



Inter**ACTION** Guide



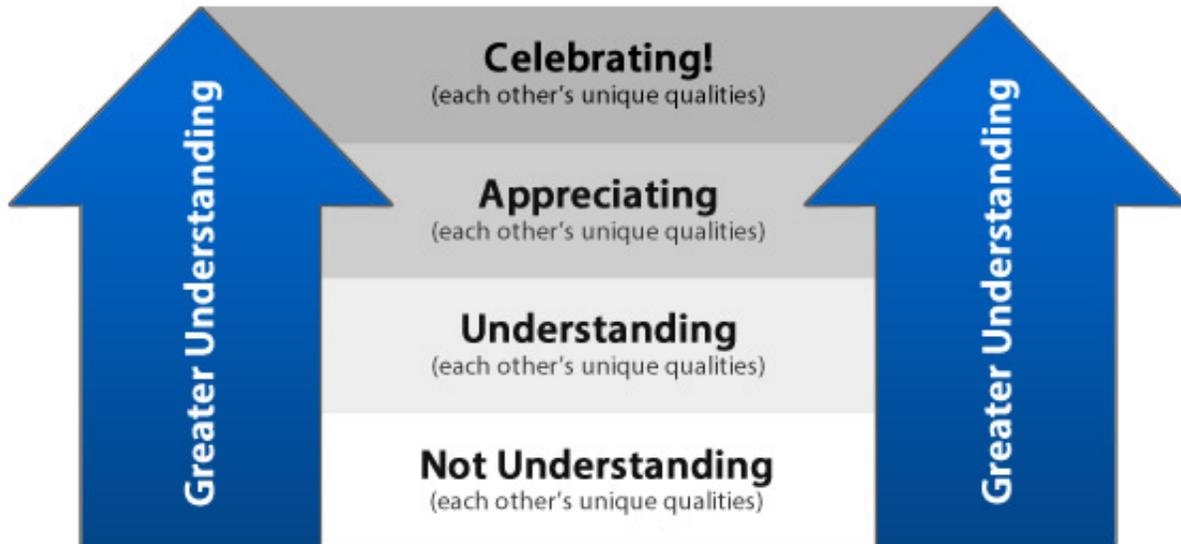
for

**Mary Smith
and
Joe Sample**



The Main Purpose of This Report

is to help improve your relationship based on greater understanding of each other's unique qualities.



A Few Guidelines for Mary and Joe to Remember

- **Use this report as a tool** with the mindset that anything that will help your relationship is worth the effort.
- **Read this report with the other person in mind.** Remember, you are trying to understand the other person better in order to adapt your behavior to their needs. Focus on what you can do, not what they need to do.
- **Ask the other person to look this report over.** They may not agree with what the report says about them entirely. That is normal. The report is not perfect. They can clarify their preferences and motivations.
- **Realize that the other person's natural personality style may differ from what you observe.** This feedback is based primarily on each person's "basic style" - which is a person's natural, built-in personality. Each person also has an "environment style" which is how he or she adapts in daily life (his or her environment). For example, a person may display different personality traits at work versus at home. So, while the other person's report may not seem to fit what you observe in them, it may give you a better picture of their natural personality style.
- **Review this Relationship Feedback report with the other person.** Use this as an opportunity to interact and communicate with each other. Be open, honest and positive.



Overview of Mary's Personality Style

You are great at working on projects that require vision and precision. You get results through information and people!

Personality blend:

D/CI which indicates Dominant (D), Cautious (C), and Inspiring (I). Very task-oriented, usually outgoing, sometimes people-oriented, sometimes reserved..

By having a DOMINANT / CAUTIOUS / INSPIRING personality style, you are a person who naturally seeks to lead and be in charge and get results through information and people! You like producing results and seeing progress being made. You like to be on the go, but not aimlessly. You are willing to take risks, and you have an eye for detail.

