

MAXWELL
LEADERSHIP®

# Barbara Jones

Style: **Advisor IS**

**Maxwell DISC Personality Indicator Report**

Monday, June 1, 2026

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# 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***



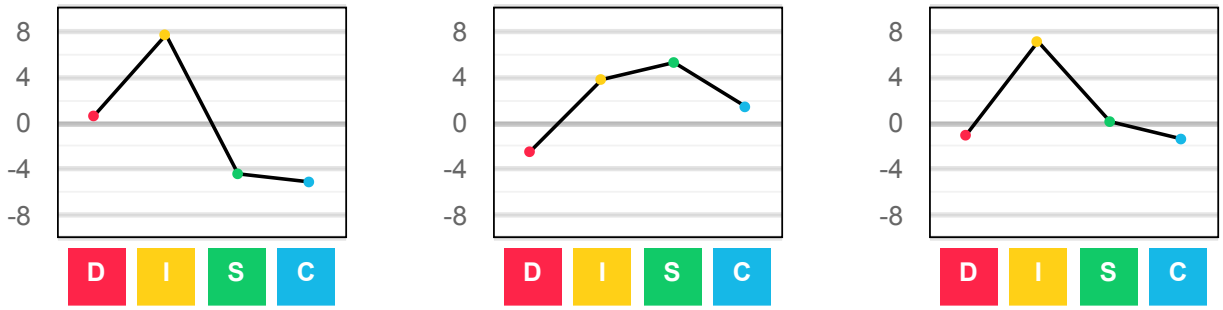

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**The chart below helps put the four dimensions of behavior into perspective.**

| | D = Dominant | I = Influencing | S = Steady | C = Compliant |
|---|---|---|---|---|
| **Seeks** | Control | Recognition | Acceptance | Accuracy |
| **Strengths** | Administration<br>Leadership<br>Determination | Persuading<br>Enthusiasm<br>Entertaining | Listening<br>Teamwork<br>Follow-Through | Planning<br>Systems<br>Orchestration |
| **Challenges** | Impatient<br>Insensitive<br>Poor Listener | Lack of Detail<br>Short Attention Span<br>Low Follow-Through | Oversensitive<br>Slow to Begin<br>Dislikes Change | Perfectionist<br>Critical<br>Unresponsive |
| **Dislikes** | Inefficiency<br>Indecision | Routines<br>Complexity | Insensitivity<br>Impatience | Disorganization<br>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 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.

**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.

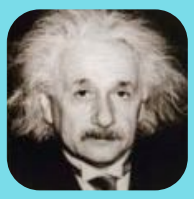
Intentional Living - Deep down, what does every person want most? To live a life that matters. We all want to feel like the time we spent on earth made a difference. How do we achieve that? John Maxwell believes the answer is intentional living. John says, "When you intentionally use your influence every 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






**Aesop**
Circa 550 BC

Greek Raconteur

Almost legendary, Aesop became popular for the entertaining stories he told in the royal courts. The fables attributed to him are, in all probability, a compilation of tales from many sources simply retold by him. In his tales, all of which focused upon animals, we see the moral issues of individuality about which the Advisor/Counselor is so concerned. Also evident is the reflection of his interest in people and their interaction, as well as their care and support of one another. Outside show is a poor substitute for inner worth.

"Beware lest you lose the substance by grasping at the shadow."

**Anne Sullivan**
1866-1935

U.S. Teacher

Anne Sullivan was born in to very poor immigrants in April, 1866 in Feeding Hills, Massachusetts, a small village near Springfield. Anne contracted trachoma, a disease of the eyes, when she was about 5. This disorder is not unusual where there is poor hygiene, and Anne's situation was not good. She was physically strong, but the disease was left untreated and she gradually lost her vision, although she was never totally blind. Anne learned at the age of 14 that she was to be sent to Perkins Institute for the Blind in Boston. She started at the age of 14 at an elementary school level, but graduated at the age of 20 as class valedictorian. This was a great moment of triumph.

Shortly after this, the director of the school, Michael Anagnos, learned of a deaf blind student in Alabama who needed a teacher. Anne Sullivan was offered the position and her life then became entwined with that of Helen Keller. Anne Sullivan developed her own philosophy of teaching as she worked with Helen. She reasoned that a child learns to talk by imitation. As the child is spoken to--typically in sentences or phrases--the child repeats what is said and begins to work out by himself or herself the interconnections and structure of the language. Anne Sullivan came to be known as a great American teacher. Her gift was her dedication. Anne literally gave her life and career to make Helen Keller great.

