

PERSONAL PERSONALITY PROFILE
(PPP)

Keirsey Temperament Sorter (www.keirsey.com)

Introvert/Extrovert

My Profile is _____

D.I.S.C. Profile (Dominance, Influencing, Steadiness,
Conscientious) (www.discprofile.com)

D _____ I _____ S _____ C _____

My Profile is: First _____ Second _____

COLOR PROFILE

My Color Profile is _____

My Profile tendencies are:

<http://web.tickle.com/tests/uiq/?sid=2005&test=uiqogt>

<http://web.tickle.com/personality/?sid=10&test=personality>

www.ivillagehealth.com/quiz/mental/articles/0,11299,245108_127650,00.html

www.ivillage.com/ivillage/pages/0,,37_604956,00.html#dewey

<http://www.ullazang.com/personality.html>

amby.com/go_ghoti/on-line_tests.html

Keirsey Temperament Sorter

Introvert/Extravert subscale

1. When the phone rings do you
 - a. Hurry to get to it first
 - b. Hope someone else will answer

2. Waiting in line, do you often
 - a. Chat with others
 - b. Stick to business

3. At a party, do you
 - a. Interact with many, even strangers
 - b. Interact with a few friends

4. Does interacting with strangers
 - a. Energize you
 - b. Tax your reserves

5. Do you tend to
 - a. Say right out what's on your mind
 - b. Keep your ears open

6. Do you think of yourself as
 - a. Outgoing
 - b. Private

7. Are you the kind of person who
 - a. Is rather talkative
 - b. Doesn't miss much

8. At work do you tend to
 - a. Be sociable with your colleagues
 - b. Keep more to yourself

9. Do you consider yourself
 - a. A good conversationalist
 - b. A good listener

10. Are you inclined to be
 - a. Easy to approach
 - b. Reserved

HOW PEOPLE GET ENERGY

E - EXTROVERT (70%)

Talk first; think later
 Knows lots of people and wants to include them
 Work comfortably with noise and distraction
 Easy to approach
 Bored or drained by too much time alone
 Talks a lot and answers quickly

May dominate conversation and listen poorly
 Shares thinking process
 Likes large parties and talking to strangers
 Recharges by talking to someone
 See I's as unfriendly and uncommunicative
 Weakness: Not Listening

I - INTROVERT (30%)

Rehearse first
 Enjoys and craves reflective time alone
 Enjoys peace and quiet

May seem reserved or shy
 Bored or drained by too much interaction
 Says only what's relevant and thinks before answering
 Listens well; may not speak up

Tells you the conclusion
 Prefers small, intimate gatherings with people you know
 Recharges by time alone
 Sees E's as intrusive, worry, and domineering
 Weakness: Not Speaking up

Building Effective Work Relationships Keirsey-Bates

Working with Extroverts	Working with Introverts
Project energy and enthusiasm	Slow down!
Be ready to handle much activity and movement	Give them time to think; don't demand answers immediately
Talk rapidly; don't take too long to think	Allow them time and space alone
Focus on results	Realize interaction takes energy
Focuses on involvement with people and things	Be aware they will question; give explanations and reasons to provide understanding
Be ready to move and act fast; take risks	Appreciate their depth
Interact as freely as possible; communicate openly	Be aware they may seem distant
Be ready to handle them unloading emotions as they go along	Be ready to wait "to be invited in"
Allow them time to talk; process openly	Take time to build trust
	Be aware they may seem uninterested or to have low energy; they are very persistent and can concentrate well

QUICK DISC PEOPLE READER

IS THIS PERSON MORE

1.	DEMANDING			()
	PERSUASIVE		()	
2.	PATIENT	()		
	FACT-FINDER			()
3.	QUICK		()	
	RELAXED			()
4.	EMOTIONAL	()		
	SYSTEMATIC			()
5.	DIPLOMATIC	()		
	DIRECT			()
6.	PASSIVE		()	
	ENTHUSIASTIC			()
7.	GREGARIOUS			()
	FORCEFUL			()
8.	PERFECTIONIST	()		
	TEAM PERSON		()	
	SERENE			()
	DARING			()
10.	COURTEOUS	()		
	INFLUENCER			()
11.	RISK TAKER	()		
	RESTRAINED			()
12.	IMPULSIVE		()	
	PREDICTABLE			()
13.	DECISIVE			()
	SOCIABLE			()
14.	DELIBERATE		()	
	HIGH STANDARDS	()		
15.	COMPETITIVE			()
	LOYAL		()	
16.	SELF PROMOTING			()
	CONSCIENTIOUS	()		
	ACCURATE	()		
	ADVENTURESOME			()
18.	COMPLACENT		()	
	POISED			()

BASIC COMBINATIONS OF BEHAVIOR

In evaluating the employee-job education, both the functional job demands and their behavioral implications must be clearly defined. In the following descriptions, the paragraph indicates the behavioral aspects of the job as well as the expected behavior of the individual possessing these characteristics.

