



Personality Profile Report

for

Marissa Harder



DYNAMIC LEADERSHIP
WITH AL RUTTAN

Provided by:

Allan Ruttan
Dynamic Leadership with Al Ruttan
hello@alruttan.com
1 204 384 5477
<http://www.alruttan.com>

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Words that Best Describe Marissa



- Consistent
- Practical
- Responsible
- Ambitious
- Calculating
- Confident
- Pioneering
- Patient
- Analytical
- Low-keyed
- Reliable
- Optimistic
- Accurate
- Curious
- Thorough
- Results-oriented
- Productive
- Gifted
- Logical
- Results-oriented

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!



Marissa's Strengths



The following section describes Marissa's strengths based on the **C/SD** 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 Practical

Marissa is motivated to service others in practical ways. Marissa has the ability to analyze information and work towards tangible results. Marissa is concerned with minimizing risks but will take action when appropriate.

Consistent Demeanor

Marissa is level-headed and stable in relationships - not prone to over-reaction or exaggeration. Marissa expresses feelings in a conversational manner without too much emotion. Marissa will fight for what is right when the situation calls for it.



Marissa's Keys to Excellence



The following section describes Marissa's keys to maintain balance and excellence in life based on the dynamics of the **C/SD** 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.

Express Your Feelings

Remember that others may not know what is going on inside of you. Expressing your feelings enables you to connect with others more effectively.

Be Enthusiastic

A person who has a reserved nature tends to hold their enthusiasm in check. Go ahead and express your enthusiasm! People are encouraged by and drawn to those who are passionate and positive.

Be a Little Spontaneous

The saying goes, "variety is the spice of life." Be a little spontaneous to allow for more fun and excitement in your life.

Be a Little Outgoing

Be a little outgoing in everyday life. Take the initiative to start conversations with others. The best way to have a great conversation is to ask others all about themselves and listen with genuine interest.



Marissa as a Team Member



Marissa's Main Strength:

You are great at working on projects that require attention to details while staying practical and solution-oriented.

Main Motivation: Cautious, practical diligence; conscientious, steady follow-through

Individual Talents and Gifts: Organizing and scheduling activities toward realistic conclusions

Value as a Team Member: Extremely comprehensive; logical and objective with sensitivity to others with whom he or she works

Ideal Environment: A practical specialty field; working in harmony with others

Key to Motivate: Limited exposure to new, untested procedures; clearly thought-out objectives; information presented in a logical order; clear reasons for doing what you are doing; to have a title or job description that explains what you are doing

Keys to Manage: While working with others: C/SD style blends need to remember that just because they "see" it does not mean that everyone else does; a work space in which they can accomplish their duties; logical answers; clear feedback that provides direction

How You Act Best Under Pressure (your perception): Factual; accurate; incisive; a good listener; correct

How Others *May* MISUNDERSTAND and MISREAD Your Actions Under Pressure (if they do not understand you): A know-it-all; superior; pessimistic; blunt; harsh; critical

Things to be aware of (possible blind spots): Feeling the freedom to express personal feelings spontaneously

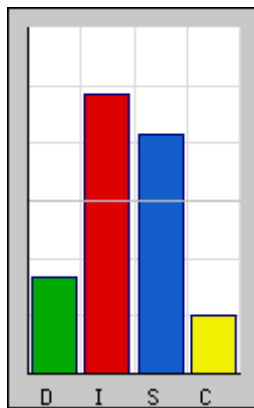
Complementary Personality Styles: I, I/D, I/C, D/I, D/C



Personality Graphs for Marissa

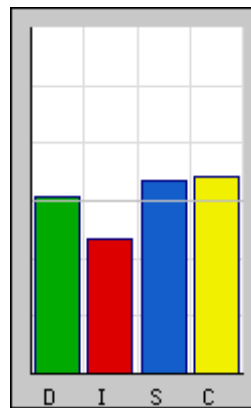


**Graph I
Environment Style**



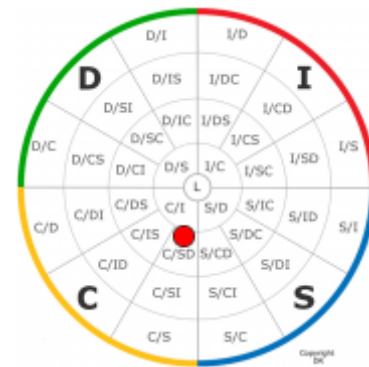
28 81 69 17

**Graph II
Basic Style**



51 39 56 57

**DISC Circle
Graph**



C/SD Blend

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.

Graph II in the center reflects your Basic Style - the real you where you are most comfortable. Traits that are higher on the graph are behaviors that feel more natural to you whereas traits that are lower on the scale are areas are less comfortable for you.

Your DISC Circle Graph on the right is an at-a-glance view of your Basic Style. It is based on your Graph II Basic Style which is C/SD.