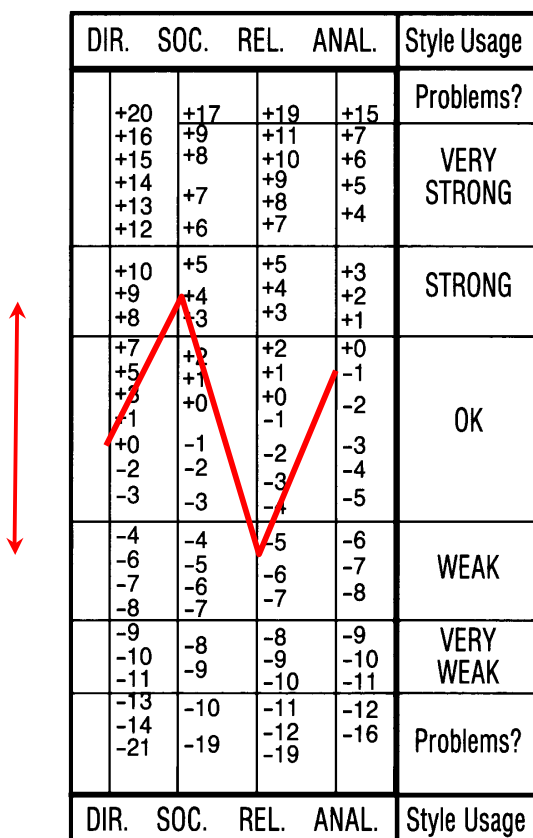


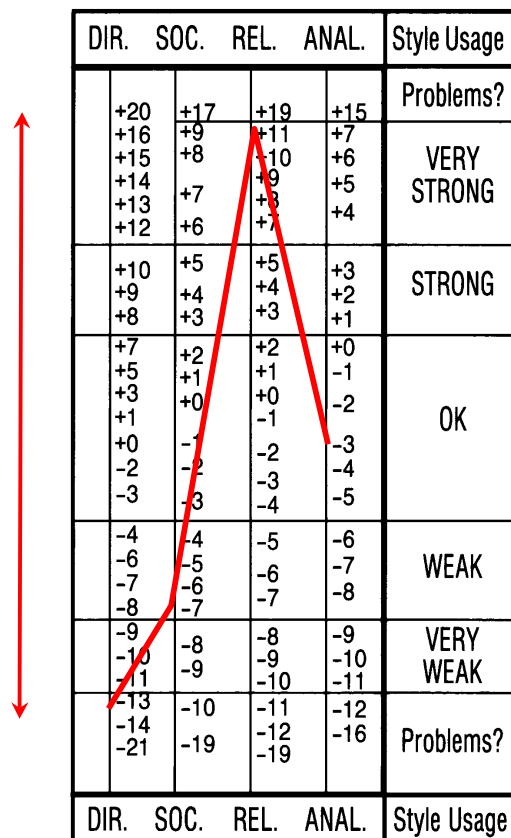
Plotting Your Personality Results

There are two types of Personality Patterns: *Moderate* and *Strong*.

MODERATE Patterns are when you have two moderately strong styles, or when you have one strong style and three moderately weak styles. Visually, the strongest to weakest style graph distance will *not* be large.



STRONG Patterns are when you have one strong style and three moderate to weak styles. Visually, the strongest to weakest style graph distance will be large.



Patterns with *opposite* strong and weak styles are *doubly* strong and *doubly* weak since the opposite styles can't balance each other out—Director and Relator are opposite—Socializer and Analyzer are opposite.

When *distressed* you will only use your strongest emotion and when *not* distressed, you will be fine except when your strongest emotion (of your strongest style) flares up.

Plot and evaluate the personality patterns below.

The Bio-Engineering Co.

The Natural Chairside Assistant Personality:

The **ideal personality patterns should fit within the area shown in the chart**. Less ideal patterns will have natural tendencies inconsistent with the needs of this position, especially when distressed, as indicated below.

RELATOR STYLE (should be *highest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-1): This person may not be: amiable, considerate, patient, sensitive to the patient's needs.
- ☐ Is **too strong** (>+10): This person may be too agreeable, gullible or lenient and not be firm enough with patient cooperation and listen & support so much as to not stay on schedule.

ANALYZER STYLE (should be *2nd highest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-4): This person may find it difficult to unerringly proceed with procedures.
- ☐ Is **too strong** (>+5): This person may consider the procedure more important than the patient's needs.

SOCIALIZER STYLE (should be *next highest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-4): This person may not be inspirational enough to motivate patients.
- ☐ Is **too strong** (>6): This person may be too talkative and not listen for the patient's needs.

DIRECTOR STYLE (should be *lowest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-9): This person may not be able to stay on schedule.
- ☐ Is **too strong** (>+5): This person may seem too insensitive or cold, and not consider the patients needs as important.

