

MAXWELL
LEADERSHIP®

margaret Lombe

Style: **Peacemaker SC**

Maxwell DISC Personality Indicator Report

Friday, August 21, 2026

Maxwell DISC Personality Indicator Report

Congratulations on completing your Maxwell DISC Personality Indicator Report! This report will provide you with powerful insight into several important areas in which your natural style presents itself in your personal and professional life.

In John Maxwell's book, The 15 Invaluable Laws of Growth, the Law of Awareness states, "You must know yourself in order to grow yourself." This Maxwell Method report is designed to help you better know yourself, as well as provide you with insight on how you can grow yourself.

This report is based on the DISC methodology of human behavior. Dr. William Moulton Marston, while at Harvard University in the 1920's, developed the DISC Theory while doing research for his book, The Emotions of Normal People. When his research was complete, the DISC Theory was formed into a validated and reliable assessment for personal and professional development. DISC is the methodology used in this report to help you identify four different dimensions of your design:

Your Behavior Style, Your Communication Style, Your Strength Style, and Your Work Style.

You will see on the front cover of your report, just below your name, a descriptive name for your report style. Since each of us, to varying degrees, are a combination of the 4 primary DISC types, your style descriptive name may be immediately followed by 1, 2, or 3 of the other DISC letters.

While you are able to see the explanation of your DISC profile and how it presents itself in each of the above four style areas, your Maxwell DISC associate will guide you through using this design combination to help you gain the most insight into this report and maximize how you can better know yourself and grow yourself.

Now, let's begin the journey into your personal design. The next two pages provide you an introduction into the four DISC types, several key traits for each type, and your DISC graphs. Your Maxwell DISC associate can provide you with the context for each graph.

"Personal growth increases hope. It teaches us that tomorrow can be better than today." John C. Maxwell

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Introduction

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
- C = Correct, Compliant

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, everyday. 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 any friends who are great communicators and friendly to everyone they meet?

  Some people are optimistic, friendly, and talkative.

  This is the I Style

- Do you have any family members who are good listeners and great team players?

  Some people are steady, patient, loyal, and practical.

  This is the S Style

- Have you ever worked with someone who enjoys gathering facts and details and is thorough in all activities?

  Some people are precise, sensitive, and analytical.

  This is the C Style



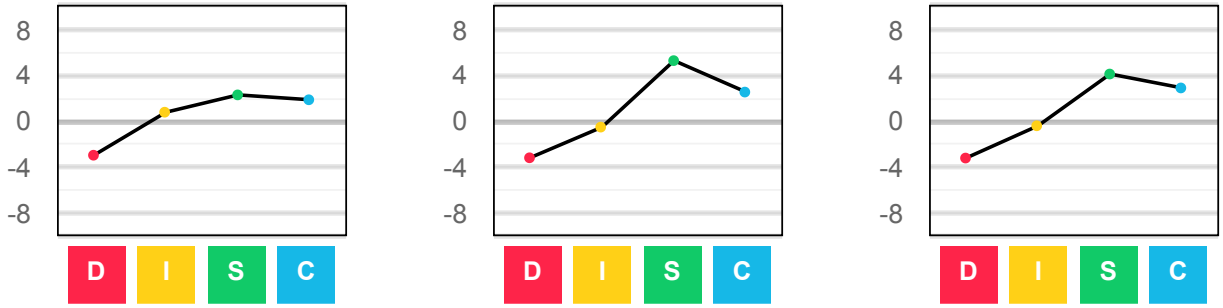
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The chart below helps put the four dimensions of behavior into perspective.

	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
Challenges	Impatient Insensitive Poor Listener	Lack of Detail Short Attention Span Low Follow-Through	Oversensitive Slow to Begin Dislikes Change	Perfectionist Critical Unresponsive
Dislikes	Inefficiency Indecision	Routines Complexity	Insensitivity Impatience	Disorganization Impropriety
Decisions	Decisive	Spontaneous	Conferring	Methodical

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 stronger intensities, while points below the midline are lesser intensities of DISC characteristics. It is possible to look at a DISC graph and instantly know the personality and behavioral characteristics of an individual.

Below are your three DISC graphs, and a brief explanation of the differences between the graphs.



DISC graph 1 represents your "public self" (the mask)

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

DISC graph 2 represents your "private self" (the core)

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

DISC graph 3 represents your "perceived self" (the mirror)

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

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Your Behavioral Style

This section of the report provides you with insight into your DISC behavioral style. This is sometimes referred to as your "personality style." It helps you better understand your preferred and predictable behavior in your environment and when you interact with others.

KNOW YOURSELF

The next page will give you a fun look into some famous people in history who share your behavioral style.

Then, you will see a description of your personal behavioral style. You will find a general explanation, along with insight into what motivates you and your preferred ideal environment. The general characteristics are a great summary of your style. You will want to pay careful attention to the sections on "motivated by" and "ideal environment." Understanding your motivation will help provide clarity on what will empower you to sustain interest and focus. Understanding your ideal environment will help you discover and align with the surroundings needed for you to bring your best work forward.

GROW YOURSELF

As you read through your style description, create a list of questions for your Maxwell DISC associate so they can add more value to you and this experience. Especially make notes on the key points found in the blue boxes.

John Maxwell says that, "Success is knowing yourself and your purpose in life, growing to reach your maximum potential, and sowing seeds that benefit others." You will want to focus effort in those particular areas to be more successful.

Here are a few Maxwell Leadership growth programs that will help you be more proactive in that journey to success.

How to Be a Real Success – Success is not a destination; it is a process. In this program, you will learn the keys you need to succeed. No matter what role you are in, you will achieve great things by understanding four very important success-building areas: Relationships, Equipping, Attitude, and Leadership.

Becoming a Person of Influence – Positively impact the lives of others! Whatever your vocation or aspiration, you can increase your impact on others by becoming a person of influence. In this program, you will learn simple and insightful ways to interact more positively with others. Your personal and organizational success will go off the charts.

Put Your Dream to the Test – What do you need to make your dreams come true? Your dream has power. It can inspire and empower you, but can it reward you? Your John Maxwell Team member will show you how to crystallize your vision and galvanize your commitment.

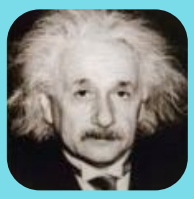
Intentional Living - Deep down, what does every person want most? To live a life that matters. We all want to feel like the time we spent on earth made a difference. How do we achieve that? John Maxwell believes the answer is intentional living. John says, "When you intentionally use your influence every day to bring about positive change in the lives of others, you achieve significance." There is a big difference between a life of good intentions and an intentional life.

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Historical Characters

Famous people who share your personality






Billy Graham
1918-2018

U.S. Protestant Evangelist

Born the son of a North Carolina farmer, Graham was converted to Christianity at the age of sixteen. Six years later, he was ordained a Baptist minister. His kind nature and the manner in which he cared for people, combined with the evangelistic focus of the Baptist church, drew his attention to the vast need of the unconverted people of the world. He determined to give up his pastorate and pursue full-time evangelistic crusades. In his first high-profile crusade, in Los Angeles in 1949, he preached to 350,000 people. His preaching, broadcasting, films, and books have been used as a means of converting millions of people to Christianity. From President Eisenhower on, it has become almost obligatory for the U.S. president to be seen at least once in the company of Graham.

