

## The 12 DISC Classical Style Classical Patterns

### Classical Pattern #1 – *Inspirational*

HIGH D, HIGH I, LOW S, AND MODERATE C



<b>Emotions:</b>	You have a high energy drive, are optimistic and sensitive to feelings of others
<b>Goal:</b>	You like to be able to control your environment and will accomplish your results best through other people, especially if you have both influence and authority
<b>Judges others by:</b>	You have high respect for those with the ability to communicate and think quickly.
<b>Influences others:</b>	By your friendliness and desire for results. You go that <i>extra</i> mile to get results.
<b>Value to a team:</b>	You can get a lot done by accomplishing your goals through enrolling people
<b>Over-uses:</b>	You love to be in important positions and also have clear standards you assume that others have
<b>Becomes:</b>	Restless, impatient and sensitive if things don't move fast enough for you.
<b>Fears:</b>	You fear loss of social status or being seen as too soft or controllable or losing and failing in anything. You hate the thought that someone might take advantage of you, (which often will attract the very people who do!)
<b>Would be more Effective with more:</b>	Be more appreciative and sensitive of others. Be more systematic and follow through on your work practices! Ask directly for what you want and lower expectations. You have a winning style. Do your due diligence!

#### Overview of the Inspirational Style Pattern:

**You are direct, daring, forceful, enthusiastic, sociable, charming, and a spontaneous individual who can take a creative idea and make it serve a practical purpose.** Seen as aggressive by some, you use a direct method but still consider the feelings of other people and you have no trouble convincing them through persuasiveness when necessary. You are aggressive and confident, are highly goal oriented and you have the ability to harness people to help you obtain your goals.

**You generally like to plan well ahead and you can integrate all your activities to help you get ahead and accomplish the results you are seeking.** People know you as a flexible but eager go-getter and you act positively in both competitive and social environments. You may seem a little impatient to other more passive styles when things don't happen fast enough for you because you have little time to consider, much less handle all the details. You lose interest in a project once the challenge is gone.

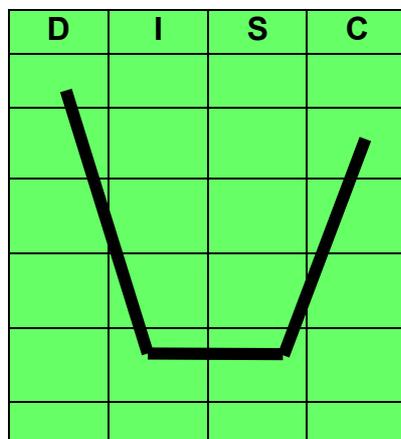
**You are the type that wants prestige, authority and position.** You seek acknowledgement when you know you have earned it – something other styles just don't understand (and may make you wrong for.) You love variety and change – otherwise you get bored and will start stirring up trouble just to get the change you seek. Because you have such energy and drive as a natural component of your style, you will have to learn how to relax and pace yourself more to keep your energy high. Let people know that you need your freedom to run your own show.

**You can make decisions quickly, so ask people for the “big picture” first and let them know you like to solve problems as it comes naturally to you.** You are also a good planning resource person because of the wide perspective and optimistic viewpoint you hold.

## The 12 DISC Classical Style Classical Patterns

### Classical Pattern #2 - Creative

**High D (top 1/3), I (moderate) S (moderate) High C (upper 1/3)**



<b>Emotions:</b>	Accepts aggression and may be restrained in expression
<b>Goal:</b>	Dominance in self-selected interests and projects. You love to be in control and like the <i>unusual</i> or unique accomplishments you create.
<b>Judges others by:</b>	Your own inner standards and progressive ideas
<b>Influences others by:</b>	Setting a pace in developing systems and anything competitive.
<b>Value to a team:</b>	You get started on your own to bring about changes.
<b>Over-uses:</b>	You may tend to be blunt and overly critical.
<b>Becomes:</b>	Under pressure you withdraw or get quickly angry
<b>Fears:</b>	You worry about not being influential enough, which may cause others to resist you.
<b>Would be more Effective with more:</b>	Learn to be more patient and tolerant with yourself and others and your expected results in situations. Talk things over with others, clarifying and adjusting to limited resources or common obstacles, which alter the timing, quality or quantity of desired results. Participate more in teams and <i>ask</i> rather than <i>tell</i> .

