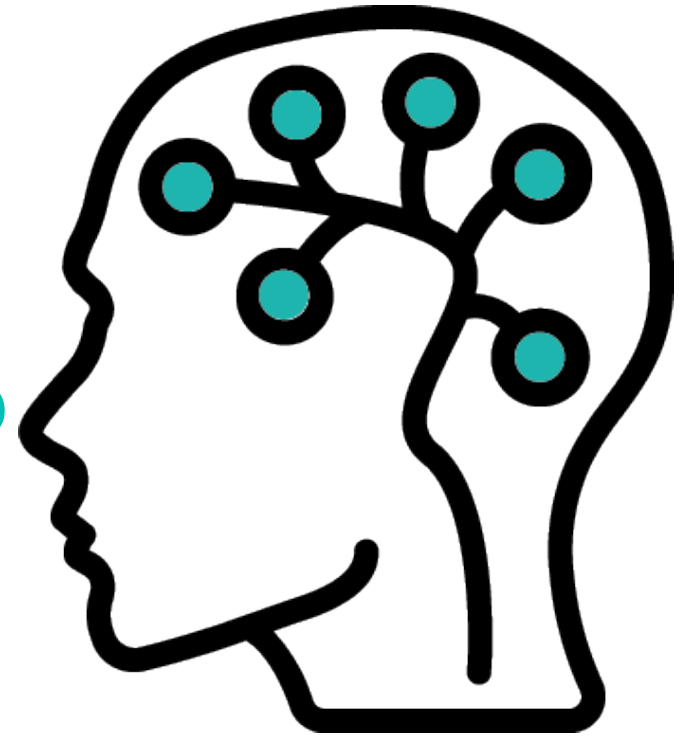# Grainstone Lee

What's your personality **profile?**

Grainstone Lee

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But who's Grainstone Lee?

Content.

4. Quick overview of all types

Quick overview.

Extrovert

(D)ominance

Main concern: creating instant results, making things happen, challenging others and self