1. CREATIVENESS

$$\frac{D}{I}$$

Tends to be logical, critical and incisive in approach to attaining goals. Would be most challenged by problems requiring original and analytical effort. Blunt and critical with people.

2. DRIVE

$$\frac{D}{S}$$

Responds quickly to a challenge and has mobility and flexibility in approach. Tends to be a versatile self-starter who responds rapidly to completion.

3. INDIVIDUALITY

$$\frac{D}{C}$$

Acts positively and directly in the face of opposition. A forceful individual, will take a stand and fight for position. Willing to take chance and may even overstep prerogatives.

4. GOOD WILL

$$\frac{I}{D}$$

Tends to behave in a poised, cordial manner displaying "social aggressiveness" in situations perceived to be favorable and unthreatening. Tends to exude charm and strives to establish rapport at first contact with people.

5. CONTACT-ABILITY

$$\frac{I}{S}$$

Tends to seek out people with enthusiasm and spark. An outgoing person who displays a contagious optimism and tries to win people through persuasiveness and emotional appeal.

6. SELF-CONFIDENCE

$$\frac{I}{C}$$

Displays self-confidence in most all endeavors with others. Although always striving to win you over, is reluctant to give own point of view. Feels that, despite what situations may arise, they will be able to act in order to attain success.

7. PATIENCE

$$\frac{S}{D}$$

Tends to be a steady, consistent individual who prefers to deal with one assignment at a time. Will most usually direct their skills and experience into areas requiring depth and specialization. Steady under most pressures; strives to stabilize environment and reacts negatively to changes in it.

8. REFLECTIVENESS (CONCENTRATION)

$$\frac{S}{I}$$

Tends to be a patient, controlled individual. Moves with moderation and deliberateness in most undertakings. Even under stress, will usually project a relatively unruffled, unconcerned appearance. Generally approaches most situations with care and concentration.

9. PERSISTENCE

$\frac{S}{C}$

Tends to be a persistent, persevering individual who is not easily swayed once mind has been made up on any matter. Will set own pace and stick with it. Can be rigidly independent when force is applied to make moves exasperating others who want them to adapt.

10. ADAPTABILITY

$\frac{C}{D}$

Tends to act in a careful, conservative manner and is generally willing to modify or compromise position in order to achieve goals. A strict adherer to policy, may appear arbitrary and unbending in following a set rule or formula. Prefers an atmosphere free from antagonism and desires harmony.

11. PERFECTIONISM

$\frac{C}{I}$

Tends to be a stickler for system and order. Makes decisions based on proven precedent and known facts. Tries meticulously to meet standards that have been established either by self or others.

12. SENSITIVITY

$\frac{C}{S}$

This individual would be very much concerned with avoiding risk or trouble. Tends to look for "hidden" meanings. Tension may be evident particularly when under stress for results. Generally, uneasiness is evident until absolute confirmation of the correctness of their action or decision has been made.

13. AMBIVALENCE

"When active dominance and active compliance, evoked by the same stimulus, take place simultaneously, they tend to cancel each other out, or at least, mutually to modify one another" quoted from "Emotions of Normal People" by William Moulton Marston.

High D and High C

Since this individual has an equal striving for accomplishment and quality, is often seen as a perfectionist. In a positive sense, this is a person who will not accept "an answer" to a problem but strives for "the best answer." It could indicate, however, that the individual finds it difficult to make most decisions. External signs of this situation are tension and vacillation.

Low D and Low C

This person tends to be resistant to demands for adaptability from others. Prefers to operate on own but is not inclined to fight for this independence. Many times is unwilling to go along with suggestions from others although they may not have an alternate plan to propose.

WHAT IS A DISC?

“D”

Is Dominance – “High D” like you?

- Results, Control, Get Results
- Decisive, Direct, Accept challenges
- Impatient, Strong willed, Quick, Take action

DOMINANCE “HIGH D” PATTERNS

- Developer Pattern
- Result Oriented Pattern
- Inspirational Pattern
- Creative Pattern

“I”

Is Influence – “High I” like you?

- People oriented, Optimistic
 - Recognition needed, Entertaining
 - Expressive, Outgoing
 - Enthusiastic, Energizing
-

INFLUENCE “HIGH I” PATTERNS

- Promoter Pattern
- Persuader Pattern
- Counselor Pattern
- Appraiser Pattern

“S”

Is Steadiness – “High S” like you?

