



Personality Profile Report

for

Nicholas Krahn

Northlands Parkway Collegiate



**DYNAMIC LEADERSHIP
WITH AL RUTTAN**

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Introduction to the "DISC" Traits



Nicholas, we will be using what we call "DISC" in this report to help you understand your personality style. We use the four letters, "D," "I," "S" and "C" to talk about 4 main types of personality styles. The results of your assessment show that your personality can be described by these letters: "**C/S**," which is what we call your personality blend. You will learn more about your "**C/S**" blend and what that means in this Personality Profile Report. To help you understand what we mean when we use the letters D, I, S and C in this report, we will quickly go over how our personality model works. Most people have predictable patterns of behavior which go along with their specific personalities. There are four basic personality types. We refer to these personality types by the letters, "D," "I," "S" and "C." All 4 of these personality types blend together in you to determine your unique personality. In other words, everyone is a mixture of all 4 types of behaviors. Take a look at the picture of the DISC human behavior model below.

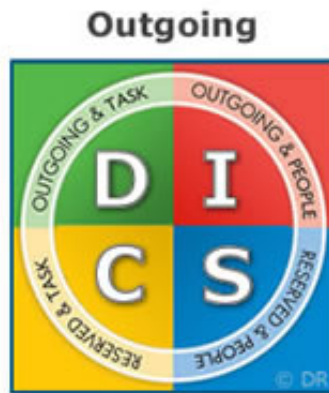
Dominant

- Direct
- Demanding
- Decisive
- Determined
- Doer

Inspiring

- Influencing
- Impressionable
- Interactive
- Impressive
- Involved

Task-Oriented



People-Oriented

Cautious

- Calculating
- Competent
- Conscientious
- Contemplative
- Careful

Supportive

- Stable
- Steady
- Sweet
- Status-quo
- Shy

Reserved

You will notice that there are words in bold letters around the circle which represent behavior patterns: **OUTGOING, RESERVED, TASK-ORIENTED and PEOPLE-ORIENTED**. Sometimes people are **OUTGOING**, and sometimes they are **RESERVED** in their behavior. Sometimes people are **TASK-ORIENTED**, and sometimes they are **PEOPLE-ORIENTED**. The four personality types are like four parts of a pie, and you can see the letters "D", "I", "S" and "C" in each of the 4 sections of the pie. We can describe the basic behavior of the four personality types using words that begin with "D", "I", "S" and "C." Some of the words are listed in the diagram above.



How Others See Nicholas



- Calculating
- Systematic
- Gifted
- Conservative
- Tactful
- Correct
- Accurate
- Steady
- Patient
- Analytical
- Stable
- Dependable
- Productive
- Traditional
- Cooperative
- Steadfast
- Curious
- Logical
- Questioning
- Teachable

Please keep in mind that these words may describe you more or less depending on the situation you are in. 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, then just cross them out. This information is usually 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!



Nicholas's Strengths



The following section describes Nicholas's strengths based on the **C/S** 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.

You are great at working on projects that require teamwork, structure, reliability and attention to details.

Analytical and Considerate

Nicholas has the ability to analyze information and approach things in a calm manner. Nicholas can discuss issues tactfully while cultivating a friendly environment. Nicholas is diplomatic and likes to communicate in an appropriate way.

Practical Mindset

Nicholas looks for ways to make things work without taking unnecessary risks. Nicholas is not prone to over commit or exaggerate. Nicholas wants others to be sensible and logical.



Nicholas's Keys to Growth



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

Get Started

Being careful and sensitive to others is a wonderful aspect of who you are. Also focus on coming to conclusions and taking action. Sometimes the best thing to do is to just get started.

Face Challenges

Challenges are inevitable. Have an attitude of being proactive in addressing issues. It can be better to handle issues before they escalate.

Ask for Help

Rather than trying to figure out everything by yourself, get some help. Team up with someone who you trust, and you are likely to get better results.

Be Expressive

Do people the favor of speaking up and being heard. Be expressive and willing to convey your feelings. You have many good thoughts and perspectives, so be encouraged to share with passion and conviction.



Nicholas as a Team Member



Nicholas, you can use this section to help you understand how you work with a "team" or group of people based on your C/S blend. Not everything we do in life involves working with a "team", but we often interact with more than 2 or 3 people at a time. The "team" can be our family in one situation, or a group of friends in another situation, for example. These insights will help you see how you tend to fit in with a team, and you can better work with them.