#### Overview of the CREATIVE pattern:

**You are direct, innovative, pioneering, forceful, analytical and calculating.** You also are highly “sensitive” to problems and find it easy to find creative solutions for them. You are probably highly intelligent and this, combined with your quick reaction time makes you a leader in all that you do. You will not stop until you have checked out all possible solutions to a problem, so few things cannot be handled by you!

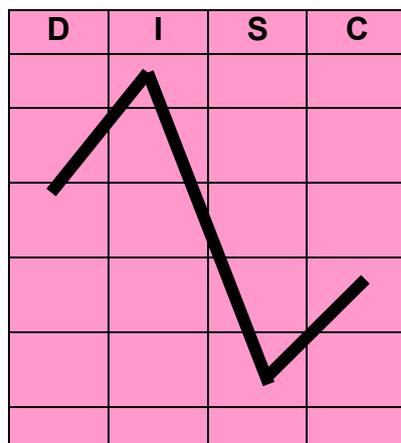
**Your drive for tangible results is balanced by an equal energy and need for being correct and accurate.** This makes you a dominating perfectionist – critical about yourself as well as others. This lack of social poise and a need to “look cool” may affect your social life and drive some people away from you if you aren’t aware of and learn how to overcome this trait. You hesitate when making decisions because of your innate fear of making mistakes. Your pessimistic outlook makes it difficult to sustain a positive outlook and actions.

**You technical outlook and love for your “things” is easy to understand – you prefer things you can “count on” over taking a chance that someone might criticize you in any way.** You want your freedom to explore things at your own pace and the authority to re-look or re-test your discoveries. You need assistance in bringing projects to completion but you resent restrictions. Therefore you tend to be quiet and serious. Others will find you difficult to predict, but it is OK with you, as you won’t trust them to work on your projects. When your own needs aren’t met you can be restless and show discontent to others in your world.

## The 12 DISC Classical Style Classical Patterns

### Classical Pattern #3 – The Persuader

**Upper Moderate D, HIGH I, Lowest S (bottom 1/3) Low Moderate C (mid lower half)**



<b>Emotions:</b>	Highly enthusiastic, sociable, popular, spontaneous, direct, dynamic, inquiring and risk taking, you trust others automatically and are loved by lots of different types of people.
<b>Goal:</b>	Maintaining all your many friendships is important to you as well as is the personal prestige and authority you get when you succeed.
<b>Judges others by:</b>	Their positive acceptance of you
<b>Influences others:</b>	You create great personal relationships with others and love accommodating them to make them happy.
<b>Value to a team:</b>	You are stable, dependable, have a wide range of friendships, are a good listener and are very patient.
<b>Over-uses:</b>	Your non-direct approach may confuse people who just want to know what you want. You also put up with the intolerable longer than others may be willing to because you are so optimistic.
<b>Becomes:</b>	Intimate too soon. You “assume” relationship rather than making them “earn the right.”
<b>Fears:</b>	You fear a lack of variety and change, too complex or difficult situations, and you worry about being taken advantage of (which attracts it) and because you fear offending others, you don’t close.
<b>Would be more Effective with more:</b>	Paying attention to task details and analysis, which are required for quality and on-time results. Be less impulsive and approach deadlines realistically rather than telling people what you think they want to hear. You are already “liked” so don’t worry about it!

#### Overview of the PERSUADER Pattern:

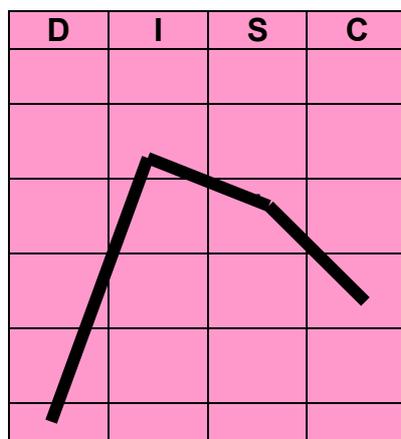
**You are a leader who likes to integrate things so that everyone gets what they want and need.** Your outgoing interest in people and your ability to gain the respect and confidence of a variety of types of people allows you to do business and get what you need in an outgoing and friendly manner. You can sell anything to anybody because you know how to sell it to his or her point of view. However, you tend to be inattentive to the “little things” which could detract from an image of professionalism. You may also act impulsively, regretting your decisions later when you have more time to think about them. You may also be criticized by some styles for “over-selling due to your enthusiasm. Don’t overestimate your ability to motivate people or change their behavior. You may be too optimistic regarding the possible results of your projects or the potential of people.

