

# PP<STUDENT

YOUR PERSONAL PROFILE

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Private & Confidential

alert  
assertive  
opinionated  
confident  
decisive  
influential  
friendly  
mobile  
self-starting  
persuasive  
driving  
independent  
persistent



## HOW IT WORKS

You created your personal profile by choosing words which describe you most and least well when you are working. The personal profile is used by thousands of organisations around the world to help people get the right job and succeed at it.

It is based on a lot of evidence that there are four ways to react to work, known as Dominance, Influence, Steadiness and Compliance (DISC). People's behaviour results from how these four ways interact. There is nothing right or wrong about any of these approaches. You know that a sports team or a group of friends needs a mix of people to get anything done.

Different activities require different types of people. Let's make this explanation come alive a bit more by explaining what your results suggest about you.

## WHAT IS THIS REPORT ABOUT

It's about you; how you prefer to behave and work.

This report highlights your strengths and what makes you want to try to achieve things. It suggests how you like to behave and how you can use your strengths to maximum effect, now and in the future.

Getting the right job and being successful is about more than passing the right examinations, though examination results are very important. How you behave and what you're like are also vital. So, this report helps you identify work you may be good at and will focus your choices about courses, training and job applications. It will also help you plan your school or college work and any projects you carry out with friends, your family and team members.

This report will help you understand yourself better – even if you think you know yourself pretty well already!

It's the start of a journey of self-discovery.

## YOUR PROFILE

### YOU ARE AN ID PROFILE (Influence & Dominance)

You are likely to be motivated by popularity, social recognition, relationships based on equality and freedom from control. You may want the opportunity for development and variety in the activities you undertake where too much detail may demotivate you. There may be times where you allow people to distract you from finishing tasks.

Here is a brief set of words and phrases which suggest how you may behave when working on something. People who know you may use some of these words to describe you. They can be adapted and used when you are writing about yourself in job or course applications, CVs and other documents. You can also use them to help you develop your skills. They form a snapshot of you at work:

**Work quickly, start working without having to be told to, argue strongly for your views, have opinions about lots of things, provide energy and motivation to achieve goals, outgoing, like to be with people, individualistic, persuasive, charming, talkative, animated, imaginative, positive, generous.**

Please refer to the highlighted areas below, they will reflect the way you behave.

	D	I	S	C
You may	<ul style="list-style-type: none"> <li>try to take over situations</li> <li>sometimes interrupt others</li> <li>be restless and impatient</li> <li>point at things and people</li> </ul>	<ul style="list-style-type: none"> <li>be very enthusiastic</li> <li>be friendly</li> <li>tell stories</li> <li>make many hand movements</li> </ul>	<ul style="list-style-type: none"> <li>listen to other people</li> <li>be relaxed and kind</li> <li>resist change</li> <li>not act aggressively</li> </ul>	<ul style="list-style-type: none"> <li>write notes</li> <li>be very precise in how you talk and write</li> <li>find it difficult to express feelings</li> <li>ask for detailed information about jobs</li> </ul>
You seem to like	<ul style="list-style-type: none"> <li>being allowed to discover things yourself</li> <li>to focus on the task in hand, not people or emotions</li> <li>when people negotiate with you, not tell you what to do</li> </ul>	<ul style="list-style-type: none"> <li>talking about ideas and opinions</li> <li>people asking you how you feel</li> <li>receiving summaries of a conversation when it is finished</li> <li>building relationships</li> </ul>	<ul style="list-style-type: none"> <li>to work steadily at your own pace</li> <li>to ask questions and listen to the answers</li> <li>other people to be interested in you as a person</li> </ul>	<ul style="list-style-type: none"> <li>to be organised</li> <li>written instructions</li> <li>checking up on the facts before accepting something as true</li> </ul>
You may not like	<ul style="list-style-type: none"> <li>to be told what to do</li> <li>to be given too much detail</li> <li>to be asked to observe too many rules</li> <li>to have to wait for other people to do things</li> </ul>	<ul style="list-style-type: none"> <li>arguments</li> <li>talking about facts rather than feelings</li> <li>not being praised for good work</li> </ul>	<ul style="list-style-type: none"> <li>tight deadlines</li> <li>rapid change</li> <li>people who talk too much and too quickly</li> </ul>	<ul style="list-style-type: none"> <li>being rushed into making decisions</li> <li>making sudden changes</li> <li>generalisations</li> </ul>

## HOW YOU DESCRIBE YOURSELF

You will tend to:

- like to be liked; you are keen to make a good impression
- achieve what you want through your relationships with people
- believe that whatever situations arise, you can solve them through your natural gift for talking well
- oversell your point of view
- dislike repetitive and routine work
- sometimes talk too quickly and lightly for more serious people

## WHAT MOTIVATES YOU TO DO YOUR BEST

- being popular
- knowing that other people value you and your work
- earning enough money to get what you want
- being treated as an equal by other people
- freedom from too much control
- variety in the work you do
- being able to ignore detail
- getting time to thinking about bigger issues

## WHAT SORT OF WORK MIGHT APPEAL TO YOU

You seem to prefer jobs in which you sell or motivate the public. You may enjoy roles in which you:

- have contact with a variety of people either on a one-to-one or group basis
- know what your job involves but are able to act quickly and independently
- avoid working on detail
- have good research and administrative help
- are allowed to change direction quickly and easily
- have tangible goals and pressure to achieve them
- have the authority to delegate

## CAREER PATHS

It is really important to make informed and conscious choices, rather than just drifting into something. The more research you do and work experience you get at the beginning of the journey, the more likely you are to find a career that suits you.

- There isn't one route; each path is unique and none are straight!
- You may not need to follow every step or in any set order.
- There is no definitive end.
- Specific destinations often alter.
- Many people have multiple careers.
- Many people take career breaks.
- Some retrain to follow a new route or opportunity.

The path evolves, but the constant is a maturing you!

## DISC STYLES PERCEIVED BY OTHERS

High D characteristics	Can be perceived by others as
Assertive	Offensive
Decisive	Enforcing
Direct	Rude
Goal- and Result orientated	Over-ambitious
Dominating	Pushy

High I characteristics	Can be perceived by others as
Enthusiastic	Shallow
Optimistic	Non-realistic
Persuasive	Nagging
Spontaneous	Reckless
Effusive	Wants attention

High S characteristics	Can be perceived by others as
Deliberate	Passive
Non-demonstrative	Indifferent
Methodical	Inflexible
Lenient	Dull
Good listener	Reserved

High C characteristics	Can be perceived by others as
Accurate	Fussy
Conservative	Uninspiring
Diplomatic	Distant, cold
Disciplined	The-know-it-all
Perfectionist	Criticiser

TIPS FOR TIME MANAGEMENT

High D
Take your time, be patient
Think first, act later
Slow down

High I
Complete your tasks
Make to-do lists, make a planning
Talk less

High S
Say "no" more often
Try to find new ways to speed up
Watch deadlines

High C
Too much planning will cost too much time
Concentrate on results instead of perfection only
Set time limits