

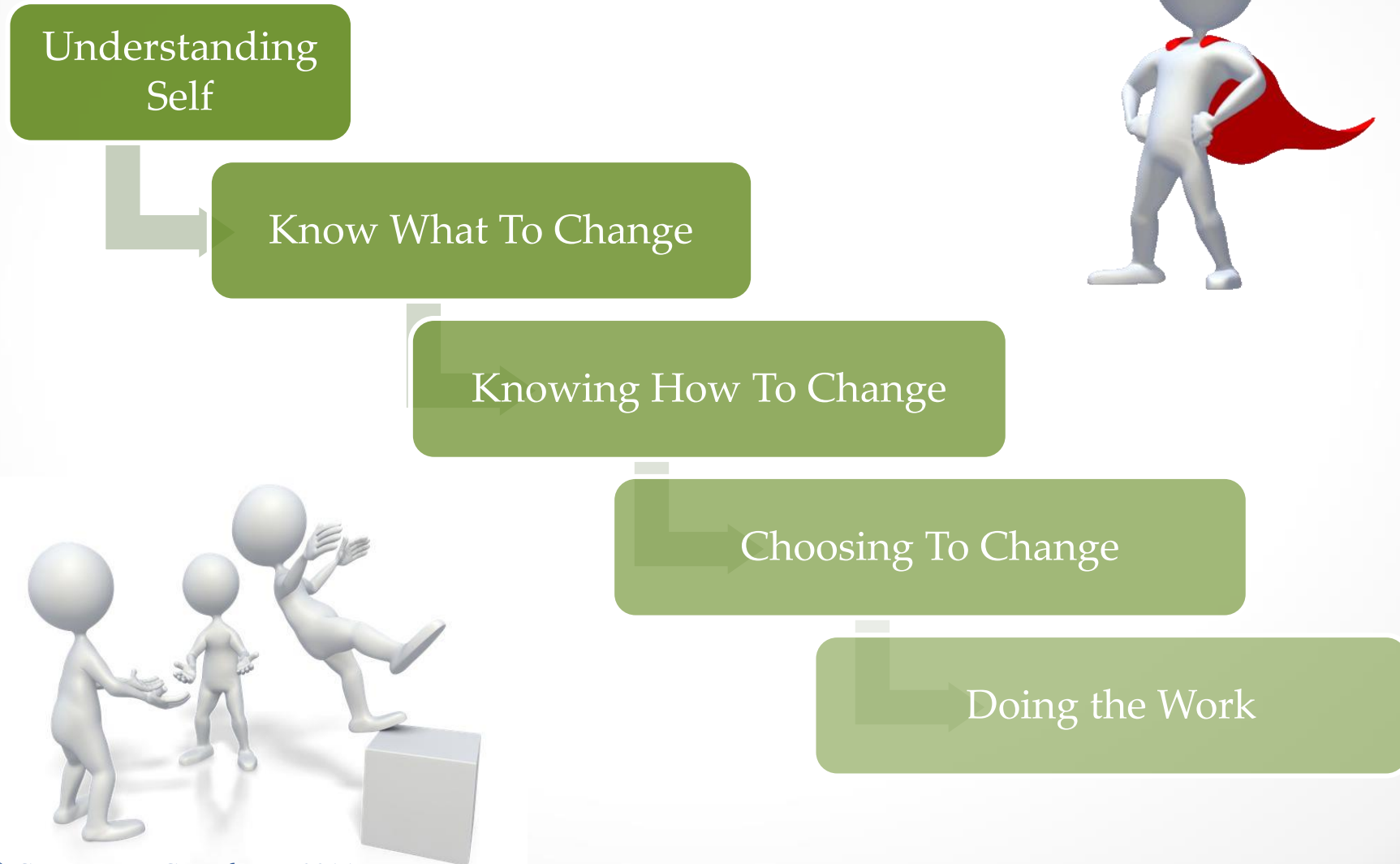
# Monthly Insights

## Session 4: Self-Side

Digging deeper into Understanding the “Self”

By Pamela Brooks, MA (12/14/2015)

# In Knowing We can Choose



# What does it measure?

- How well do they know their strengths
- Where is their identity grounded
- Do they have an ideal image or a real image
- What is their persistence and achievement drive
- How well can they manage themselves and stress