Behavioral style:

You tend to act in a way that is assertive, contemplative, persuasive and responsive

You want some degree of control, standards, approval and variety

Preferred Environment:

results-oriented, detail-oriented, people-oriented and flexible

Motivated by:

challenges, structure, positive feedback and action

Communication Style:

forceful, systematic, informal and responsive

Decision-Making Style:

Your main priorities in decision-making are related to power, procedure and people. Therefore, you are likely to decide, seek facts, interact and be spontaneous in order to solve problems, uphold principles, persuade others and promote change. Your focus tends to be the goal, the rules, the popular and the innovation



Overview of Joe's Personality Style

You are great at working on projects that require a leader who will take charge, have intense drive and create enthusiastic energy.

Personality blend:

D/I which indicates Dominant (D), and Inspiring (I). Very outgoing, usually task-oriented, sometimes people-oriented..

By having a DOMINANT / INSPIRING personality style, you are very active and outgoing! You enjoy completing tasks, but you also enjoy people. Activity excites and energized you. Difficult assignments make your blood flow faster! You have the "start-up" skills required for any job and the people skills to get everyone involved. You are fast-paced and like to "live on the edge."

Behavioral style:

You tend to act in a way that is assertive, persuasive, responsive and free-spirited

You want some degree of control, approval, variety and non-structure

Preferred Environment:

results-oriented, people-oriented, flexible and personalized

Motivated by:

challenges, positive feedback, action and independence

Communication Style:

forceful, informal, responsive and free-spirited

Decision-Making Style:

Your main priorities in decision-making are related to power and people. Therefore, you are likely to decide, interact, be spontaneous and explore feelings in order to solve problems, persuade others, promote change and have self-expression. Your focus tends to be the goal, the popular, the innovation and your feelings



Style Interaction Guide for Mary and Joe

The "Style Interaction Explorer" (next page) is designed to help you explore ways that you can adapt YOUR style to the style of another person in order to better connect with him or her. It is called an "Explorer," because **adapting to another person is a dynamic process**. Everyone has a mixture of all 4 personality traits, so it is helpful to think in terms of

- what is his or her strongest trait?
- what is his or her second strongest trait?
- what trait or "mode" is he or she operating in at the moment? For example, if the other person is focused on getting something done right now, they could be in "D mode" where they are being very Direct and Dominating in order to get a task completed.

In other words, think about your interaction in the context of what is going on. For example, you may ask ... Is the other person in a hurry? Are they "raising their D" (dominant) trait? Is the other person asking many questions and "raising their C" (cautious) trait?

While **no one is purely a D, I, S, or C personality style** the Style Interaction Explorer uses those 4 distinct traits to help show how you can interact with others when each of you are operating primarily in one of those traits. Follow the instructions below to get started:

Instructions to use the Interaction Guide:

1. Look at Mary's primary style on the left. Note their areas of motivation, environment needs, how they want others to act (at times), and area that may be challenging for them.
2. Look at Joe's primary style on the right. Note their areas of motivation, environment needs, how they want others to act (at times), and area that may be challenging for them.
3. Next, the center section provides an "Interaction Guide" - suggesting the strengths, struggles and strategies for Mary interacting with Joe given the "mode" that each person is in at that time.
4. Most people have a strong secondary trait. After you have studied your interaction guide based on your primary traits, try selecting each person's secondary traits at the bottom of the next page and then click on the "Compare" button to reload the Interaction Guide. Go ahead, and **explore the various personality trait combinations** that you are likely to interact with when relating to the other person.



Mary's Interaction Guide with Joe

Mary (D/CI) in "D" mode

Is Motivated By:

- Challenges
- Having Choices
- Having Control

Environment Needs:

- Freedom
- Authority
- Varied activities
- Difficult assignments
- Opportunity for advancement

Wants You to:

- Provide direct answers
- Stay focused
- Stress goals
- Push for progress
- Allow them freedom to fail or succeed

May Find it Difficult to:

- Make people feel important
- Relax
- Accept certain limits or rules
- Be told what to do
- Take the time to explain thoughts sufficiently to avoid misunderstanding

STRATEGIES for Mary to work with Joe

Strengths:

Your mutual goals, admiration, and the desire to get results can be very positive and affirming.

Struggles:

Power struggles are the most challenging. Neither of you want to back down or give up or compromise.

