



## Personalized Description and Success Strategies

- General Characteristics

Avi C.

Tuesday, June 19, 2007

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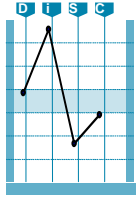
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# Behavioral Highlights

*This section lists the potential strengths of Avi's behavioral profile. Personalize the information using these steps: <1> Put a check mark next to the statements that you think accurately describe Avi's behavioral style. <2> Put an X next to the statements that you feel do not describe Avi's behavioral style very well. <3> Write in comments to modify the statements to make them more descriptive.*



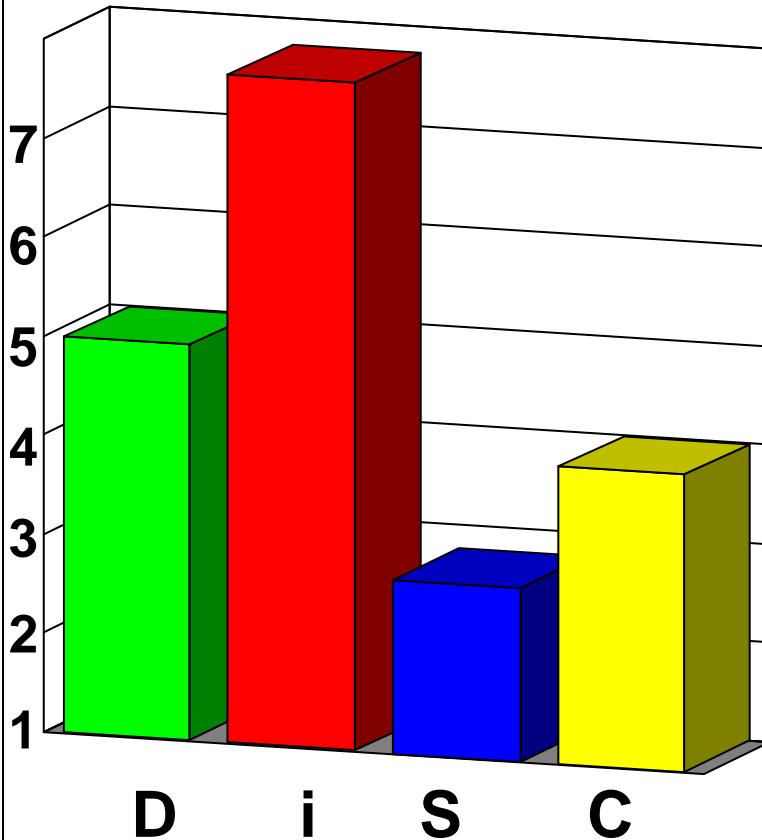
Promoter

## **Some of Avi's behavioral strengths may be**

- Likes to interact with many different types of people
- Likes to express thoughts and feelings to others
- Animated and enthusiastic in expression
- Quick to adapt to new ideas and changes
- Seeks to find ways to interact positively in difficult situations



# Personal Profile System® Graph



The DiSC® Dimensions of Behavior model describes behavioral patterns in terms of four tendencies. They are briefly defined below:

**D Dominance:** People with a high "D" behavioral tendency seek to shape their environment by overcoming opposition to accomplish results

**i Influence:** People with a high "i" behavioral tendency seek to shape their environment by influencing or persuading others.

**S Steadiness:** People with high "S" behavioral tendency seek to cooperate with others to carry out their tasks.

**C Conscientiousness:** People with high "C" behavioral tendency seek to work within existing circumstances to ensure quality and accuracy.

All people have all four behavioral tendencies but in differing intensities. The relationship of the four tendencies to each other creates a profile pattern which provides information about a person's potential behavioral responses.

Name: Avi C.  
Date: 6/19/2007  
Classical Pattern: Promoter

Completed by: Self  
Environmental Focus: Work

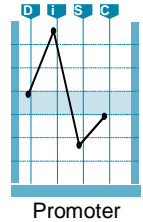
The above graph displays the relationship of the four behavioral tendencies in Avi's profile pattern. The information on the following pages is based upon this profile pattern.

Remember, the *DiSC PPSS* is not a test. There is no such thing as a "good" or "bad" pattern. Research indicates that the most successful people are those who know themselves and develop strategies to meet the needs of specific situations. The following information is most helpful when reviewed, discussed, and put to use in developing specific action plans for increasing personal effectiveness.



# Behavioral Overview

*The following narrative, based upon the profile responses, provides a general overview of Avi's natural behavioral style in the environment. This section is designed to provide a broad overview of his natural, most comfortable behavior. Avi's actual observed behavior may be somewhat different due to modifications based on the demands of the situation, the expectations of others, and his personal values. Review and discuss the information, deleting the portions that do not seem applicable and highlighting the portions which may be most relevant and useful.*



Avi tends to be very sociable, entertaining and emotionally expressive. Tending to be highly spontaneous, he generally may prefer an informal, casual atmosphere. He tends to be quite popular and enthusiastic, perhaps even gregarious, making new friends quickly and easily. He initially may be very accepting of others regardless of their background, position, appearance or personal style. He may openly express this acceptance both verbally and non-verbally through his easy smile and open stance. Although this initial acceptance may diminish somewhat, it is unlikely that he would intentionally antagonize anyone. He tends to have an extensive network of contacts which provides an active basis for doing business. He may seek a favorable work environment in which he can continue to develop and maintain such relationships.