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# Description

## understanding your style

**Barbara's style is identified by the keyword "Advisor".**

Barbara, as an Advisor style, impresses most people with their outgoing charisma, warmth, and fun loving personality. Advisors possess a natural disposition for people and possess a casual kind of poise in most social situations. Many people will come to them because Advisors are seen as encouragers and instinctive communicators. Barbara can be demonstrative, trusting others and showing clear emotions. Advisors will not attempt to force their ideas on others; they prefer to win people over and influence decision making by their ability to effectively communicate. Advisors tend to take criticism of work as a personal rejection rather than based on the quality of the work itself. Advisors take a very positive and optimistic approach in all they do and often put people needs ahead of tasks and deadlines for completing a project. Advisors want to feel part of a strong team cohesion and this bond can be a powerful motivator for achieving success.

Barbara prefers to deal with people on a personal, intimate basis in a low pressure and non antagonistic situation. Advisors desire for others to give them personal attention and value compliments for assignments done well. Barbara loves to talk with and about people; they want social intimacy with everyone they meet. They are equally adept in mingling in a large social setting or in a one on one environment with close friends. Advisors may have difficulty being honest about their feelings if there is a fear that there will be devastating effects to a relationship, as relationships are extremely important to Advisors.

While Advisors are very stable, they are also flexible and can fit into almost any environment. They are seen as neighborly and accepting of others. Once a bond is formed, Barbara has no problem talking about personal subjects and extending trust.Barbara is family oriented; working toward stability in these relationships. Advisors are persistent in working to accomplish the goals through teamwork and creating an enjoyable environment to get the job done. Advisors seek team recognition but also want their personal contributions noticed.

Barbara prefers to work through problems by analyzing things that worked in the past. This is someone who is able to lead, if necessary, but usually prefers to wait and see if another person volunteers first. Barbara is willing to follow another person's lead if they display adequate ability and if Barbara has confidence in their ability.

An extremely outgoing and social person, Barbara tends to make friends easily and likes to have fun with others. This person wants to make commitments even when unable to keep them. This comes from their strong desire to please, not because of any intent to deceive. Barbara tends to be very spontaneous, easily becoming bored with routine tasks.

Recognizing the value of a good relationship, Barbara is very patient and caring when relating to others. This is an individual who usually remains calm, relaxed and even paced, even in situations that may ruffle others. Barbara likes the role of a peacemaker, and when working through problems, they try to rely on successful strategies that have proven results.

Barbara will usually test ideas against proven standards in an effort to be inventive. Barbara can be very creative as he/she identifies new solutions to problems. An original and creative thinker, Barbara acts in a rational way to make sure desired results are achieved in an orderly manner while not afraid to "break the mold" if that appears to be the key to a solution.

**Enthusiastic, fun loving**
**Trusting, optimistic**
**Persuasive, talkative**
**Relational, people oriented**

***General Characteristics***

**Praise, popularity, and acceptance**
**A friendly environment**
**Freedom from many rules and regulations**
**Other people available to handle details**

***Motivated By***

**Practical procedures**
**Few conflicts and arguments**
**Freedom from controls and details**
**A forum to express ideas**

***My Ideal Environment***

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# Communicating

## with the Advisor style

### Remember, an Advisor may want:

- Social esteem and acceptance, freedom from details and control, people to talk to, positive working conditions, recognition for abilities, opportunity to motivate and influence others, loyalty in relationships

### Greatest fear:

- Loss of social acceptance, change (especially in relationships)

### When communicating with Barbara, an Advisor, DO:

- Build a favorable, friendly, participative environment
- Give opportunity for them to verbalize about ideas, people and their intuition
- Assist them in developing ways to transfer talk into action
- Allow time for stimulating, sociable activities
- Submit details in writing, but don't dwell on them
- Create incentives for following through on tasks

### When communicating with Barbara, an Advisor, DO NOT:

- Eliminate social time
- Be overly aggressive or confrontational
- Ignore their ideas or accomplishments
- Make them work alone

### While analyzing information, Barbara, an Advisor may:

- Be a very good listener and encourager
- Tend to dismiss facts as irrelevant
- Fail to begin an action plan
- Discuss the situation with others

### Motivational Characteristics

- **Motivating Goals:** To maintain trusting friendships; security
- **Evaluates Others By:** Positive acceptance; looks for the good in people
- **Influences Others By:** Personal relationship insights; performing services
- **Value To Team:** Stable, dependable, good listener, patient, broad friendships
- **Overuses:** Indirect approach; tolerance
- **Reaction To Pressure:** Becomes overly flexible; may hold grudges
- **Greatest Fears:** Social rejection; being accused of causing harm
- **Areas For Improvement:** Take initiative, develop a sense of urgency, set realistic deadlines, establish priorities



**Communicating**
with the Advisor style

Knowledge comes,
but wisdom lingers.

