



# Nathan Bryant

Style: Peacemaker

**new Biblical DISC Assessment**

Saturday, November 23, 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:

	<b>D = Dominant</b>	<b>I = Influencing</b>	<b>S = Steady</b>	<b>C = Conscientious</b>
<b>Seeks :</b>	Control	Recognition	Acceptance	Accuracy
<b>Strengths :</b>	Administration Leadership Determination	Persuading Enthusiasm Entertaining	Listening Teamwork Follow-through	Planning Systems Orchestration
<b>Decisions :</b>	Decisive	Spontaneous	Conferring	Methodical
<b>Biblical Figures :</b>	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
<b>Animal :</b>	Lion	Peacock	Dog	Owl

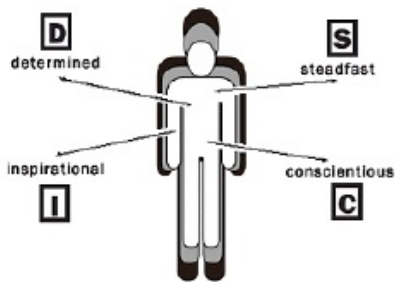
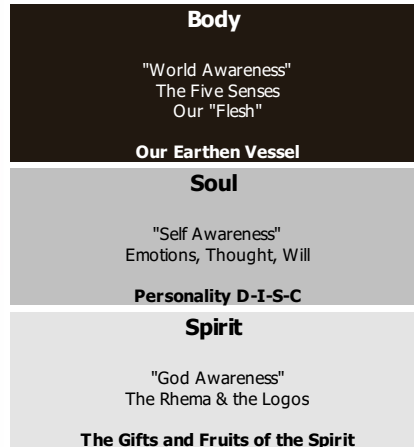
## Personality and the Christian

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

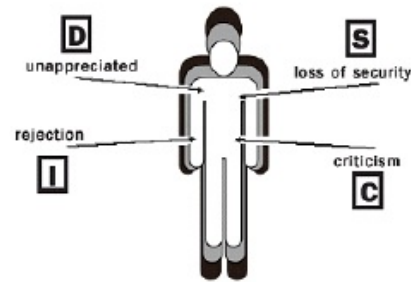
1 Thessalonians 5:23

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

### **Nathan's style is identified by the keyword "Peacemaker".**

Nathan, as a Peacemaker style, is kind in nature and is very detail oriented. Peacemakers are caring about the people around them and possess the qualities that make them very meticulous at task completion. Nathan likes to look around carefully before making any decisions and weigh how it will affect people, at times being overly cautious. If Peacemakers feel someone is taking advantage of a situation, they will slow down processes so that they can watch what is going on around them.

Nathan is loyal to supported leaders, and is an excellent person to have on the team. Peacemakers carefully and consistently work through situations. They tend to show anxiety when put in a situation where they feel obligated to make decisions that may negatively affect others. Nathan wants stability and exhibits stability in relationships, needing a protected and secure environment. Peacemakers enjoy people, but prefer a few close friends to many acquaintances. They like small groups rather than crowds. They are overly sensitive and don't handle criticism well. They need to develop confidence and be more independent. Nathan is very concerned about what people think and avoids conflict.

Precision is imperative in everything Nathan does. Peacemakers can be counted on to carry out any tasks correctly. They want exact facts and figures before they will make a decision; they feel uneasy when forced to make a quick decision. They often keep feelings to themselves. Others may not be aware of their strong beliefs. Peacemakers do not blow up easily, but after a point they will make their feelings known to everyone. Nathan wants a stable home and work environments that promote security. The more stable and non confrontational the environment, the happier a Peacemaker will be.

Nathan prefers to work through problems by analyzing things that worked in the past. This is someone who is able to lead, if necessary, but usually prefers to wait and see if another person volunteers first. Nathan is willing to follow another person's lead if they display adequate ability and if Nathan has confidence in their ability.

Nathan prefers a rational and moderate approach when first entering new situations and tries to avoid extremes. Nathan likes the company of others, but is equally comfortable spending a quiet evening alone. A realist who will always weigh options before making a decision to move ahead, Nathan thinks through alternatives and choices carefully.

Nathan values close, personal relationships and will often put the needs and desires of those who are loyal friends ahead of his/her own. This is an even-paced individual who thrives in a peaceful, harmonious environment. Nathan will work to avoid conflict and sudden changes in lifestyle and finds joy in keeping tradition.

Neat and orderly, others usually see Nathan as practical. This individual needs adequate information to make decisions, and will consider the pros and cons. Nathan may be sensitive to criticism and will tend to internalize emotions. Nathan likes to clarify expectations before undertaking new projects and will follow a logical process to gain successful results.