# Why is the Self-Side So Important!



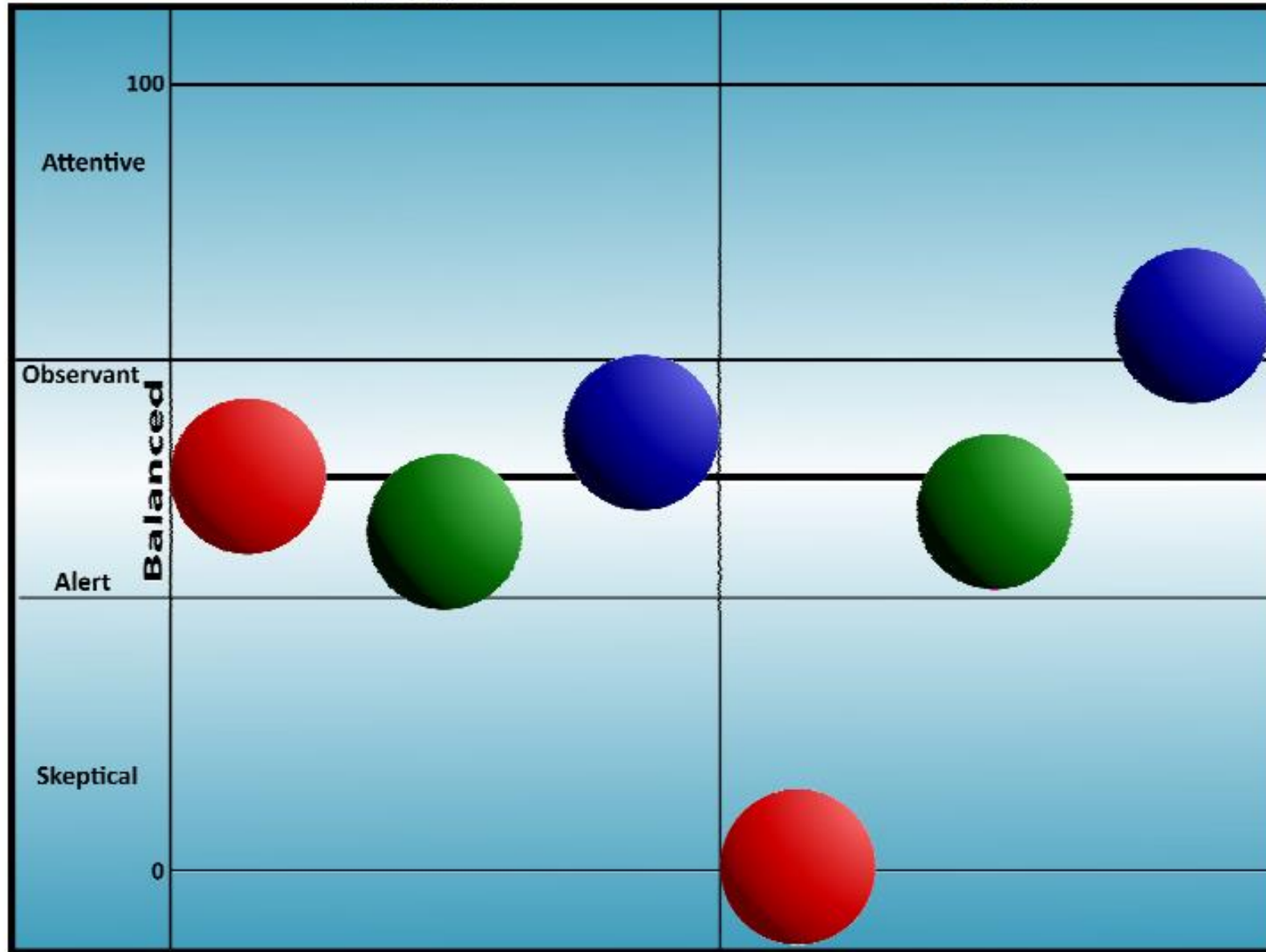
# Why



- Usually the strongest indicator of performance potential
- Can help increase a person's Self-Awareness which leads to greater Emotional Intelligence
- It directly identifies many personal performance issues to target for improvement
- It can lead to immediate performance increases unlike attempting to work on world-view issues

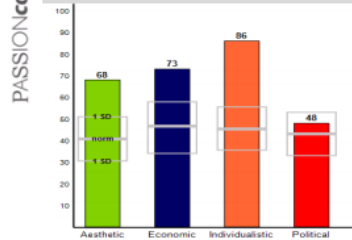
# WORLD

# SELF

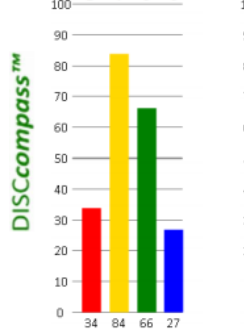


### Executive Summary of Richard's Passion

- High Aesthetic** You very much prefer form, harm advocate for green initiatives and
- High Economic** Your high drive for economic gain projects and assignments.
- Very High Individualistic** You demonstrate high independence
- Average Political** You are flexible, able to take or less job title or assignment.
- Average Altruistic** You are concerned for others with
- Very Low Regulatory** You are an independent and autonomous and able to craft a variety of solutions
- Average Theoretical** You are able to balance the quest practical needs of a situation.