- Alfred Lord Tennyson

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# Communicating

## with the Advisor style

### Value to the group:

- Values relationships and the need for people
- Great encourager and motivator, good friend
- Positive sense of humor
- Negotiates conflict, peacemaker

### Advisors possess these positive characteristics in groups:

- Instinctive communicators
- Participative managers who influence, motivate and inspire
- Spontaneous and agreeable
- Respond well to the unexpected
- Create an atmosphere of well being
- Enthusiastic, positive attitude
- Will support the leader
- Express ideas well, opinionated
- Work well with other people, accepting of others
- Make good spokespersons
- Persuasive
- Accomplish goals through people
- Relieves tension in the group with positive humor
- Strong in brainstorming sessions

### Personal growth areas for Advisors:

- Rely on facts more than instincts
- Be more results oriented
- Exercise control over your actions, words and emotions
- Talk less, listen more
- Consider and evaluate ideas from other team members
- Concentrate on following through with tasks and details



**Communicating**
with the Advisor 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.

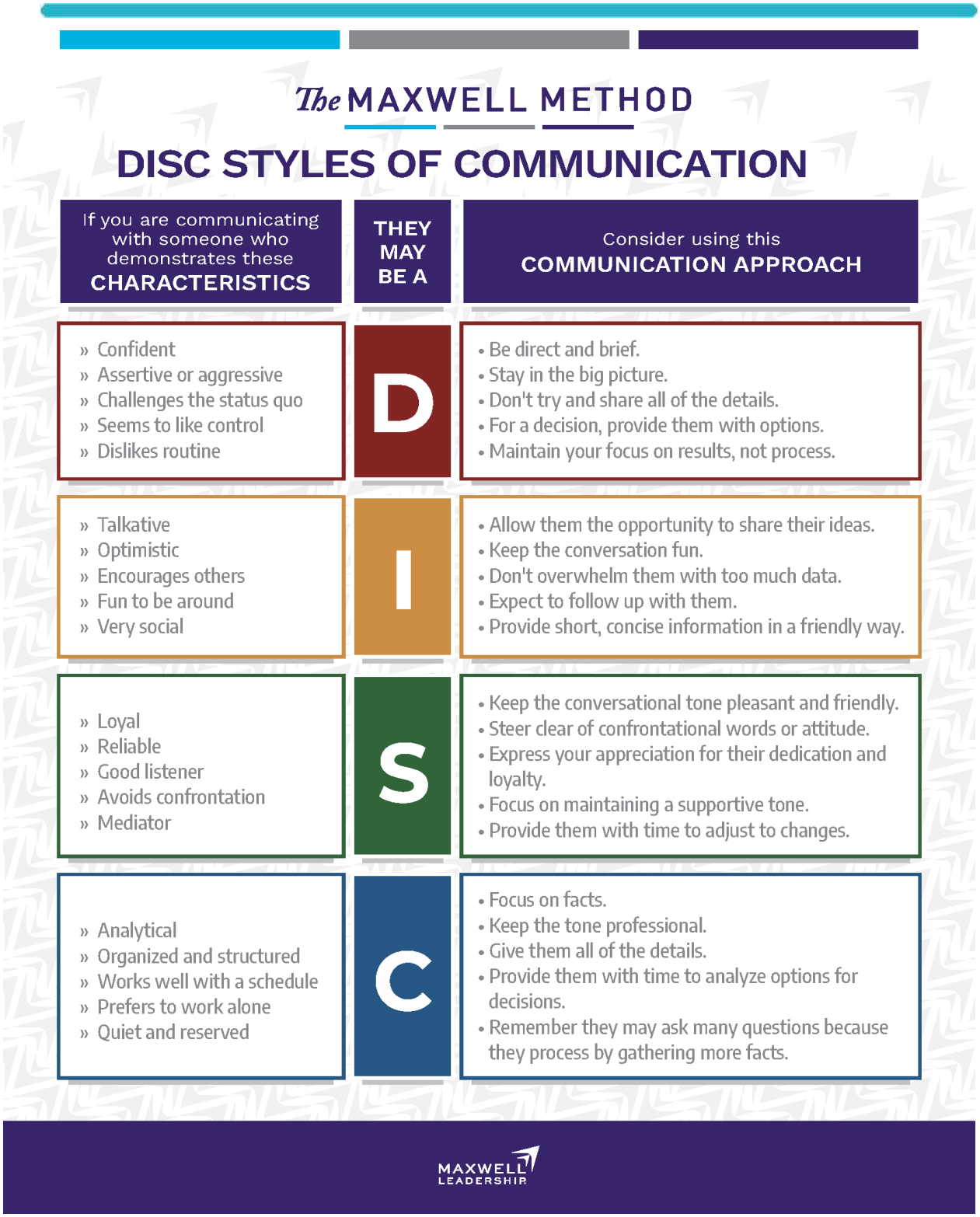
The Maxwell Method Sales Leadership Impact Report – This report is recommended for anyone who is responsible for leading, managing, and motivating sales reps. In addition to all the information contained in the Sales Impact Report, sales managers will be provided with the Sales Leadership Impact Report, 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 I and S plotted above the midline, your style is identified by the keyword "Advisor".**

