



James Carpenter

Style: Precisionist CS

DISC Accreditation Workshop with Sharon Lawton 24th, 26th
June 2021

Wednesday, June 16, 2021



Your report uses the **DISC Personality System**. The DISC Personality System is the universal language of behavior. Research has shown that behavioral characteristics can be grouped together in four major groups. People with similar styles tend to exhibit specific behavioral characteristics common to that style. All people share these four styles in varying degrees of intensity. The acronym DISC stands for the four personality styles represented by the letters: **D (Dominant, Driver)**, **I (Influencing, Inspiring)**, **S (Steady, Stable)**, and **C (Correct, Conscientious)**.

Knowledge of the DISC System empowers you to understand yourself, family members, co-workers, and friends, in a profound way. Understanding behavioral styles helps you become a better communicator, minimize or prevent conflicts, appreciate the differences in others and positively influence those around you.



In the course of daily life, you can observe behavioral styles in action because you interact with each style, to varying degrees, every day. As you think about your family members, friends, and co-workers, you will discover different personalities unfold before your eyes.

Do you know someone who is assertive, to the point, and wants the bottom line? Some people are forceful, direct, and strong-willed. ***This is the D style.***

Do you have friends who are great communicators and friendly to everyone? Some people are optimistic, friendly, and talkative. ***This is the I style.***

Do you have family members who are good listeners and great team players? Some people are steady, loyal, and practical. ***This is the S style.***

Have you ever worked with someone who is factual, thorough, and detail oriented? Some people are precise, sensitive, and analytical. ***This is the C style.***

James's style is identified by the keyword "Precisionist". (CS)



James, as a Precisionist style, is a systematic thinker who tends to follow procedures in both personal and business life. Proceeding in an orderly, predetermined manner, Precisionists are precise and attentive to detail. They act in a highly tactful, diplomatic fashion and rarely antagonize their associates consciously. Being extremely conscientious, James painstakingly requires accuracy in work and maintains high standards. Precisionists may tend to get bogged down in details, particularly when decisions must be made. James desires standard operating procedures and no sudden changes.

As a Precisionist, James likes a protected and secure environment governed by rules and regulations. A Precisionist enjoys people but prefers a few close friends to having many acquaintances. Precisionists prefer small groups rather than large crowds. They will be correct most of the time due to how precise they are. Precisionists may be overly sensitive and perhaps do not handle critique well. They may need to develop confidence and be more independent. They tend to be somewhat concerned about what people think of them and they avoid conflict and change at all costs.

Being exact is imperative in everything James does. Precisionists can be counted on to carry out all tasks correctly. They want exact facts and figures before they will make a decision; they feel uneasy when forced to make a quick decision. Precisionists will often keep feelings to themselves. Others may not be aware of their strong beliefs. James will not blow up easily when pressured or stressed but may withdraw. James wants a steady home and work environment which promotes security. The more stable, organized and non-confrontational the environment, the happier a Precisionist will be.

Style Intensity Overview



The DISC Assessment measures the intensity of four behavioral traits; Dominance, Influence, Steadiness and Compliance. The higher your scores above zero (the midline) the more intensely that trait will be expressed. The lower your score the less intensely that trait will be expressed. The following paragraphs will provide you with an overview based on your specific intensity scores.



With a somewhat low D-Style intensity, James prefers to work through problems by analyzing things that worked in the past. James is someone who is able to lead, if necessary, but usually prefers to wait and see if another person volunteers first. James is willing to follow another person's lead if they display adequate ability and if James has confidence in their ability.



With a low I-Style intensity, James prefers a rational and moderate approach when first entering new situations and tries to avoid extremes. James likes the company of others but is equally comfortable spending a quiet evening alone. James is a realist who will always weigh options before making a decision to move ahead and thinks through alternatives and choices carefully.



With a moderate S-Style intensity, James recognizes the value of a good relationship and is very patient and caring when relating to others. James is an individual who usually remains calm, relaxed and even paced, even in situations that may ruffle others. James likes the role of a peacemaker. When working through problems, James tries to rely on successful strategies that have proven results.



With a very high C-Style intensity, James is a fact finder who does things "by the book". James can be sensitive if others are being critical of their work, especially if they have not carefully reviewed all the data. James clarifies expectations before undertaking new projects and works hard to meet standards. James will typically maintain a neat and orderly work environment.