Adapted - Graph 1  
DISC

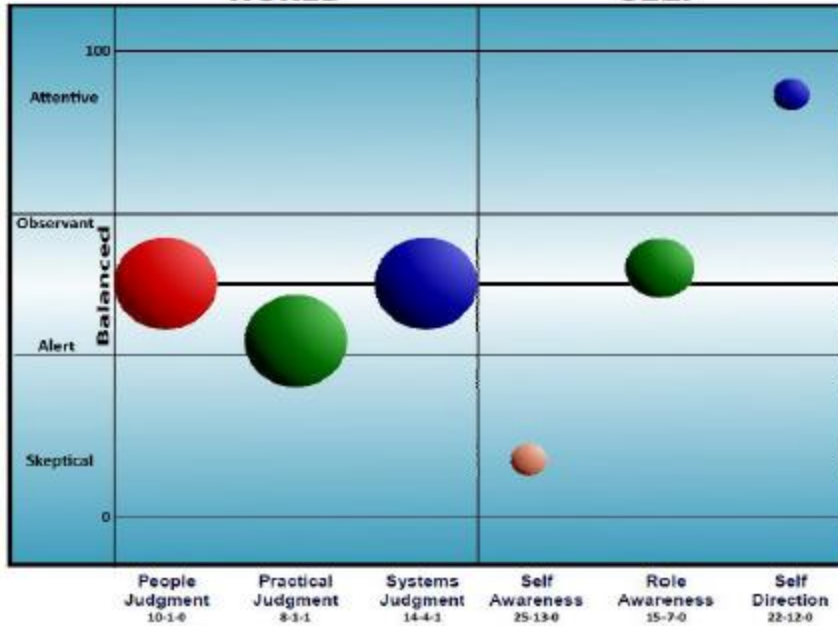




Initial Administration – November 10, 2014

**WORLD**

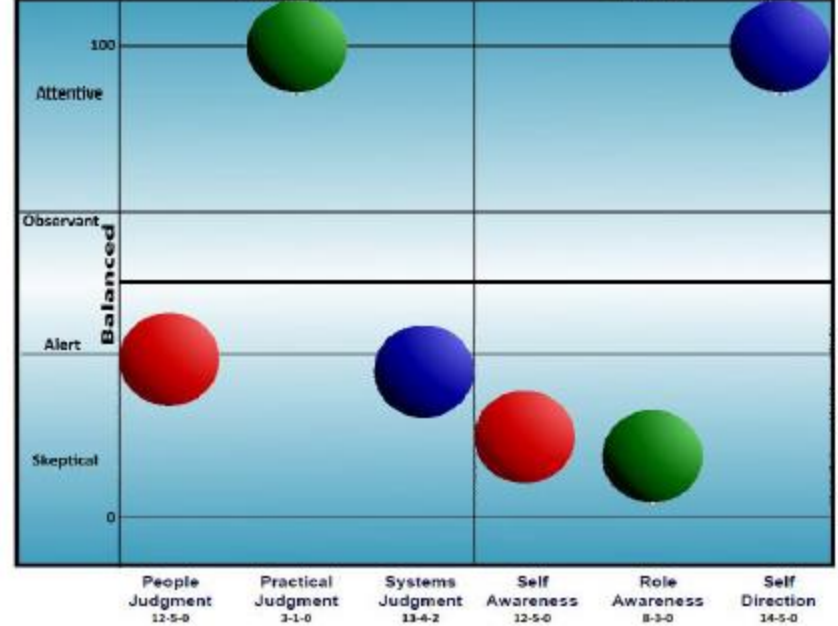
**SELF**



Retake – December 8, 2015

**WORLD**

**SELF**



**Judgment Definitions and Legend**

Consistency: 916/674 Capacity for Action: Good

Core Capacities				Outlook
Positive Attitude Towards Work	✓			
Commitment to Personal Standards	✓			Processing Style TS
Adherence to Company Policy	✓			
Ownership of Problems		✓		Internal Tension
Care for Company Assets		✓		

Global Capacities				Global Capacities			
People Skills				Problem Solving Skills			
Assessment of People	✓			Integrated Judgment Capacity		✓	
Sensitivity To Others	✓			Practical Thinking	✓		
Interpersonal Potential	✓			Strategic Planning Ability		✓	
Self-Control	✓			Overall Problem Solving Ability	✓		
Performance Qualities				Approach to Work			
Outcome Orientation		✓		Pride in Work Quality	✓		
Trainability		✓		Determination	✓		
Focus	✓			Acceptance of Leadership & Rules	✓		
Self-Confidence			✓	Goal Setting Skills			✓

**Judgment Definitions and Legend**

Consistency: 903/875 Capacity for Action: Very Good

Core Capacities				Outlook
Positive Attitude Towards Work		✓		
Commitment to Personal Standards	✓			Processing Style S
Adherence to Company Policy	✓			
Ownership of Problems	✓			Internal Tension
Care for Company Assets	✓			

Global Capacities				Global Capacities			
People Skills				Problem Solving Skills			
Assessment of People	✓			Integrated Judgment Capacity	✓		
Sensitivity To Others		✓		Practical Thinking	✓		
Interpersonal Potential	✓			Strategic Planning Ability		✓	
Self-Control		✓		Overall Problem Solving Ability	✓		
Performance Qualities				Approach to Work			
Outcome Orientation			✓	Pride in Work Quality	✓		
Trainability	✓			Determination	✓		
Focus	✓			Acceptance of Leadership & Rules			✓
Self-Confidence		✓		Goal Setting Skills	✓		

# How can you use it?





# Coaching - Selection

## Coaching

Looking to see where they are

Looking to see what questions to ask

Need to find out why they are where they are

What's their "WHY?" for change

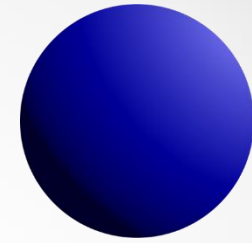
## Selection

Looking to see how well they know themselves

How stable they are

How motivated they are to learn and improve

# Self-Side Insights



## Dimensional Components

- **Self-Awareness** - Know oneself and accept oneself as is
- **Role-Awareness** – Knowing what to do and engaged in it
- **Self-Direction** – See oneself in the future and making it happen

## Additional Measures

- Self-Directed World-Directed
- Self Confidence (& Distortions)
- Internal Tension
- Capacity for Action (Self-Awareness/Role Awareness)



# Consistency Capacity For Action

Consistency: 759/914

Capacity for Action: Very Good

- **Consistency = Reliability Score:**
  - Above 900 is Superior
  - Above 850 is Very Good 800 and above Good
  - In the low 700's check to see they understood
  - Will not run below 650
- **Capacity for Action:** (*Excellent, Very Good, Good, Fair, In-Transition*)
  - Individual's Understanding of Strengths, Limits, and Role
  - If they know themselves well and their role, they have a stronger capacity to put what they know or world talent into an actionable outcome.
  - **Note:** if they do not have a talent in the area needed, they may still under perform. **Capacity to act does not equate to talent but the use of existing talent.**

# Mindset Sliders

Mindsets are like a camera lens, they can affect, distort, and influence an individual's judgment style. They do not change what is being seen by the camera, but they can change the focus, color, or interpretation of what is viewed through the lens.

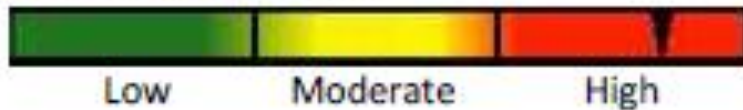
## *Outlook*



## *Processing Style*



## *Internal Tension*



- Affect judgment in unique ways
- Affect how they interact with others
- Affect how they respond to situations

# Outlook

## Outlook



\* Self Directed <.70 Balanced 2.5 > World No place > 3

- **Self Directed:** Clear focus on the self then on other people or things outside. The world could fall apart and they would still be left standing.
- **Balanced:** Ability to be in touch with both the world and the self-side, makes it easier to adjust to changes in the environment, adapt, and self-reflect
- **World Directed:** Tend to not think about themselves in relation to things outside. Derive more a sense of being by what they do or accomplish. If doing nothing they are nothing.