**You like challenging assignments that involve you in a varied contact with people.** You see freedom from routine and regimentation at all costs. You also want and like authority and the influence that goes with it. Public recognition and status symbols may be important to you. Set yourself up with a variety of activities and an opportunity to work with people and you’ll be happy. You also need to be supplied with analytical data because of the wide reach of your mind and interests. Take assignments that involve mobility and the chance to travel. You also love a challenge and the opportunity to prove you get results.

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### Classical Pattern #4 – Counselor

**Low D, Moderately High I, Moderate S, Low Moderate C (mid lower half)**



<b>Emotions:</b>	You are approachable, affectionate, and understanding of other people.
<b>Goal:</b>	Your goal is to maintain friendships and keep them as well as to maintain your own personal happiness.
<b>Judges others by:</b>	Their positive acceptance of you affects how you think about them.
<b>Influences others:</b>	You create bonding through your personal relationships with people and the service you are willing to do to please them.
<b>Value to a team:</b>	You are stable and dependable. Your wide range of friendships comes from being such a good listener, natural counselor and your patience.
<b>Over-uses:</b>	Your non-direct approach and tolerance of others who may not deserve your patience and trust.
<b>Becomes:</b>	Your natural trust in people means you get intimate with people quickly, but you also will never forget a mistake others have made and you hold grudges because of this.
<b>Fears:</b>	Loss of social approval and being taken advantage of. You don't necessarily like having to close deals (but you love opening them.)
<b>Would be more Effective with more:</b>	Your optimistic attitude means you need to set more realistic deadlines. It is not possible to help others for long if you don't take care of yourself. You could also take charge of getting things done yourself. Use more initiative and don't wait to follow others.

#### **Overview of the COUNSELLOR Pattern:**

**You are warm, enthusiastic, personable, patient, friendly and deliberate.** What impresses others is your warmth, sympathy and understanding approach. You possess a casual kind of poise in most social situations. Many people will come to you because they see you as a good listener. You have a nice way about offering suggestions in an unobtrusive way and not forcing your ideas on others. Some people may wish you were more direct in issuing orders or making requests directly.

**You will tend to take criticism of your work as a personal affront, but be tolerant and patient with non-producers.** This is because you prefer to deal with people on a personal, intimate basis in a low-pressure situation, especially if you have known them for a long time. That relationship is important to you.

**Your manager should realize that you may also allow yourself too much lead time, so they should give assistance to you in setting and meeting realistic deadlines.** You appreciate personal attention from your manager and love getting compliments for each assignment well done. You should be given responsibilities in areas requiring patience with others within an established framework, but when it is important to you, you will take charge of getting things done yourself rather than waiting to follow or please others.

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### Classical Pattern #5 – DEVELOPER

High D, Moderate I, Low S and C



<b>Emotions:</b>	You possess high <i>ego strength</i> with displays of irritation and independence.
<b>Goal:</b>	You love new goals to reach, and approach each new goal with dominance and independence
<b>Judges others by:</b>	Your ability to get things done quickly makes you disregard others who work more slowly.
<b>Influences others:</b>	You have a force of character about you that influences others through a sense of persistence if nothing else.
<b>Value to a team:</b>	You have a “show them” attitude, which has you volunteer to jump in first while others are still thinking about it.
<b>Over-uses:</b>	Impatience is everywhere in your manner and is what puts others off.
<b>Becomes:</b>	You will tend to withdraw under pressure, becoming quiet, and analytical with a belligerent attitude.
<b>Fears:</b>	You avoid a sense of loss of control at all costs, and because you move so quickly, fears being seen as moving too slowly or being too jovial. You don’t like being bored so despise sameness.
<b>Would be more Effective with more:</b>	Patience, concern for people and humility. Learn to participate more positively and collaborate with others. Be more consistent using established procedures to get higher quality results.

#### Overview of the DEVELOPER Pattern:

**You are direct, daring, dominating and demanding.** This forceful and direct style tends to be a strong individualist. You are forward-looking, progressive, and enjoy the opportunity to compete to attain goals. Curious and with a wide ranges of interests, you are also logical, incisive and critical in your problem-solving activities. Many times you will be the one to come up with the imaginative and unusual.