Your Personality Style Traits



James's General Characteristics

- Careful; Thinking things through
 - Possessive; Sensitive
 - Slow to make changes; Predictable
 - Uses defensive strategies when confronted
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James's Value To The Team

- Reliable & Dependable; Analytical
 - Loyal team worker; Steady
 - Compliant towards authority
 - Calculated risk taker; careful
 - Will take task from beginning to end
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James's Challenge Areas

- Resists change; too predictable
 - Takes a long time to adjust to change
 - Holds a grudge; sensitive to criticism
 - Overly using traditional means for problem solving
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James's Dominant Fear

- Being criticized, especially by a close friend or relationship
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James is Motivated by

- Recognition for loyalty and dependability
- Approval of their high quality work
- Orderliness and neatness
- Activities I can start and finish

James's Ideal Environment

- Practical procedures and systems
 - Stability and predictability
 - Tasks that can be completed at one time
 - Neat and orderly
 - A team atmosphere
-

Remember, James may want:

- Security in situations, sincere appreciation, repeated work patterns, time to adjust to change, limited territory of responsibility, identification with group, areas of specialization, clear definitions of their roles.
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When communicating with James, DO:

- Create a favorable environment: personal and agreeable
 - Express a genuine interest in them as a person
 - Provide them with clarification for tasks and answers to "how" questions
 - Present ideas or departures from current practices in a non-threatening manner; give them time to adjust
 - Clearly define goals, procedures and their role in the overall plan
 - Assure them of personal follow-up support
 - Explain how their actions will minimize the risks involved and enhance current procedures
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When communicating with James, DON'T:

- Be pushy, overly aggressive, or demanding
 - Be too confrontational or critical of their actions
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While analyzing information, James may:

- Be openly agreeable but inwardly unyielding
- Internalize their concerns and doubts
- Hesitate to share feedback during presentations
- Slow down the action
- Require additional information and supporting materials



James contributes these positive characteristics in teams:

- Adds a sense of continuity to the team
- Participative manager – accomplishes goals through personal relationships
- Makes others feel like they belong
- Shows sincerity
- Can see a process for doing things
- Focused and intuitive about people and relationships
- Full of common sense
- Buys into team goals if the "why's" are explained
- Dependable and unvarying
- Identifies strongly with the team
- Strives to build relationships
- Good at completing their tasks
- Considers elements of a total project
- Realistic and practical
- Even-tempered
- Provides specialized skills
- Shows patience with others
- Loyal



Personal growth areas for James:

- Be more open to change
- Be more direct in your interactions
- Focus on overall goals of the team rather than specific procedures
- Deal with confrontation constructively
- Develop more flexibility
- Increase pace to accomplish goals
- Show more initiative
- Work at expressing your thoughts, opinions and feelings

This next section uses adjectives to describe where your DISC styles are approximately plotted on your graph. These descriptive words correlate as a rough approximation to the values of your graph.

D Measures how decisive, authoritative and direct you typically are.

Words that may describe the intensity of your “D” are:

- *WEIGHS PROS & CONS* Consider both sides of an issue
- *UNOBTRUSIVE* Doesn't force oneself upon others without invitation
- *CONSERVATIVE* Tending to preserve established traditions
- *PEACEFUL* Not quarrelsome; disturbance free; calm, quiet

I Measures how talkative, persuasive, and interactive you typically are.

Words that may describe the intensity of your “I” are:

- *WITHDRAWN* Retreating within oneself; shy; reserved; abstract
- *RETICENT* Habitually silent or uncommunicative; reserved

S Measures your desire for security, peace and your ability to be a team player.

Words that may describe the intensity of your “S” are:

- *NON-DEMONSTRATIVE* Not showing feelings openly and frankly
- *DELIBERATE* Careful in considering; not rash or hasty; slow; unhurried
- *AMIALE* Having a pleasant disposition; friendly
- *STABLE* Not easily thrown off balance; steady; resisting change

C Measures your desire for structure, organization and details.

Words that may describe the intensity of your “C” are:

- *PERFECTIONIST* One who wants completeness, flawlessness; accuracy
- *ACCURATE* Careful and exact; free from errors
- *FACT-FINDER* A searcher for truth; reality
- *DIPLOMATIC* Tactful
- *SYSTEMATIC* According to a system; orderly

How You Communicate with Others

Your style is predominately a “C” style, which means that you prefer receiving information that gives you enough details to make an informed decision; but when transferring that same information to a client or co-worker, you may need to translate that into giving them just the end results, or even telling them in a manner that is more experiential and less detail oriented. More detail may not necessarily be better when communicating to some other personality styles.