"Christians should never fail to sense the operation of an angelic glory. It forever eclipses the world of demonic powers, as the sun does a candle's light."

Mother Teresa of Calcutta
1910-1997

Yugoslavian Missionary

A Catholic missionary to India, Mother Teresa exhibited the kind and caring nature of the Peacemaker with her concern for people and their needs, especially those who could not care for themselves. She received medical training in France and immediately returned to Calcutta to begin caring for the destitute children. Mother Teresa founded her order of sisters in 1950, and opened her House for the Dying in 1952, displaying this styles desire to providing a secure environment to those at a time of great insecurity. Her consistent and selfless efforts on behalf of the Indian people won Mother Teresa the Nobel Peace Prize in 1979.

"Let no one ever come to you without leaving better and happier. Be the living expression of Gods kindness: kindness in your face, kindness in your eyes, kindness in your smile. We cannot do great things. We can only do little things with great love."

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Description

understanding your style

margaret's style is identified by the keyword "Peacemaker".

margaret, as a Peacemaker style, is kind in nature and is very detail oriented. Peacemakers are caring about the people around them and possess the qualities that make them very meticulous at task completion. margaret likes to look around carefully before making any decisions and weigh how it will affect people, at times being overly cautious. If Peacemakers feel someone is taking advantage of a situation, they will slow down processes so that they can watch what is going on around them.

margaret is loyal to supported leaders, and is an excellent person to have on the team. Peacemakers carefully and consistently work through situations. They tend to show anxiety when put in a situation where they feel obligated to make decisions that may negatively affect others. margaret wants stability and exhibits stability in relationships, needing a protected and secure environment. Peacemakers enjoy people, but prefer a few close friends to many acquaintances. They like small groups rather than crowds. They are overly sensitive and don't handle criticism well. They need to develop confidence and be more independent. margaret is very concerned about what people think and avoids conflict.

Precision is imperative in everything margaret does. Peacemakers can be counted on to carry out any tasks correctly. They want exact facts and figures before they will make a decision; they feel uneasy when forced to make a quick decision. They often keep feelings to themselves. Others may not be aware of their strong beliefs. Peacemakers do not blow up easily, but after a point they will make their feelings known to everyone. margaret wants a stable home and work environments that promote security. The more stable and non confrontational the environment, the happier a Peacemaker will be.

Because this individual cares about how others feel, margaret may feel uncomfortable making decisions that strongly affect others. An encourager to others, margaret promotes involvement in the decision-making process and prefers to work in a team role. Others tend to see them as agreeable and humble.

Although socializing is not typically a primary focus, margaret is one who can appreciate relationships and is comfortable being involved in social functions, without wanting to be the center of attention. margaret prefers to complete tasks before socializing and is more likely to feel comfortable participating in organized activities or friendly competition.

margaret values close, personal relationships and will often put the needs and desires of those who are loyal friends ahead of his/her own. This is an even-paced individual who thrives in a peaceful, harmonious environment. margaret will work to avoid conflict and sudden changes in lifestyle and finds joy in keeping tradition.

Systematic and detailed, margaret focuses on processes. Others see this individual as practical and logical. margaret tends to be sensitive to criticism, but prefers to internalize emotions rather than expose them. margaret likes to clarify expectations before undertaking new projects because of the hard work they will do to meet those standards.

Careful, thinking things through
Possessive, sensitive
Slow to make changes, predictable
Non confrontational, internalizes feelings

General Characteristics

Recognition for loyalty and dependability
Appreciation of their high quality work
No sudden changes in procedure or lifestyle
Activities to start and follow through to the finish

Motivated By

Practical procedures and systems
Stability and predictability
Tasks that can be completed at one time
A friendly, team atmosphere

My Ideal Environment

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Communicating
with the Peacemaker style

Remember, a Peacemaker 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

Greatest fear:

- Loss of security, being criticized

When communicating with margaret, a Peacemaker, DO:

- Create a favorable environment that is personal and agreeable
- Express a genuine interest in them as a person
- Provide them with clarification for tasks and answers to "how" questions
- Be patient and give them follow-up support
- 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

When communicating with margaret, a Peacemaker, DO NOT:

- Be pushy, overly aggressive, or demanding
- Expect them to make decisions without all the information
- Ask them to discipline others or put them in competitive environments
- Be too confrontational or critical of their actions

While analyzing information, margaret, a Peacemaker may:

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

Motivational Characteristics

- **Motivating Goals:** Security, correct procedures
- **Evaluates Others by:** Precise standards (based on what they do), stability
- **Influences Others by:** Attention to detail, dependability
- **Value to Team:** Quality and correctness oriented, dependable, consistent
- **Overuses:** Caution, dependency
- **Reaction to Pressure:** Stubborn, fearful, holds grudges
- **Greatest Fears:** Abandonment, antagonism
- **Areas for Improvement:** Develop confidence and independence, be more flexible, don’t fear confrontation



Communicating
with the Peacemaker style

Knowledge comes,
but wisdom lingers.

- Alfred Lord Tennyson

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Communicating
with the Peacemaker style

Value to the group:

- Reliable, steady and loyal team member
- Compliant towards authority
- Good listener, patient and empathetic
- Will follow a task through from start to finish

Peacemakers possess these positive characteristics in groups:

- Instinctive relaters
- Participative managers who accomplish goals through personal relationships
- Make others feel like they belong
- Show sincerity and loyalty
- Provide specialized skills
- Can see a process for doing things
- intuitive about people and relationships
- Full of common sense, realistic and practical
- Buy into team goals
- Dependable and unvarying
- Identify strongly with the team
- Strive to build relationships
- Consider elements of a total project
- Even-tempered, stable and patient with others

Personal growth areas for Peacemakers:

- Be more open to change, develop more flexibility
- Be more direct in your interactions
- Focus on overall goals of the team rather than specific procedures
- Deal with confrontation constructively
- Increase pace to accomplish goals
- Show more initiative



Communicating
with the Peacemaker style

You can have brilliant ideas, but if you can't get them across, your ideas won't get you anywhere.

- Lee Iacocca

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Your Communication Style

This section of your report provides you with insight into your communication style and how to better communicate and connect with others.

KNOW YOURSELF

The next two pages provide you an overview into how your unique DISC type prefers to communicate. It helps you better understand how you prefer to receive information in the form of communication. It also will help you better understand the value you bring to a group.

The pages that follow will help you better understand how you can communicate more effectively with others. More effective communication with other DISC types will help you better connect with others, since you can take into consideration their preferred way of receiving information and communication.