COMMENTS:

DIR.	SOC.	REL.	ANAL.	Style Usage	
	+20 +16 +15 +14 +13 +12	+17 +9 +8 +7 +6	+19 +11 +10 +9 +8 +7	+15 +7 +6 +5 +4	Problems?
	+10 +9 +8	+5 +4 +3	+5 +4 +3	+3 +2 +1	VERY STRONG
	+7 +5 +3 +1 +0 -2 -3	+2 +1 +0 -1 -2 -3	+2 +1 +0 -1 -2 -3 -4	+0 -1 -2 -3 -4 -5	OK
	-4 -6 -7 -8	-4 -5 -6 -7	-5 -6 -7	-6 -7 -8	WEAK
	-9 -10 -11	-8 -9 -10	-8 -9 -10	-9 -10 -11	VERY WEAK
	-13 -14 -21	-10 -19	-11 -12 -19	-12 -16	Problems?
DIR.	SOC.	REL.	ANAL.	Style Usage	

The Bio-Engineering Co.

The Natural T.C. Personality:

The **ideal personality patterns should fit within the area shown in the chart**. Less ideal patterns will have natural tendencies inconsistent with the needs of this position, especially when distressed, as indicated below.

SOCIALIZER STYLE (should be *highest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<+2): This person may not be: charming, enthusiastic, friendly, influential, inspiring and persuasive enough to sell the case.
- ☐ Is **too strong** (>+7): This person may talk over patient; may be too talkative and not listen enough, missing patient concerns; may wing it (capricious) instead of using a solid sales-oriented program.

RELATOR STYLE (should be *2nd highest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-1): This person may not establish rapport or listen for the patient's concerns.
- ☐ Is **too strong** (>+7): This person may be afraid to close the sale because they feel that they may be too pushy.

ANALYZER STYLE (should be *next highest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-6): TC may not be detailed enough.
- ☐ Is **too strong** (>0): This person may not seem people-oriented enough.

DIRECTOR STYLE (should be *lowest* style on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-6): This person may not close the sale (especially if relator is too strong), and may not follow-up on will-Call-Back cases.
- ☐ Is **too strong** (>+7): This person may be dismissing and cold.

COMMENTS:

DIR. SOC. REL. ANAL.					Style Usage
	+20 +16 +15 +14 +13 +12	+17 +9 +8 +7 +6	+19 +11 +10 +9 +8 +7	+15 +7 +6 +5 +4	Problems?
	+10 +9 +8	+5 +4 +3	+5 +4 +3	+3 +2 +1	VERY STRONG
	+7 +5 +3 +1 +0 -2 -3	+2 +1 +0 -1 -2 -3	+2 +1 +0 -1 -2 -3 -4	+0 -1 -2 -3 -4 -5	OK
	-4 -6 -7 -8	-4 -5 -6 -7	-5 -6 -7	-6 -7 -8	WEAK
	-9 -10 -11	-8 -9	-8 -9 -10	-9 -10 -11	VERY WEAK
	-13 -14 -21	-10 -19	-11 -12 -19	-12 -16	Problems?
DIR. SOC. REL. ANAL.					Style Usage

The Bio-Engineering Co.

The Natural Receptionist Personality:

The **ideal personality patterns should fit within the area shown in the chart**. Less ideal patterns will have natural tendencies inconsistent with the needs of this position, especially when distressed, as indicated below.

RELATOR STYLE (should be *highest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-1): This person may not be able to make the patient feel that the appointment suggested is what is best for them and may seem self-serving, especially if the director style is too strong.
- ☐ Is **too strong** (>+10): This person may be too easily pressured to give the patient any appointment at any time, instead of following the schedule.

SOCIALIZER STYLE (should be *2nd highest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-2): This person may not be persuasive enough to have the patients accept the appointments given.
- ☐ Is **too strong** (>6): This person may talk too much, be easily distracted from the tasks at hand and not pay attention to details, especially if analyzer style is very strong.

ANALYZER STYLE (should be *2nd lowest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-4): This person may find it difficult to follow procedures and may miss details in making appointments, etc., especially if the socializer style is too strong.
- ☐ Is **too strong** (>+2): This person may consider the procedure more important than the patient's needs and may not be warm enough when a patient calls.

DIRECTOR STYLE (should be *lowest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-9): This person may not get her many daily tasks done.
- ☐ Is **too strong** (>+3): This person may seem too pushy, insensitive or cold, and not consider the patients needs as important as the task at hand.

COMMENTS:

DIR. SOC. REL. ANAL.					Style Usage
	+20 +16 +15 +14 +13 +12	+17 +9 +8 +7 +6	+19 +11 +10 +9 +8 +7	+15 +7 +6 +5 +4	Problems?
	+10 +9 +8	+5 +4 +3	+5 +4 +3	+3 +2 +1	VERY STRONG
	+7 +5 +3 +1 +0 -2 -3	+2 +1 +0 -1 -2 -3	+2 +1 +0 -1 -2 -3 -4	+0 -1 -2 -3 -4 -5	OK
	-4 -6 -7 -8	-4 -5 -6 -7	-5 -6 -7	-6 -7 -8	WEAK
	-9 -10 -11	-8 -9	-8 -9 -10	-9 -10 -11	VERY WEAK
	-13 -14 -21	-10 -19	-11 -12 -19	-12 -16	Problems?
DIR. SOC. REL. ANAL.					Style Usage

The Bio-Engineering Co.