Nicholas's value on a team is: Gathering, processing, defining information; checking for accuracy; maintaining quality

Nicholas's ideal environment (what feels best) is: Assignments that allow for specialization, defined structure and order

Nicholas's mindset when under pressure is to be: Knowledgeable; patient; consistent; stable; diplomatic

Nicholas can be misunderstood when under pressure and be perceived as: Perfectionist; strict; defensive; worrisome; arbitrary; unbending

Nicholas's keys to being motivated: Time to adjust when changes occur; possible operational procedures or plans in writing; to be part of a quality-oriented team; better planning; a stable organization

Nicholas's keys to growing and improving: Critical thinker, to be cooperative in validating data

Nicholas's possible "blind spots" or challenges: Being preoccupied with having to analyze everything



Career Suggestions for Nicholas



Choose a Career Direction that Fits You

Your enjoyment of details makes you suited to analytical work and specialization. In other words, you would probably enjoy something that requires analytical skills. If you have an area of interest, then you can become an expert in that area. Consider a working environment that will allow you to focus on your area of interest without many interruptions. You will do well doing something that requires precision and patience.

Nicholas's Decision Making Style

As you think about career choices, it can be helpful to understand how you make decisions. Career and job-related decisions are not always easy to make. Knowing these insights can give you a better perspective on how you approach career decisions.

By having a C/S style blend, your basic priorities in decision-making are procedures to accomplish excellence and predictability and peace with others. You typically will cautiously make decisions based on facts in order to uphold principles. The C/S style blend will participate with others by seeking peace and maintaining the status quo with others. When making a decision, the C/S style blend tends to focus on rules for peace and stability by implementing what is acceptable. Remember: The key to your success is to have under-control actions. Focus on recognizing the need to STEP OUT ON FAITH MORE, and do not worry about things that you cannot control.

think about this >

Some careers are more suited to use your strengths than other careers. Some environments will energize you more than others. Ideally, you want to do something you are naturally good at while enjoying the environment that you work in.



Communication Tips

1. Do not overdo details. Keep the "big picture" in mind.
2. Remember to make people important, not just the task. Be willing to take action.
3. Smile and enjoy yourself. It is ok to relax sometimes.

You are a logical person, and that is the way that you like to communicate. You will have better conversations, if you relax and show interest in the other person.

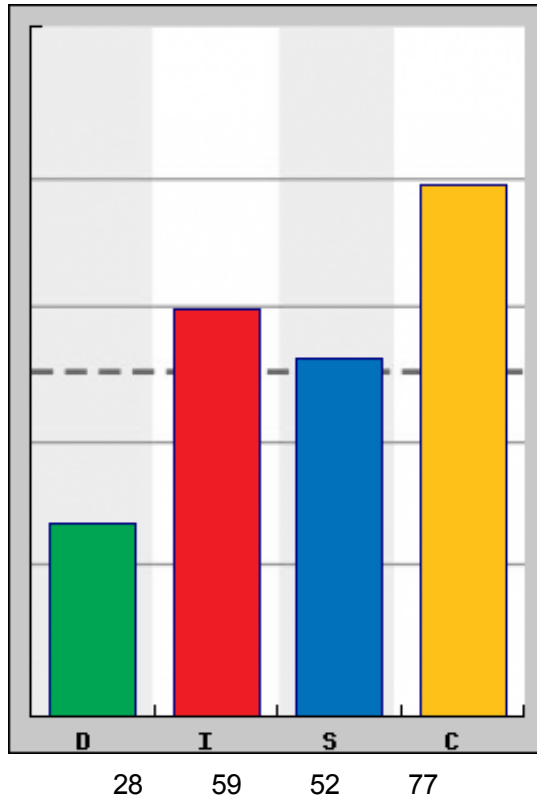
| Emphasize the interests of the OTHER person! | |
|--|---|
| With DOMINANT (D) Style People: | With INSPIRING (I) Style People: |
| <ul style="list-style-type: none"> • Results • Opportunities • Solutions • Goals • Plans • Wise use of time • Leadership role • Authority • Their bold nature • Bottom line • Ownership • Efficiency | <ul style="list-style-type: none"> • Fun • Enjoyment • Recognition • Dreams • People • Lifestyle • Energy • Enthusiasm • Their outgoing nature • Expectations • Stories • Success |
| With CAUTIOUS (C) Style People: | With SUPPORTIVE (S) Style People: |
| <ul style="list-style-type: none"> • Quality • Value • Logic • Principles • Honesty • Integrity • Consistency • Validation • Their inquisitive nature • Details • Loyalty • Correctness | <ul style="list-style-type: none"> • Support • Reliability • Teamwork • Service • Peace • Family • Steadiness • Relationships • Their cooperative nature • Understanding • Security • Friendships |