**Careful, thinking things through**  
**Possessive, sensitive**  
**Slow to make changes, predictable**  
**Non confrontational, internalizes feelings**

#### *General Characteristics*

**Recognition for loyalty and dependability**  
**Appreciation of their high quality work**  
**No sudden changes in procedure or lifestyle**  
**Activities to start and follow through to the finish**

#### *Motivated By*

**Practical procedures and systems**  
**Stability and predictability**  
**Tasks that can be completed at one time**  
**A friendly, team atmosphere**

#### *My Ideal Environment*

## Your Style in the Bible

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

**Stable & Steadfast:** As an "S" style, your personality is similar to Biblical heroes such as John (the Beloved), Simeon, Mary (the mother of Jesus), and Mary (the sister of Martha and Lazarus). These people were known for their steadfast faith and loyalty to relationships, even through times of great difficulty. John was the only one of the twelve apostles who was at the foot of the cross, because his loyalty in a relationship with Christ was more important than his own personal safety. Is it no wonder that this is the one to whom Jesus entrusted His own mother's care?

The "S" style values an environment that helps maintain peaceful, friendly relationships. It is evident the faith and personal growth Mary (the mother of Jesus) underwent as she tried to care for her Son who was constantly encountering opposition. It is sometimes hard for an "S" style to be comfortable with drastic change, yet the examples of Mary and John show the inner strength that helped them to overcome their own fears and never lose focus of the purpose and calling in their lives.

**Moses:** God took Moses out of his comfort zone and raised him up as His personal representative to lead the Israelites out of Egypt and to the Promised Land. Moses was content with the stability of his life as a shepherd. However, when God called him to go to Pharaoh, Moses immediately became fearful, stubbornly questioning God in Exodus 3 and 4 and seeking exact information to specifically direct him, should certain situations arise. His detailed nature being somewhat satisfied by the end of the discussion, allows his loyalty to be displayed as he decides to obey God and complete his assignment. He steadily led the people for decades, following God all the while. We see the Peacemaker speaking to God for the nation of Israel, and speaking to Israel for God.

**John:** John remained a faithful, devoted disciple of Jesus to his very last day. His loyalty to Jesus brought him to the cross when all of the other disciples fled. Jesus saw him and acknowledged him as a brother, entrusting to him the care of his mother in John 19:26-27. Displaying the determination that characterizes his style, John obeyed Jesus completely and from that day on, took Mary into his home, treating her as his own mother. Taking great care to record many emotional details in his writings by focusing on people and feelings, John was faithful to God throughout the rest of his life. His faithfulness as a representative of God is evident in all he did.

**Eliezer:** Abraham's chosen servant, he was sent as a diplomat to find a suitable wife for Isaac in Genesis 24. His entire life as a servant exemplified loyalty as he remained in a secure environment carefully following all orders from his master. As Abraham sent him to find a wife, Eliezer's detail-oriented nature asks for specifics in completing his mission. In Genesis 24:14, he asked God for a clear and certain proof so that he will be sure of whom he is to choose for Abraham. In a true diplomatic style, Eliezer carefully explained to Rebekah's family every last detail of why he is there, as this is how he would prefer people to communicate with him. Finally, his mission complete, the faithful servant returned to Abraham with Rebekah.

**Jesus as the Peacemaker:** Jesus willingly served and put Himself in the position of the least (Phil 2). However, Jesus used these opportunities to establish important truths in His disciples. He showed them how they were to be compliant to the role of a servant and exhibit brotherly love, and that would gain them to the highest reward in the kingdom. *"After that he poureth water into a basin, and began to wash the disciples' feet, and to wipe them with a towel wherewith he was girded. Then cometh he to Simon Peter; and Peter saith unto him, 'Lord, dost thou wash my feet?' Jesus answered and said unto him, 'What I do thou knowest not now; but thou shalt know hereafter.' Peter saith unto him, 'Thou shalt never wash my feet.' Jesus answered him, 'If I wash thee not, thou hast no part of me.' Simon Peter saith unto him, 'Lord, not my feet only, but also my hands and my head.' "* (John 13:5-9)

### Scripture References

#### Scripture Verses To Study

- Moses - Exodus 3,4,20,32
- John - John 19:26-27
- Eliezer - Genesis 24

# Communicating

## with the Peacemaker style

Nathan Bryant

### Remember, a Peacemaker may want:

- Security in situations, sincere appreciation, repeated work patterns, time to adjust to change, limited territory of responsibility, identification with group, areas of specialization, clear definitions of their roles

