descriptive words correlate as a rough approximation to the values of your graph.

D -- Measures how decisive, authoritative and direct you typically are. Words that may describe the intensity of your "D" are:

- **SELF-ASSURED** Certain; confident
- **COMPETITIVE** Rivalry; desiring a contest or match
- **QUICK** Prompt to understand/learn; sharp in discernment
- **SELF-RELIANT** Having reliance upon or confident in one's own abilities

I - Measures how talkative, persuasive, and interactive you typically are. Words that may describe the intensity of your "I" are:

- **ENTHUSIASTIC** Supernatural inspiration; visionary; intense
- **GREGARIOUS** Fond of the company of others; sociable
- **PERSUASIVE** Having the power to persuade; influencing
- **EMOTIONAL** Easily aroused to emotion; quick to weep or show anger

S -- Measures your desire for security, peace and your ability to be a team player. Words that may describe the intensity of your "S" are:

- **RESTLESS** Inability to rest or relax; uneasy; not quiet
- **CHANGE-ORIENTED** Desire to alter; likes variety
- **SPONTANEOUS** Acting in accordance with a natural feeling without constraint
- **ACTIVE** Characterized by much action or emotion; busy; quick

C -- Measures your desire for structure, organization and details. Words that may describe the intensity of your "C" are:

- **DEFIANT** Open, bold resistance to authority
- **OBSTINATE** Determined to have one's own way; stubborn



The only way to change is by changing your understanding.

- Anthony De Mello

how you communicate with others

How You Communicate with Others

Please return to the "Communicating" section of this report and review the communicating "DO" and "DO NOT" sections for your specific style. Reviewing your own communication preferences can be an eye-opening experience or simply confirmation for what you already know to be true. Either way, you have your communication characteristics in writing. This information is powerful when shared between colleagues, friends, and family. Others may now realize that some approaches do not work for your style, while other ones are received well by you. Equally important is that you now see that THE WAY YOU SAY SOMETHING can be as important as WHAT IS SAID. Unfortunately, we all have a tendency to communicate in the manner that we like to hear something, instead of the method another person prefers.

Your style is predominately an "I" style, which means that you prefer receiving information that stresses the EXPERIENCE. But, when transferring that same information to a client or co-worker, you may need to translate that into giving them precise facts, or just the end result, or how they are a part of the solution and "we need to work as a team."

This next section of the report deals with how your style communicates with the other three dominant styles. Certain styles have a natural tendency to communicate well, while certain other styles seem to be speaking different languages all together. Since you are already adept at speaking your "native" language, we will examine how to best communicate and relate to the other three dominant languages people will be using.

This next section is particularly useful for a dominant "I" style as you may have the tendency be more vocal but less focused on results or details as others around you.

The Compatibility of Your Behavioral Style

The "I" and the "D" styles normally get along pretty well in relationships since the "I" is a great encourager to the "D". In work tasks, the "I" may feel the "D" is too demanding and too task oriented at times.

Two "I" styles get along extremely well in personal relationships. They are very social and like to try new experiences. Two "I"s working together may have a tendency to miss deadlines and not complete tasks with attention to detail.

The "I" and the "S" style get along well in the work environment since the "S" will serve as support for the "I" in making sure tasks stay on track. In relationships the "I" may want to be more socially oriented while the "S" would prefer to spend more quality time with less people and outside activities.

The "I" and the "C" work well together as their strengths tend to complement one another. In relationships there can sometimes be conflicts as the "I" is much more socially motivated and impulsive than the "C".



Speech is the mirror
of the soul; as a man
speaks, so is he.

- Publilius Syros

Communication Tips

compatibility of your behavioral style

Daniel Baker

How the "I" Can Enhance Interaction with Each Style

I with D

I's tend to view D's as argumentative, dictatorial, arrogant, domineering, nervous and hasty. As an I, you are likely to resent the D telling you what to do. It will frustrate you when they don't notice your ideas. Since you are used to being able to talk your way into or out of confrontations, you will likely be surprised when you find out that your charm does not bring a favorable response from the high D.

Relationship Tip: To make this relationship work, you must have direct communication. Deal with issues in a straightforward manner. Work at negotiating commitments and goals on an equal basis. Focus on tasks and issues, not people and personalities. Point out specific accomplishments.

I with I

I's enjoy relationships with other I's ... thoroughly. You will see each other as stimulating, charismatic, outgoing and optimistic; relating well to each other and developing relationships quickly. You will both tend to mix business and pleasure, and strive to impress one another; possibly even competing for recognition.

Relationship Tip: Maximizing relationships between I's is not difficult; it's controlling them that will require effort. Be friendly, complimentary; acknowledge each other's accomplishments. Listen sincerely instead of planning what you want to say next.