# Process Style



People  
Judgment  
9-1-0

- **Ordered:** Comes from their thinking Style combination based on dimensional bias patterns, structured, practical, intuitive
- **Innovative:** They think out of the box in one or more dimensions, but can still relate to reality and explain their ideas
- **Unconventional:** think out of the box, but difficult time relating to reality.

1 = Innovative if  
perception ability good

+2 = Unconventional  
and poor perception  
ability

P – People  
T – Task  
S - System



# Internal Tension

## *Internal Tension*



### **High Tension:**

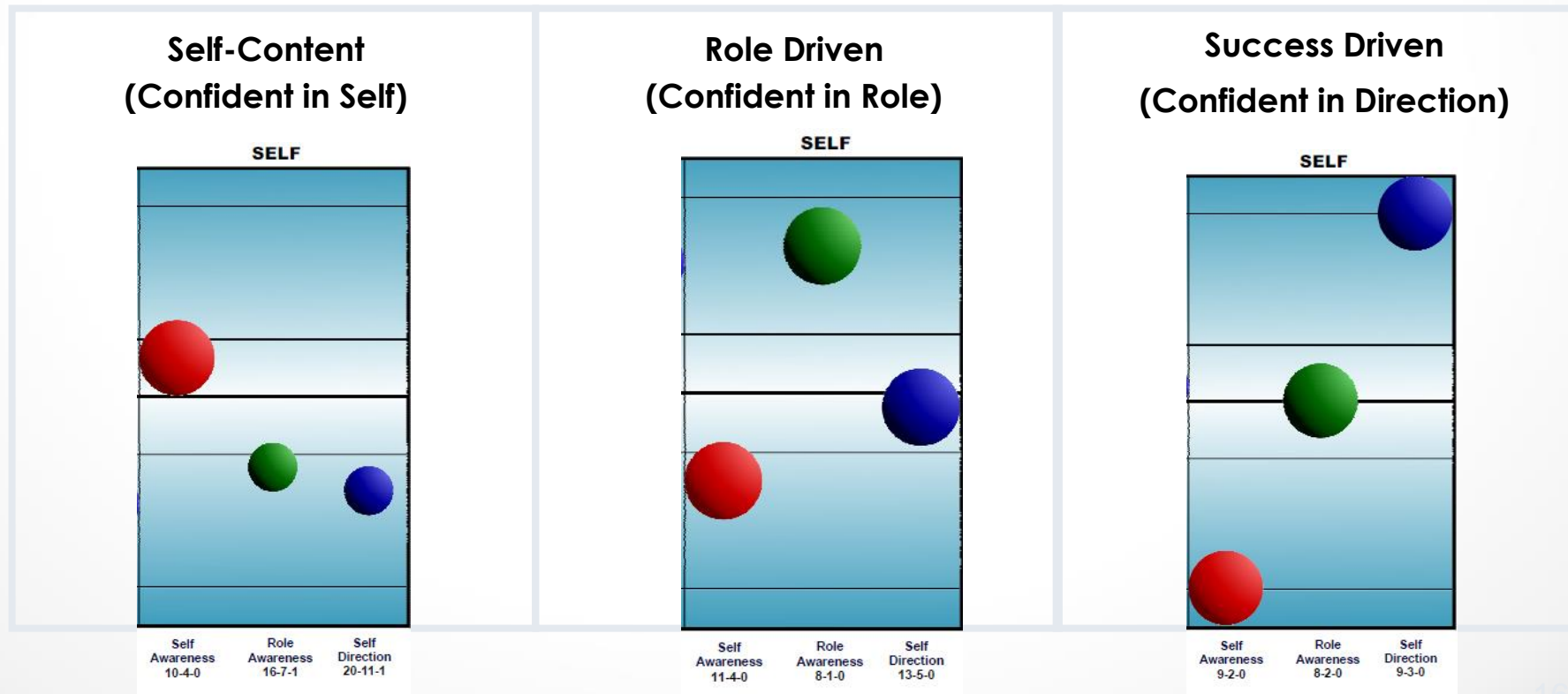
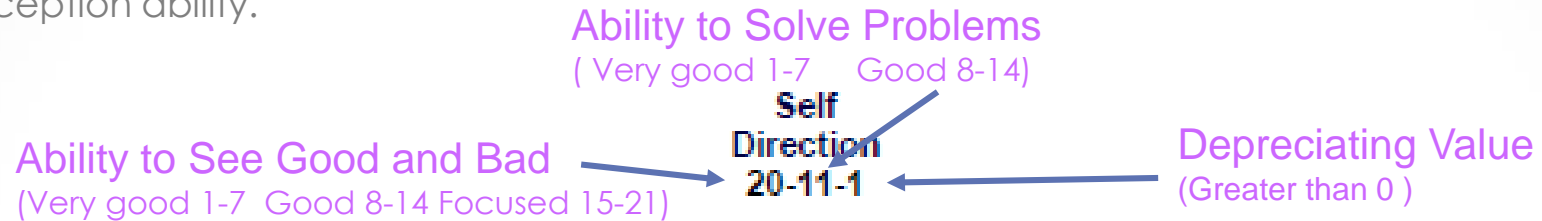
- Keep pressures and stress inside
- May avoid conflict, difficult situations, and problems
- When they internalize too much with no outlet they may become physically ill (Stress leads to cortisol build up.)

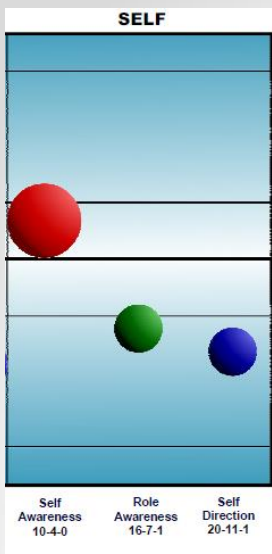
### **Low Tension**

- Able to release tension
- (May be out of touch with outside stress or stress of others.)