GROW YOURSELF

A special tool within this report is the DISC CHARACTERISTICS AND COMMUNICATION APPROACH page. This is a helpful one-page guide to identify the communication style of others and then the approach that will work best to communicate and connect with them.

Since communicating is a skill significant for connecting, collaborating, and serving alongside other people; and since you will not likely know the DISC Style of everyone you encounter; we have provided an easy-to-use behavioral traits list. While this is not an assessment, or even an in-depth look, it will provide you with some guidance on communicating with an individual in a way that would likely suit their style.

As you look through the communication section of this report and look at the one-page approach guide, identify the communication characteristics of the three people closest to you. Work with your Maxwell Leadership DISC Certified Team Member to identify a communication approach that you can begin immediately to apply to your conversations in order to enhance your communication and connection with them.

If you would like to grow deeper in understanding your communication style and that of others, along with how to better connect and communicate within your realm of influence, you may find the following tools helpful in your growth and journey to success.

Everyone Communicates, Few Connect – To be successful in every area of our lives, we need to learn to communicate in a way that connects. This is a skill you can learn and apply in your personal, professional, and family relationships. This John Maxwell book and the associated Maxwell Leadership programs can help you better develop the ability to truly connect with others when you communicate.

The Maxwell Method Communication Impact Report – Effective communication is the key to effective teamwork. This report provides leaders and their teams with the individual communication style of each team member, a way to recognize the style of others, and the five key practices to move from communication into deep connection.

The Maxwell Method Sales Impact Report – Taking 10 - 15 minutes to complete this online assessment is time well invested. Each participant will learn their unique selling style, their strengths and how to maximize them, their challenges and how to overcome them, the keys to recognizing their prospect's buying style, and the five-point strategy to improving sales with each of the four primary buying styles.

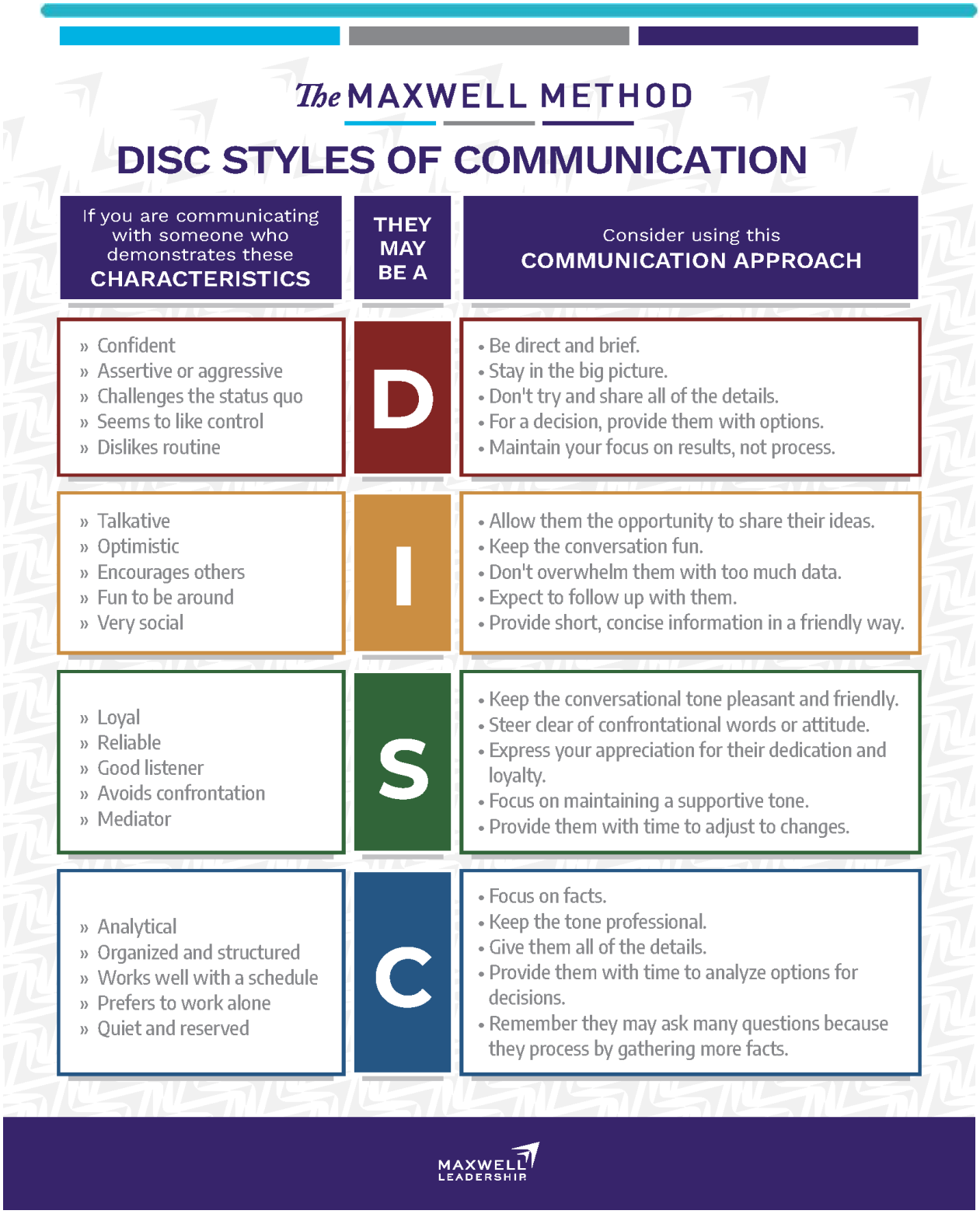
The Maxwell Method Sales Leadership Impact Report – This report is recommended for anyone who is responsible for leading, managing, and motivating sales reps. In addition to all the information contained in the Sales Impact Report, sales managers will be provided with the Sales Leadership Impact Report, which provides insight to motivate and maximize the potential of each sales professional, based on their unique selling style. They will learn the techniques and approaches (such as goal setting, motivation, and communication) to connect to the unique style of each member of their team, providing the tools to lead them to higher results.

Your Maxwell Leadership DISC Certified Specialist will assist you in accessing these growth tools.

"It's not enough just to work hard. It's not enough to do a great job. To be successful, you need to learn how to really communicate with others." John C. Maxwell

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Communicating with Others



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Communication Tips

relating to others

Your S and C plotted above the midline, your style is identified by the keyword "Peacemaker".

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:

- ***MILD*** Gentle or kind in disposition; not severe or harsh
- ***QUIET*** Not easily excited or disturbed; quiet disposition
- ***DEPENDENT*** Potential for being influenced or controlled by others
- ***MODEST*** Not forward, but shy and reserved

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*** Silent or uncommunicative; disinclined to speak; 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:

- ***PASSIVE*** Submissive; influenced without response
- ***PATIENT*** Enduring pain, trouble; refusing to be provoked
- ***LOYAL*** Faithful to persons and ideals
- ***PREDICTABLE*** Behavior, actions, and reactions can be easily foretold
- ***TEAM-PERSON*** Enjoys being part of a group working toward a common goal

C -- Measures your desire for structure, organization and details. Words that may describe the intensity of your "C" are:

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



Communication Tips
relating to others

The only way to change is by changing your understanding.