Strategies:

Don't force issues. Allow this person to have some choices, control and authority. Don't argue or give ultimatums. Be direct and stick to business.

Joe (D/I) in "D" mode

Is Motivated By:

- Challenges
- Having Choices
- Having Control

Environment Needs:

- Freedom
- Authority
- Varied activities
- Difficult assignments
- Opportunity for advancement

Wants You to:

- Provide direct answers
- Stay focused
- Stress goals
- Push for progress
- Allow them freedom to fail or succeed

May Find it Difficult to:

- Make people feel important
- Relax
- Accept certain limits or rules
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- Take the time to explain thoughts sufficiently to avoid misunderstanding



Change Combination: Mary's "mode":

Joe's "mode":



Joe's Interaction Guide with Mary

Joe (D/I) in "D" mode

Is Motivated By:

- Challenges
- Having Choices
- Having Control

Environment Needs:

- Freedom
- Authority
- Varied activities
- Difficult assignments
- Opportunity for advancement

Wants You to:

- Provide direct answers
- Stay focused
- Stress goals
- Push for progress
- Allow them freedom to fail or succeed

May Find it Difficult to:

- Make people feel important
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STRATEGIES for Joe to work with Mary

Strengths:

Your mutual goals, admiration, and the desire to get results can be very positive and affirming.

Struggles:

Power struggles are the most challenging. Neither of you want to back down or give up or compromise.

Strategies:

Don't force issues. Allow this person to have some choices, control and authority. Don't argue or give ultimatums. Be direct and stick to business.

Mary (D/CI) in "D" mode

Is Motivated By:

- Challenges
- Having Choices
- Having Control

Environment Needs:

- Freedom
- Authority
- Varied activities
- Difficult assignments
- Opportunity for advancement

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- Provide direct answers
- Stay focused
- Stress goals
- Push for progress
- Allow them freedom to fail or succeed

May Find it Difficult to:

- Make people feel important
- Relax
- Accept certain limits or rules
- Be told what to do
- Take the time to explain thoughts sufficiently to avoid misunderstanding



Change Combination: Joe's "mode":

Mary's "mode":



Composite Graph for Mary and Joe

Refer to the graph below, and take note of who appears to be more outgoing (top half of the circle), more reserved (lower half of the circle), more task-oriented (left side of the circle), and more people-oriented (right side of the circle).



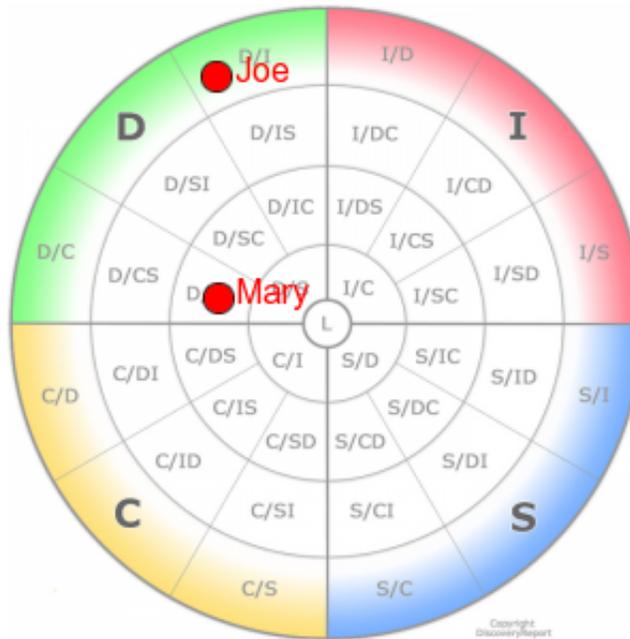
Dominant
Outgoing and Task-Oriented

Inspiring
Outgoing and People-Oriented



Outgoing

Task-Oriented



People-Oriented

Reserved



Cautious
Reserved and Task-Oriented

Supportive
Reserved and People-Oriented





Comparing Personality Graphs for Mary and Joe

The next page is useful in comparing the **ENVIRONMENTAL STYLES** and **BASIC STYLES** for Mary and Joe. The **environmental style graphs are shown on the left, and they reflect how each person tends to adapt in his or her environment.** The environmental style graph is based on characteristics that each person tends to demonstrate in his or her outward environment. The environmental graph also tends to reflect what others usually see. So the graph on the left tends to show how each person adapts to everyday life.