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
- ***RELIANT*** Influenced, directed 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:**

- ***ENTHUSIASTIC*** Inspirational; visionary; intense
- ***GREGARIOUS*** Fond of the company of others; sociable
- ***PERSUASIVE*** Having the power to persuade; influencing
- ***EMOTIONAL*** Easily aroused to emotion; quick to weep or show anger

**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 that one is obligated to defend
- ***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:**

- ***BOLD*** Open, bold resistance to authority
- ***DETERMINED*** Resolute in getting one's own way; immovable



**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 confirm 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 others 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 "I" style**, which means that you prefer receiving information that stresses the EXPERIENCE. 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, or how they are a part of the solution and "we need to work as a team."

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.

The next section is particularly useful for a dominant "I" style as you may have the tendency be more vocal but less focused on results or details as others around you.

### The Compatibility of Your Behavioral Style

The "I" and the "D" styles normally get along pretty well in relationships since the "I" is a great encourager to the "D". In work tasks, the "I" may feel the "D" is too demanding and too task oriented at times.

Two "I" styles get along extremely well in personal relationships. They are very social and like to try new experiences. Two "I"s working together may have a tendency to miss deadlines and not complete tasks with attention to detail.

The "I" and the "S" 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.

The "I" and the "C" work well together as their strengths tend to complement one another. In relationships there can sometimes be conflicts as the "I" is much more socially motivated and impulsive than the "C".

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# Communication Tips

## compatibility of your behavioral style

**How the "I" Can Enhance Interaction with Each Style**

**I with D**

I's tend to view D's as argumentative, dictatorial, arrogant, domineering, nervous and hasty. As an I, you are likely to resent the D telling you what to do. It will frustrate you when they don't notice your ideas. Since you are used to being able to talk your way into or out of confrontations, you will likely be surprised when you find out that your charm does not bring a favorable response from the high D.

Relationship Tip: To make this relationship work, you must have direct communication. Deal with issues in a straightforward manner. Work at negotiating commitments and goals on an equal basis. Focus on tasks and issues, not people and personalities. Point out specific accomplishments.

**I with I**

I's enjoy relationships with other I's ... thoroughly. You will see each other as stimulating, charismatic, outgoing and optimistic; relating well to each other and developing relationships quickly. You will both tend to mix business and pleasure, and strive to impress one another; possibly even competing for recognition.

Relationship Tip: Maximizing relationships between I's is not difficult; it's controlling them that will require effort. Be friendly, complimentary; acknowledge each other's accomplishments. Listen sincerely instead of planning what you want to say next.

**I with S**

You will see high S's as passive, nonchalant, apathetic, possessive and non-demonstrative. But you'll also find them accepting, and willing to enter into relationships if you can slow down the pace; even though you'll tend to become frustrated when the S doesn't express their thoughts and feelings like you want them to. You can be a motivator and encourager to S's.

Relationship Tip: Slow down; be more easygoing. Show them sincere appreciation and you'll find friendships with S's are very rewarding; they'll stick with you. Above all, don't be pushy.