This next section is particularly useful for a dominant “C” style as you may have the tendency to give many facts and details, while others are making decisions based more on their “gut” reaction, or on one or two of the most important details.

The Compatibility of Your Behavioral Style

C WITH D A “C” and a “D” must be careful not become too detail oriented or too demanding, respectively. However, a “C” provides the detail attention the “D” needs, but must remember to answer based on what the end result will be rather than talk about the process.

C WITH I The “C” and the “I” work well together as their strengths tend to complement one another. In relationships there can sometimes be conflicts as the “C” is more detail oriented and has less of a need to be constantly involved in new or changing social environments.

C WITH S The “C” and the “S” complement each other and work well together, as each style prefers to work at a pace that provides for accuracy. Also, both styles like to work on something together until completion, while the “I” and the “D” have a tendency to multitask rather than focus on one area until completion.

C WITH C Two “C”s work well together and also are compatible socially as both will want to make decisions and choices based on careful selection.

How You Can Enhance Interaction with Each Style

YOU with a **D**

You tend to view high D's as argumentative, dictatorial, arrogant, pushy and impetuous. Your tendency will be to become defensive, and refer to an external authority to deflect the D's demands. If you are not careful, there will be tension in the relationship. You'll focus on details while the D sees only the "big picture".

Relationship Tip: Develop direct communication and learn to deal with issues in a straightforward manner. Negotiate commitments and goals on an equal basis. Use summary data in communication.

YOU with an **I**

You will tend to view the high I as egotistical, superficial, overly optimistic, glib, overly self-assured and inattentive. You may view I's as overbearing, and appeal to external authority to deflect their demands, too. You'll tend to point out possible dangers and problems; and will insist on providing facts and details; but don't overwhelm the I with data.

Relationship Tip: Be friendly and complimentary, I's truly desire relationships and are not as superficial as you believe them to be. Listen to their ideas and applaud their accomplishments.

YOU with an **S**

You will tend to view S's as impassive, apathetic, too accepting, lenient, possessive, complacent and nonchalant. You will agree with S's on the importance of cooperation and the need for caution in the face of risk, especially when making decisions; but you'll likely feel that the S is not precise enough.

Relationship Tip: S's appreciate a relaxed, slowly developing relationship, but they will focus more on the personal aspects than you will. Allow yourself to appreciate personal details. Also, show appreciation for tasks that are well done by praising *them*, not the accomplishment.

YOU with a **C**

You will most likely view other C's as perfectionists who are accurate, thorough, systematic and agreeable. Since you both favor attention to detail, you will work well together. When working with another C, you will each tend to cooperate and develop extensive control systems for projects. high C's often allow their concern for being correct override their concern for meeting deadlines; and two C's will frequently compete to see who is "more correct".

Relationship Tip: Be natural and go at a slow pace; talk about facts and details. Be certain to remove any apparent threats to your relationship. Plan carefully and be well prepared for meetings with one another. Accept and encourage one another's doubts and questions. Be certain that you give each other ample time to consider data before asking for decisions.

INFLUENCING -

Good



Leading and influencing others is something that comes easier for others, but you are willing and able to step up to that role when no one else volunteers. You have a balance between following and leading, and are comfortable in either arena.

DIRECTING -

Well Developed



You are usually asked to oversee projects with tight deadlines. Your team values your work ethic. You may appear a bit distant at times, but your attention to detail and your inner drive cause others to respect you and see the great value you add. Learn to take time to get to know other team members; time invested in relationships is not time wasted.

PROCESSING -

Highly Effective



You are invaluable in your ability to take an idea and make a workable model around the concept. You like to be hands on, and you are great at following through and finishing strong the tasks you undertake. You are a loyal team player who shares recognition with other members of the team.

DETAILING -

Highly Effective



You are valued for your precision and accuracy and others know they can count on you. Your motto is "Do things right the first time." Your personal standards for excellence often exceed others' standards. Not only do you have high standards, but you are a thinker who is able to solve problems logically and methodically.

CREATING -

Well Developed



You are very unique in that you have the combination of tremendous people skills and orientation to detail. You can articulate well in many different areas. You use your communication skills to make sure that each area of a project will get done in the proper order and manner. High-quality work is a standard you maintain in all you do.

PERSISTING -

Above Average



Others like working together with you because you typically do more than your share of whatever is required and this makes the entire team look good. You will maintain a hands-on approach and let others visibly see that you are a team player.