The **basic style graphs are shown on the right, and they reflect each person's natural, built-in personality style.** The basic style graphs is based on characteristics that each person tends to demonstrate more consistently. The basic graph tends to show how each person behaves most comfortably. You might say that it reflects the real person inside and the areas that are his or her comfort zones.

Refer to the **BASIC STYLE** graphs on the next page. Look at each D, I, S and C level to note where there are similarities and where there are differences. Now answer the following questions:

Who is most comfortable with ...	Mary or Joe?
Being Outgoing ? (higher D and I traits)	
Being Reserved ? (higher S and C traits)	
Being Task-Oriented ? (higher D and C traits)	
Being People-Oriented ? (higher S and I traits)	

Questions to consider ...	Answer
Do you both like to work at the same pace ? (comparing your outgoing/reserved traits)	
Do you both tend to have the same priorities & focus ? (comparing your task/people orientation)	
What trait is Mary lowest in ? What is the implication?	
What trait is Joe lowest in ? What is the implication?	

Notes



Individual Personality Graphs for Mary and Joe

Team Member

Environmental Style

(What others tend to see)

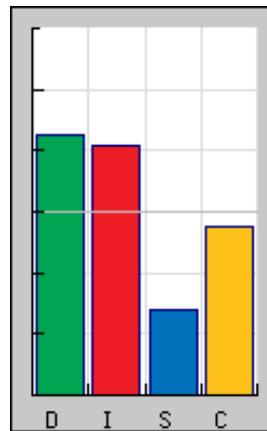
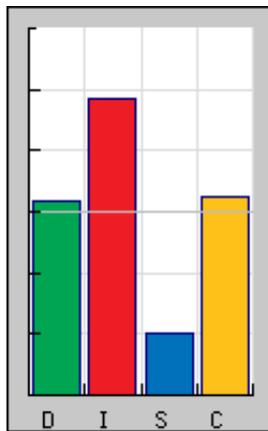
Basic Style

(Who they are inside)

View Report

Joe Sample

**Basic Style:
D/I**



Concise Report

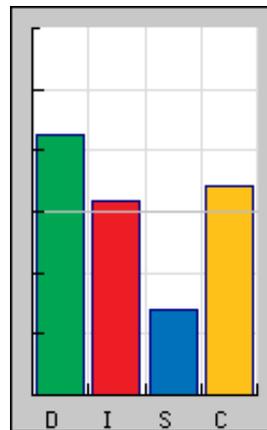
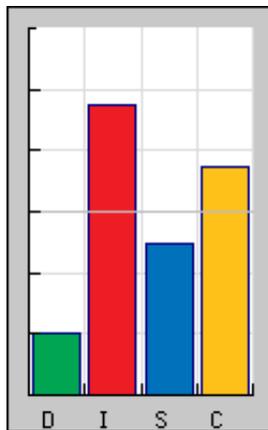
View

Original Report

View

Mary Smith

**Basic Style:
D/CI**



Concise Report

View

Original Report

View

NOTE: Please refer to the previous page for more information regarding the graphs above.

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How to Adapt - Quick Reference Guide

Adjusting to another person's personality style involves relating in a way that he or she is most receptive. You may need to move more quickly or just relax. You may need to be more enthusiastic or perhaps more serious. Try to **mirror the behavior and focus of the other person**. Consider what "mode" they are in (D, I, S or C personality style) given the current situation. Refer to the chart below to see what to emphasize as you relate with the other person.

<p>With DOMINANT (D) Style People be more Outgoing and Task-Oriented. EMPHASIZE:</p>	<p>With INSPIRING (I) Style People be more Outgoing and People-Oriented. EMPHASIZE:</p>
<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
<p>With CAUTIOUS (C) Style People be more Reserved and Task-Oriented EMPHASIZE:</p>	<p>With SUPPORTIVE (S) Style People be more Reserved and People-Oriented. EMPHASIZE:</p>
<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

DD DD