Driven by: commandment and supremacy, competition, winning, success

Dreads: losing control, being taken advantage of, weakness

Shows: confidence, straightforwardness, forcefulness, venturesome

Shortcomings: lack of empathy, impatience, insensitivity

(i)nfluence

Main concern: expressing excitement, making things happen, encouraging team-work

Driven by: social acknowledgement, group activities, relationships

Fears: social refutation, being disapproved of, loss of impact, being ignored

Shows: charisma, excitement, cooperation, openness

Shortcomings: impulsive, lack of follow-through, disorginised

Introvert

(C)onscientiousness

Main concern: accurateness, keeping things on track, challenging assumptions

Driven by: opportunities to use capabilities or gain experience, quality of work

Dreads: disapproval, sloppy methods, being incorrect

Shows: accuracy, scrutiny, doubts, coldness, quietness

Shortcomings: too critical, over-analyses, self-isolates

(S)teadiness

Main concern: supporting others, preserving stability, team-work

**Driven by:** unchanging environments, truthful appreciation, collaboration, helping others

Dreads: instability, change, unharmonious environments, upsetting others

Shows: tolerance, cooperation, steady approach, good at listening, humbleness

Shortcomings: too accommodating, avoids change, indecisive

D-type personalities

Direct. Firm. Strong-willed. Forceful. Results-orientated.
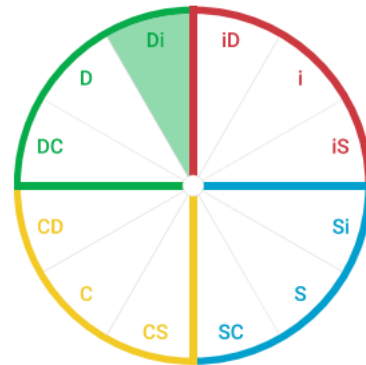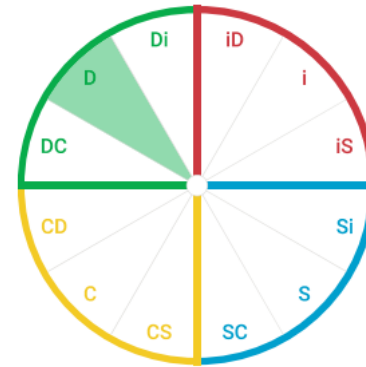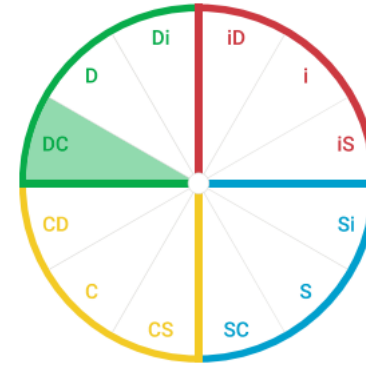
DC style.

Goals: autonomy, personal achievements

Judges others by: know-how, common sense

Influences others by: high standards, strength of mind

Overuses: frankness, mocking or superior attitude

Under pressure: becomes overly judgmental

Fears: not achieving their standards

Would increase effectiveness through: friendliness, tactful comms

Summary of the DC style: People with the DC style is mainly concerned with **Challenge.** They want to explore all possibilities and ensure the best methods are in use. This results in them being very questioning and skeptical of other's ideas.

They also value **Results**, so they're often direct. When focusing on the bottom line, they can sometimes overlook other people's feelings.

Lastly, those with the DC style also value **Accuracy**. They like to control the quality of their work which is why they prefer to work alone. They tend to focus on separating emotions from facts.

D style.

Goals: bottom-line results, winning

Judges others by: capacity to achieve results

Influences others by: decisiveness, persistency, competitive nature

Overuses: wanting to win, results in win/lose situations

Under pressure: can be impatient and tough

Fears: being taken advantage of, seeming weak

Would increase effectiveness through: being more patient, compassion

Summary of the D style: People with the D style are strongminded individuals whose main concern is **Results**. They want to make their mark and are therefore always looking for opportunities and challenges.

They also value **Action**, and often focus on meeting their goals quickly and powerfully. They tend to be very fast-paced and therefore like it when people are direct with them.

Lastly, those with D style also value **Challenge**. Because they want to control the results, they're can be questioning and self-reliant.

Di style.

Goals: making things happen quickly, new challenges

Judges others by: self-confidence, ability to influence

Influences others by: charisma, risky actions

Overuses: impatience, self-centeredness, manipulating others

Under pressure: becomes hostile, overpowering others

Fears: loss of control and power

**Would increase effectiveness through:** patience, humbleness, listening to others' ideas

Summary of the Di style: People with the Di style are mostly concerned with **Action** and can appear adventurous and as risk-takers. They grow bored easily which is why these individuals tend to seek out new assignments and unique leadership positions.

They also value **Results** and often work to achieve their goals quickly. While they're competitive, they can use their charisma and charm to influence others to help them succeed.

Lastly, those with Di style also value **Enthusiasm**, so they may come across as charismatic and joyful because of their high levels of energy. They are likely to use their excitement to influence others and to create a fun environment.