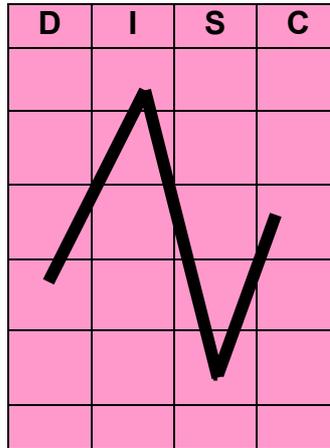
**You do have problems relating to people when you are cold, blunt, and overbearing.** Others see you as self-centered and lacking empathy because of your highly critical and faultfinding nature. The cause for this behavior is because your standards have not been met. Your love of taking risks may cause you to step over other rules and boundaries.

**Your managers already know you will get impatient and dissatisfied if you are given too much routine work to handle.** Rather, you want your freedom from controls, supervision and details. You prefer an ever-changing environment with new and stimulating assignments to challenge and extend you – in other words, the unusual and adventurous. You want to find out the answers for yourself, want authority and “important” assignments. You will improve your relationships with others as you start to understand the impact you make on other people.

## The 12 DISC Classical Style Classical Patterns

### Classical Pattern #6 – PROMOTER

**Moderate D, High I, Low S, Moderate C**



<b>Emotions:</b>	Enthusiastic and willing to include and accept others
<b>Goal:</b>	Approval and popularity.
<b>Judges others by:</b>	People's verbal abilities
<b>Influences others:</b>	Praise and favors
<b>Value to a team:</b>	Relieves tension and promotes people and projects.
<b>Over-uses:</b>	Praise
<b>Becomes:</b>	Sloppy in their work under pressure and very sentimental where people are involved.
<b>Fears:</b>	Loss of social acceptance threats to their image or views of themselves.
<b>Would be more Effective with more:</b>	Self-reliance, control of their time, objective control of emotions, and a sense of urgency. Personal-discipline including more planned and organized follow through in fulfilling promises and work.

#### Overview of the PROMOTER Pattern:

**Enthusiastic, sociable, popular, entertaining, spontaneous, yet casual, you are seen by others as an outgoing and gregarious person.** You are at home with strangers as well as friends. You have poise and social capability and it is easy for you to develop friends – probably because you also find it easy to control yourself in a way that you hardly ever antagonize anyone – at least intentionally! You are able to create enthusiasm in others – a most needed trait in the world. People tell you they feel better after you have been talking with them and this adds to an extensive network of contacts that provide you with a basis for doing business almost everywhere.

**Usually optimistic, you can generally see some good in any situation.** Your willingness to help others promote their projects as well as your own is refreshing. On the other side of this trait, you often leap to a favorable impression and conclusion without considering all the facts. This leads you to often mis-judge the abilities of others. You tend to have difficulty planning and controlling your time expenditures. Sometimes inconsistent in your conclusions, you would rather have freedom from control and details.

**You seek popularity and social recognition or approval from others and love dealing with people in a favorable, social environment.** To improve your chances of consistent high marks and approval you need to develop more objectivity and profit emphasis. It may help to have closer supervision and more precise analysis of data through the help of a partner who attends to the details. Any supervisor of you should be motivated by democratic procedures to win your favor and alignment.

## The 12 DISC Classical Style Classical Patterns

### Classical Pattern #7 – APPRAISER

Low D, High I, Moderate S and Moderate High C



<b>Emotions:</b>	You have high energy, optimism and sensitivity to others.
<b>Goal:</b>	You like getting things done through others. You like to perform and “win” with flair.
<b>Judges others by:</b>	Their ability to communicate and to think.
<b>Influences others:</b>	By friendliness
<b>Value to a team:</b>	Your careful, personal style.
<b>Over-uses:</b>	Your position and your standards, which you hold as important for others too.
<b>Becomes:</b>	Restless, impatient and overly sensitive when under pressure.
<b>Fears:</b>	Looking bad to others and “losing” on things, which are important to you.
<b>Would be more Effective with more:</b>	Follow through, directness and lower expectations.

#### Overview of the APPRAISER Pattern:

**You are enthusiastic, spontaneous, cautious, intense, and also, somewhat sociable, charming, diplomatic and perfectionistic.** A people-oriented individual, you are verbally fluent and loyal to your many friends. You tend to be sensitive and have high standards. Decisions are made AFTER the gathering of all the facts and supportive data – a trait not always shared by your other High I friends.