RELATING -

Above Average



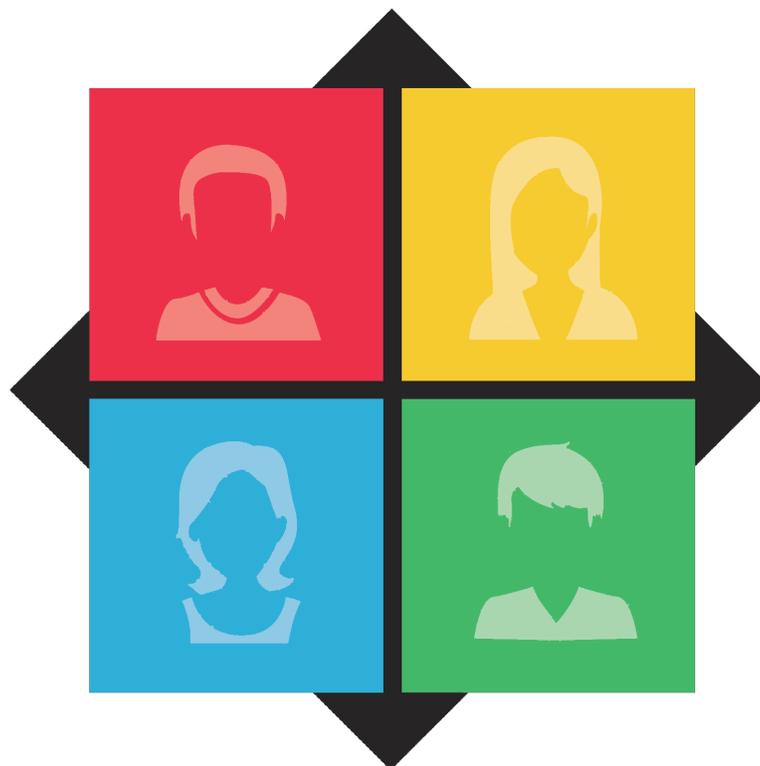
You value relationships and instinctively know what is required to nurture them. You often will go out of your way to make sure that new team members feel welcome and included. You also have a desire to be included as part of the group.

DISC Overview

Because human personality is comprised of varying intensities of the four behavioral styles, the DISC graph helps make the personality style more visual. The DISC graph plots the intensity of each of the four styles. All points above the midline are positively expressed, while points below the midline are negatively expressed, making it possible to look at a DISC graph and instantly see the relative intensity of each of the four styles.

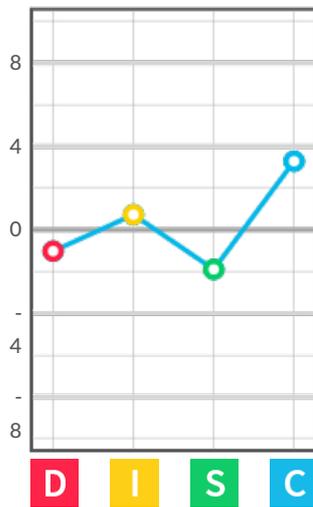
This chart below helps put the four dimensions of the personality into perspective

	D DOMINANT	I INFLUENCING	S STEADY	C COMPLIANT
Seeks:	Control	Recognition	Acceptance	Accuracy
Strengths:	Administration Leadership Determination	Persuading Enthusiasm Entertaining	Listening Teamwork Follow-through	Planning Systems Orchestration
Dislikes:	Inefficiency Indecisions	Routines Complexity	Insensitivity Impatience	Disorganization Impropriety
Decisions:	Decisive	Spontaneous	Conferring	Methodical



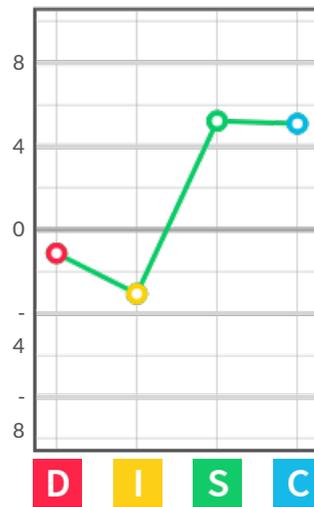
Below are your three DISC graphs and the meaning of each graph.