i-type personalities

Outgoing. Enthusiastic.
Optimistic. High-spirited. Lively.
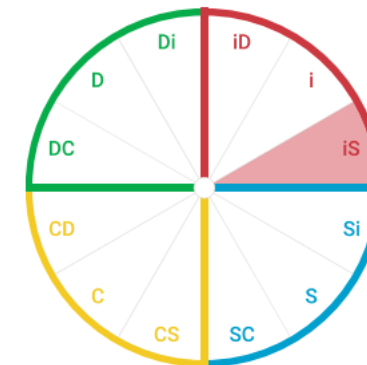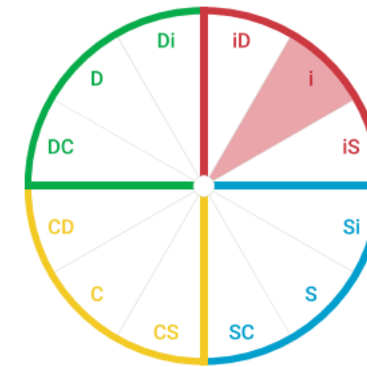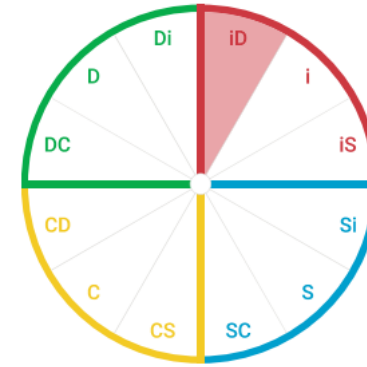
iD style.

Goals: thrilling breakthroughs

Judges others by: capability of thinking creatively, strong personality

Influences others by: taking risks, passion

Overuses: thoughtlessness, own opinions

Under pressure: becomes thoughtless, will lash out

Fears: static environment, rejection or lack of attention

Would increase effectiveness through: paying attention to the details, patience, consideration of others

Summary of the iD style: People with the iD style are mainly concerned with **Action**, so they often focus on reaching their goals as quickly as possible. They like a fast pace and are comfortable making quick decisions.

They also value **Enthusiasm** and may appear as very energetic who like to rally others around a common goal. They tend to maintain a positive attitude and bring optimism to their work.

Lastly, those with the iD style value **Results**, so they may appear driven and goal-oriented. Most likely, they enjoy leveraging relationships to achieve new challenges.

i style.

Goals: being popular, admiration, thrill

Judges others by: openness, social skills, passion

Influences others by: charisma, positive attitude, energy

Overuses: positiveness, compliments

Under pressure: gets disorganised, becomes overly expressive

Fears: disapproval, being ignored

Would increase effectiveness through: being more neutral, following through on tasks

Summary of the i style: People with the i style highly values **Enthusiasm** and a positive attitude. They are excited about new opportunities and may be very expressive when communicating their ideas.

They also value **Action** and often focus on making rapid progress towards exciting solutions. As they're often fast-paced, they may be eager to get going and not spend a lot of time thinking about the consequences.

Lastly, those with the i style also value **Collaboration**. They usually like meeting new people, and they can possess a talent for getting everyone involved and fostering a team spirit.

iS style.

Goals: relationships

Judges others by: capability to see the good in others, friendliness

Influences others by: pleasantness, compassion

Overuses: patience with others, roundabout approaches

Under pressure: takes criticism personal, avoids conflict

Fears: pressurising others, not being liked

Would increase effectiveness through: seeing others' flaws, facing problems

Summary of the iS style: People with the iS style value **Collaboration**, so they enjoy collaborating with others as much as they can. They want everyone to feel included, so they tend to spend a lot of time and energy to get people involved.

They also value **Enthusiasm** and are likely to bring optimism to their work and relations. They're light-hearted and reassuring and tend to spread their positive attitude to others.

Lastly, those with the iS style also priorities **Support**, so they tend to be flexible who want what's best for the team. When others struggle, they often show concern and offer support.