# Special Profiles

- Each one has a strength from a different base
- Each has a unique limitation
- Each becomes a “perfection” issue in their own way they move towards a focused perception ability.





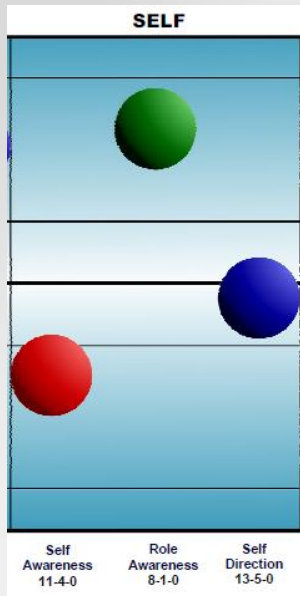
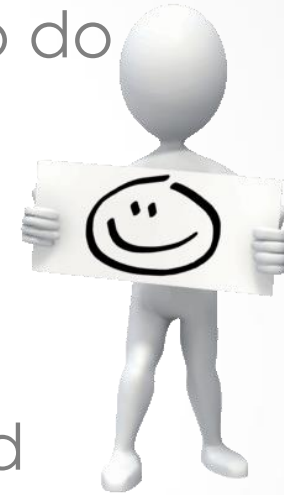
# Self-Content



- Value their uniqueness “Who they are”
  - Have confidence despite circumstances
  - The world could fall apart and they would still be strong
  - They don't need others to compare themselves to
  - They have strong **“Self-Worth”**
- 
- **Limits:**
    - They can become complacent or inflate their own self-worth
    - May not own up to their mistakes
    - They can become out of touch with what they realistically can accomplish

# Role Driven

- Value the function of their role “What they are doing”
- They are confident in what they do and usually like it.
- They are good at figuring out what they need to do
- They have a good sense of timing
- They gain satisfaction in what they do.
- They have a **“Functional Self-image”**
- **Limits:**
  - They can become too status driven
  - They can be sensitive to what others think and can become defensive if told they are doing something incorrectly and are sensitive to making mistakes
  - May lack depth to their identity (example Pro athletes)
  - If there are shifts in the role, it can be devastating to recover



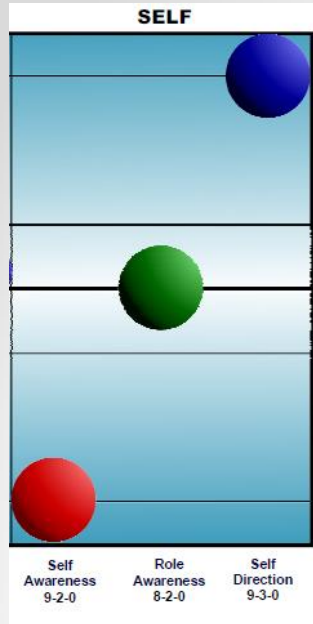
# Success Driven

- Value the sense of meaning and purpose for “Where one is going or “ought” to be”
- Strive for consistency in the direction they are moving
- They have a strong persistence to keep pressing on despite circumstances
- Driven by inner principles and standards
- They have an **“Ideal Self-Image”**

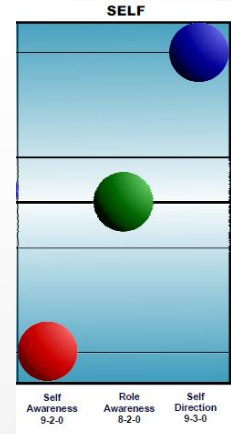
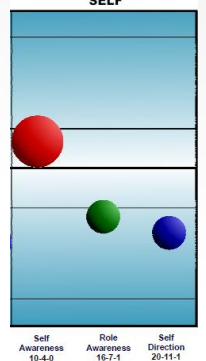
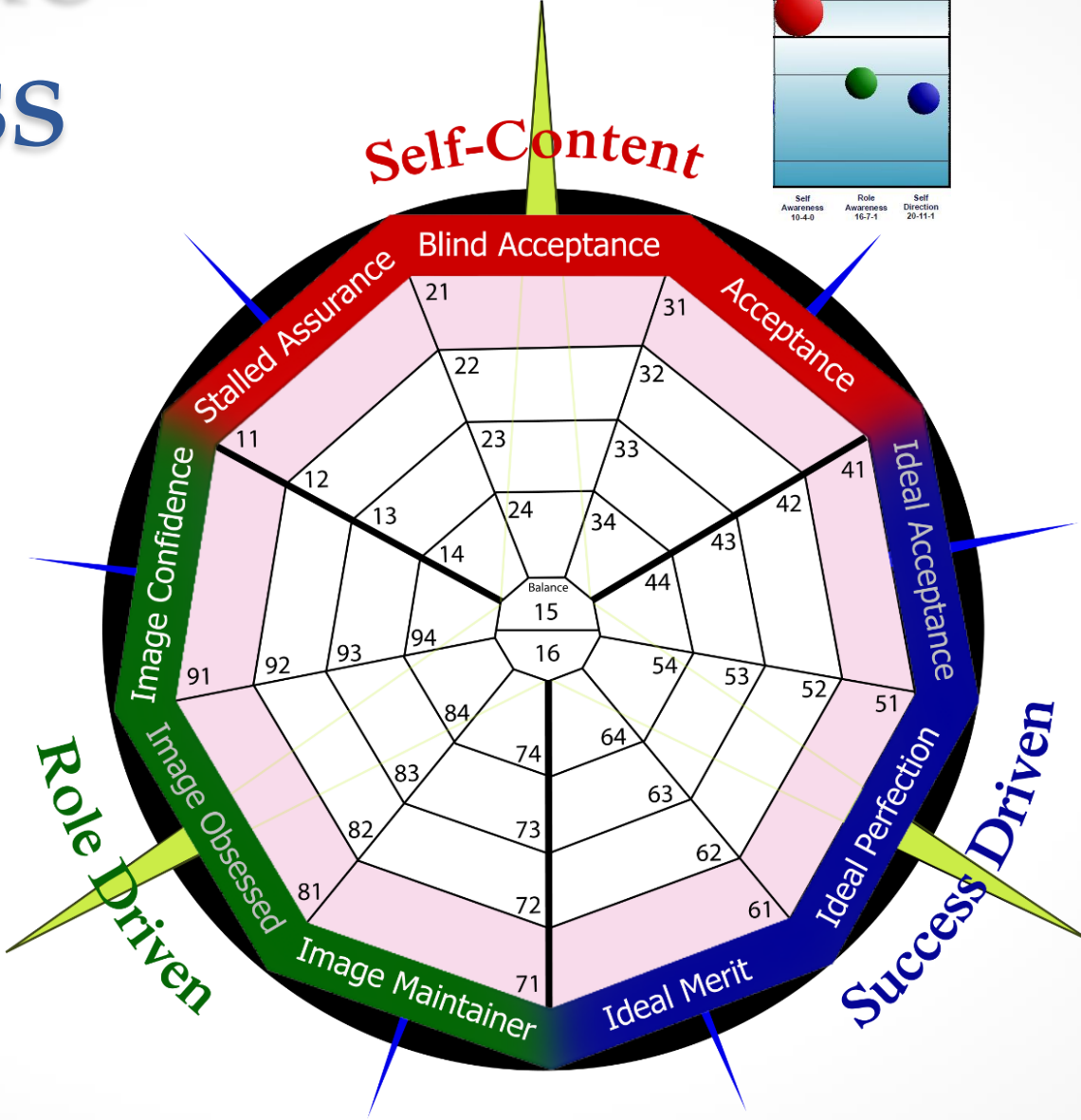
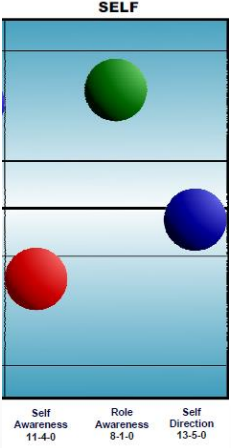