### Greatest fear:

- Loss of security, being criticized

### When communicating with Nathan, a Peacemaker, DO:

- Create a favorable environment that is personal and agreeable
- Express a genuine interest in them as a person
- Provide them with clarification for tasks and answers to "how" questions
- Be patient and give them follow-up support
- Present ideas or departures from current practices in a non-threatening manner; give them time to adjust
- Clearly define goals, procedures and their role in the overall plan

### When communicating with Nathan, a Peacemaker, DO NOT:

- Be pushy, overly aggressive, or demanding
- Expect them to make decisions without all the information
- Ask them to discipline others or put them in competitive environments
- Be too confrontational or critical of their actions

### While analyzing information, Nathan, a Peacemaker may:

- Be openly agreeable but inwardly unyielding
- Internalize their concerns and doubts
- Hesitate to share feedback during presentations
- Require additional information and supporting materials

### Motivational Characteristics

- **Motivating Goals:** Security, correct procedures
- **Evaluates Others by:** Precise standards (based on what they do), stability
- **Influences Others by:** Attention to detail, dependability
- **Value to Team:** Quality and correctness oriented, dependable, consistent
- **Overuses:** Caution, dependency
- **Reaction to Pressure:** Stubborn, fearful, holds grudges
- **Greatest Fears:** Abandonment, antagonism
- **Areas for Improvement:** Develop confidence and independence, be more flexible, don't fear confrontation



Knowledge comes, but  
wisdom lingers.

- Alfred Lord Tennyson

# Communicating

## with the Peacemaker style

Nathan Bryant

### Value to the group:

- Reliable, steady and loyal team member
- Compliant towards authority
- Good listener, patient and empathetic
- Will follow a task through from start to finish

### Peacemakers possess these positive characteristics in groups:

- Instinctive relaters
- Participative managers who accomplish goals through personal relationships
- Make others feel like they belong
- Show sincerity and loyalty
- Provide specialized skills
- Can see a process for doing things
- intuitive about people and relationships
- Full of common sense, realistic and practical
- Buy into team goals
- Dependable and unvarying
- Identify strongly with the team
- Strive to build relationships
- Consider elements of a total project
- Even-tempered, stable and patient with others

### Personal growth areas for Peacemakers:

- Be more open to change, develop more flexibility
- Be more direct in your interactions
- Focus on overall goals of the team rather than specific procedures
- Deal with confrontation constructively
- Increase pace to accomplish goals
- Show more initiative



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 S and C plotted above the midline, your style is identified by the keyword "Peacemaker".**

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:**

- **MILD** Gentle or kind in disposition; not severe or harsh
- **QUIET** Not easily excited or disturbed; quiet disposition
- **DEPENDENT** Potential for being influenced or controlled by others
- **MODEST** Not forward, but shy and reserved

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

- **WITHDRAWN** Retreating within oneself; shy; reserved; abstract
- **RETICENT** Silent or uncommunicative; disinclined to speak; reserved

**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:**

- **PASSIVE** Submissive; influenced without response
- **PATIENT** Enduring pain, trouble; refusing to be provoked
- **LOYAL** Faithful to persons and ideals
- **PREDICTABLE** Behavior, actions, and reactions can be easily foretold
- **TEAM-PERSON** Enjoys being part of a group working toward a common goal

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

- **PERFECTIONIST** One who strives for completeness and flawless accuracy
- **ACCURATE** Careful and exact; free from errors
- **FACT-FINDER** A searcher for truth; reality
- **DIPLOMATIC** Tactful
- **SYSTEMATIC** According to a system; orderly



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 "S" style**, which means that you prefer receiving information that allows you to feel part of a team. 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.

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 "S" style as you may have the tendency to not voice your opinions as much as others around you, while at the same time others will value the input you have.

### The Compatibility of Your Behavioral Style

The "S" and the "D" will work well together as the "S" will provide support the "D" needs and will help to keep the environment at a level they both can freely work together. The "S" may wish the "D" style would slow down the pace and be more people oriented when it comes to personal relationships.

The "S" and the "I" 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.

Two "S" styles work well together and also get along well in personal relationships as they both strive to work together as a team and provide a very sincere and meaningful relationship.

The "S" and the "C" complement each other and work well together, as each style prefers to work at a pace that provides for accuracy. Also, both styles like to work on something together until completion, while the "I" and the "D" has a tendency to multitask rather than focus on one area until completion.



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

- Publilius Syros

# Communication Tips

## compatibility of your behavioral style

Nathan Bryant

### How the "S" Can Enhance Interaction with Each Style

#### S with D

You will tend to view a high D as argumentative, dictatorial, arrogant, domineering, nervous and hasty. You will likely resent them giving you orders, and be intimidated by their dictatorial approach. Although you will not get angry, you will be sorely tempted to get even. When confronted by the D, you will tend to withdraw and slow down the action.