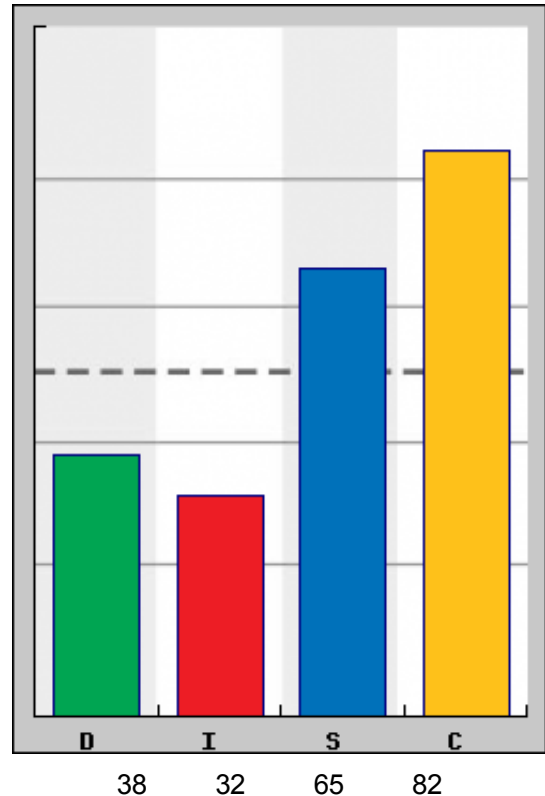
Graphs for Nicholas Krahn



Your Environment Graph
(How People See You)



Your Basic Graph
(The Real You)



Very High
High
Avg. Above
-- Mid-line --
Avg. Below
Low
Very Low

Overview of Your Graphs

The graphs above show levels for your D, I, S and C personality traits. The higher the level of the trait, the stronger it is. The graph on the left is called **Your Environment Graph**. This graph shows how people see you. It shows how you tend to act with other people (in the environment). The graph on the right is called **Your Basic Graph**. This graph reflects how you see yourself. It shows how you are most comfortable acting when feeling free to be yourself. This is the graph that was used to determine your personality blend as being **C/S**. Keep in mind that **behavior in your environment is often different than your real personality preferences**. This report can give you insights into the dynamics of your personality style. You may observe that you exhibit very different personality traits in different situations. That is normal. **As you learn to see the patterns in your behavior, you will be able to interact more effectively with others.**

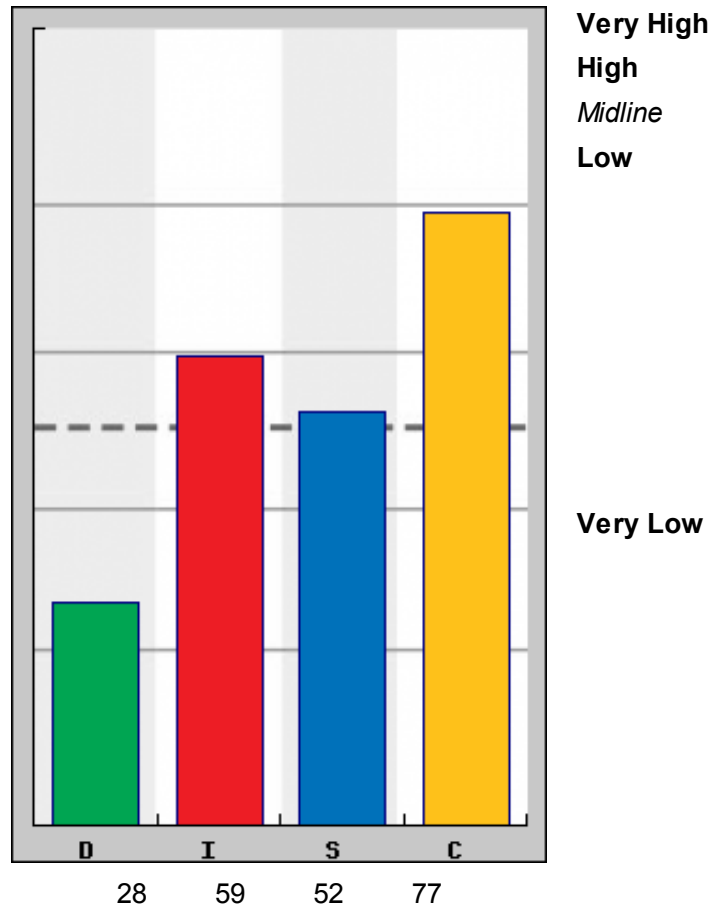


Understanding Your Environment Graph

Your Environment Graph shows the way you have learned to function in your environment in order to achieve success. Your environment's requirements and expectations influence why you choose to act the way you do. The way you adapt to your environment can change depending on what you are going through in your life, changing role requirements, or major life-changing events. So, depending on the situation, you may respond with different personality traits to a greater or lesser extent. Therefore, your Environment Graph can vary some over time (months or years).