**I with C**

I's view C's as overly dependent, evasive, defensive, too focused on details, too cautious and worrisome. The natural interaction between you will strain the relationship and require work. You'll focus on people; they'll see the facts. You'll be optimistic; they'll seem pessimistic. You'll look at the "big picture"; they'll see only details. You'll want to make a decision; they'll frequently want to gather a little more data first.

Relationship Tip: Present your facts clearly, and don't exaggerate details and numbers. Prepare well for a discussion with a C. Expect them to express doubts and need time to evaluate data before making a decision. Remove any potential threats, making their decisions easier. Write notes often.



**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.

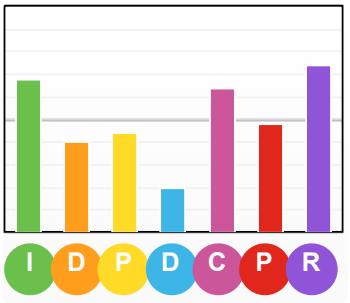
If growth in your ability to lead yourself and others is important to you, then our Developing The Leader Within You 2.0 program will help you grow in ten key leadership characteristics.

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




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

**INFLUENCING** -

**Well Developed:** You are the "go to" person when a leader is needed. Others see your strengths and know that you possess wonderful managerial insight. Many people are willing to follow you because of your charisma and enthusiasm. While sometimes seeming a bit aggressive, your fairness and people skills soon have others remembering you want the best for all involved.

**DIRECTING** -

**Adequate:** You understand that directing others and doing what needs to be done to hit deadlines is important. You find ways to make sure this is part of your routine, although you do not consider it your primary strength.

**PROCESSING** -

**Good:** You can take an idea or a project and follow through from start to finish. While you prefer changing roles and responsibilities, you will stick to a routine that is necessary to fulfill a need.

**DETAILING** -

**Limited Use:** You rely more on your "gut feeling" than on the facts. Sometimes, it would help to slow down the process and proceed with more caution. You are likely to use your influence to get others to help in the areas in which prefer not to be involved.

**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** -

**Good:** You are a strong, steady worker who wants to do quality work. Sometimes you may begin to look at other alternatives to completing a project when the going starts getting rough. Remember not to quit nor lose focus on what you have started.

**RELATING** -

**Highly Effective:** You are a great encourager, but you also are willing to take the hand of a teammate and stand beside that friend. Your optimism and loyalty in personal relationships makes you loved by many. You strive to maintain a friendly and secure environment for yourself and those around you.

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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 "I" personality style is enthusiastic, influential, expressive, accepting and sociable. Many high I personality styles find success in sales positions because the field of sales demands all of the characteristics that exemplify an "I" style. Yet, I styles can flourish in other business areas as long as the role allows for much human interaction, communication and relationship building.

I styles often serve as the "face" of the business world. Since I styles are clever communicators, polished, outgoing, energetic and influential, they are often business spokespersons. They serve as driving forces behind public relations, advertising, journalism, and political affairs. They also help in the arts, non-profit organizations, and image-building campaigns. In the business world, influencing personalities are called upon to set trends, shape opinions and to promote ideas, companies and products. High I styles like the spotlight and are savvy at inspiring, persuading and moving others to action.

In business, I styles are liked by co-workers and customers alike. They are generally agreeable, trusting, optimistic and witty. Co-workers will see they have a good attitude making others feel comfortable, accepted and warm. I styles have a knack for "lightening" heavy situations with humor or cleverness which can help when weighty business matters loom. Like D styles, I styles respond well to change and would rather not have a predictable routine. Instead, I styles like spontaneity, respond well to the unexpected, and would welcome or create changes inherent in the business world.

As managers, "I"s are considered to be " participative ". They don't hand down orders and expect compliance. Their leadership is open, facilitated through face-to-face communication where ideas, solutions and decisions are shared. Their desire to be well liked by their staff drives them to create a positive and peaceful work environment.

I styles are excellent team members who are able to motivate the team toward a goal. In a team atmosphere, an I style will be outspoken and opinionated. He/she will be skilled at "thinking outside the box" with clever solutions. They create a fun atmosphere, negotiate conflicts between members, and present the team's ideas to others.