I with S

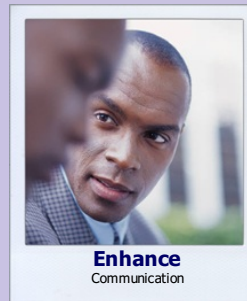
You will see high S's as passive, nonchalant, apathetic, possessive and non-demonstrative. But you'll also find them accepting, and willing to enter into relationships if you can slow down the pace; even though you'll tend to become frustrated when the S doesn't express their thoughts and feelings like you want them to. You can be a motivator and encourager to S's.

Relationship Tip: Slow down; be more easygoing. Show them sincere appreciation and you'll find friendships with S's are very rewarding; they'll stick with you. Above all, don't be pushy.

I with C

I's view C's as overly dependent, evasive, defensive, too focused on details, too cautious and worrisome. The natural interaction between you will strain the relationship and require work. You'll focus on people; they'll see the facts. You'll be optimistic; they'll seem pessimistic. You'll look at the "big picture"; they'll see only details. You'll want to make a decision; they'll frequently want to gather a little more data first.

Relationship Tip: Present your facts clearly, and don't exaggerate details and numbers. Prepare well for a discussion with a C. Expect them to express doubts and need time to evaluate data before making a decision. Remove any potential threats, making their decisions easier. Write notes often.



Communication works
for those who work at
it.

- John Powell

Communication Tips Worksheet

Changes in your graphs indicate your coping methods. The human personality is profoundly influenced by changes in our environment. Typically, people change significantly from graph one to graph two as a result of stressors or environmental changes. Recognizing the differences or changes between these two graphs helps us understand our instinctive coping mechanism, and indicates how to better adapt in the future.

Instructions: Each of your graphs illuminates different aspects of your personality. A closer look at those changes reveals valuable insights. Please refer to both graphs (if necessary, reference data throughout your profile). Compare the D, I, S, and C points on graphs one and two. Finally, read the analysis of your answers, and consider how your environment affects your decisions, motivations, actions and verbal messages.

D Changes:

Compare graphs 1 and 2. When you look at graph 2, is your "D" higher or lower than the "D" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires more control in stressful situations. If the D goes up considerably, you can become very controlling when you become stressed. A lower value indicates someone who desires less control in stressful situations. If the D goes down considerably, you may want someone else to lead you and you will follow.

I Changes:

Compare graphs 1 and 2. When you look at graph 2, is your "I" higher or lower than the "I" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires more social influence in stressful situations. If the I goes up considerably, you may try to use your communication skills to smooth things out. A lower value indicates someone who desires less social influence in stressful situations. If the I goes down considerably, you rely less on verbal means to come to a resolution.

S Changes:

Compare graphs 1 and 2. When you look at graph 2, is your "S" higher or lower than the "S" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires a more secure environment in stressful situations. If the S goes up considerably, you may tend to avoid any conflict and wait until a more favorable environment is available before making any changes. A lower value indicates someone who desires a less secure environment in stressful situations. If the S goes down considerably, you become more impulsive in your decision-making.

C Changes:

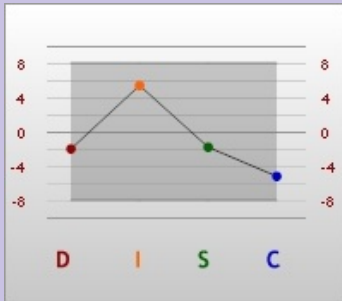
Compare graphs 1 and 2. When you look at graph 2, is your "C" higher or lower than the "C" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires more information before making a decision in stressful situations. If the C goes up considerably, you will probably not want to make a decision until you have significantly more information. A lower value indicates someone who desires less information before making decisions in stressful situations. If the C goes down considerably, you may make decisions based more on gut feelings.

Which one of your points makes the most dramatic move up or down? What does that tell you about how you react to pressure?

How could your coping method help or hinder you in making decisions? How can you use this information to help you see possible blind spots in your reaction to pressure?

