Highlighting Your Individual Style

Instructions:

Step 1: Identify your highest plotting point on Graph 3. If Graph 2 is drastically different, look at it also.

Step 2: Refer to the quadrant below that corresponds with that highest point - (D, I, S, or C)

Step 3: Mark "+" if the word or statement describes you.
Mark "o" if the word or statement does not describe you.

Step 4: Identify your second highest plotting point on the graph, refer to that quadrant below and repeat step 3.

D

My personal behavior is...

__Demanding
__Determined
__Driving
__Ambitious
__Pioneering
__Strong-willed
__Competitive
__Decisive
__Responsible
__Skeptical
__Logical
__Independent

I am motivated by...

__New challenges and problems to solve
__Power and authority to take risks and make decisions
__Freedom from routine and mundane tasks
__Changing environments in which to work and play

My ideal environment should include...

__Innovative focus on the future
__Non-routine, challenging tasks & activities
__Projects that produce tangible results
__Freedom from controls, supervision and details
__Personal evaluation based on my results, not my methods

I

My personal behavior is...

__Sociable
__Optimistic
__Mobile
__Polished
__Enthusiastic
__Persuasive
__Warm
__Poised
__Trusting
__Popular
__Verbal
__Independent

I am motivated by...

__Flattery, praise, popularity, and acceptance
__A friendly environment
__Freedom from many rules and regulations
__Other people available to handle details

My ideal environment should include...

__Practical procedures
__Few conflicts and arguments
__Freedom from controls and details
__A forum to express ideas
__Group activities in professional and social environments

S

My personal behavior is...

__Conservative
__Loyal
__Cooperative
__Relaxed
__Resistant to change
__Reflective
__Systematic
__Passive
__Patient
__Possessive
__Predictable
__Consistent
__Steady
__Deliberate

I am motivated by...

__Recognition for loyalty and dependability
__Safety and security
__No sudden changes in procedure or lifestyle
__Activities I can start and finish

My ideal environment should include...

__Practical procedures and systems
__Stability and predictability
__Tasks that can be completed one at a time
__Few conflicts and arguments
__A team atmosphere

C

My personal behavior is...

__Conservative
__Calculating
__Low-keyed
__Stable
__Dependent
__Cautious
__Traditional
__Neat
__Systematic
__Accurate
__Tactful
__Diplomatic

I am motivated by...

__Standards of high quality
__Limited social interaction
__Detailed tasks
__Logical organization of information

My ideal environment should include...

__Tasks and projects that can be followed through to completion
__Specialized or technical tasks
__Practical work procedures and routines
__Few conflicts and arguments
__Instructions and reassurance that I am doing what is expected of me

The Personality System Overview

ACTIVE STYLES

TASK ORIENTED STYLES

PEOPLE ORIENTED STYLES

PASSIVE STYLES

D — Dominant • Driver

General Characteristics
Direct; Decisive
High Ego Strength
Problem Solver
Risk Taker; Self-Starter

Value To Team
Bottom-line organizer
Places high value on time
Challenges the status quo
Innovative

Possible Weaknesses
Oversteps authority
Argumentative attitude
Dislikes routine
Attempts too much at once

Greatest Fear
Being taken advantage of

I — Influencing • Inspiring

General Characteristics
Enthusiastic
Trusting; Optimistic
Persuasive; Talkative
Impulsive; Emotional

Value To Team
Creative problem solver
Great encourager
Motivates others to achieve
Positive sense of humor
Negotiates conflicts; peace maker

Possible Weaknesses
More concerned with popularity than tangible results
Inattentive to detail
Overuses gestures and facial expressions
Tends to listen only when it's convenient

Greatest Fear
Rejection

C — Compliant • Correct

General Characteristics
Accurate; Analytical
Conscientious; Careful
Fact-Finder; Precise
High Standards; Systematic

Value To Team
Perspective: "The anchor of reality"
Conscientious and even tempered
Thorough in all activities
Defines situations; gathers, criticizes and tests information

Possible Weaknesses
Needs clear-cut boundaries for actions/ relationships
Bound by procedures and methods
Gets bogged down in details
Prefers not to verbalize feelings
Will give in rather than argue

Greatest Fear
Criticism

S — Stable • Steady

General Characteristics
Good Listener; Team Player
Possessive
Steady; Predictable
Understanding; Friendly

Value To Team
Reliable and dependable
Loyal team worker
Compliant towards authority
Good listener; Patient and empathetic
Good at reconciling conflicts

Possible Weaknesses
Resists change
Takes a long time to adjust to change
Holds a grudge; Sensitive to criticism
Difficulty establishing priorities

Greatest Fear
Loss of security