

Discovery Report

for

Linda Williams

RelationSHAPE Today



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Words that Best Describe Linda



- Polished
- Emotional
- Cooperative
- Systematic
- Trustworthy
- Optimistic
- Tactful
- Easygoing
- Fun
- Steady
- Softhearted
- Excitable
- Outgoing
- Verbal
- Persuasive
- Warm
- Personable
- Enthusiastic
- Patient
- Popular

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!

Linda's Strengths



The following section describes Linda's strengths based on the **I/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.

Interactive and Social

Linda will usually express ideas with feelings and with passion. Linda is able to be encouraging, relational and supportive. Linda tends to be focused on influencing and encouraging others based on feelings.

Highly People-oriented:

Linda tends to be people-oriented and relationship-oriented, and focuses on the feelings of others. Linda is able to sense how others are feeling. Linda enjoys providing a fun, positive, peaceful environment where people consistently get along.

Linda's Keys to Excellence



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

Be Objective

Being objective will lead to better interaction and peace with others. You will also be able to see things more clearly and realistically.

Be Cautious With Others

Be careful about trusting others before they have a proven track record. There are times when people need to prove themselves and their intentions first before you can move forward with them.

Communicate Your Needs

Communicating your needs to others will lead to generating closer, more exciting relationships both personally and professionally.

Make Sensible Decisions

Focus on making sensible and practical decisions. Watch out for making decisions too impulsively. Take the time to see what makes the most sense.

Linda as a Team Member



Linda's Main Strength:

You are great at relating with other people based on warmth and friendliness.

Main Motivation: Maintaining friendliness and harmony, relating with focus

Individual Talents and Gifts: Seeing the positive in others in spite of their flaws

Value as a Team Member: Building up others, being a peacemaker and being optimistic

Ideal Environment: Positive recognition is encouraged; open door prevails

Key to Motivate: Activities that include the whole team; feeling of security; to be trusted; activities that don't infringe on family time; "strokes"

Keys to Manage: While working with others: I/S style blends need to be realistic; not to overestimate/ exaggerate outcomes; help in organizational skills; documentation of expected results; a rational approach for getting from point "A" to point "B"

How You Act Best Under Pressure (your perception): Alert; gregarious; fun-loving; unassuming; inspiring; optimistic

How Others *May* MISUNDERSTAND and MISREAD Your Actions Under Pressure (if they do not understand you): Talkative; moody; poor listener; overselling; self-promoting; quick to jump to conclusions

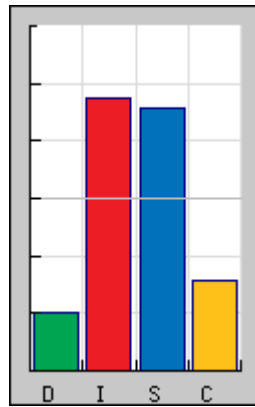
Things to be aware of (possible blind spots): Unable to see an individual's flaws, so he or she is taken advantage of by others

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

Personality Graphs for Linda

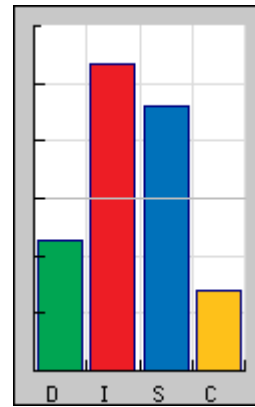


**Graph I
Environment Style**



17 79 76 26

**Graph II
Basic Style**



38 89 77 23

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.

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