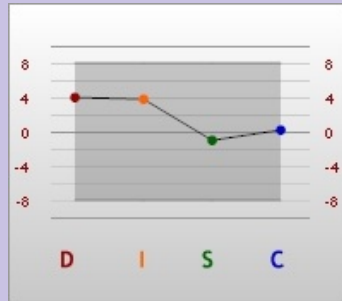
Personality Style Graphs

Public Perception



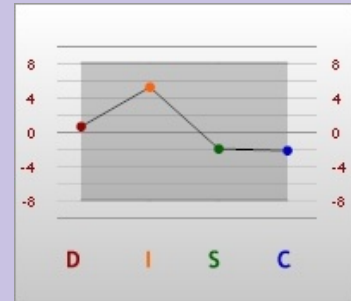
D=-1.96, I=5.4, S=-1.9, C=-5.19

Stress Perception



D=3.93, I=3.73, S=-0.92, C=0.3

Mirror



D=0.69, I=5.12, S=-2.02, C=-2.27

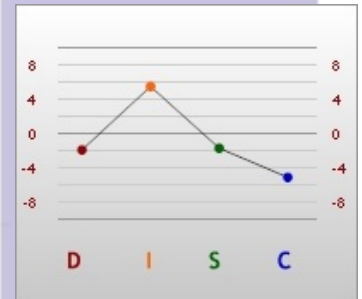
Each of the three graphs reveals a different snapshot of behavior, depending on the conditions of the environment. Within a given environment, Graph 1 reveals the "Public Self;" Graph 2 displays the "Private Self;" and Graph 3 portrays the "Perceived Self."

These three graphs or snapshots are defined in detail below.

Graph 1 - Mask, Public Self

Behavior Expected By Others

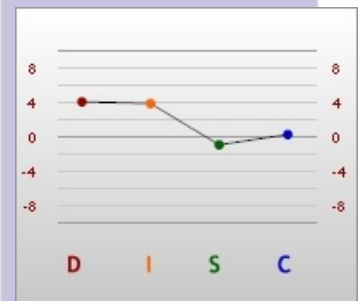
Everyone acts according to how they think other people expect them to act. This behavior is the public self, the person projected to others. Sometimes, there is no difference between the true person and their public self. However, the public self can be very different from the "real" person; it is a mask. Graph 1 is generated by the "Most" choices on The Personality System, and has the greatest potential for change.



Graph 2 - Core, Private Self

Instinctive Response To Pressure

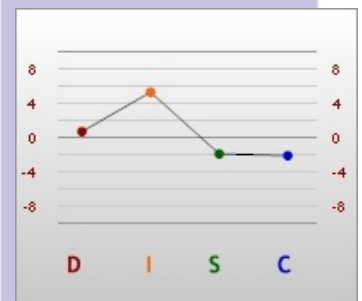
Everyone has learned responses from the past: consequently, these are behaviors which the person accepts about him/herself. Under pressure or tension, these learned behaviors become prominent. This is the graph which is the least likely to change because these are natural and ingrained responses. A person's behavior under pressure may be drastically different than his/her behavior in Graphs 1 and 3. Graph 2 is generated by the "Least" choices on The Personality System, and has the lowest potential for change.



Graph 3 - Mirror, Perceived Self

Self Image, Self Identity

Everyone envisions him/her self in a particular way. Graph 3 displays the mental picture that one has of him/her self, the self image or self identity. Graph 3 combines the learned responses from one's past with the current expected behavior from the environment. Change in one's perception can occur, but it is usually gradual and based on the changing demands of one's environment. Graph 3 is generated by the difference between Graph 1 and Graph 2.



Continued

Different Graphs Indicate Change or Transition

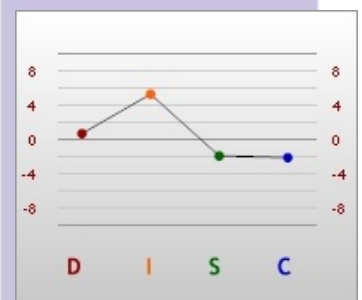
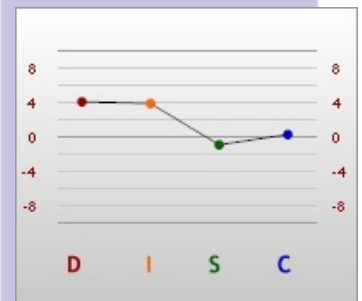
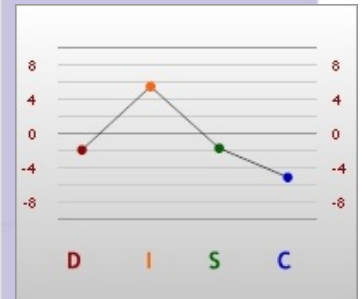
- If Graph 1 is different than Graph 2, the demands of the environment are forcing behavior that is not congruent with the core, or instinctive behavior. In such a situation, a person trying to modify his/her behavior to meet the demands of the environment will most likely experience stress.
- If Graph 1 is different than Graph 2, but similar to Graph 3, the individual has been able to successfully alter his/her behavior to meet the demands of the environment without altering his/her core. This individual is probably fairly comfortable with the behavior shown in Graph 3 (Perceived Self), and is probably not experiencing stress.
- If Graph 1 is different than Graph 3, an individual may be in a period of growth (and some discomfort) while he/she attempts to alter behavior to meet the demands of a new environment. A person's behavior may fluctuate during this period of adjustment.

