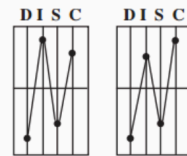


*Having completed your Uniquely You Personality Questionnaire, be sure to view these descriptions from a Graph 2: “This is me” perspective. If both graphs are the same, your understanding of them will be easier. If both graphs are different, keep the appropriate perspective in mind and interpret the descriptions accordingly. People seem to respond and behave from different perspectives and drives.*

*This profile is purely subjective, based on the DISC Model of Human Behavior Science, and applies to your more unguarded, unmasked, and stressed, especially among close friends or relatives, type of behavior. Review the insights with your specific personality type in mind, but do not conclude that you are always characterized by these descriptions.*

*This is simply how you tend to behave when your true feelings are evident or come out under stress. Your interpretation of this information should take into account your environment, maturity, spirituality, and experiences. They are NOT psychological evaluations nor are they intended to be used as definitive examples of your behavior.*

### **Your “I/C” or “C/I” Personality Type — Graph 2: “This is me!”**



**Description:** As a high “I / C” or “C / I” personality type, you are active and passive, as well as people and task-oriented. As an “I”

type, you are active and outgoing. You tend to be very inspiring, influencing, and impressing. You are also as passive and task-oriented as a “C” type.

You are often cautious, calculating, and careful. You make one of the best presenters and public speakers because you can be very interesting, entertaining, and energetic, while being intellectually deep and enlightening about your subject. You study and prepare, and then communicate and deliver better than most other presenters and teachers. You tend to be a favorite of most audiences.

**How Others See You:** People see you as a tremendous communicator with an impressive delivery and interesting information. Others sometimes wonder about your ego and self-centeredness because you seem to hold a lot of influence and knowledge. You can struggle with your attitude. On one hand, you communicate well and impress people, but on the other hand, you tend to be critical of yourself and doubt your abilities. You are aware of how well you can speak to a crowd, but sometimes you struggle with your humility versus your popular-

ity. You also need not to be so pessimistic at times. Accept your accomplishments and keep looking more on the bright side of life. You are respected for your friendliness and research, but you should increase your assertiveness and aggressiveness, plus improve your listening skills and ability to serve others.

**Your Feelings and Thoughts:** You often feel good about yourself, but can also be a little hard and critical. Your mood seems to go

up and down. One moment you can be very positive, and then you can be very negative at the next moment. You give mixed messages. Your attitude can be both good and bad. You can be higher than a kite, and then be lower than a snake. You can be extremely creative. You think and talk fast, but you seem to take forever while you contemplate a problem and attempt to find a wise conclusion.

**Vision and Passion:** Your vision is to share your knowledge and ideas with those who share your interests. You also greatly enjoy convincing those who may not agree with you. You are committed to preparation and knowledge about your topic of discussion. You speak well spontaneously, but prefer to research and find golden nuggets of truth to impress your audiences. You prefer to speak to larger groups and use them to fulfill your passion to shine.

**Leadership Style:** Your leadership style is both outwardly and inwardly strong. You are very outgoing publicly, but privately you are more inward. You enjoy motivating people to move forward through your communication skills, but you also like to dig deeply into people’s intellects to challenge their thinking. You are an active and passive leader. You are more active through your verbal skills and passive as seen in your contemplative nature. You impress and influence others through your articulation and investigation of the facts.

**Following Style:** You are a good follower, but only as long as your leader allows you to share your feelings and thoughts. You sometimes outshine your leaders. You are not power hungry, but

you do need a platform to speak and teach. You tend to not be overly strong about issues unless it is a matter of right and wrong. In such times, you can be very opinionated and outspoken. You tend to rise to the top and be promoted to leadership positions. You should focus more on completing tasks than talking about them or obsessively seeking better ways of doing things.

**Respond Best To:** You prefer free and open opportunities to share your ideas. You don't like to simply listen to others. You prefer to discuss situations and solutions, and to then test and improve procedures. You respond best when people let you share your ideas and then spend the time and expenses to solve the problems. You like open environments to show off your knowledge, but you also like to be left alone when you need to think and research.

**Conflict Management:** You tend to deal with conflicts in mixed ways. You can be both positive and negative. You want everyone to be happy, but you also don't like to compromise your principles. You will clash with those who want to cut corners, but you can influence others over to your side. You are capable of negotiating well with your verbal skills and presentation of the facts. Sometimes, you are weak when making a final decision or caring about an individual. You tend to consider how the outcome is going to affect the group rather than how it will influence a single person. You often back off when things get hot, except when people don't have the facts correct. You can be very stubborn when people try to question your research or conclusions.

**Strengths and Uniquenesses:** Your strengths are in your communication and compliance with the rules. You are an outspoken crusader for correctness. Your uniqueness, or what others may see as your weakness, is that you try too hard to convince others with your facts. You can be very loud and expressive. People sometimes think you are too emotional. Use your people skills to encourage others to see your side of the situation, and then back off from your determination to convince others with the facts. Be more patient with others. Present your points with more simplicity and clarity. Don't be pushy or sarcastic. Balance your facts with friendliness.

**Overuses and Abuses:** Don't abuse your verbal advantage. You can out talk most people, but you may need to let others share more than you. Don't abuse your knowledge by cramming the facts down people's throats. Don't let your zeal run off with your wisdom. Be wiser, and know when to speak and when to be quiet. Know when to encourage and when to reprove. Let your social skills balance with your competence and thinking. Also, let your cognitive abilities control your emotional and expressive drives.

**Guard Against & Warnings:** Keep your influencing and impressing abilities in control and don't talk too much. Be careful not to be the center of attention. Also guard against speaking over people's heads. Keep your words simple and easy to understand. Be more decisive and determined, regardless of what others may think. Don't let public opinion influence you. Be slow to speak and quick to hear. Also be more tender, loving, and kind on an

individual basis. Cultivate close relationships and be more conscious of people's feelings.

