

NAME: _____

DATE: _____

UNDERSTANDING YOUR GROUP ROLE

| | D | I | S | C |
|--------------------------------|--|--|--|---|
| VALUE TO THE GROUP | Takes Initiative | Influences People | Builds Relationships | Focuses on Details |
| MAJOR STRENGTH | Strength of Purpose; goal oriented; gets things done | Enthusiasm; gets people motivated, involved | Good people skills; good team player or leader | Thoroughness; accuracy in analyzing all the data |
| MAJOR WEAKNESS | Can be insensitive to feelings of other; impatient | Impulsiveness; may not focus attention on detail/facts | May sacrifice results for harmony; reluctant to initiate | Overly cautious; can be too thorough and lose sight of time |
| MOTIVATED BY | Results; challenge; action | Recognition; approval; visibility | Relationships; appreciation | Being Right; quality |
| TIME MANAGEMENT | Focus: Now; efficient use of time; likes to get to the point. | Focus: Future; tends to rush to the next exciting thing | Focus: Present; spends time in personal interaction sometimes to the detriment of the task | Focus: Past; works more slowly to ensure accuracy |
| COMMUNICATION | One way-not as good a listener, better at initiating communication | Enthusiastic; stimulating; often one way; can inspire others | Two way flow; a good listener | Good listener, especially in relation to tasks |
| EMOTIONAL RESPONSE | Detached; independent | High & Low; excitable | Warm; friendly | Sensitive; careful |
| DECISION MAKING | Impulsive; always makes decisions with goal in mind | Intuitive; quick; lots of wins and losses | Relational; make decisions more slowly due to input from others | Reluctant; thorough' needs lots of evidence |
| BEHAVIOR UNDER TENSION | Dominating | Attacks | Give in | Avoids |
| WOULD IMPROVE EFFECTIVENESS BY | Listening | Pausing | Initiating | Talk more about self |

PERSONALITY TRAITS "D"

STRENGTHS

Direct

Decisive

Result Oriented

Outgoing

Leader

Confident

Deliberate

Quick to Respond Task/Goal Oriented

Outspoken

In control

Likes Challenges

Program Oriented

Active

No Social Fears

Free to Act and Talk

WEAKNESS

Rude Argumentative

Selfish

Resists/Rebels over being told what to do

Arrogant

Mean

Impatient

No Sensitivity for other People's Emotions

Ruthless

Reckless

Dominating Angry if Inconvenienced

Sarcastic Abrasive

Impulsive

Speaks Before Thinking

Controls People

Gets Bored Too Much

Too Demanding

Not flexible

PERSONALITY TRAITS "I"

STRENGTHS

Outgoing People Person
Friendly
Compassionate
Fun Is Important
Adventurous
Risk Taker
Talks a Lot
Warm
How They Look Is Important
Spontaneous
Optimistic
Excited
Influential
Attention
Prefers Public Recognition
Image Oriented
Appearance/Impression
"Future" Thinking
Intuitive Positive Outlook
Likes Prestige

WEAKNESS

Less Focus on Details
Impulsive
High and Low Emotions
A lot of Wins and Loses
Blame Attacks in Conflict
Emotional/Irrational
Optimistic but Ignores Facts
Emotionally Escalates Quickly
Negative Attention Getting
Image More Important Than Results
Over Emphasizes "Being Liked"
Over Committing
Over Estimating Anticipated Results
Gets Bored Easily
Speaks Before Thinking
Tell Lies to Keep From Looking Bad
Fun is More Important than Results

PERSONALITY TRAITS "S"

STRENGTHS

Servant
Relationship Builder
Helps People
Considers People's Emotions and Feelings
Soft Answer
Good Listener
Team Player
Motivated by Appreciation
Prioritizes Harmony
Warm/Friendly
Conforms to Other's Desires
Sacrifices to Please
Supportive
Helps Other's Succeed
No Public Recognition
Dependable/Agreeable

WEAKNESS

Afraid to say "NO"
Used by "Takers"
Gets Hurt too Quickly
Too Emotional/Over Sensitive
Not Enough Results for Themselves
Indecisive
Conforms to Wrong People for Wrong Purpose
Dependant
Trouble Meeting Deadlines
Not Organized/Messy
Holding grudges
Gets Self-Worth From Others

PERSONALITY TRAITS "C"

STRENGTHS

Orderliness
Conscientious and Loyal
Disciplined
Accuracy/Preciseness
Thoroughness
Diplomatic with People
Analytical
Processes Details/Detail Oriented
Evaluates Silently
Slow to Speak/thinks a lot first
Advance Planner
Takes Time to do Things Right
Wants to Re-Evaluate Decisions
Creates System of Consistent Ways of Doing Things
Factual Data