There is so much to like about the I style in the workplace, you may think, "what's not to like?" High I styles in the workplace are so busy building relationships that critical details like paper work, record keeping, and routine tasks are often avoided or done in poor quality. I styles are excellent communicators, but sometimes not the best listeners. Also, their style is so concerned with popularity and avoiding rejection that it may interfere with their work.

### Interactive Workplace Style Characteristics:

1. Desires to have fun and be spontaneous in the workplace
2. Can become extremely busy managing all the relationships they have developed
3. Optimistic or even idealistic
4. Desires to be "friends" with co-workers
5. Is not afraid to show emotion, or be expressive with feelings and opinions
6. Attempts to keep the peace between team members and associates
7. Can be too permissive when the situation calls for stern or strict actions
8. Would rather not be involved in a workplace confrontation
9. Can be indecisive or appear wishy-washy on issues
10. Has difficulty saying "no" in an attempt to please associates
11. Values maintaining a good relationship with others in the workplace
12. Clever use of humor, wit and creativity to keep spirits light in the workplace
13. Can be inventive and resourceful. Someone who is known for original ideas

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# Workplace

## tips for your professional style

### Tips for High I Personality Styles in the Workplace

| | |
|---|---|
| **I's don't like confrontation.** | Is will try to avoid confrontation at all costs because it puts their popularity at risk. In a business leadership role, actions and behaviors often need to be confronted to help the bottom line. **Just remember, when it's business, it's nothing personal.** |
| **I's tend to always be talking.** | **I styles also have to remember to listen as well. Listening is especially important in sales positions.** How can you find solutions to your customer's problems if you haven't first listened to their needs? Sometimes great communicators are thinking of what they want to say while another person is talking. **Remember to concentrate on what others are saying and ask more questions.** |
| **I's like to move and speak at a fast pace.** | **Remember to slow down, especially for C and S styles or more passive co-workers.** Sometimes I styles have so much they want to do and say, they can be exhausting for other styles to keep up with or watch. **Be aware of your pace and modify it for others.** |
| **I's have a hard time saying "no" and can become busy, hectic, stressed, or burned-out.** | **Be aware of the reasons I styles often find themselves overloaded and stressed out.** An I style's busy life may be attributed to three things. 1) They desire to please so they have difficulty saying no. 2) They enjoy being active and involved with others in projects. 3) Their social time cuts into their task time. **Prioritize and practice saying "no" more often. In any case, I styles have to develop a thicker skin and realize that they can not and should not try to please everyone.** |
| **I's don't like to manage the details and are not particularly self-disciplined.** | **Don't procrastinate or let detailed tasks go undone or done hurriedly. If you are not willing or able to do detailed tasks, make sure you have someone around who can. Know your limits and tell others with whom you work so they can arrange for someone to help you manage the details.** |
| **I's are not naturally concerned with time and like to be spontaneous.** | I's have a tendency to translate timeframes "loosely" and live more impulsively than planned. Know that other styles are more structured and concerned with time frames. **Arriving late, missing deadlines and forgetting appointments can be detrimental or annoying to others. Set your watch 10 minutes early, practice saying "no", make "to do" lists, and keep a scheduler or PDA.** |
| **I's need plenty of encouragement, incentives and recognition.** | Encouragement, recognition, rewards, and feedback are all great motivators for the high I style. Yet, many jobs don't offer such an ideal environment. **Since your employer may not know your desire for being recognized for your accomplishments, you should suggest more performance feedback between you and your employer. Also, allow for your own personal rewards system which may be travel, shopping, or entertainment. All are great motivators for the I style.** |
| **I's need to interact with others, socialize and build relationships.** | **Do not, under any circumstance, cut yourself off from others during your work life. Don't choose working environments that are heavily task oriented cutting off human communication.** Regardless of your technical skill set, you need to interact with others for personal fulfillment and contentment. |
| **I's have difficulty finishing what they started.** | **I's like to jump from one project to another without necessarily finishing the first.** They operate in a more random, rather than sequential, order. I's have great enthusiasm at first when beginning a project, but often lose their passion and want to begin something new. Practice following through. Don't begin things you know you can't finish. Be more realistic with what you know you can accomplish. Be aware that others may feel disappointed or let down. |

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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?

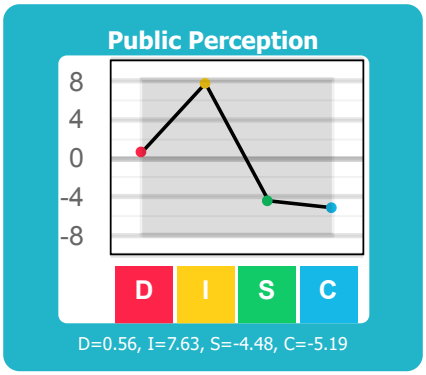
6. What are three key things I can do to grow myself based on the insights from this report?

