



Personality Profile Report

for

Zenia Nanquil



DYNAMIC LEADERSHIP
WITH AL RUTTAN

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Access code: ACPI-KDJM-YEWF-UVZN, completed 2021-09-20 , Adult Concise Report v1.2



Words that Best Describe Zenia



- Steadfast
- Precise
- Consistent
- Accurate
- Teachable
- Stable
- Predictable
- Analytical
- Efficient
- Dependable
- Diplomatic
- Calculating
- Loyal
- Practical
- Deliberate
- Determined
- Conservative
- Ambitious
- Systematic
- Persistent

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!



Zenia's Strengths



The following section describes Zenia's strengths based on the **S/CD** 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.

Supportive and Procedural

Zenia is able to support others by developing a structure to accomplish tasks. Zenia will usually focus on consistency and develop a pattern for working with others. Zenia tends to focus on quality and is steadfast at accomplishing a goal.

Supportive and Systematic

Zenia tends to be very cooperative once the task or project is understood and agreed upon. Zenia prefers to assist team members in a practical and procedural fashion. Zenia makes a proper, systematic pace a high priority in order to develop a stable environment and be productive.



Zenia's Keys to Excellence



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

Be Big-Picture-oriented

Look at the end result and what needs to be accomplished, not just the details. Keep the big picture in mind in order to help projects and tasks move forward effectively.

Know When Good is Good Enough

Remember to have reasonable expectations of yourself - you will be more effective in the long-run.

Manage Your Level Of Commitment

Keeping commitments realistic allows you to give proper service, maintain quality work and complete projects.

Be Expressive in Communication

A part of communicating is expressing how you feel in a particular situation. This provides insight and understanding to other people involved.



Zenia as a Team Member



Zenia's Main Strength:

You are great at cooperating with others and maintaining harmony while developing a system or plan to achieve goals.

Main Motivation: Supportive, carefully accomplishes responsibilities

Individual Talents and Gifts: Excellent planning and scheduling skills

Value as a Team Member: Extremely conscientious team player, stable and responsible

Ideal Environment: Being part of a team, working in harmony with others

Key to Motivate: Identification with fellow team members; an environment where they can ask specific questions; facts for making decisions; a feeling of stability and security as a team member; to be a member of a small team, rather than a large team

Keys to Manage: While working with others: S/CD style blends need a little more time to warm up to people; a program to encourage self-worth and creativity; a supervisor who will delegate in detail; capable associates with whom they can work; a sense of belonging

How You Act Best Under Pressure (your perception): Logical; good listener; persistent; practical; objective; persevering

How Others *May* MISUNDERSTAND and MISREAD Your Actions Under Pressure (if they do not understand you): Superior; moody; resistant to change; possessive; stubborn; introverted

Things to be aware of (possible blind spots): Understanding that his or her commitment to tasks may compromise relationships

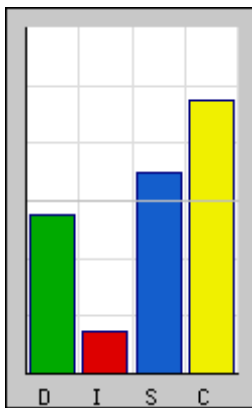
Complementary Personality Styles: I, I/S, I/SD, I/C



Personality Graphs for Zenia

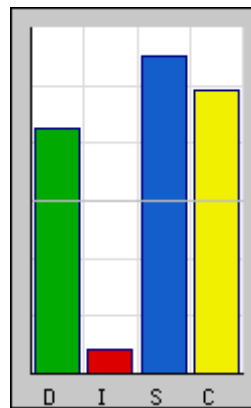


**Graph I
Environment Style**



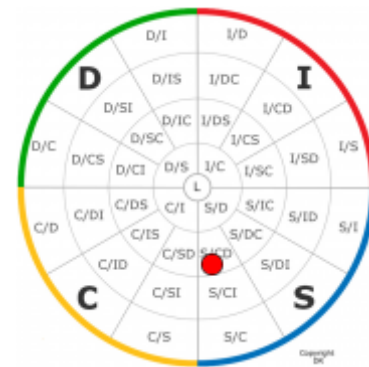
46 12 58 79

**Graph II
Basic Style**



71 7 92 82

**DISC Circle
Graph**



S/CD 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 S/CD.