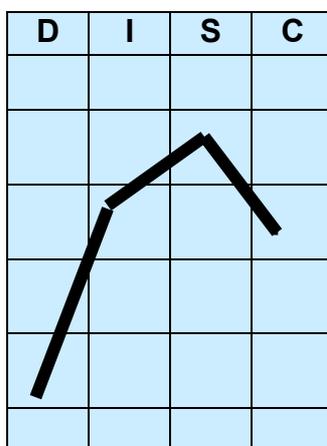
**You may seem restless but it is probably only because you don’t like being too direct.** You could be more direct and less subjective. Your need for social recognition and personal attention influences, your friendly, enthusiastic, informal, and talkative characteristics. You may seem to intellectualize on some subjects and worry too much about what other people want. But it is mostly because you want to be accepted as a member of the team.

**You like to know exactly what is expected before you start new projects.** You are highly conscientious and can persuade others through your logic and emotion. You need to be careful, however, not to be overly enthusiastic or too talkative. Keep your eye on the way others are responding to you and adjust your style accordingly. If you work on gaining more empathy or sensitivity to others when you are upset or disapprove of things. Pace yourself better, including being more realistic about how much you can do. Remember the follow-through work required completing a task.

## The 12 DISC Classical Style Classical Patterns

### Classical Pattern #8 – AGENT

**Low D, Moderate I, Higher S, Moderate C.**



<b>Emotions:</b>	You accept affection, but reject aggression
<b>Goal:</b>	Acceptance from others
<b>Judges others by:</b>	Your own sense of loyalty, sincerity, and dependability.
<b>Influences others:</b>	Offering understanding and friendship.
<b>Value to a team:</b>	Supports, harmonizes, and is very empathic of others needs
<b>Over-uses:</b>	Kindness
<b>Becomes:</b>	Persuasive under pressure
<b>Fears:</b>	Dissension or conflict of any kind
<b>Would be more Effective with more:</b>	Strength, firmness, self-assertion. Try out new opportunities and ways of doing things, while reducing your tendency to discount yourself by worrying about your limitations and possible mistakes.

#### Overview of the AGENT Pattern:

**You are patient, predictable, stable, serving, sociable, concerned about others.** You are very detail oriented and a valued employee because of your steady, sociable style that strives for positive relationships, both at work and at home. You tend to be more individualistic and independent than first assumed. It is difficult to change your mind, once it is made up! You like people and will tend to support the underdog. You may take the opposite side of a disagreement.

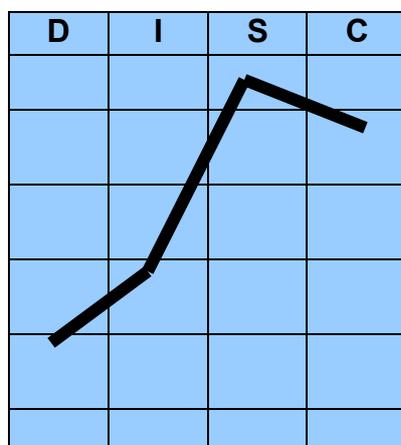
**Frustrated if things don't go your way, you need to be accepted as part of the team.** You want people to like you, so you may take criticism personally you tend to fit well, however, into most situations where the environment is free from stress. You want sincere appreciation and personal attention from others.

**Decisions are hard for you to make sometimes because of your tendency to be moderate, thorough and dependable.** You wouldn't jump to a decision before having a chance to think it through. You may get defensive under stress and resent being told what to do. It bothers you when you are indecisive, for you want everything you to be respected for its thoroughness and quality.

## The 12 DISC Classical Style Classical Patterns

### Classical Pattern #9 – SPECIALIST

**Low D, Moderate I, High S, Moderate High C**



<b>Emotions:</b>	You express emotions with a calculated moderation, and accommodating manner.
<b>Goal:</b>	Keeping the status quo within a stable, manageable personal environment.
<b>Judges others by:</b>	Friendship standards.
<b>Influences others:</b>	Consistency of performance and ability to accommodate others
<b>Value to a team:</b>	You are a planner and a loyal, consistent worker who just keeps working and maintains a steady pace.
<b>Over-uses:</b>	Modesty and conservatism.
<b>Becomes:</b>	Under pressure, may hold onto a grudge.
<b>Fears:</b>	Change and unpredictability, becoming personally disorganized or confused in unsteady times.
<b>Would be more Effective with more:</b>	Sincere appreciation and methods to short cut procedures.