- Anthony De Mello

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Communication Tips

how you communicate with others



Communicating
with others

Speech is the mirror of the soul; as a man speaks, so is he.

- Publilius Syros

How You Communicate with Others

Please return to the "Communicating" section of this report and review the communicating "DO" and "DO NOT" sections for your specific style. Reviewing your own communication preferences can be an eye-opening experience or simply confirmation for what you already know to be true. Either way, you have your communication characteristics in writing. This information is powerful when shared between colleagues, friends, and family. Others may now realize that some approaches do not work for your style, while other ones are received well by you. Equally important is that you now see that THE WAY YOU SAY SOMETHING can be as important as WHAT IS SAID. Unfortunately, we all have a tendency to communicate in the manner that we like to hear something, instead of the method another person prefers.

Your style is predominately an "S" style, which means that you prefer receiving information that allows you to feel part of a team. But, when transferring that same information to a client or co-worker, you may need to translate that into giving them precise facts, or just the end result.

This next section of the report deals with how your style communicates with the other three dominant styles. Certain styles have a natural tendency to communicate well, while certain other styles seem to be speaking different languages all together. Since you are already adept at speaking your "native" language, we will examine how to best communicate and relate to the other three dominant languages people will be using.

This next section is particularly useful for a dominant "S" style as you may have the tendency to not voice your opinions as much as others around you, while at the same time others will value the input you have.

The Compatibility of Your Behavioral Style

The "S" and the "D" will work well together as the "S" will provide support the "D" needs and will help to keep the environment at a level they both can freely work together. The "S" may wish the "D" style would slow down the pace and be more people oriented when it comes to personal relationships.

The "S" and the "I" style get along well in the work environment since the "S" will serve as support for the "I" in making sure tasks stay on track. In relationships the "I" may want to be more socially oriented while the "S" would prefer to spend more quality time with less people and outside activities.

Two "S" styles work well together and also get along well in personal relationships as they both strive to work together as a team and provide a very sincere and meaningful relationship.

The "S" and the "C" 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" has a tendency to multitask rather than focus on one area until completion.

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Communication Tips

compatibility of your behavioral style

How the "S" Can Enhance Interaction with Each Style

S with D

You will tend to view a high D as argumentative, dictatorial, arrogant, domineering, nervous and hasty. You will likely resent them giving you orders, and be intimidated by their dictatorial approach. Although you will not get angry, you will be sorely tempted to get even. When confronted by the D, you will tend to withdraw and slow down the action.

Relationship Tip: It is imperative that you establish direct communication, and learn to deal with issues in a straightforward manner. Develop the ability to negotiate goals and commitments with them on an equal basis. The D will respect your desire to be direct, and it will enhance communication.

S with I

You will tend to view a high I as egotistical, superficial, overly optimistic, glib, too self-assured and inattentive. On the surface, the relationship will look good, but internally you'll find yourself attempting to slow down the I's pace; even though you'll avoid confronting them.

Relationship Tip: Be friendly, they are more sincere than they seem be. Be complimentary and listen to their ideas. They will appreciate it if you recognize and discuss their accomplishments.

S with S

You will view another S as dependable, self-controlled, patient, kind, accommodating and attentive. You will enjoy supporting each other, but little will be accomplished in the process. Each of you will avoid confrontation; and if you disagree, you won't do so openly. To accomplish results, you'll likely need some external means of setting goals.

Relationship Tip: Move towards goals at a steady pace. Express sincere appreciation for one another. You will enjoy the long lasting friendships you establish with another S and find them rewarding.

S with C

S's tend to view high C's as overly dependent, evasive, defensive, too focused on the details, too cautious and overly compliant. You'll be similar in that neither of you will want to hurry, nor will you desire to take charge and make a decision. However you may translate the C's coolness as rejection. Your tendency will be wanting to build a relationship too soon for them.

Relationship Tip: Move at a slower pace than you think you should; use the patience that epitomizes your personality. When presenting facts in a discussion, do so in a clear and organized manner. Be prepared for discussion, but expect the C to express doubts and put off a decision until they have considered the matter fully; so provide time for them to give full consideration to the ideas you present.



Enhance
Communication

Communication works for those who work at it.

- John Powell

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Communication

worksheet

Communication Tips Worksheet

Changes in your graphs indicate your coping methods. The human personality is profoundly influenced by changes in our environment. Typically, people change significantly from graph one to graph two as a result of stressors or environmental changes. Recognizing the differences or changes between these two graphs helps us understand our instinctive coping mechanism, and indicates how to better adapt in the future.

Instructions: Each of your graphs illuminates different aspects of your personality. A closer look at those changes reveals valuable insights. Please refer to both graphs (if necessary, reference data throughout your profile). Compare the D, I, S, and C points on graphs one and two. Finally, read the analysis of your answers, and consider how your environment affects your decisions, motivations, actions and verbal messages.

D Changes:

Compare graphs 1 and 2. When you look at graph 2, is your "D" higher or lower than the "D" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires more control in stressful situations. If the D goes up considerably, you can become very controlling when you become stressed. A lower value indicates someone who desires less control in stressful situations. If the D goes down considerably, you may want someone else to lead you and you will follow.

I Changes:

Compare graphs 1 and 2. When you look at graph 2, is your "I" higher or lower than the "I" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires more social influence in stressful situations. If the I goes up considerably, you may try to use your communication skills to smooth things out. A lower value indicates someone who desires less social influence in stressful situations. If the I goes down considerably, you rely less on verbal means to come to a resolution.

S Changes:

Compare graphs 1 and 2. When you look at graph 2, is your "S" higher or lower than the "S" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires a more secure environment in stressful situations. If the S goes up considerably, you may tend to avoid any conflict and wait until a more favorable environment is available before making any changes. A lower value indicates someone who desires a less secure environment in stressful situations. If the S goes down considerably, you become more impulsive in your decision-making.

C Changes:

Compare graphs 1 and 2. When you look at graph 2, is your "C" higher or lower than the "C" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires more information before making a decision in stressful situations. If the C goes up considerably, you will probably not want to make a decision until you have significantly more information. A lower value indicates someone who desires less information before making decisions in stressful situations. If the C goes down considerably, you may make decisions based more on gut feelings.

Which one of your points makes the most dramatic move up or down? What does that tell you about how you react to pressure?

How could your coping method help or hinder you in making decisions? How can you use this information to help you see possible blind spots in your reaction to pressure?

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Your Strengths Style

On the next page, you will see the PowerDISC, displaying your natural gifts in leading outcomes.

KNOW YOURSELF

John Maxwell says that "leadership is influence." Part of influence has to do with the way we affect outcomes. Our strengths are what we are uniquely wired with that help us influence others and shape the outcomes of our environment and our work. When we understand our strengths, we better understand the power of our influence. When we grow our strengths, we increase the level of our influence, have a more intentional effect on outcomes, and add to the greatness of our work.