- **Limits:**

- They drive to get ahead can become stubbornness when they don't stay in touch with changes in the environment and situation
- They sometimes don't “feel” a great deal of satisfaction when they reach a goal, because they are already trying to reach the next and not completely happy with how well they did it
- Difficulty finding comfort and sense of belonging



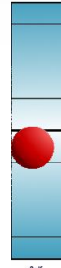
# Self – Side Compass







# Alert - Skeptical Awareness



Self  
Awareness  
12-40



Self  
Awareness  
11-50



**Driven to Improve:** Can see strengths and limits but tend to blow up limits and imperfections, can be self-deprecating

## What brought them to this point:

- Usually a sign they had people driving or critical of them at an early age

## What they can do:

- Journaling internal dialog- need to be aware and tame their inner gremlin.
- Replace negative self-comments with proactive ones
- Finding ways to take care of “self” is important.

**\*\*\*\*\*The more focused they are the more critical they are**

# Attentive - Observant

## Awareness



**Appreciates Own Worth:** Very secure in oneself, but may feel undervalued by others, self-pity, not as open to negative feedback

### What brought them to this point:

- They have had supportive people behind them or strong culture that pushes to value the self

### What they can do:

- They may need to take time to see themselves from others perspectives
- Take part in programs and trainings where sincere feedback is given from people they respect

**\*\*\*\*The more focused they are the more unrealistic their confidence**

# Alert - Skeptical Role



Role Awareness 20-11-5



Role Awareness 12-4-6



**Wanting Direction:** They are potentially frustrated with shifting or changing roles, not sure of their responsibilities or bored and unfulfilled by what they do

## What brought them to this point:

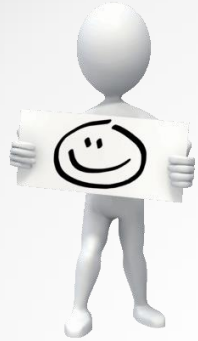
- Change in position, ever changing roles, too much growth, a manager that doesn't explain, change in marital status or family relationships

## What they can do:

- Find a mentor in their field
- Find ways to conquer different aspects of their role one at a time.
- Work life balance, be sure if one role crazy the other is solid

***\*\*\*The more focused they are the more they really hate what they do and feel stuck***

# Attentive - Observant Role



**Present Confidence:** Satisfied by status and role image. They make sure others see them for how they want to be seen, potential to be defensive or deflective of feedback

## What brought them to this point:

- They live for an ideal self of how they should be
- They have lived in a fish bowl of always being watched, or may even be in law suite and all actions are tracked
- Nothing left to hang onto but image, no direction for future

## What they can do:

- Need to discover more roles to identify with learn new things about themselves
- They need to choose a new direction and get out of the fishbowl

**\*\*\*\*\*The more focused they are the more unrealistically IDEAL their image is and needs to be maintained**



**No Drive to Improve:** Not able to see the future either going through the motion or setting on rules.

**What brought them to this point:**

- Loss of life aspiration
- Put too much into one thing, one dimensional

**What they can do:**

- Need to find a passion to build on
- Attempt to explore potential future options

**\*\*\*The more focused they are the less likely to follow rules**

# Attentive - Observant Direction



**Envision Success:** Can see themselves in the future and have the drive to follow the steps to make it happen

## What brought them to this point:

- Strong role images

## What they can do:

- Journaling internal dialog- need to be aware and tame their inner gremlin.
- Finding ways to take care of “self” is important.

