

S A (female)

DISC Paper

12-6-04

My personality type is ICS. The I stands for influencing and inspiring and my greatest fear with that trait is rejection. The C stands for compliant and correct, which the greatest fear being criticism. The S stands for stable and steady and the greatest fear for that is the loss of security.

With this personality type my public self is very diverse. I am enthusiastic, trusting, optimistic, persuasive, talkative, impulsive, and emotional. These are the most dominant traits for me with my strongest personality trait being an I. Traits that I get with my C personality type are being accurate, analytical, conscientious, careful, precise, high standards and systematic. Traits having to do with my S personality type are being a good listener, a team player, possessive, steady, predictable, understanding, and friendly. I can very often see all of these traits in myself on a daily basis.

Other people should treat me in ways that would play to my talents and stay away from my weaknesses. This would involve understanding my greatest fears of rejection, criticism, and loss of security. This would also have to do with understanding my values to the team such as; being a creative problem solver, a great encourager, and one that negotiates conflicts, these traits being from my I personality type. They would also have to understand my weaknesses with this type being sometimes more concerned with popularity than with tangible results, inattentive to detail, and tending to only listen when it is convenient. With my C personality type my value to the team is my being conscientious and careful, precise, systematic, and my high standards. My possible weaknesses with this trait is that I need clear-cut boundaries for actions and relationships, I am bound by my procedures and methods, get bogged down with details, and I would rather give in than argue. With my

S personality type my value to the team is that I am reliable and dependable, compliant towards authority, a good listener, patient and empathetic, and good at reconciling conflicts. My possible weaknesses with this personality trait is that I resist change, hold a grudge, am sensitive to criticism, and have a difficulty establishing priorities. I see many of these different things on a daily basis, basis, but now that I am more aware of them I am able to see the situations that I can be helpful in and the ones that I need to hold back from entering.

Relationships that I am having with my close friends are improving in many different ways. Now that I have a better understanding of my personality type I am able to understand that there are going to be some things about me that I just can not control or change, because they are who I am. In knowing this I am able to be less sensitive to comments that people make about me because I know that it is alright because I am who I am with all my strengths and weaknesses and everyone is similar in the way that they are good at some things and not others. I am having n easier time accepting that because I realize that God made so many people differently so that we can all work together to make thinks work. I am also now able to tell people my strengths so that they can become more aware of them, along with my weaknesses so that we can work around them in different situations.

With people that have opposite traits then me I should treat them with care. I need to realize that they are not like me so they may have am difficult time in understanding the things that I do and why I do them. I need to understand their positive qualities, possible weaknesses, and greatest fear because that will help me work with them better. The people that are opposite of me are also very helpful to me because they will be the ones able to help me with things that I am unable to do because my personality type may restrict me. I should treat them with just as much care as anyone else, with more attention to their strengths and using them to my benefit.

My strengths this semester have had most to do with my compliant and correct personality type. Which have made me very careful and conscientious of the decisions that I have had to make this semester having to do with work, school, and friends. I feel that my weaknesses this semester have had to do the most with my stable and steady personality type. I have had a really difficult time with resisting change and having a difficult time establishing priorities. What I still need to do is pay more attention to my weaknesses so that I can not get so caught up in them, but instead, learn how to deal with them in a positive way that is beneficial to me.

I am now aware of my best friend's personality type after learning about the DISC. I am able to see that he is a DC. He is very direct, innovative, and a bottom line organizer, these are from the dominant personality type. With the Compliant personality type I am able to see that he is very analytical and precise, with very high standards. This was good for me to be able to see because now I am better able to understand the reasons that he does some of the things that he does.

I have told my close friends about my strengths and weaknesses. What was interesting to me was that many of them laughed when I told them because they say that they already knew these things about me and it was funny to them that I was just realizing some of these things about myself. Overall, this exercise was very helpful for me as an individual to become more aware of myself and my strengths and weaknesses.