The next page of this report shows the intensity level of your various strengths. It will help you better understand your primary strengths and how they present themselves in your life and work.

As you review your PowerDISC, be aware that, when working in your strength areas (because of a more natural giftedness), you are able to deliver a greater result with very little additional effort. The key is to simply lean into your areas of strength. Also, be aware that we grow best in our strengths when we collaborate with others in their strengths.

GROW YOURSELF

One question that often arises is whether we should strive to be gifted in each area. The answer is, only if you are naturally gifted at or above the mid-line in each area. You may find that you are wired with many strengths, with most aligning closely to the mid-line. Or, you may find that you have two or three key strengths that are above the mid-line. Neither is better than the other. The winning strategy is to recognize your strengths and fully leverage them.

Your Maxwell Leadership DISC Certified Team Member can help you better understand how to focus on your strengths, grow them, and leverage them in a more effective manner. As you look through your PowerDISC page, note your three top strengths. Then, identify three ways you could better leverage those strengths and three ways you can immediately begin to grow those strengths.

A powerful tool to help you approach growth in building your strengths and expanding your influence is John Maxwell's book, The 15 Invaluable Laws of Growth. It will help you move from unfulfilled potential into your true potential, using 15 tried and true principles of growth. Your Maxwell DISC associate can work with you in a group or one-on-one setting in applying these laws to increase your effectiveness and fulfillment.

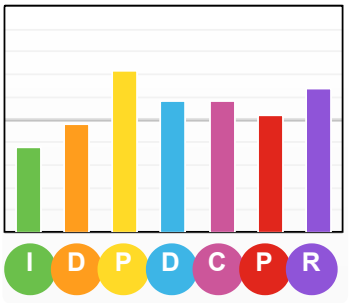
If growth in your ability to lead yourself and others is important to you, then our Developing The Leader Within You 2.0 program will help you grow in ten key leadership characteristics.

Another Maxwell tool that you may find effective in helping you be more informed and strategic in your strengths-based growth is the Maxwell Method Growth Impact Report. Your Maxwell Leadership Certified Team Member can help you access this assessment and connect you to an individualized debrief in understanding the report results and developing an individualized growth plan.

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PowerDISC™

your strengths in leadership



INFLUENCING -

Adequate: Leading and influencing others is something that comes easier for others, but you are willing to step up to the role when no one else volunteers. You prefer an association with a strong leader who has the same goals and values that you do.

DIRECTING -

Good: You probably put people ahead of tasks; but when you start falling behind, you get moving and take care of what is at hand. You may wait till the last minute, but you usually pick up the pace and meet the deadlines that are necessary for success.

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 -

Above Average: You have an ability to logically look at a situation and rearrange things for a more efficient operation. You pay attention to even the smallest details and put the finishing touches on projects. Your surroundings are neat and efficient and you appreciate when others follow suit.

CREATING -

Above Average: You like to use your creativity to perfect basic concepts that other team members develop. You can oversee and help keep accountability in areas that others may compromise.

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 -

Well Developed: You are a naturally friendly and caring individual who is very approachable. Others feel very comfortable coming to you and you make friends very easily. You are frequently called on when there is a need to network with others to get a project done.

Developing excellent communication skills is absolutely essential to effective leadership. The leader must be able to share knowledge and ideas to transmit a sense of urgency and enthusiasm to others. If a leader can't get a message across clearly and motivate others to act on it, then having a message doesn't even matter.

- Gilbert Amelio

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Your Work Style

While our DISC behavioral characteristics show up in every area of our lives, they can sometimes display themselves more prominently in the workplace. This section of the report will help you better understand how your DISC style presents itself in the work environment.

KNOW YOURSELF

The following page of the report provides you with a description of the characteristics of your DISC style when seen in the workplace environment. It includes a general description, along with specific characteristics of how it may appear to others in the work environment. Additionally, as we seek to contribute our best work, collaborate with others, and connect in a way that adds value, our workplace style characteristics list displays for other people how they can rely on us.

Take note that the report provides you some specific and helpful insight into how your style presents itself in various positions in business - as a leader, manager and team member.

GROW YOURSELF

The “Tips for Your Professional Style” page will be helpful as you seek to bring your best to the work you do. As you read through it, please note that it is not meant as a criticism, but as a pathway to personal growth and a guide to increasing your ability to communicate and collaborate in your professional circles.

Identify three to five of these tips that you can discuss with your Maxwell Leadership DISC Associate and begin to implement immediately in your workplace as intentional growth steps.

A Maxwell Leadership resource that you will find most helpful in developing your work and career success is John’s book, Leadership Gold. It includes leadership lessons from a lifetime of John C. Maxwell’s experience. Throughout these lessons, you will encounter John’s passionate belief in the value of leadership, and you will benefit from his unique insight into such lessons as, "How to Get in the Zone and Stay There", "The Secret to Leading a Good Meeting", and so much more. Your Maxwell Leadership DISC Associate can provide you with interactive programs available to help you better understand and apply these lessons. If you are responsible for developing and leading others in the workplace, your Maxwell Leadership DISC Associate can also help bring this program to the workplace.

An additional tool that many find helpful as a next step in their individual workplace growth and development is the Maxwell Method of Career Impact Report. This tool can help you better identify the career areas in which you would best flourish, based on your DISC style.

"Winning teams have players that make things happen." John C. Maxwell

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Workplace

your professional style

In the workplace, the high-S style is the person you can depend upon to use common sense and follow through. S style employees are very responsible, loyal, steady, easy going and friendly. S styles find ways to balance the demands of both tasks and people. Their practical nature takes care of business without sacrificing relationships. This proficiency makes them excellent managers, directors, supervisors, and administrators of people, projects, and operations. S style personalities are abundant in every field of work because they are all-around great team-players.

Committed to people and tasks, the S style is tuned into meeting the needs of others, sometimes at their own expense. They are generally humble and not uncomfortable taking a supportive role or doing tasks that D and I styles may find routine, non-challenging, or unglamorous. Basically, they make things happen for others, and in the process, often make their associates and superiors look good.

Organizations depend upon S styles everyday to maintain homeostasis, keep resources functional, and customers content. Since S styles are very level-headed, they can be counted upon to find sensible and realistic solutions. They organize well, manage daily details, and multi-task instinctively.

As managers, S styles are solid leaders, compassionate, yet committed to the task at hand. Others may know them to be the "hub" of the wheel, or the "glue" that keeps everything operating smoothly. Their leadership style is participative, modest, pragmatic, patient and consistent.

Of all DISC styles, S styles make the best team members because they are dependable and devoted. They find ways to execute tasks outlined by others and to move projects along to completion. Others feel comfortable around the approachable, warm and friendly S team member. Their great listening skills make them natural counselors, mediators and diplomats who work toward consensus. Their trustworthy character enables others to confide in them.