**\*\*\* Focused indicates an over perfection to something that they can be come locked in on and may not get**



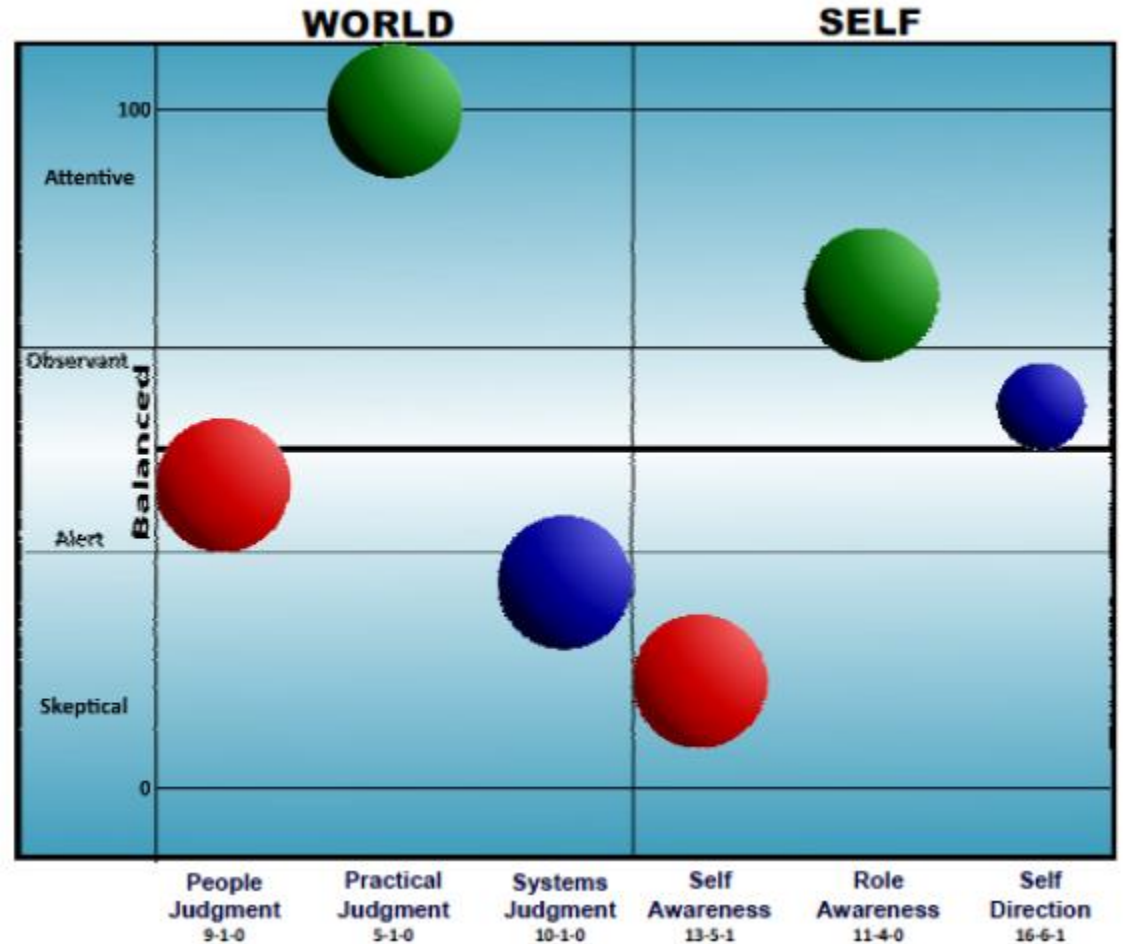
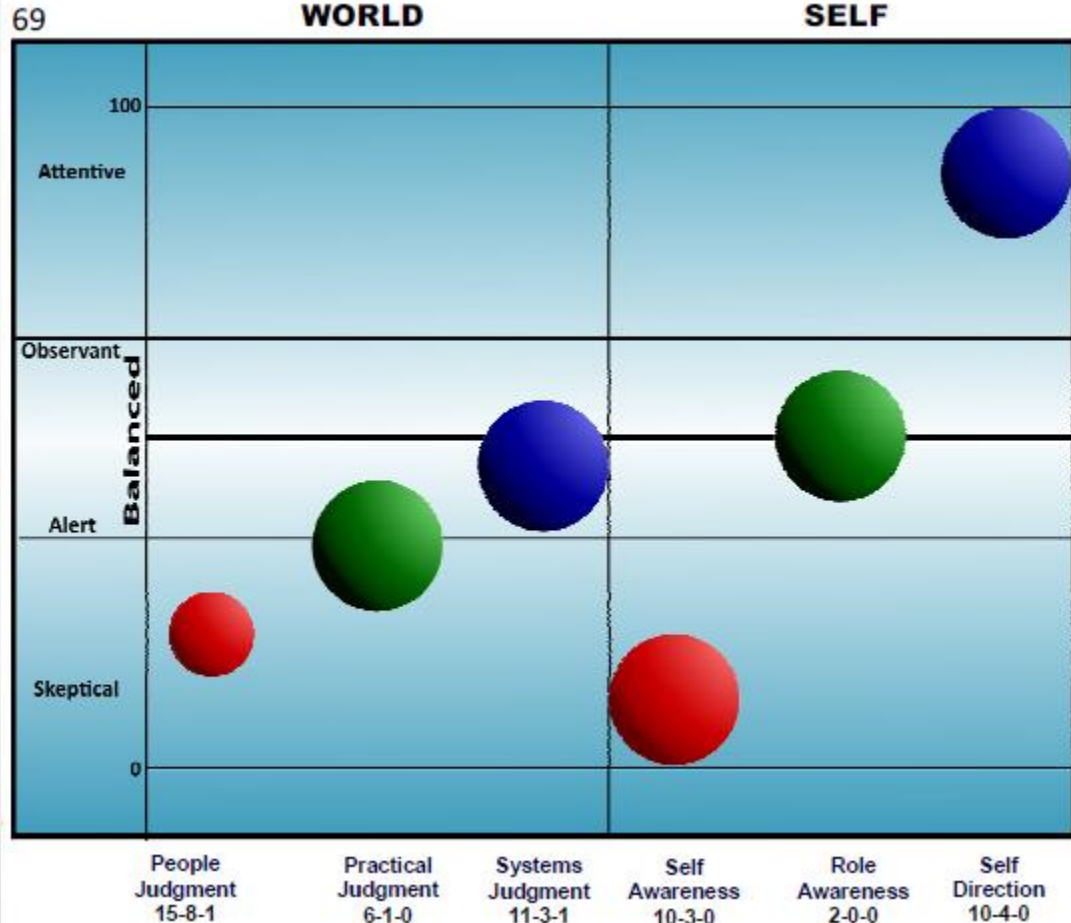
# Self-Direction