Similar Graphs Indicate Few Demands For Change

An individual who perceives the current demands of the environment (Graph 1) to be similar to his/her past (Graph 2) will have little need to change his/her self-perception (Graph 3). This may be due to any of the following factors:

- The behavior demanded by the present environment is similar to demands in the past.
- This individual controls what others demand of him/her.
- The behavior demanded by the present environment is different than demands in the past. However, instead of altering behavior, this person has chosen to augment style. To accomplish augmentation, this individual has surrounded him/herself with people of complimentary styles, thus creating a team with combined strengths.

Your keyword style of Persuader(ID) and the contents of this report are derived from Graph 3.



Improving Your Interpersonal Skills

Daniel's Action Plan

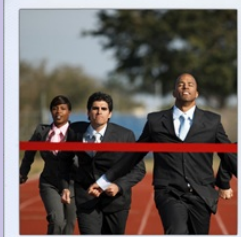
This worksheet is a tool to enable effective communication between you and others with whom you interact on a regular basis. The goal is to help you maximize your strengths and minimize the effects of potential limitations. It addresses work-related and general characteristics that are common to your style as a whole, and is not derived directly from your graphs.

This section gives you an opportunity to sit down with a co-worker, employer, friend, spouse, etc., and assess your personality style, getting feedback from someone who knows you well. Although doing so is beneficial, it is not required to have anyone else present while completing this section. If you choose to get feedback from another, you may print the report and do so that way.

Instructions:

Step 1: The items listed below are areas to reflect upon between you and your closest contacts. After printing out this report, give this page to another person who knows you well (associate, team member, teacher, family member, friend) and ask them to read each item. They should consider whether or not they perceive the item to describe your traits. Then, check either Yes or No beside each item. Open dialogue is encouraged and any blind spots (areas of your personality that you are blind to) should be discussed. Since communication is a two way street, it is recommended that two people complete one another's worksheets.

Rash decision maker	<input type="checkbox"/> Y <input type="checkbox"/> N	Sees the big picture	<input type="checkbox"/> Y <input type="checkbox"/> N
Low tolerance for error	<input type="checkbox"/> Y <input type="checkbox"/> N	Goal/results oriented	<input type="checkbox"/> Y <input type="checkbox"/> N
Can't be bothered with details	<input type="checkbox"/> Y <input type="checkbox"/> N	Organizes well	<input type="checkbox"/> Y <input type="checkbox"/> N
Seeks practical solutions	<input type="checkbox"/> Y <input type="checkbox"/> N	Moves quickly to action	<input type="checkbox"/> Y <input type="checkbox"/> N
Tends to be abrupt/overly direct	<input type="checkbox"/> Y <input type="checkbox"/> N	Delegates work well	<input type="checkbox"/> Y <input type="checkbox"/> N
Overly demanding of others	<input type="checkbox"/> Y <input type="checkbox"/> N	Thrives on opposition	<input type="checkbox"/> Y <input type="checkbox"/> N
Volunteers for jobs/shows initiation	<input type="checkbox"/> Y <input type="checkbox"/> N	Would rather talk than work	<input type="checkbox"/> Y <input type="checkbox"/> N
Presents well/polished	<input type="checkbox"/> Y <input type="checkbox"/> N	Frequently lacks follow through	<input type="checkbox"/> Y <input type="checkbox"/> N
Outgoing and personable	<input type="checkbox"/> Y <input type="checkbox"/> N	Priorities often get out of order	<input type="checkbox"/> Y <input type="checkbox"/> N
Overly dependant upon feelings	<input type="checkbox"/> Y <input type="checkbox"/> N	Easily distracted	<input type="checkbox"/> Y <input type="checkbox"/> N



Action Plan
Improving Your Interpersonal Skills

A man is but a product of his thoughts. What he thinks, he becomes.

- Mahatma Gandhi

Continued

Step 2: Now, select the three items that would benefit the most from focused attention. Discuss and determine specific outcomes and a reasonable time frame for their achievement. Write the details in the spaces provided, along with notes helpful to achieving specific outcomes. Set a date 60-90 days from now for a discussion with your contact to review your progress. The person who works with you on this is important to your growth and should help you stay accountable to your plan.

1. The first item upon which I will focus:
 - Review Date:

 - Specific actions I will take on this item in the next 60 to 90 days:

 - Specifics to address

2. The second item upon which I will focus:
 - Review Date:

 - Specific actions I will take on this item in the next 60 to 90 days:

 - Specifics to address

3. The third item upon which I will focus:
 - Review Date:

 - Specific actions I will take on this item in the next 60 to 90 days:

 - Specifics to address



We continue to shape our personality all our life. If we know ourself perfectly, we should die.

- Albert Camus