The high S-style is challenged by change, decisions, and aggressive personalities. They work hard to keep work routines and circumstances unchanged, stable and predictable. Therefore, they may try to sabotage anything that puts their cherished status-quo at risk. They would rather not make critical decisions if there is someone else to make them. Aggressive, fast-moving and outspoken personalities may intimidate or create stress for the S-style in the workplace.

Supportive Workplace Style Characteristics:

1. Provides a strong sense of security and "grounding" for others
2. Practical in action and a no-nonsense communicator
3. Has trouble making decisions quickly
4. Very committed and loyal to others and to the promises they make to their team or associates
5. Extremely supportive of other associates, not afraid to take more supportive roles
6. Their compassion and their empathy for others makes them people whom others confide in
7. Humble leaders who are not high maintenance, but usually do the maintaining of others
8. Highly responsible managers who are great at multi-tasking
9. Works to keep systems and circumstances unchanged, steady and predictable
10. High need to feel appreciated and needed by others in the organization
11. Becomes overly passive with more aggressive styles
12. Under stress, can become resistant, stubborn and inflexible
13. Great listener as well as patient with frustrating issues

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Workplace

tips for your professional style

Tips for High S Personality Styles in the Workplace

Tips for self-growth and to enhance communication in the workplace:

High S Workplace Characteristics	Tips for self growth and to help you be better understood by co-workers of different styles
Ss don't like to move out of their "comfort" zone.	**The world of business and commerce necessitates a certain amount of risk taking.** S styles are known for their fondness of safe and secure measures, choices and environments. They want to preserve the status quo at all costs. However, most corporate and personal progress happens when someone steps out of their comfort zone and into their growth zone. **Try to become more forward thinking and more open to trying new things.**
Ss are highly responsible managers.	**Don't "over-manage" others**. Since S styles are so capable and willing to handle anything, it's easy to get caught up in "micro-managing" others. For some S styles, doing things themselves is less risky than delegating the task to others. **Don't be afraid to ask others to support you in your tasks. You may find or help others to be as capable as you.**
Ss are great at supporting others when needed.	**Be aware that you need to make time for yourself.** High S styles often sacrifice their own needs (health and well-being) because they are too busy concentrating on the needs of others. Don't allow others to take advantage of your willingness to support them and make self sacrifices. **Know when to say "no".**
Ss internalize feelings.	**Try to be more open and expressive with your feelings.** If something is bothering you, speak up about it and get it off your chest. If you don't, it may cause stress, resentment or bitterness. S styles who don't let the steam out regularly may find they blow their top like a pressure cooker.
Ss become overly passive, unreceptive or unresponsive with other more aggressive styles.	In some cases, high S styles will "shut down" rather than deal with aggressive workplace styles. For them, it is easier to give in rather than risk confrontation or security. It is good to be tolerant, but not good to be too meek or timid. **Learn to stand up for what you believe in and don't be intimidated by other more extroverted styles. Often their bark is worse than their bite.**
Ss like to find the easiest way of doing things.	Sometimes the easier way is the most practical and sensible way, other times, "easier" means cutting corners or doing as little work as possible. **Be careful not to sacrifice quality in an effort to find the easy way.**
Ss need to feel appreciated.	Many workplaces have a rewards system allowing for advancement and recognition. Just as important, high S styles need to feel appreciated, needed, and valued within the organization. **Don't be afraid to ask others for formal, written feedback as it is as much a motivator to the S as monetary rewards.**
Ss can be indecisive	Ss may be indecisive for many reasons, 1) fear that someone will be negatively effected by the decision if that were a consequence, 2) may not feel convicted enough in any one direction 3) heavily influenced by other conflicting opinions 4) will wait to see what others do first. **Sometimes it's good to hesitate before making a decision, other times indecision can make your decision for you.**
Ss can be possessive	Ss tend to cherish the things they work so hard for. They cherish their positions, their families, possessions, and their time. Sometimes they relish things to a fault and become possessive or controlling about people or things. **Be aware of this tendency and practice generosity and openness with the people and things you enjoy.**
Ss can be skeptical	S styles really need to be shown, before they believe. Their practical, realistic, non-idealistic nature makes them a bit cynical, doubtful and disbelieving. In some cases, like with a high I style; a dose of realism is good to play "devils advocate". In others, being skeptical can put a damper on enthusiasm and passion. **Don't let your zeal be overpowered by your skepticism. Don't let your skepticism diminish the corporate mood or corporate culture.**

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Application Guide

John Maxwell says, "Experience is not the best teacher. Evaluated experience is the best teacher." Just because you experience something doesn't mean you have learned something from the experience. True learning comes from the intentional evaluation and contemplation of the experience. This report has helped you experience a better understanding of yourself, your behavioral style, your communication style, your strength style, and your work style.

The Maxwell Leadership DISC Style utilizes a graph system to analyze and document the responses you provided in your online assessment. Those graphs and corresponding data are contained on the following pages. They are part of this report in order to provide you with a more in-depth look at your design. These graphs and data can provide you with a deeper awareness of your design and how it presents itself. This information can help you do the reflective work needed to apply the new awareness and knowledge that you have about yourself. We recommend that you reach out to, and enlist the help of, your Maxwell Leadership DISC associate for maximum understanding, awareness, application, and growth. This coaching relationship and individualized approach will move your experience from simply being a report, to becoming a life-altering awareness and application process to build your influence and expand the impact you wish to make in the world.

You are now in a unique position to see significant growth because of this process. And, like any other area of growth, it requires action. By evaluating how you can apply what you have learned, along with developing a few key action steps, you can enhance the value you receive from this report. The next page will aid you in beginning that process.

On the next page, work through the 6 questions designed to help you evaluate and apply what you have gleaned from this report.

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Application Guide Continued...

Here are a few questions you can ask yourself in order to begin applying what you have learned.

1. What are the three most profound things I have learned about myself?

2. What are three key things I knew about myself that this report reinforced?

3. What are three key things I learned about communicating and connecting with others?

4. What are my three greatest strengths and how do they present themselves?

5. What are the three biggest ways I bring value to my workplace based on my DISC style?

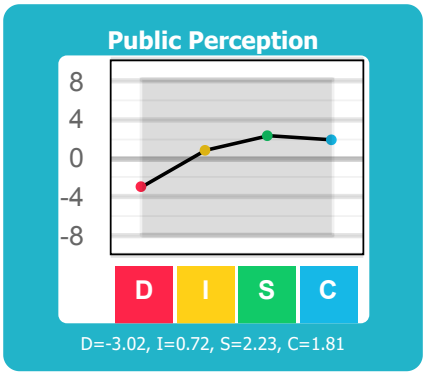
6. What are three key things I can do to grow myself based on the insights from this report?