**Relationship Tip:** It is imperative that you establish direct communication, and learn to deal with issues in a straightforward manner. Develop the ability to negotiate goals and commitments with them on an equal basis. The D will respect your desire to be direct, and it will enhance communication.

#### S with I

You will tend to view a high I as egotistical, superficial, overly optimistic, glib, too self-assured and inattentive. On the surface, the relationship will look good, but internally you'll find yourself attempting to slow down the I's pace; even though you'll avoid confronting them.

**Relationship Tip:** Be friendly, they are more sincere than they seem be. Be complimentary and listen to their ideas. They will appreciate it if you recognize and discuss their accomplishments.

#### S with S

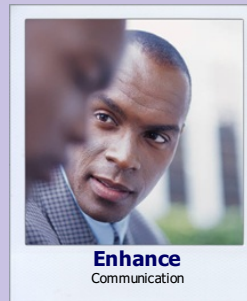
You will view another S as dependable, self-controlled, patient, kind, accommodating and attentive. You will enjoy supporting each other, but little will be accomplished in the process. Each of you will avoid confrontation; and if you disagree, you won't do so openly. To accomplish results, you'll likely need some external means of setting goals.

**Relationship Tip:** Move towards goals at a steady pace. Express sincere appreciation for one another. You will enjoy the long lasting friendships you establish with another S and find them rewarding.

#### S with C

S's tend to view high C's as overly dependent, evasive, defensive, too focused on the details, too cautious and overly compliant. You'll be similar in that neither of you will want to hurry, nor will you desire to take charge and make a decision. However you may translate the C's coolness as rejection. Your tendency will be wanting to build a relationship too soon for them.

**Relationship Tip:** Move at a slower pace than you think you should; use the patience that epitomizes your personality. When presenting facts in a discussion, do so in a clear and organized manner. Be prepared for discussion, but expect the C to express doubts and put off a decision until they have considered the matter fully; so provide time for them to give full consideration to the ideas you present.



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:

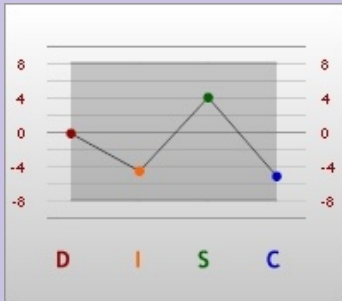
Compare graphs 1 and 2. When you look at graph 2, is your "C" higher or lower than the "C" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires more information before making a decision in stressful situations. If the C goes up considerably, you will probably 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?***

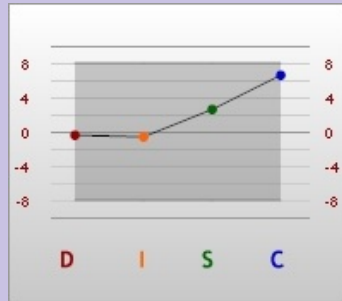
## Personality Style Graphs

### Public Perception



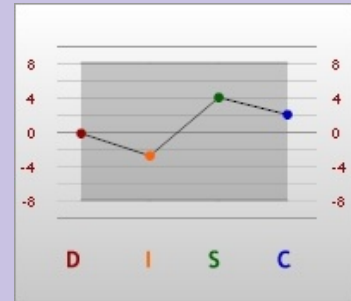
D=-0.19, I=-4.64, S=4.07, C=-5.19

### Stress Perception



D=-0.36, I=-0.58, S=2.69, C=6.6

### Mirror



D=-0.22, I=-2.87, S=4.05, C=1.99

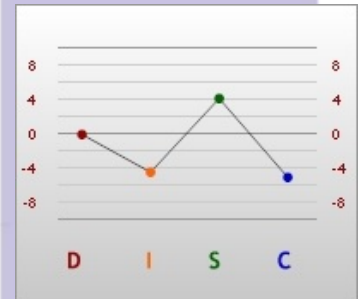
Each of the three graphs reveals a different snapshot of behavior, depending on the conditions of the environment. Within a given environment, Graph 1 reveals the "Public Self;" Graph 2 displays the "Private Self;" and Graph 3 portrays the "Perceived Self."