The Natural Bookkeeper Personality:

The **ideal personality patterns should fit within the area shown in the chart**. Less ideal patterns will have natural tendencies inconsistent with the needs of this position, especially when distressed, as indicated below.

ANALYZER STYLE (should be *highest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<+1): This person may not be: accurate, disciplined, logical and precise enough, and make too many mistakes.
- ☐ Is **too strong** (>+6): This person may be too tedious and touchy and spend excessive amounts of time to get the work done.

RELATOR STYLE (should be *2nd highest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<+1): The guarantor may feel that this person is not looking out for their interests and avoid paying on time.
- ☐ Is **too strong** (>+7): This person may not be affective at past due collections, especially if the director style is weak.

SOCIALIZER STYLE (should be *2nd Lowest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-3): This person may not be inspirational enough to collect past due accounts.
- ☐ Is **too strong** (>+4): This person may not be able to work on the books, be easily distracted and waste time socializing.

DIRECTOR STYLE (should be *lowest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-4): This person may not be aggressive enough to go after past due accounts, (especially if the relator style is too strong).
- ☐ Is **too strong** (>+7): This person may seem too insensitive or cold, and offend patients.

COMMENTS:

DIR. SOC. REL. ANAL.					Style Usage
	+20	+17	+19	+15	Problems?
	+16	+9	+11	+7	VERY STRONG
	+15	+8	+10	+6	
	+14	+7	+9	+5	
	+13	+6	+8	+4	
	+12		+7		
	+10	+5	+5	+3	STRONG
	+9	+4	+4	+2	
	+8	+3	+3	+1	
	+7	+2	+2	+0	OK
	+5	+1	+1	-1	
	+3	+0	+0	-2	
	+1		-1	-3	
	+0	-1	-2	-4	
	-2	-2	-3	-5	
	-3	-3	-4		
	-4	-4	-5	-6	WEAK
	-6	-5	-6	-7	
	-7	-6	-7	-8	
	-8	-7			
	-9	-8	-8	-9	VERY WEAK
	-10	-9	-9	-10	
	-11		-10	-11	
	-13	-10	-11	-12	Problems?
	-14		-12	-16	
	-21	-19	-19		
DIR. SOC. REL. ANAL.					Style Usage

The Bio-Engineering Co.

The Natural Team Coordinator Personality:

The **ideal personality patterns should fit within the area shown in the chart**. Less ideal patterns will have natural tendencies inconsistent with the needs of this position, especially when distressed, as indicated below.

DIRECTOR STYLE (should be *highest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-4): This person is not result-oriented enough to make decisions to get results.
- ☐ Is **too strong** (>+11): This person may be more interested in *any* result with *new tasks* or when distressed, instead of *accurate* results (especially if the analyzer style is too weak).

ANALYZER STYLE (should be *second highest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-4): This person may not proceed in such a manner as to avoid mistakes and consider the necessary details, especially with new projects.
- ☐ Is **too strong** (>+2): This person will overuse fear and delay or avoid getting results, especially when there are problems and when the director style is too weak.

RELATOR STYLE (should be *2nd lowest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-3): This person may not be people-oriented enough to work with and avoid offending others.
- ☐ Is **too strong** (>+3): This person will lack decision-making abilities to get results, especially if the director style is too weak.

SOCIALIZER STYLE (should be *lowest* on Chart):

- ☐ Is **OK**
- ☐ Is **too weak** (<-8): This person may have difficulties interacting with the rest of the team and be a creative problem-solver.
- ☐ Is **too strong** (>+2): This person will be easily distracted from their responsibilities and from getting results, especially if the director style is weaker.

COMMENTS:

DIR. SOC. REL. ANAL.					Style Usage
	+20 +16 +15 +14 +13 +12	+17 +9 +8 +7 +6	+19 +11 +10 +9 +8 +7	+15 +7 +6 +5 +4	Problems?
	+10 +9 +8	+5 +4 +3	+5 +4 +3	+3 +2 +1	VERY STRONG
	+7 +5 +3 +1 +0 -2 -3	+2 +1 +0 -1 -2 -2 -3	+2 +1 +0 -1 -2 -3 -4	+0 -1 -2 -3 -4 -5	STRONG
	-4 -6 -7 -8	-4 -5 -6 -7	-5 -6 -7	-6 -7 -8	OK
	-9 -10 -11	-8 -9	-8 -9 -10	-9 -10 -11	WEAK
	-13 -14 -21	-10 -19	-11 -12 -19	-12 -16	VERY WEAK
					Problems?
DIR. SOC. REL. ANAL.					Style Usage