- Stable, Cooperative, Predictable
- Deliberate, Work in background
- Diplomatic, Consistent
- Good listener, Sympathetic

STEADINESS “HIGH S” PATTERNS

- Specialist Pattern
- Achiever Pattern
- Agent Pattern
- Investigator Pattern

“C”

Is Conscientious – “High C” like you?

- Analytical, Concerned
- Accurate, Orderly, Deliberate
- Correct, Quality conscious
- Systematic, Plan ahead

CONSCIENTIOUS “HIGH C” PATTERNS

- Objective Thinker Pattern
- Perfectionist Pattern
- Practitioner Pattern

VIEWS SELF AS
MORE POWERFUL
THAN ENVIRONMENT

D I

SEES
ENVIRONMENT
AS UNFAVORABLE

SEES
ENVIRONMENT
AS FAVORABLE

C S

VIEWS SELF AS
LESS POWERFUL
THAN ENVIORNEMNT

Disc System of Behavioral Management

ACTION STRATEGIES CARD



How To Recognize a Person's Behavioral Profile
 The DISC System People-Reading Behavioral Cues
 If this person exhibits the following set of behaviors, we can predict & respond to them as having a...

HIGH "D" PROFILE

- D** A "People Mover"
- I** Impatient
- R** Fearful of "Being taken advantage of"
- E** Resists personal criticism
- C** Resists personal criticism
- T** Resists personal criticism
- O** Resists personal criticism
- R** Resists personal criticism

HIGH "I" PROFILE

- I** A "Recognition Seeker"
- N** Disorganized
- T** Fearful of social disapproval
- E** Resists personal rejection
- R** Resists personal rejection
- A** Resists personal rejection
- C** Resists personal rejection
- C** Resists personal rejection
- T** Resists personal rejection
- O** Resists personal rejection
- R** Resists personal rejection

HIGH "S" PROFILE

- A** "Cooperative Group Worker"
- S** Possessive
- T** Fearful of risk-taking
- A** Resists sudden, vague changes, loss of (security)
- B** Resists sudden, vague changes, loss of (security)
- I** Resists sudden, vague changes, loss of (security)
- L** Resists sudden, vague changes, loss of (security)
- I** Resists sudden, vague changes, loss of (security)
- Z** Resists sudden, vague changes, loss of (security)
- E** Resists sudden, vague changes, loss of (security)
- R** Resists sudden, vague changes, loss of (security)

SAFETY-SEEKING

HIGH "C" PROFILE

- A** "Reserved Precisionist"
- L** Overly-Critical
- C** Fearful of Imperfection
- U** Resists criticism of their ideas or work
- L** Resists criticism of their ideas or work
- A** Resists criticism of their ideas or work
- T** Resists criticism of their ideas or work
- O** Resists criticism of their ideas or work
- R** Resists criticism of their ideas or work

CAUTIOUS



(Dissatisfiers)

The "Red Flags" People Wave at Us!

Avoid the following behaviors that naturally may result in conflict with each pattern:

- The Red Flags to a "High D":
1. Telling him/her what to do.
 2. Attacking their character.
 3. Win-lose challenges.

The Red Flags to a "High I"

1. Avoiding or rejecting them.
2. Denying their acceptance, friendliness.
3. Negativism, Arguing

The Red Flags to a "High S"

1. Overloading or confusing them.
2. Sudden, unplanned, risky changes.
3. Competition rather than cooperation.

The Red Flags to a "High C"

1. Criticizing their efforts
2. Asking highly personal or blunt questions; or for revelations from this person.
3. Incomplete or inaccurate recommendations.



The Other Flags People Wave

FOR US... AND TO US...

The "Green Flags" (Satisfiers)

The following behaviors will naturally meet the needs of a person with this tendency.

- D** 1. Power & Authority
- I** 2. Freedom from Restraints
- S** 3. Results (The bottom line)

TO A HIGH

The "Yellow Flags" (Potential Motivators)

The following behaviors will naturally direct others to goals they want to achieve.

- D** 1. Personal Challenges
- I** 2. Workable Procedures & Systems
- S** 3. Follow-Through Support

TO A HIGH

TO A HIGH

- I** 1. Popularity & Prestige
- S** 2. Inclusion with Others
- C** 3. Employment & Friendliness

- I** 1. Favorable Recognition
- S** 2. New Trends & Ideas
- C** 3. Time & Priority Support

S

- 1. Appreciation & Sincerity
- 2. Cooperation & Teamwork
- 3. Predictability & Personal Productivity

- 1. Group Achievements
- 2. Reinforcement of Existing Practices
- 3. Personal Growth Direction

TO A HIGH

C

- 1. Work Autonomy
- 2. Freedom from Personalization
- 3. Professional Development

- 1. Realistic, Effective "Trade-Offs"
- 2. Logical, Planned Options
- 3. Open-Ended, Low-Risk Direction

TO A HIGH