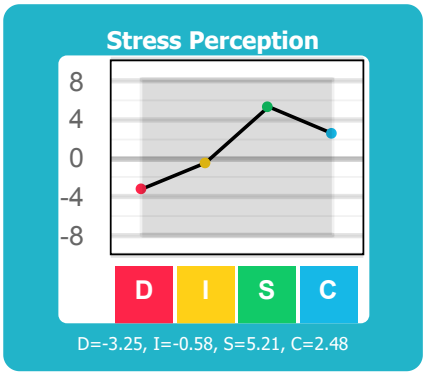
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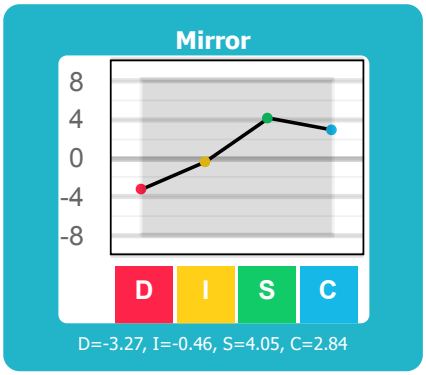
Scoring Data

graph page

Personality Style Graphs







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Graphs Explanation Page

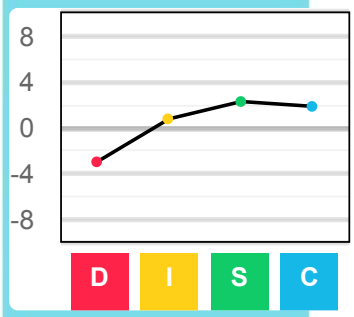
Each of the three graphs reveals a different snapshot of behavior, depending on the conditions of the environment. Within a given environment, Graph 1 reveals the "Public Self;" Graph 2 displays the "Private Self;" and Graph 3 portrays the "Perceived Self."

These three graphs or snapshots are defined in detail below.

Graph 1 -
Mask, Public Self

Behavior Expected By Others

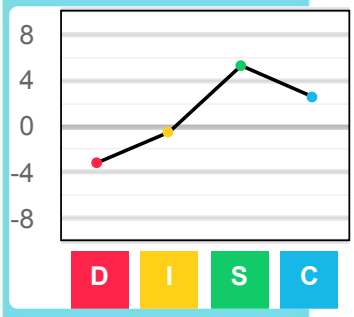
Everyone acts according to how they think other people expect them to act. This behavior is the public self, the person projected to others. Sometimes, there is no difference between the true person and their public self. However, the public self can be very different from the "real" person; it is a mask. Graph 1 is generated by the "Most" choices on The Personality System, and has the greatest potential for change.



Graph 2 -
Core, Private Self

Instinctive Response To Pressure

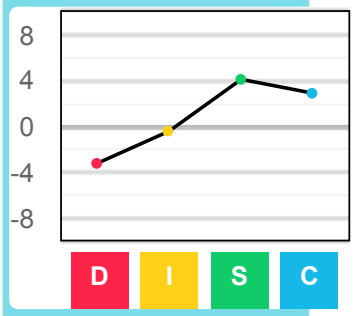
Everyone has learned responses from the past: consequently, these are behaviors which the person accepts about him/herself. Under pressure or tension, these learned behaviors become prominent. This is the graph which is the least likely to change because these are natural and ingrained responses. A person's behavior under pressure may be drastically different than his/her behavior in Graphs 1 and 3. Graph 2 is generated by the "Least" choices on The Personality System, and has the lowest potential for change.



Graph 3 -
Mirror, Perceived Self

Self Image, Self Identity

Everyone envisions him/her self in a particular way. Graph 3 displays the mental picture that one has of him/her self, the self image or self identity. Graph 3 combines the learned responses from one's past with the current expected behavior from the environment. Change in one's perception can occur, but it is usually gradual and based on the changing demands of one's environment. Graph 3 is generated by the difference between Graph 1 and Graph 2.



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Graphs Explanation Page

Continued

Different Graphs Indicate Change or Transition

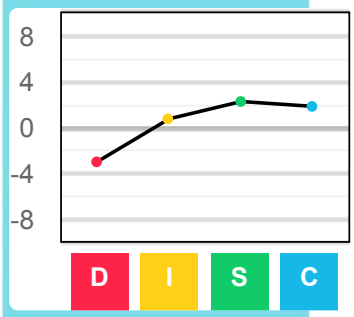
- If Graph 1 is different than Graph 2, the demands of the environment are forcing behavior that is not congruent with the core, or instinctive behavior. In such a situation, a person trying to modify his/her behavior to meet the demands of the environment will most likely experience stress.
- If Graph 1 is different than Graph 2, but similar to Graph 3, the individual has been able to successfully alter his/her behavior to meet the demands of the environment without altering his/her core. This individual is probably fairly comfortable with the behavior shown in Graph 3 (Perceived Self), and is probably not experiencing stress.
- If Graph 1 is different than Graph 3, an individual may be in a period of growth (and some discomfort) while he/she attempts to alter behavior to meet the demands of a new environment. A person's behavior may fluctuate during this period of adjustment.

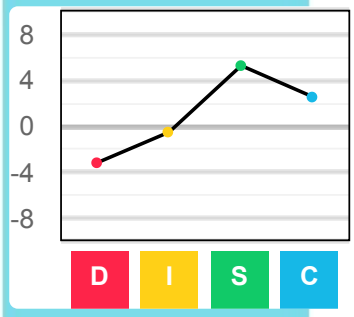
Similar Graphs Indicate Few Demands For Change

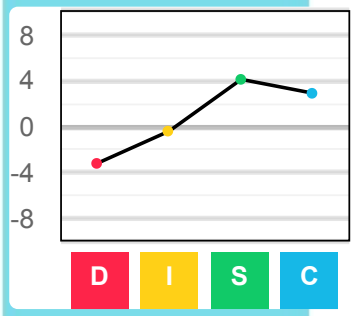
An individual who perceives the current demands of the environment (Graph 1) to be similar to his/her past (Graph 2) will have little need to change his/her self-perception (Graph 3). This may be due to any of the following factors:

- The behavior demanded by the present environment is similar to demands in the past.
- This individual controls what others demand of him/her.
- The behavior demanded by the present environment is different than demands in the past. However, instead of altering behavior, this person has chosen to augment style. To accomplish augmentation, this individual has surrounded him/herself with people of complimentary styles, thus creating a team with combined strengths.

Your keyword style of Peacemaker SC(SC) and the contents of this report are derived from Graph 3.







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Detailed Keyword Analysis: Your Personal Image

When completing your profile, you answered the questions according to a particular setting, for example 'Home' or 'Work'. This is because people tend to display different aspects of their personality in different settings. You are typically not the same at work as you are at home or in a social setting. A significant benefit of this report is its ability to measure how others will tend to perceive you and your behavior in various settings.

In the setting for which you answered the questions, others will tend to perceive you as having certain characteristics. Their perception of these characteristics will change depending on the amount of pressure you experience in any given situation. This is an area where each individual tends to have significant “blind spots”. We often don't realize how we're perceived by others when we are under pressure.

The following keywords describe specific values of your DISC scores for two of the three graphs. An analysis has been generated for Graph 2 (personality under stress) and graph 3 (personality in general). The following keywords represent characteristics typically displayed by similar graphs.