#### Overview of the SPECIALIST Pattern:

**You are predictable, consistent, reserved, systematic, and moderate.** Your patience, control and deliberateness characterize you as an amiable and easy-going individual. You plan your work carefully so you can work consistently – in directed channels. A considerate, modest individual, you are liked by others because of your willingness to help those you consider to be your friends.

**Moving with calculated moderation, you may seem slow to take initiative.** You clearly do not like to have to adapt quickly to change. Different from the High D styled individuals who like to “stir up problems to solve”; you strive to maintain the “status quo.” Because of this, you may have trouble meeting deadlines. You tend to wait for orders before acting so that you are sure you are doing it “correctly.”

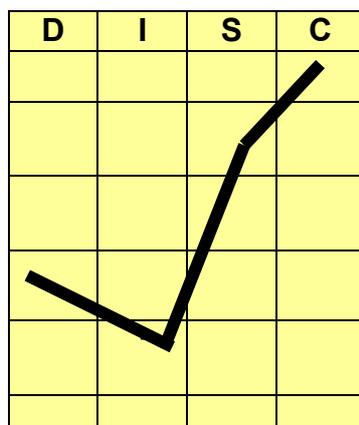
**You like to build a close relationship with a relatively small group of intimate associates.** You love it when you can work in specialized areas with clear expectations and predictable patterns. While you can deal with change (and often have to), you like it when people give you time to slowly adjust to that change.

**You need constant inspiration and sincere appreciation.** Let in other people’s positive acknowledgements and feedback in about your successes and positive experiences. One short-cut method that will help you when starting new projects so you can meet your deadlines with much more ease is to focus on your overall end-objective first, and thereafter use only those details or steps that are required to achieve it. Put yourself in careers that provide you with assignments of a clear and specialized nature.

## The 12 DISC Classical Style Classical Patterns

### Classical Pattern #10 – PERFECTIONIST

**Moderate low D, Low I, Moderate high S, High C**



<b>Emotions:</b>	You are restrained and cautious in expressing (or feeling) your emotions.
<b>Goal:</b>	Security and stable, predictable conditions which allow for accomplishment by your own identified standards.
<b>Judges others by:</b>	Precise standards.
<b>Influences others:</b>	With a predetermined manner, paying attention to small details.
<b>Value to a team:</b>	Your conscientiousness in following rules and your high attention to and interest in following of rules.
<b>Over-uses:</b>	Dependency on others for instructions and <i>standard operating procedures</i> .
<b>Becomes:</b>	Tactful and diplomatic, especially under the pressure of not knowing what to do.
<b>Fears:</b>	Antagonism and unfavorable conditions. You try to avoid unpredictable or unknown situations, which are difficult to control.
<b>Would be more Effective with more:</b>	A more confident, independence attitude. You also need job clarification so you can operate effectively.

#### Overview of the PERFECTIONIST Pattern:

**Your strengths are your deliberate, methodical, detailed, precise, logical, diplomatic and restrained manner of operating.** People need your systematic, precise thinking and working style. They appreciate that you prefer to follow procedures in both your personal and your business life. This manner allows you to proceed in an orderly, predetermined manner and you are precise and attentive to details. You act in a highly tactful, diplomatic fashion and rarely antagonize your associates consciously. You are such an extremely conscientious person that you are painstaking in any type of work requiring accuracy and maintenance of standards.

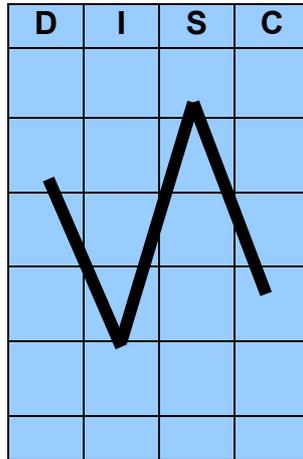
**You tend to bog down in details particularly when decisions must be made.** You may become dependent on procedures or your superior, since you hesitate to act without precedent. You want standard operating procedures and no sudden or abrupt departures from that standard. You prefer the protection and security of a sheltered environment as is afforded by being part of a group.

**You want reassurances and personal attention, preferring to share responsibility.** You need assignments of a precise planning nature. To empower yourself, learn ways to develop more confidence and be encouraged to be more independent. Learn where you can get support in the clutch. You need exact job descriptions so others will not impose other things upon you.