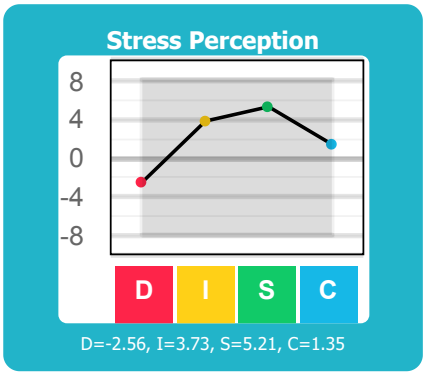
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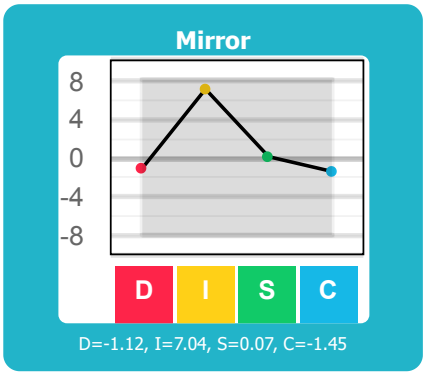
# Scoring Data

graph page

**Personality Style Graphs**




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# Graphs Explanation Page

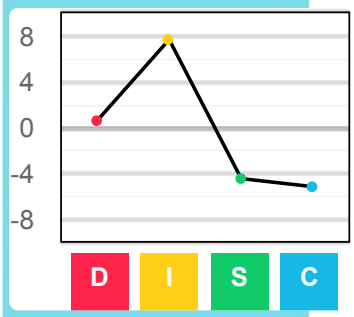
Each of the three graphs reveals a different snapshot of behavior, depending on the conditions of the environment. Within a given environment, Graph 1 reveals the "Public Self;" Graph 2 displays the "Private Self;" and Graph 3 portrays the "Perceived Self."

**These three graphs or snapshots are defined in detail below.**

Graph 1 -
**Mask, Public Self**

***Behavior Expected By Others***

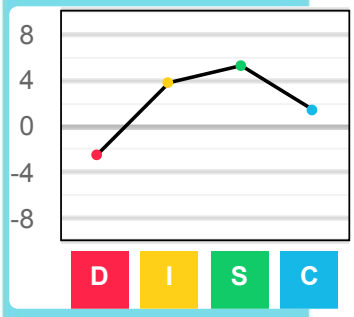
Everyone acts according to how they think other people expect them to act. This behavior is the public self, the person projected to others. Sometimes, there is no difference between the true person and their public self. However, the public self can be very different from the "real" person; it is a 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***

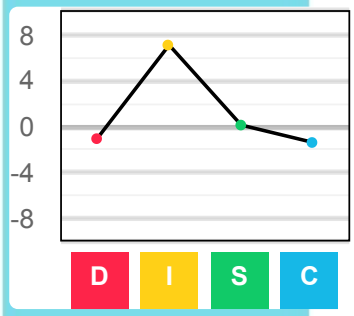
Everyone has learned responses from the past: consequently, these are behaviors which the person accepts about him/herself. Under pressure or tension, these learned behaviors become prominent. This is the graph which is the least likely to change because these are natural and ingrained responses. A person's 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

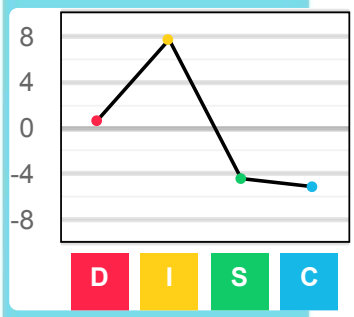
- If Graph 1 is different than Graph 2, the demands of the environment are forcing behavior that is not congruent with the core, or instinctive behavior. In such a situation, a person trying to modify his/her behavior to meet the demands of the environment will most likely experience stress.
- If Graph 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.