- Self-focus can make a person more sensitive to what affects them
  - Especially if high aesthetic
- Self-Directed types are usually successful in their given area
- When out of sync with the world they tend to experience chaos
- They need help seeing how their actions are connected to what is happening around them

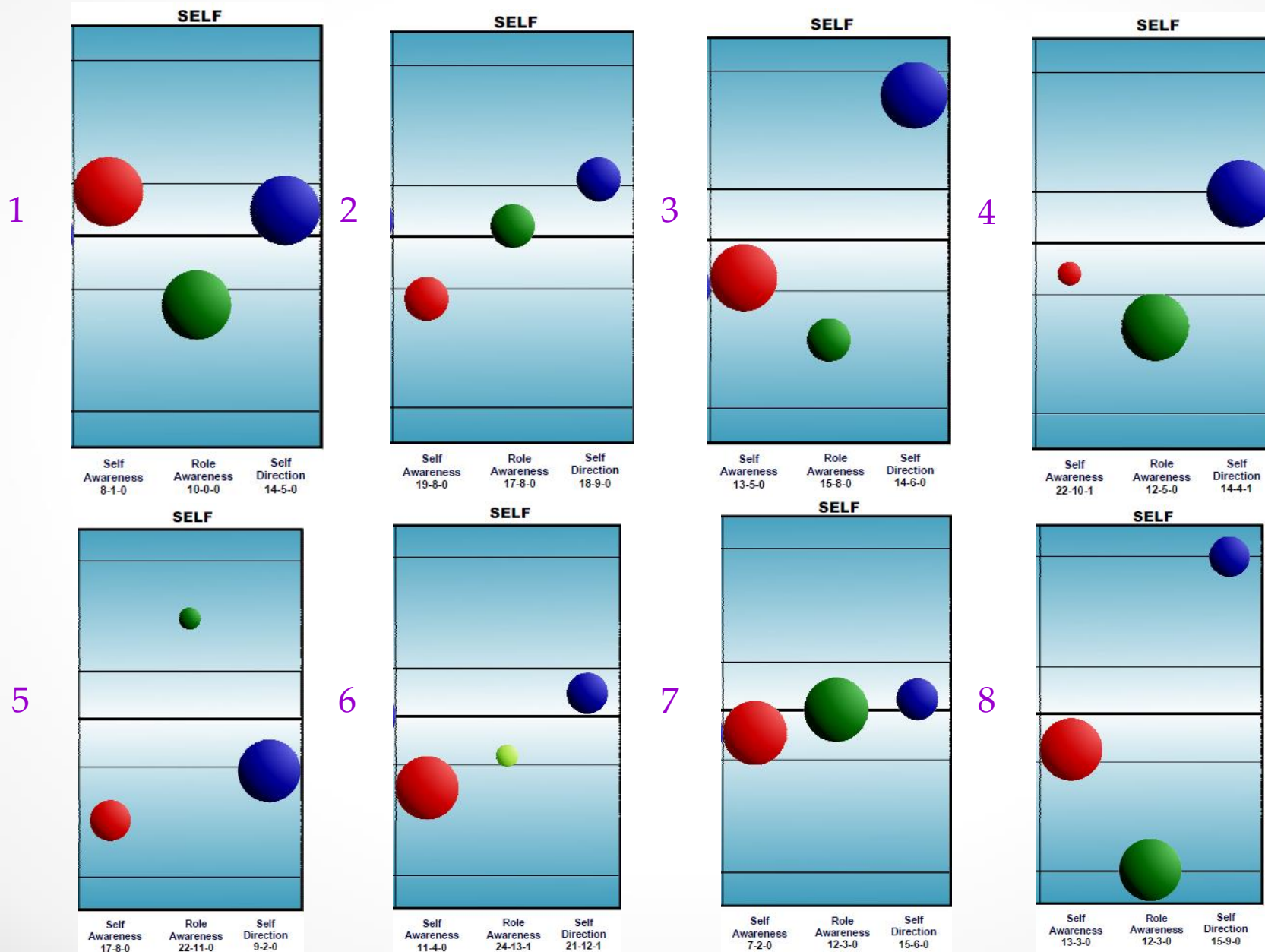
# World-Direction

- This is when a persons locus of control is external to them.
  - It can be centered on other people
  - It can be centered on outside force
  - Completing an outside function
- Can “**feel like imposters**”, they don't attribute accomplishment to something internal and constant.
- Worth is determined only by the success of the project, activity, outcome
- May not cope as well to strange crises as they may not appraise the situation correctly or under estimate their ability to meet the situation.

# Same Person Different Statements



# Extras for Practice



# What else would you like to hear about?



# For the Next Three Months...

- **March 15th, 8am MST Emotional Intelligence Changed to Tuesday...**
  - Dive in this month to examine the impact of a person's internal judgment on their natural behavioral and emotional responses. This class will cover the integration of the self-side of judgment and DISC. How do behaviors potentially affect the internal self and how does the internal self potentially impact the behavioral adaptations people make? How can we use this understanding to help the people we work with?
- **April 11th, 8am MST The Importance of Understanding Timing**
  - How can we use what we know about judgment, behavioral style, and motivation to understand a person's sense of time and timing? Is it possible to understand if a person can stay on task and meet a deadline, or if they need to be monitored on a regular basis?
- **May 9<sup>th</sup>, 8:00 am MST How to Identify a Toxic Individual**
  - How can you use the profile to identify different qualities that lead an individual to become a toxic influence in their environment
  - What if anything can be done to work with Toxic individuals