Your **Environment Graph** is based on answers you selected in the MOST category in the assessment (characteristics MOST like you). Your MOST choices are influenced by your environment. A simple illustration will explain why the Environment Graph comes from your MOST choices. What do you MOST want for dinner tonight? Pizza? Steak? A seafood salad? Your MOST choice for dinner is influenced by your environment. You might order pizza if you are in a hurry. You might choose steak to celebrate a special event. You might choose the seafood salad if you are on a diet. You make similar decisions in your behavior. You may need to be very decisive at work, so your Dominant (D) traits may score higher than they otherwise might in a more relaxed situation. Likewise, if your work requires you to be very exact and careful every day, then you would expect your Cautious (C) traits to score a little higher than they might otherwise. The more "MOST" choices you made for a given DISC type in your assessment, the higher your plotting point for that given DISC type would be in the graph.

Your Environment Graph
(How People See You)



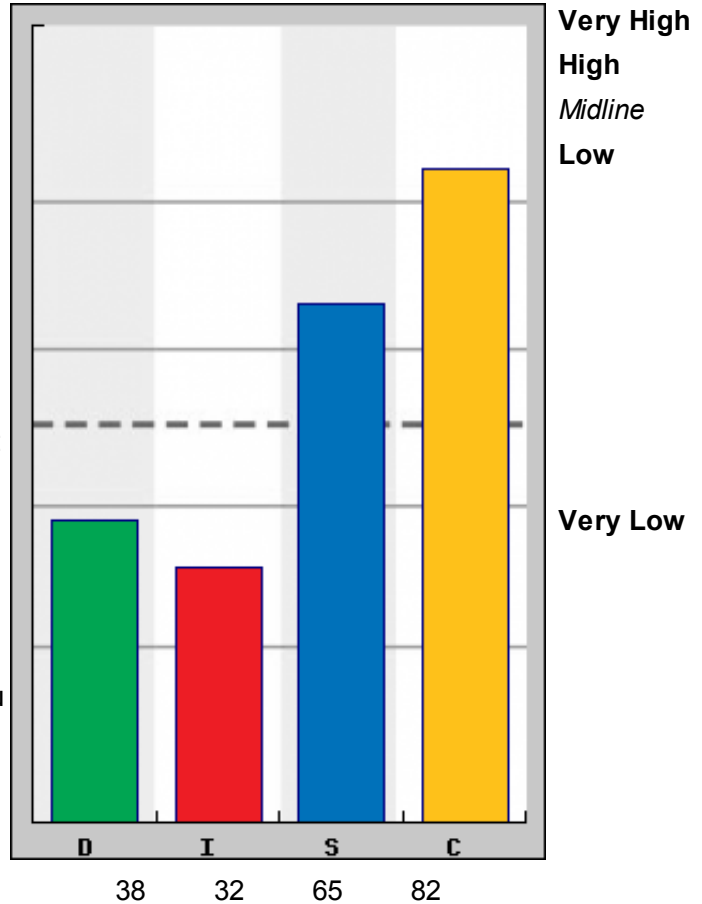


Understanding Your Basic Graph

Your **Basic Graph** shows your natural behavior. It shows how you are "wired" to behave when you are totally at ease. It is also the behavior you will gravitate to when you are under pressure, because it is the response that comes easiest to you. Your personality is built into who you are. You were designed a certain way from birth, before any outside influences occurred. Your natural personality traits vary less over time, because they are not significantly influenced by your environment.

Your **Basic Graph** is based on the choices you made in the LEAST category in the assessment (characteristics that were LEAST like you). Each time you made a LEAST choice for a given DISC type in your assessment, you indicated that you were least like that trait and the lower your plotting point for that trait would be. Do you remember our dinner illustration from the previous page? What if you were given the dinner choices of pizza, steak, or a seafood salad, but you hated seafood? Chances are good that you would choose seafood as your LEAST desirable choice. You probably would not change that choice, no matter where you were. You are usually very consistent in the things you do not like. Likewise, you are usually consistent in staying away from behaviors that are LEAST comfortable to you when you have a choice.

Your Basic Graph
(The Real You)



How many different graphs are there?

Some people associate DISC with only 4 personality styles. However, you are a BLEND of ALL 4 personality traits that each have their own levels. The personality assessment can yield over 39,000 possible graph combinations. The validity of these reports in a statistical study showed about eighty five to ninety percent accuracy rate. For a more in-depth discussion of DISC, or to understand your graphs more completely, please refer to the books **Positive Personality Profiles** and **Who Do You Think You Are, Anyway?** by Robert A. Rohm, Ph.D.



More Resources Available



Dear Nicholas,

We hope that you have enjoyed reading your **Personality Profile Report!**

To learn more about us and our resources, please visit us online at:

Please contact us if we can be of assistance.

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Thank you.