## The 12 DISC Classical Style Classical Patterns

### Classical Pattern #11 – ACHIEVER

**Moderate D, Moderately Low I, High S, and Moderate Low C**



<b>Emotions:</b>	Dispassionate,
<b>Goal:</b>	Determined
<b>Judges others by:</b>	Logic
<b>Influences others:</b>	Determination and tenacity
<b>Value to a team:</b>	Comprehension, objectivity, thoroughness
<b>Over-uses:</b>	Bluntness
<b>Becomes:</b>	Stubborn and non-demonstrative under pressure
<b>Fears:</b>	Involvement with people, selling.
<b>Would be more Effective with more:</b>	Flexibility, understanding of people, enthusiasm, being open to optional approaches

#### Overview of the ACHIEVER Pattern:

**You are methodical, predictable, deliberate, persistent, competitive, self reliant, and industrious.** Your strengths lie in your ability as an objective, analytical, dispassionate person. An “anchor of reality”, you are calm, steady and persevering, thus successful at many things. This is not only because of your versatility, but also due to your dogged determination. You are tenacious after starting a project and fight hard for your objectives.

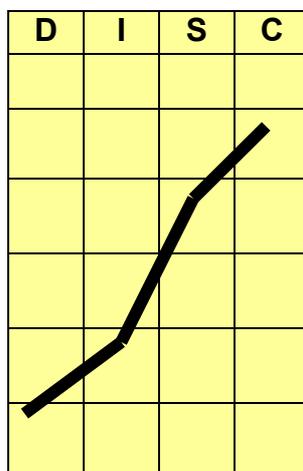
**Independent and questioning in approach, you are thorough and you possess follow through.** Not especially interested in pleasing people, you can be stubborn and opinionated. You may require force from your supervisor to get you to follow instructions or change your approach. You tend to be coldly blunt and have even been known to be tactless with people on occasion. You are generally non-demonstrative and want to operate by yourself and set your own pace. You want challenging assignments that can be followed through to completion on an independent basis. You prefer work of a technical nature rather than involvement strictly with people.

**People can motivate you better by logic rather than emotion.** You need to develop understanding of people through a systematic approach, such as DISC. You need to be more willing to change your pace or approach to accommodate the needs of others. With people, reduce your more natural “either-or” approach to relationships. In tasks, focus on clarifying the priority of tasks and thereafter be more open to optional approaches to completing them other than your own more comfortable methods.

## The 12 DISC Classical Style Classical Patterns

### Classical Pattern #12 – Practitioner

**Low D, Medium low I, Medium high S, High C**



<b>Emotions:</b>	Tends to reject interpersonal aggression
<b>Goal:</b>	Correctness
<b>Judges others by:</b>	Cognitive ability
<b>Influences others:</b>	Factual data, logical arguments
<b>Value to a team:</b>	Defines, clarifies, gets information, and criticizes tests.
<b>Over-uses:</b>	Analysis
<b>Becomes:</b>	Worrisome under pressure
<b>Fears:</b>	Irrational acts loss of control of emotions, being ridiculed by others, not being recognized as important by others.
<b>Would be more Effective with more:</b>	Being more open to people and aware of your own feelings. The ability to love, fights, and be more collaborative with others for your common benefit rather than just for your own purposes only.

#### Overview of the PRACTITIONER Pattern:

**You are an inquisitive, systematic, diplomatic, cautious, sociable, as well as somewhat co-operative, deliberate and persistent person.** You tend to be dependent on other's leadership, being generally loyal and objective. Usually you possess a strong value system. You are a careful, cautious conventional person. *Diplomatic* and *sincere* characterizes you. Tending to be very precise and disciplined, you set high standards and expectations of yourself. Decisions are difficult for you to make until all the facts and details are available. Many see you as a critical, logical thinker, something confirmed by your shy, quiet and reserved nature, especially with strangers.

**You do not always say what you think or feel.** You need to feel needed in a secure environment. You may tend to work well with your hands and may actually prefer repetitive work. You need specific instructions before starting a job and do not like stress or chaos around you. You tend to be highly family oriented and surround yourself with others like yourself. You may need support and reassurance from others, as you may not be too outgoing.

**You do not always trust others and generally won't impose your thinking on others.** In order to gain the self-acceptance and confidence you may need, take more genuinely interested in other people and you will take the focus off yourself. Don't expect to develop important skills by yourself without assistance and longer-term effort. Limit your tendency to overuse analysis and be more responsive to reality of "feelings" and motivating concerns of others.