**These three graphs or snapshots are defined in detail below.**

## Graph 1 - Mask, Public Self

### *Behavior Expected By Others*

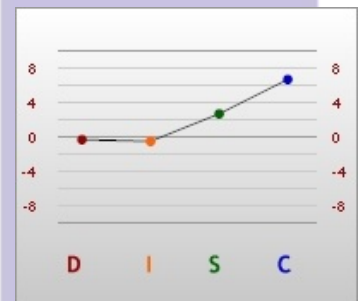
Everyone acts according to how they think other people expect them to act. This behavior is the public self, the person projected to others. Sometimes, there is no difference between the true person and their public self. However, the public self can be very different from the "real" person; it is a 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*

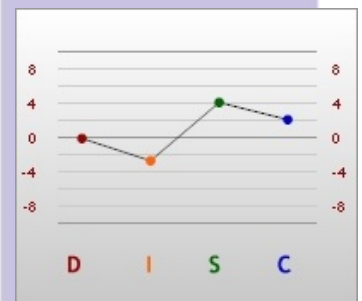
Everyone has learned responses from the past: consequently, these are behaviors which the person accepts about him/herself. Under pressure or tension, these learned behaviors become prominent. This is the graph which is the least likely to change because these are natural and ingrained responses. A person's 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

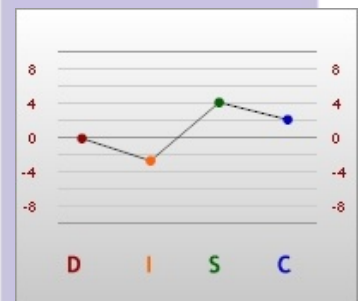
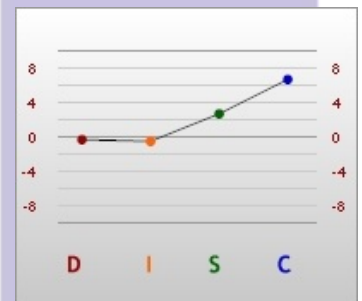
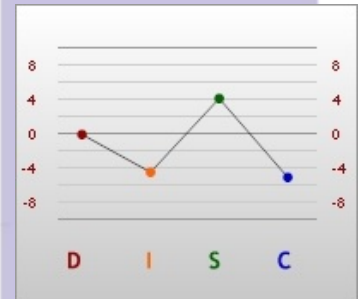
- If Graph 1 is different than Graph 2, the demands of the environment are forcing behavior that is not congruent with the core, or instinctive behavior. In such a situation, a person trying to modify his/her behavior to meet the demands of the environment will most likely experience stress.
- If Graph 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 Peacemaker(SC) and the contents of this report are derived from Graph 3.**



## Improving Your Interpersonal Skills

### Nathan's Action Plan

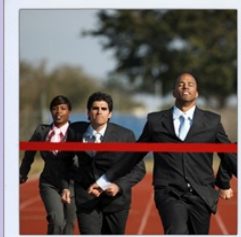
This worksheet is a tool to enable effective communication between you and others with whom you interact on a regular basis. The goal is to help you maximize your strengths and minimize the effects of potential limitations. It addresses work-related and general characteristics that are common to your 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.

Competent and steady	<input type="checkbox"/> Y <input type="checkbox"/> N	Peaceful and diplomatic	<input type="checkbox"/> Y <input type="checkbox"/> N
Needs additional self motivation	<input type="checkbox"/> Y <input type="checkbox"/> N	Good administrative ability	<input type="checkbox"/> Y <input type="checkbox"/> N
Difficulty starting tasks	<input type="checkbox"/> Y <input type="checkbox"/> N	Avoids conflicts/confrontation	<input type="checkbox"/> Y <input type="checkbox"/> N
Sometimes careless or inefficient	<input type="checkbox"/> Y <input type="checkbox"/> N	Good under pressure	<input type="checkbox"/> Y <input type="checkbox"/> N
Discourages others ideas	<input type="checkbox"/> Y <input type="checkbox"/> N	Finds the easy way	<input type="checkbox"/> Y <input type="checkbox"/> N
Punctual/schedule aware	<input type="checkbox"/> Y <input type="checkbox"/> N	Overlooks others' feelings	<input type="checkbox"/> Y <input type="checkbox"/> N
Preoccupied with imperfections in self/others	<input type="checkbox"/> Y <input type="checkbox"/> N	Persistent and thorough	<input type="checkbox"/> Y <input type="checkbox"/> N
		Hesitant to start projects	<input type="checkbox"/> Y <input type="checkbox"/> N
Orderly and organized	<input type="checkbox"/> Y <input type="checkbox"/> N	Excessive planning time	<input type="checkbox"/> Y <input type="checkbox"/> N
Prefers analysis to work	<input type="checkbox"/> Y <input type="checkbox"/> N	Sees the problems/finds solutions	<input type="checkbox"/> Y <input type="checkbox"/> N
Creative and resourceful	<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



# Action Plan

## 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