

BEHAVIOR: DISC

✓ ID: Persuader

Strong interest in people, ability to gain the confidence of others. Does business in a friendly way, pushes objectives forward, sells point of view. Good coordinator, willing to delegate, poised, confident. May be inattentive to details, spontaneous, enthusiastic. Overly optimistic about results, seeks freedom from routine. Values public recognition, desires authority.

- Dominance** 89
- Influence** 90
- Steadiness** 13
- Conscientiousness** 18

CULTURE: INSTINCTIVE DRIVES

✓ I.D. 7544

You are at your best when solving complex problems and managing major projects or critical situations. You need time and space to assess data, risks, and options before strategizing around the plan of attack. You will thrive when you feel in control, and you have the autonomy and flexibility to experiment and make adjustments in response to feedback. You will excel when innovating alongside those whose expertise and high standards you respect.

- Verify** 7

Use Verify: Driven to get it right. Talent to solve complex problems. Needs clarity of purpose, and feedback.
- Authenticate** 5

Neutral Authenticate: Neither driven to use or avoid this instinct - at different times behavior may reflect either direction.
- Complete** 4

Avoid Complete: Driven to keep things flexible. Talent to innovate. Needs freedom and autonomy, and to achieve quick wins.
- Improvise** 4

Avoid Improvise: Driven to make it certain. Talent for identifying risks. Needs substance and logic, and to eliminate pressure.

BEHAVIOR: 16 TYPES

✓ The Executive

ENTJs are charismatic leaders whose confidence can bring a group together behind a common goal. Energetic, strong willed, and strategic minded, you enjoy leading with efficiency pushing your objectives across the finish line. Your self-confidence can inspire and invigorate others to follow you, which helps you to achieve those lofty goals.

- Extroversion** 60
- iNtuition** 65
- Thinking** 80
- Judging** 65

Extroversion refers to energy. An Extrovert gets energy from the outer world – people and activities. Loves to be with people and to get people energized. Outgoing, knows a lot of people from different spheres, and prefers to work in groups. Thinks out loud. Highly driven to action, may dive in before thinking enough about goals and objectives.

iNtuition refers to taking in information. One who leans towards iNtuition takes in information based on the big picture, not small facts. Notices patterns, great with abstract theories, leans into gut instinct, communicates conclusions. Learns through thinking problems through more than hands-on work. Forward-looking, focused on what's possible, remembers big picture more than details.

Thinking refers to decision making. A Thinker makes decisions with the head, based on logic, not the unique situation. Seeks logical explanations, picks up on inconsistencies, prefers consistent principles, pros/cons lists, and fairness. Prefers truth over individual desires, may appear uncaring or inconsiderate.

Judging refers to outward behaviors. A Judger prefers an orderly, controlled life. Decisive, structured, organized. Focused on completing tasks on the to-do lists, may miss new information.

BEHAVIOR: ENNEAGRAM

✓ 7: The Enthusiast

Motivated by the need to be happy and plan enjoyable activities, to contribute to the world, and to avoid suffering and pain. Lighthearted, generous, outgoing, caring and fun. Enjoys introducing friends and loved ones to new experiences and adventures. Frequently juggles several careers or jobs at once. Quick-minded and able to learn new things quickly. Commonly radiates joy and optimism, expresses childlike astonishment, and experiences life as a gift. Relaxed, full of good humor, imaginative, sunny, playful, with a disarming kind of charm.

- 8: The Challenger** Wing

The Eight wing can influence a Seven to become more exuberant, bold, aggressive, and competitive. It can provide the energy needed to achieve desired goals by being naturally persuasive, assertive and playful. On the downside, it can cause Sevens to vie for the freedom to start new things that, ultimately, will never get finished.
- 5: The Sage** Growth

Becomes more introspective, contemplative, and serious - able to think deeply about the meaning and purpose of life by moving toward the positive qualities of Fives. Grows increasingly comfortable with solitude, getting in touch with fears, and accepting both the pleasures and pains - especially the pains - that come with everyday life.
- 1: The Reformer** Stress

Can become cynical, hypercritical, judgemental, and irritable by moving toward the negative and perfectionistic qualities of Ones. Often quick to blame others, and slow to see the humor in situations. Gets trapped in black and white thinking patterns and can't get out.
- Head** Triad

Sometimes called the "Head Triad" types 5,6,7 perceive, process, and respond to information through the mind. At the root each type struggles with fear and flees in search of safety: Fives retreat inward to escape the outside world. Sevens charge outward to escape the inner world. Sixes both retreat inward to avoid external threats and charge outward to avoid internal fears. On the outside they can appear clear-headed, self-confident, and purposeful, while inwardly feeling alone, confused, and directionless.

PRODUCTIVITY: ENERGY RHYTHM

✓ Flexible Anchor

You are likely a self-described "night owl". You are creative and introspective, and your best work is done during the late afternoon or evening. Being a Flexible Anchor means that it may be easier for you than other Anchors to adjust your schedule and get work done earlier in the day if necessary. You may experience some daytime drowsiness, and may be better suited for a flexible work schedule rather than a typical 9-to-5 schedule.

- Peak** Late afternoon - early evening

Near the end of a typical 9-5 workday, when most people are in their low-vigilance Recovery period, you experience a rise in energy, mood, and vigilance. This is the best time of day for focused attention on Analyzing Tasks that require lots of analytical and strategic brainpower, such as problem solving, making a project plan, or writing a report.
- Trough** Early - mid afternoon

Right after the typical lunch hour, your energy, mood, and vigilance may take a dip, but never fear! This is a great time to work on Maintenance Tasks – those low-brainpower, straightforward tasks like catching up on emails, scheduling, running work errands, or making predetermined revisions to documents.
- Recovery** Morning

While most people are in their Peak, you are in Recovery. Your energy and mood are high, but not your vigilance – that intensely-focused alertness. This is the best time for working on Creating Tasks such as brainstorming, designing, researching, critiquing, and collaborating.

STRENGTHS: VIA

✓ Wisdom

People strong in Wisdom gain and use knowledge to solve problems and achieve good. Typically curious, love to learn, open to new experiences and new ways of doing things. Open-minded to information and other perspectives. Often seen in the fields of research, training and development, and institutional knowledge.

- Creativity** 1

Thinking of novel and productive ways to conceptualize and do things; includes artistic achievement but is not limited to it.
- Love of learning** 2

Mastering new skills, topics, and bodies of knowledge, whether on one's own or formally; related to the strength of curiosity but goes beyond it to describe the tendency to add systematically to what one knows.
- Curiosity** 3

Taking an interest in ongoing experience for its own sake; finding subjects and topics fascinating; exploring and discovering.
- Perspective** 4

Being able to provide wise counsel to others; having ways of looking at the world that make sense to oneself/others.
- Appreciation of Beauty & Excellence** 5

Noticing and appreciating beauty, excellence, and/or skilled performance in various domains of life, from nature to art to mathematics to science to everyday experience.