**Relating Style:** You relate well to those who look to you for competent feedback. People like to hear your thoughts and ideas. You are often a favorite speaker or teacher to larger groups. You can be a little overbearing towards others. You tend to out talk or over analyze others. You relate better to intellectual types. You seem to thrive on deeper endeavors and more open environments where you can express yourself freely. You don't relate as well to those who want clear and definitive decisions. You seem to be a little weak when it comes to making final decisions. Furthermore, you can be too absorbed in yourself and what you know. You have a lot of people gravitating toward you due to your charming personality, but you tend to have only a few people who you consider as close friends. In other words, you have many people who consider and call you their "best friends," but you only have one or two actual authentic friends.

**Conclusion:** You are perhaps the best of the types when it comes to communicating. You seem to know your subject matter and know how to make it interesting and impressive.

You are both active and passive, and your task and people skills make you a popular teacher or presenter. Your shortcomings are evident in your lack of drive and determination to work hard on a project by yourself. You prefer being in front of a group, but you can work by yourself when preparing or studying to increase your knowledge. You are especially capable of convincing others with your outgoing and informative presentations. You tend to

lack determination, as well as softness and sweetness. You seem to not be dominating or demanding, plus you don't tend to be submissive or satisfied with the status quo. You are a tremendous blend of a couple of different types, and this makes you popular and convincing.

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### **Case Study or Example of an Immature or Out-Of-Control “I/C” or “C/I” Type**

Imagine an “I/C” or “C/I” personality who is obviously immature or out of control. He is a great presenter and public speaker. He keeps his audiences Interested; his information is always deep and informational.

His problem now is that he has become too proud of his abilities and lacks the aggressiveness to try new things. He is also not very sensitive to other people’s feelings. He stands out in a crowd and is admired for what he knows, but he seems to be a little “cocky” and too sure of himself.

He seems to get away with his arrogance and egotistical sharp tongue, but people have grown tired of his “know-it-all” attitude. He often interrupts conversations and seems to always have a better idea or more accurate information.

He can be very positive, then turn right around and be extremely negative. He seems to be up one minute and down the next. People never know what mood they are going to catch him in. He tends to be very unpredictable.

This “I/C” or C/I” type is consistently inconsistent. He seems to be on then off, talkative then contemplative, outgoing then reserved and friendly then rude. His immaturity and out of control behavior is ruining his relationships and effectiveness.

He desperately needs to be more determined to control his tongue and attitudes. He should focus on being more productive and kind. He needs to learn more humility and teamwork. He tends to work well with people, but often manipulates them into doing what he wants.



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His ability to influence and impress people has been polluted by his achievements and pride. He knows that he often stands out in a crowd and that people admire his knowledge. That is his biggest pitfall.

He needs to control himself and seek to make others look better. He also lacks drive and determination when it comes to completing tasks. He can get easily distracted and frustrated changing from one impulse to another.

He often suffers from the paralysis of analysis and takes much too long to complete his projects. He sometimes sets them aside or postpones his work so he can talk to someone or have more fun. He needs to be more decisive and determined.

He also lacks sensitivity and compassion. He doesn’t show much empathy for others. His critical spirit and fault finding attitude often offends others. He doesn’t seem to be very caring or kind.

This “I/C” Or “C/I” should recognize how much more effective he would be with a little more softness and sweetness. He may put on a good show in front of the crowd, but individually, people see right through him.

He will be admired, rather than criticized once he learns to improve in his passive people-skills (S) and his active task-skills (D). He desperately needs to learn how to be a “man of steel and velvet.”

### **Case Study or Example of a Mature or In-Control “I/C” or “C/I” Type**



Here's an example of an "I/C" or "C/I" who is very mature and in control of her personality. She has learned how to guard her strengths and avoid her uniquenesses (weaknesses). Everyone says she's a "sharp cookie."

She seems to outshine everyone through her cordial and friendly ways. She is a super communicator. She is articulate and knowledgeable of so many things. What she doesn't know, she researches and investigates until she feels confident sharing her knowledge.

Though not very forward or demanding, she has learned to take charge and be more assertive. She also has a soft spot and often demonstrates a servant's heart. She seems more comfortable in a crowd, but is just as motivated to seclude herself in study and research.

She can be humorous and serious. Sometimes she lets her hair down and acts like a clown. She can be a drama queen and entertain the multitudes. People are amazed by her way with words and storytelling. She makes illustrations come alive.

She also seems to be very deep and sometimes absorbed in her thoughts. She is highly recognized for her enthusiastic personality, but is also respected for her competent and thorough thought processes. She can talk without thinking, but seems to say the right things as though she has been thinking about them forever.

Even her dominating and demanding ways seem tempered with patience. She has learned not to be controlled by stronger types, but to use her communication skills to defuse anger or aggres-

sion. She is a great negotiator. She seems to know exactly what to say and when to say it.

Her sweet and soft side is also evident when faced with the need to show mercy and grace. Though often hard on others for their wrongdoing, she can back off and be kind and caring. She seems to have the right balance that makes her a very desirable team member and leader.

She doesn't seek attention like most of those who have "I" personalities. She also isn't a perfectionist like most "C" types. She seems to be the best of all four types because she has matured and is in control of her feelings, thoughts, and actions.

It is rare to find someone who can handle their natural motivations and drives. As an "I/C" or "C/I" she seems to float in and out of situations with the wisdom of a sage and the beauty of a butterfly. Perhaps her best descriptions are that she has the determination of a conqueror, the influence of a leader, the silence of a dear friend, and the competence of a wise judge.