Tending to seek approval and popularity, Avi may enjoy being the center of attention. He may seek approval from a small group of people who are important to him, however he tends to cultivate a wide range of friends and acquaintances cutting across various work and social circles. He may prefer to be with people and may spend little time on solitary activities. He may be likely to stop for a chat or invite others into his office or work place. Avi may be unlikely to miss any social activities connected with his work. Regardless of the activity, he tends to take advantage of the opportunity to be with people. He may also thrive on meetings, committees and conferences.

Tending to be verbally articulate, Avi may be good at promoting his own ideas and creating enthusiasm for the projects of others. Drawing on his wide circle of friends and acquaintances, he tends to make appropriate referrals and personally promote the credibility of his colleagues and his organization. He may be likely to put in a good word for another person, often acting as a "door opener" for new employees or those who are too shy to sing their own praises.

Utilizing his strong social skills, Avi may often relieve tension in a group or reduce the discomfort that often exists when people meet for the first time. He may have a store of humorous anecdotes which can be entertaining and reduce the stress of a tense situation. He tends to find it easy to approach new people. He may be very accepting of other people, freely expressing his appreciation for others.

Usually optimistic, Avi may misjudge the merits of a situation or the abilities of others. He may leap to favorable conclusions without considering all the facts. Since he tends to highly regard the ability of people to express themselves in words, he may accept a well-worded statement as valid without any further investigation. On the other hand, he may have difficulty understanding and working with a person who doesn't say much or whose verbal skills are limited.

As he naturally tends to be drawn to people and activities involving interacting with others, Avi may be less interested in task accomplishment. He may have difficulty controlling and planning his use of time. He may tend to be late for appointments and fail to meet deadlines unless he works at managing his time. Organization of time and work may not be one of his strongest points. When Avi is feeling pressured, he



## Behavioral Overview

may become less organized or less careful in his use of time.

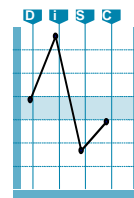
Avi may tend to overuse compliments and expressions of appreciation. Especially when feeling pressured, he may become sentimental and overly expressive in his use of compliments, whether or not deserved. This behavior may also result from his natural fear of social rejection. He may resort to praise, promises and chameleon-like actions in an effort to gain acceptance.

When approaching a problem or decision, Avi may tend to be very open to new ideas. He may actively solicit the suggestions of others. He may be likely to base a decision on feelings rather than on facts. He may be less likely to adequately investigate the matter or gather all the relevant data. He tends to use a "trial and error" or "shotgun" approach, perhaps trying every possible solution that comes to mind until he finds one that works.



## Motivating Factors

*People have different sources of motivation and different goals based on their most preferred behavioral tendencies. This section lists those factors usually found to be most motivating to someone with Avi's behavioral tendencies. Some of these factors may not apply to Avi because he may have modified his behavior due to his life experiences and values system. Some of the factors may appear to be contradictory because of the differences in the tendencies that comprise Avi's behavior. Review and revise as necessary.*



Promoter

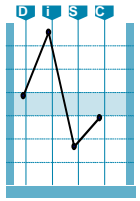
### **Avi may be motivated by:**

- Situations providing positive interactions with others
- Opportunities to verbalize his thoughts and feelings
- Environments where two-way dialogue is encouraged
- Enthusiastic verbal recognition: "Great!" "Fantastic!"
- Immediate verbal feedback
- Having his feelings acknowledged



## Preferred Environment

*People have different preferences in the environment in which they most prefer to work or live. What one person finds delightful may be intolerable to someone else. This section provides information on what environment Avi might find most desirable based on his behavioral tendencies. Some of these factors may not apply to Avi or may appear contradictory because of the differences between the tendencies that describe Avi's behavior. Review and revise as necessary.*



Promoter

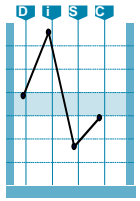
### **Avi wants an environment which provides:**

- A fast-moving pace which involves relating to others with enthusiasm
- Recognition and positive feedback
- Opportunities for creative, imaginative "brainstorming"



## Tends to Avoid

*All people have different situations or activities that they naturally tend to avoid based on a dislike or fear of what is involved in the task or interaction. By knowing what our most likely avoidance behaviors are, we can choose strategies for coping with them and reduce possible negative outcomes such as procrastination. This section lists the activities and situations Avi is most likely to avoid based on his behavioral tendencies. Some of the factors may not apply to Avi. Review and revise as necessary.*



Promoter

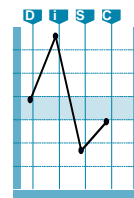
### **Based on dislike, discomfort, or fear, Avi tends to avoid:**