“Public Self”
(mask)



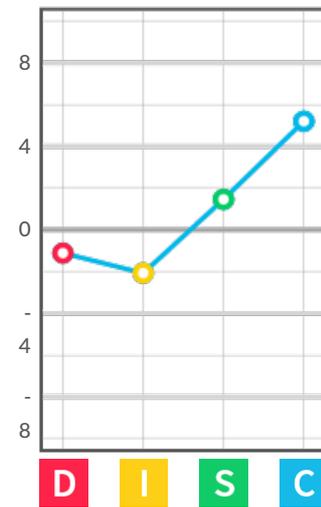
This graph displays the you others see. It reflects how you perceive the demands of your environment, and your perception of how you believe others expect you to behave.

“Private Self”
(core)



This graph displays your instinctive response to pressure, and identifies how you are most likely to respond when stress or tension are present in your environment.

“Perceived Self”
(mirror)



This graph displays the manner in which you perceive your typical behavior. It could be referred to as your self perception. At times you may be unaware of the behavior you use with other people.

Differences between the Public and Private Self:

People often act based on how they think others expect them to behave or to adapt to a specific job or role. This adapted behavior (the Public Self) represents what we project to the world. Your core style (Private Self) represents your instinctive response to pressure. During times of stress or tension, these core behaviors become prominent. This Private Self graph is least likely to change because these are natural and ingrained responses. Little or no difference between the Private Self and Public Self indicates that there is not much need to adapt your style to your environment. However, if the Public Self is different from the Private Self, you may perceive a need to flex your style to fit your job, your current role or the expectations placed upon you.

James's Action Plan



This worksheet is a tool to enable effective communication. The goal is to help you maximize your strengths and minimize the effects of potential limitations by addressing characteristics common to your style.

This section gives you an opportunity to assess your personality style and get feedback from someone else.

Instructions

Step 1: The items listed below are areas of reflection. Give this page to another person who knows you well (associate, team member, teacher, family member, friend, etc.) and ask them to read each item and consider whether or not the items describe you, then, check either yes or no beside each item. Open dialogue is encouraged and any blind spots (areas of your personality that you are blind to) should be discussed. Since communication is a two way street, it is recommended that two people complete one another's worksheets.

<input type="checkbox"/> Y <input type="checkbox"/> N	Competent and steady	<input type="checkbox"/> Y <input type="checkbox"/> N	Punctual/schedule aware
<input type="checkbox"/> Y <input type="checkbox"/> N	Peaceful and diplomatic	<input type="checkbox"/> Y <input type="checkbox"/> N	Overlooks others' feelings
<input type="checkbox"/> Y <input type="checkbox"/> N	Needs additional self motivation	<input type="checkbox"/> Y <input type="checkbox"/> N	Preoccupied with imperfections in self/others
<input type="checkbox"/> Y <input type="checkbox"/> N	Good administrative ability	<input type="checkbox"/> Y <input type="checkbox"/> N	Persistent and thorough
<input type="checkbox"/> Y <input type="checkbox"/> N	Difficulty starting tasks	<input type="checkbox"/> Y <input type="checkbox"/> N	Hesitant to start projects
<input type="checkbox"/> Y <input type="checkbox"/> N	Avoids conflicts/confrontation	<input type="checkbox"/> Y <input type="checkbox"/> N	Orderly and organized
<input type="checkbox"/> Y <input type="checkbox"/> N	Sometimes careless or inefficient	<input type="checkbox"/> Y <input type="checkbox"/> N	Excessive planning time
<input type="checkbox"/> Y <input type="checkbox"/> N	Good under pressure	<input type="checkbox"/> Y <input type="checkbox"/> N	Prefers analysis to work
<input type="checkbox"/> Y <input type="checkbox"/> N	Discourages others ideas	<input type="checkbox"/> Y <input type="checkbox"/> N	Sees the problems/finds solutions
<input type="checkbox"/> Y <input type="checkbox"/> N	Finds the easy way	<input type="checkbox"/> Y <input type="checkbox"/> N	Creative and resourceful

Action Plan Continued

Step 2: Now, select three items that would benefit the most from focused attention. Discuss and determine specific outcomes and reasonable time frames for their achievement. Write the details in the spaces provided, along with notes helpful to achieving specific outcomes. Set a date 60-90 days from now for a discussion with your contact to review your progress. The person who works with you on this is important to your growth and should help you stay accountable to your plan.

The first item upon which I will focus:

- Review Date:

- Specific actions I will take on this item in the next 60 to 90 days:

- Specifics to address:

The second item upon which I will focus:

- Review Date:

- Specific actions I will take on this item in the next 60 to 90 days:

- Specifics to address:

The third item upon which I will focus:

- Review Date:

- Specific actions I will take on this item in the next 60 to 90 days:

- Specifics to address: