



Personality Profile Report

for

Danny Harms

Proven Results Marketing Agency



DYNAMIC LEADERSHIP
WITH AL RUTTAN

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Words that Best Describe Danny



- Cooperative
- Analytical
- Steadfast
- Optimistic
- Conservative
- Enthusiastic
- Patient
- Friendly
- Polished
- Accurate
- Logical
- Tactful
- Correct
- Gifted
- Dependable
- Calculating
- Steady
- Questioning
- Teachable
- Traditional

Please keep in mind these words may describe you more or less depending on the situation. If you feel that some of the words above describe you very well, then circle them. If you feel like some of the words do not describe you well, simply cross them out. This information is usually 85-95% accurate, but you are welcome to mark it up to match your unique personality style.

This report is NOT meant to label you! It is designed to HELP you UNDERSTAND and DISCover yourself. You can enjoy your unique personality and your strengths!



Danny's Strengths



The following section describes Danny's strengths based on the **C/SI** personality blend. These strengths represent qualities resulting from blending the D, I, S and C personality traits. Remember, everyone is a unique blend of all four styles. In other words, everyone has some of each of the four major personality styles.

Analytical and Sensitive

Danny has the ability to analyze information and understand its social importance. Danny has a way of engaging in conversation that is both deep and personal. Danny enjoys friends who share similar values.

Quality Service

Danny enjoys providing support in an environment that requires specialized expertise. Danny can work patiently with others to help them identify solutions. Danny tends to be systematic and focused on the specific issues at hand.



Danny's Keys to Excellence



The following section describes Danny's keys to maintain balance and excellence in life based on the dynamics of the **C/SI** personality blend. These keys are important in adapting to the needs and perspective of others. Practicing these insights will cultivate teamwork, productivity, harmony and understanding with others.

Welcome Feedback

Feedback from others is a good way to learn and grow. Even if feedback seems critical, it can still be useful. Find out how to use input from others as a way to improve.

Nominate Yourself to Initiate Action

You may notice a need that someone has. Be proactive in taking the first steps necessary to meet their needs.

Set Goals With a Timeline

Your goals will have much more meaning when they have a schedule. A reasonable timeframe help to focus energy and encourages steady progress.

Be Realistic with Yourself

You have high expectations of yourself, and you desire to achieve excellence. You can strive for excellence while still recognizing that you are only human. Set reasonable goals that you can achieve and celebrate.



Danny as a Team Member



Danny's Main Strength:

You are great at working on projects that require patience and cooperation with team members to produce quality work.

Main Motivation: To maintain quality standards and procedures with people

Individual Talents and Gifts: Very conscientious in communicating rules, structure and order to others

Value as a Team Member: Gifted at working through people rather than around them; seeks quality and teamwork

Ideal Environment: Practical procedures that have predicable outcomes

Key to Motivate: A work place where there is peace and harmony; to set a good example others can admire; to be in a support role that helps things go more smoothly; people who understand their reasons for not wanting to argue; freedom from conflict and confrontation

Keys to Manage: While working with others: C/IS style blends need to be given assistance with new or difficult assignments; to have more confidence in their ability to perform new activities; support when making high-risk decisions; little pressure to perform quickly

How You Act Best Under Pressure (your perception): Cooperative; modest; congenial; adaptive; likeable

How Others *May* MISUNDERSTAND and MISREAD Your Actions Under Pressure (if they do not understand you): Hesitant; fearful; intimidated; compliant; unsure; wary

Things to be aware of (possible blind spots): Maintaining objectivity when experiencing criticism

Complementary Personality Styles: D, D/I, S/D, D/C

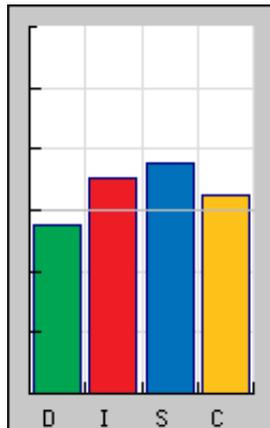


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Personality Graphs for Danny

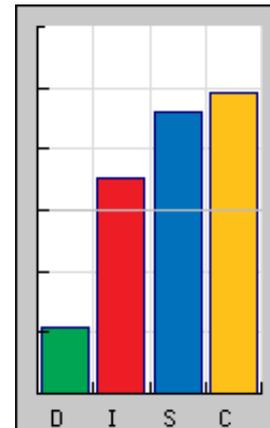


**Graph I
Environment Style**



46 59 63 54

**Graph II
Basic Style**



18 59 77 82

Very High
High
Average Above
– Mid-line –
Average Below
Low
Very Low

Graph I on the left reflects your Environment Style - how you respond in your environment. This graph indicates the behavior that others are most likely to observe. The higher the graph level for each of the 4 traits, the more that trait is evident in your environment. The environment graph is based on characteristics that each person tends to demonstrate in his or her outward environment.

Graph II on the right reflects your Basic Style - the real you and the traits that make you the most comfortable. Traits that are higher on the graph are behaviors that feel natural to you. Traits that are lower on the scale are areas that you prefer less or are less comfortable for you. The basic style graphs is based on characteristics that each person tends to demonstrate more consistently.