- Situations where others may react to him with hostility
- Actions that might lead to loss of approval from others
- Having to choose between being liked or being respected
- Follow-through on extensive detail
- Routine, repetitive task work
- Environments that provide little or no contact with people
- Environments with rigid time constraints



## Strategies for Increased Effectiveness

*This section describes possible actions that Avi might take to modify certain naturally occurring behavioral tendencies to achieve greater effectiveness. Some of these strategies may be already in use, others may represent areas for potential skill development. It may be useful to prioritize the strategies based on the needs of the current environment. Review and revise as necessary.*



Promoter

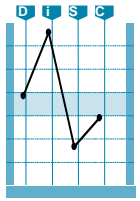
### **Avi would increase his effectiveness by:**

- Developing a more realistic assessment of people and situations that includes negative and positive information
- Structuring a process for completing tasks in an orderly and timely manner
- Developing the ability to be firm and direct when dealing with interpersonal conflict
- Willingness to hear and consider negative thoughts and feelings of others
- Following through on key details on a more consistent basis
- Better management of time requirements
- Evaluating the amount of time spent in meetings and verbal communications with others



## Demotivating Factors

*People have different factors that affect their motivation both positively and negatively. By understanding what these factors are, we can increase the amount of time we are experiencing those conditions that enhance our positive motivation and reduce the impact of those factors which will reduce self motivation. The following list can be used to create an environment more supportive to positive motivation by managing or eliminating demotivating factors specific to Avi's behavioral style.*



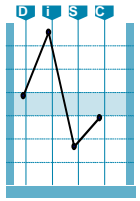
### **Avi may become demotivated when:**

- Working in environments with reserved or unfriendly co-workers
- Required to meet fixed schedules and rigid time constraints
- Working in negative, pessimistic, hostile environments
- Required to focus on thinking to the exclusion of feeling
- Required to perform routine tasks with attention to detail



# Behavior in Conflict Situations

*Most people use behavior in conflict situations that can be described as either a "fight" or "flight" response based on their natural behavioral tendencies. Some people use a combination of both responses, depending on the intensity or degree of risk involved in the situation. The following describes a range of responses that Avi might use in a conflict situation. These behaviors may have been modified due to Avi's values system and/or life experience. This information will be more helpful if reviewed with Avi, ranking the behaviors from most-likely to be used to least-likely.*



Promoter

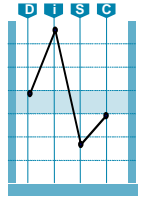
## **In a conflict situation Avi:**

- Tends to avoid open, direct conflict
- Tends to become emotionally expressive
- May become personally attacking
- Tends to minimize negative information
- May attempt to placate angry people without addressing the issue
- May give in to avoid looking bad or losing approval
- May become impulsive



# Behavioral Tendency Continuum

This continuum displays Avi's potential range of intensity for each of the behaviors listed. This continuum represents potential behavior based on Avi's profile pattern rather than actual, observed behavior. This information is most helpful when discussed and evaluated based on experience with Avi.



Promoter

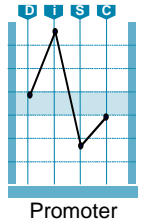
Name: **Avi C.**  
 Date: 6/19/2007  
 Classical Pattern: Promoter  
 Environmental Focus: Work

	L	ML	M	MH	H
ACCEPTS - open, receives willingly				◆	
ADHERES - sticks to the rules			◆		
ADVOCATES - promotes, urges action			◆		
AGITATES - stirs up, rocks the boat			◆		
AMPLIFIES - explains, expands the point				◆	
ASSIGNS - delegates to others			◆		
ASSUMES - takes for granted			◆		
BOASTS - brags about abilities				◆	
CAPTIVATES - charms others				◆	
COMMANDS - directs others			◆		
DIGESTS - absorbs, thinks it through			◆		
ESTABLISHES - stabilizes, builds to last		◆			
IMITATES - follows the leader's example				◆	
INVENTS - creates new solutions, ideas			◆		
INVESTIGATES - examines, checks it out			◆		
JUSTIFIES - defends, gives reasons for			◆		



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 Environmental Focus: Work

	L	ML	M	MH	H
MAINTAINS - continues, preserves		♦			
MANEUVERS - plans skillfully			♦		
MODIFIES - adapts, adjusts, revises		♦			
NURTURES - shows care for others			♦		
OBJECTS - protests, argues, disputes		♦			
OBSERVES - watches attentively		♦			
PLANS - prepares, maps out task		♦			
PRAISES - compliments, shows approval					♦
PROHIBITS - cautions, prevents risk		♦			
PROTECTS - guards tradition, stability		♦			
RECONCILES - appeases, settles differences				♦	
REVIEWS - examines in detail		♦			
SPECULATES - gambles on the future		♦			
TESTS - examines, tries it out		♦			
TRUSTS - believes in others				♦	
VERBALIZES - talks things out					♦