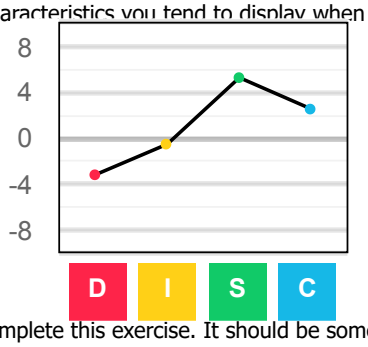
The DISC descriptive keywords generated from an analysis of each graph have been divided into two lists. The first list, generated from Graph 2, is under the heading “How I Respond to Pressure”. It shows your typical response to pressure. The second list, generated from Graph 3, is under the heading “How I See Myself”. Unless your two graphs are completely different, you should expect to see some repetition of items in each list. However, you should be aware that the dominant traits are listed first; therefore the placement of each keyword demonstrates its significance. You should particularly note keywords that are repeated in both lists. Notice whether repeated keywords moved higher or lower from list to list.

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Keyword Exercise Part 1

HOW I RESPOND TO PRESSURE

The following descriptive keywords were generated from an analysis of Graph 2. These keywords describe the specific value of your DISC scores providing a representation of the characteristics you tend to display when you are responding to pressure.



Instructions: Please ask someone to help you complete this exercise. It should be someone who knows you well in the particular setting for which you answered the questions on your profile. Ask him/her to check the boxes next to the keywords that he/she perceives describe you during a time when you were under significant pressure. Please ask him/her to leave blank keywords that do not describe you during a pressure-filled time. Consider the impact these characteristics may have on your relationships. These may be areas for you to consider as being significant to your self-image.

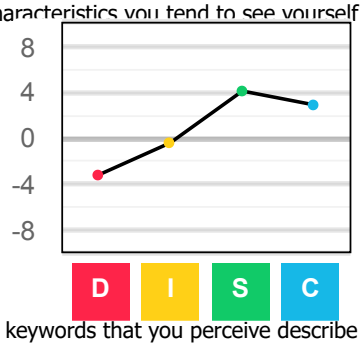
- [ ] PREDICTABLE Behavior, actions, and reactions can be easily foretold
- [ ] SERENE Undisturbed; calm; tranquil; quiet
- [ ] TEAM-PERSON Enjoys being part of a group working together toward a common goal
- [ ] CONSCIENTIOUS Governed by one's conscience; scrupulous; painstaking effort to achieve correctness
- [ ] COURTEOUS Polite and gracious
- [ ] HIGH STANDARDS Holds to a strong values system
- [ ] CONVINCING Persuading by argument of evidence
- [ ] DISCERNING Able to make or see fine distinctions
- [ ] OBSERVING Perceptive; watches over and guards
- [ ] REALISTIC Tending to face facts; practical rather than visionary
- [ ] UNOBTRUSIVE Doesn't force oneself upon others without invitation
- [ ] WEIGHS PROS & CONS Consider both sides of an issue

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Keyword Exercise Part 2

HOW I TEND TO SEE MYSELF

The following descriptive keywords were generated from an analysis of Graph 3. These keywords describe the specific value of your DISC scores providing a representation of the characteristics you tend to see yourself displaying (your self-image).



Instructions: Please check the boxes next to the keywords that you perceive describe you in general. Please leave blank keywords that do not describe your everyday characteristics. Consider the impact these characteristics may have on your relationships. Are there any keywords that come up in both part one and part two of this exercise? If so, these may be areas for you to consider as being significant to your self-image.

- [ ] PREDICTABLE Behavior, actions, and reactions can be easily foretold
- [ ] SERENE Undisturbed; calm; tranquil; quiet
- [ ] TEAM-PERSON Enjoys being part of a group working together toward a common goal
- [ ] CONSCIENTIOUS Governed by one's conscience; scrupulous; painstaking effort to achieve correctness
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Action Plan

Improving Your Interpersonal Skills



Action Plan
Improving Your Interpersonal Skills

A man is but a product of his thoughts. What he thinks, he becomes.

- Mahatma Gandhi

margaret's Action Plan

This worksheet is a tool to enable effective communication between you and others with whom you interact on a regular basis. The goal is to help you maximize your strengths and minimize the effects of potential limitations. It addresses work-related and general characteristics that are common to your style as a whole, and is not derived directly from your graphs.

This section gives you an opportunity to sit down with a co-worker, employer, friend, spouse, etc., and assess your personality style, getting feedback from someone who knows you well. Although doing so is beneficial, it is not required to have anyone else present while completing this section. If you choose to get feedback from another, you may print the report and do so that way.

Instructions:

Step 1: The items listed below are areas to reflect upon between you and your closest contacts. After printing out this report, give this page to another person who knows you well (associate, team member, teacher, family member, friend) and ask them to read each item. They should consider whether or not they perceive the item to describe your traits. 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.

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

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Action Plan

Continued

Step 2: Now, select the three items that would benefit the most from focused attention. Discuss and determine specific outcomes and a reasonable time frame 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.

1. 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
2. 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
3. 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



Action Plan
Improving Your Interpersonal Skills

We continue to shape our personality all our life. If we know ourself perfectly, we should die.

- Albert Camus

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Your Next Step

John Maxwell says, “Growth doesn’t just happen. You must be intentional about your growth. Growth is the only way to ensure that tomorrow is better than today.” He calls this, the "Law of Intentionality." Your next step is to GROW!

When you grow intentionally, you maximize the best in yourself. Maximizing the best in yourself provides you with a feeling of fulfillment and positions you for greater success. In your report, you have gained powerful insight. Applying that new knowledge will make the difference. This will require an intentional and proactive step on your part. While you must be the one to take the first step, you do not have to do it alone. Your Maxwell Leadership DISC Certified Team Member will help you take this new information and apply it in many areas of your life and career. They have access to important leadership, personal growth and communication strategies that will add value to you, both personally and professionally.

Here are a few next steps to help you become intentional in the application of what you have learned and use it in your growth:

1. Have your spouse, family members, team members, or employees take this report. Then you can become aware of their styles and work to develop better relationships, connections, and work settings.
2. Develop and work on a personal growth plan based on what you have gleaned in this report.
3. Schedule a Discovery Session with your Maxwell Leadership DISC associate to discuss how they can help you visualize, create, realize, and lead from your unique position of strength and through your unique style.
4. Involve yourself in a mastermind group to continue your growth in an intentional way.
5. Access the other world-class Maxwell Leadership resources recommended in this report as tools to help you move into your highest potential, both personally and professionally. Your Maxwell Leadership DISC Certified Team Member can provide you information on these programs.

You are going to benefit from this experience and your quest to become a better you. The world is going to be a better place because of a better you.

Your Maxwell Leadership DISC Certified Team Member can support you with programs to help you to move into your highest potential, both personally and professionally. They have developed the skill set to work with you one-on-one and in group settings, to help you visualize, create, and lead from your unique position of strength.

"You have to know who you are to grow to your potential." John C. Maxwell

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