WEAKNESS

Worry Over Details and Inaccuracy
Procrastination/Indecisiveness
Avoids conflict/controversy
Negative/Pessimistic/Critical
Resists change
Obsessive Over Details and Accuracy
Internalizes/Hides feelings
Doesn't Use Enough Words in Personal communication
Too silent
Too Private/then Explodes if Pressured A lot
Not Affectionate
Detaches/Social Fears
Gives Hints and Assumes They Have Communicated

UNDERSTANDING YOURSELF

THE HIGH "D" PERSONALITY

STRENGTHS

Tendencies May Include:

- Getting immediate results
- Making quick decisions
- Persistence
- Solving problems
- Taking charge
- Self-reliance
- Accepting challenges

The Ideal Situation Includes:

- Many new and varied Activities
- Opportunity to get things done
- Continual challenges
- Difficult
- Assignments
- Freedom to act
- Control over situations
- Direct answers from others

WEAKNESS

Tendencies May Include:

- Insensitivity toward others
- Impatience
- Overlooks risks and cautions
- Inflexibility and unyielding
- Taking on too much
- Being inattentive to detail
- Resenting restrictions
- Being too demanding of others

Needs others to provide:

- Follow-through on routine tasks
- Caution
- Details and facts

Personal growth areas:

- Greater patience
- Sensitivity to the needs of others
- Being more flexible



UNDERSTANDING YOURSELF

THE HIGH "I" PERSONALITY

STRENGTHS

Tendencies May Include:

- Optimism
- Enthusiasm
- Being personable
- Making a good impression
- Being verbally articulate
- A desire to help others
- Creating an entertaining climate

The Ideal Situation Includes:

- A friendly atmosphere
- Freedom from control and detail
- Opportunity to influence others
- Public recognition of ability
- Opportunity to verbalize
- Positive reinforcement and praise
- Enthusiastic response to ideas



WEAKNESS

Tendencies May Include:

- Lack of follow-through
- Over-estimating anticipated results
- Misjudging capabilities
- Talking too much
- Acting impulsively
- Jumping to conclusions
- Over-committing

Needs Others to Provide:

- Follow-through on detail
- A logical approach
- Concentration on the task

Personal growth areas:

- Better control of time
- Objectivity in decision making
- Pausing before acting

UNDERSTANDING YOURSELF

THE HIGH "S" PERSONALITY

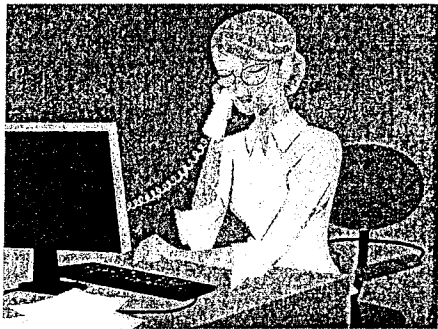
STRENGTHS

Tendencies May Include:

- Being supportive
- Being agreeable
- Loyalty Self-control
- Consistency
- Being a good listener

The Ideal Situation Includes:

- Sincere appreciation
- Minimal conflict
- Security
- Acknowledgment of work
- Limited territory
- Traditional way of doing things
- Opportunity to develop relationships



WEAKNESS

Tendencies May Include:

- Resisting change
- Trouble meeting deadlines
- Being overly lenient
- Procrastinating
- Being indecisive
- Holding a grudge
- Being overly possessive
- Lack of initiative

Needs others to provide:

- Stretch toward new challenges
- Help in solving difficult problems
- Initiative and change

Personal growth areas:

- Facing confrontation
- Initiating more
- Increasing pace

UNDERSTANDING YOURSELF

THE HIGH "C" PERSONALITY

STRENGTHS

Tendencies May Include:

- Orderliness
- Conscientiousness
- Discipline
- Preciseness
- Thoroughness
- Being diplomatic with people
- Being analytical

The Ideal Situation Includes:

- Being able to concentrate on details
- Opportunities to critique
- Stable surrounding
- An exact job description
- Opportunities for careful planning
- Time to do things right
- Opportunities for reassurance

WEAKNESS

Tendencies May Include:

- Indecisiveness
- Getting bogged down in detail
- Rigidness on the how-to's
- Avoiding controversy
- Low self esteem
- Being hesitant to try new things
- Sensitivity to criticism
- Pessimism

Needs others to provide:

- Quick decision making
- Optimism
- Help in persuading others

Personal growth areas:

- Being more open with feelings
- Developing self-confidence
- Being more optimistic