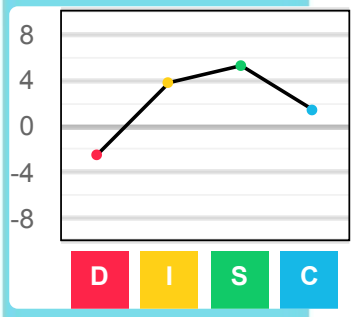
### Similar Graphs Indicate Few Demands For Change

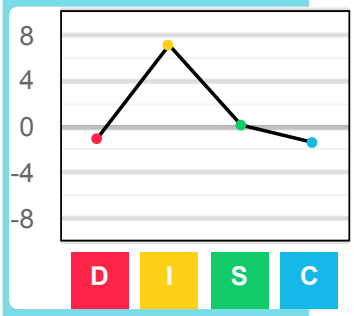
***An individual who perceives the current demands of the environment (Graph 1) to be similar to his/her past (Graph 2) will have little need to change his/her self-perception (Graph 3). This may be due to any of the following factors:***

- 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 Advisor IS(IS) 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.

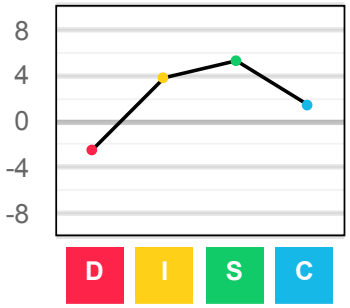
The DISC descriptive keywords generated from an analysis of each graph have been divided into two lists. The first list, generated from Graph 2, is under the heading “How I Respond to Pressure”. It shows your typical response to pressure. The second list, generated from Graph 3, is under the heading “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

- ☐ AFFABLE Easy to approach and talk to; pleasant & polite
- ☐ SOCIABLE Enjoying the company of others; friendly; agreeable; informal
- ☐ TRUSTING Firm belief in honesty, integrity, faith

- ☐ ANALYTICAL Dissecting a whole into its parts to discover their nature
- ☐ MATURE Fully grown, developed
- ☐ SENSITIVE Easily hurt; highly responsive intellectually and emotionally

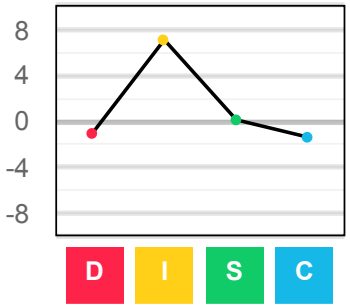
- ☐ REALISTIC Tending to face facts; practical rather than visionary
- ☐ UNOBTRUSIVE Doesn't force oneself upon others without invitation
- ☐ WEIGHS PROS & CONS Consider both sides of an issue

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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.

- [ ] ENTHUSIASTIC Inspirational; visionary; intense
- [ ] GREGARIOUS Fond of the company of others; sociable
- [ ] PERSUASIVE Having the power to persuade; influencing

- [ ] AMIABLE Having a pleasant disposition; friendly
- [ ] DELIBERATE Careful in considering; not rash or hasty; slow; unhurried
- [ ] STABLE Not easily thrown off balance; enduring; steady; resisting change

- [ ] CALCULATED RISK-TAKER Action determined by reasoning the risk
- [ ] SELF-EFFACING Making oneself inconspicuous
- [ ] UNASSUMING Not pretentious or forward; modest; retiring

- [ ] "OWN PERSON" Not easily affected by the opinions of others
- [ ] PERSISTENT Continuing, especially in the face of opposition; persevering
- [ ] SUPERIOR Concerned with having the best quality, high-class, expert

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# Action Plan

## Improving Your Interpersonal Skills

### Barbara'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.

| | | | |
|---|---|---|---|
| Volunteers or takes initiative for projects | Y N | Would rather talk than work | Y N |
| | | Thinks up new activities | Y N |
| Frequently lacks follow through | Y N | Creative and colorful | Y N |
| Confidence fades fast | Y N | Has energy and enthusiasm | Y N |
| Outgoing and personable | Y N | Priorities often get out of order | Y N |
| Starts projects and tasks well | Y N | Uses feelings rather than logic | Y N |
| Inspirational to others | Y N | Easily distracted | Y N |
| Competent and steady | Y N | Not goal oriented | Y N |
| Avoids confrontation at all costs | Y N | Sometimes inefficient | Y N |
| Good under pressure | Y N | Discourages others ideas | Y N |
| Finds the easy way | Y N | | |



**Action Plan**
Improving Your Interpersonal Skills

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

- Mahatma Gandhi

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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**
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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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