S-type personalities

Even-tempered. Accommodating. Patient. Humble. Tactful.
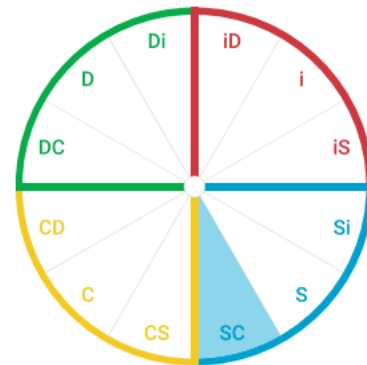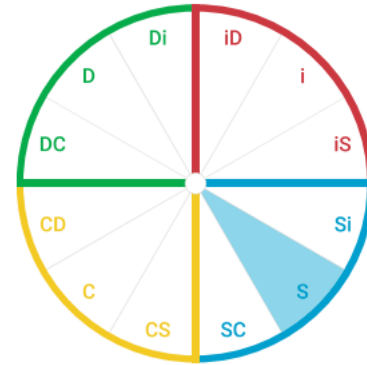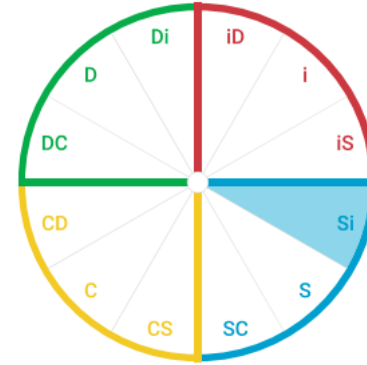
Si style.

Goals: approval from others, close relationships

Judges others by: openness to others, amicability

Influences others by: showing empathy, patience

Overuses: sympathy, close connections

Under pressure: avoids conflict, trying to make everyone happy

Fears: pressurising others, encountering aggression

Would increase effectiveness through: be better at saying 'no' if necessary, facing issues

Summary of the Si style: People with the Si style value **Collaboration**, and they prefer to involve others in the decision making. They're likely to try and build a team spirit and are not so concerned with individual achievement.

They also value **Support** and tend to priorities the needs of others. They have an accommodating nature, so they are often willing to set aside their own needs and views to help others.

Lastly, those with the Si style also priorities **Enthusiasm**, and usually come across as joyful. They often see the positive in most situations, and they're encouraging of other's ideas.

S style.

Goals: approval from others, close relationships

Judges others by: openness to others, amicability

Influences others by: showing empathy, patience

Overuses: sympathy, close connections

Under pressure: avoids conflict, trying to make everyone happy

Fears: pressurising others, encountering aggression

Would increase effectiveness through: be better at saying 'no' if necessary, facing issues

Summary of the S style: People with the S style are mainly concerned with providing **Support**. They're often good listeners and are therefore often seen as patient and accommodating.

They also value **Stability**, so they often focus on maintaining an unsurprising, orderly environment. They tend to be cautious so they may use a methodical process and avoid quick changes whenever possible.

Lastly, people with the S style also value **Collaboration**. Because they are concerned with trusting, friendly surroundings, they tend to go out of their way to ensure people feel included and accepted.

SC style.

Goals: stable environment, static objectives, sturdy progress

Judges others by: trustworthiness, realistic stance, even temperament

Influences others by: peacekeeping, self-control, steadiness

Overuses: letting others lead, humbleness

Under pressure: becomes inflexible, hampers spontaneity, conforms

Fears: tight deadlines, improbability, chaos

**Would increase effectiveness through:** Instigating change, speaking up

Summary of the SC style: People with the SC style are mainly concerned with **Stability** and attaining persistent outcomes. They tend to be careful so they may prefer to work in a predictable environment with minor surprises.

They also value **Support**, so they are often accommodating and willing to let their own needs and preferences forego when necessary. They're usually patient and diplomatic, and they are less likely to become overly emotional when put under pressure.

Lastly, those with the SC style also priorities **Accuracy.** They tend to work systematically to create quality work and efficient solutions, and they may be somewhat analytical at times.

C-type personalities

Analytical. Reserved. Precise. Private. Systematic.
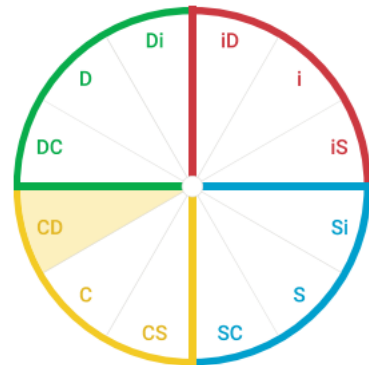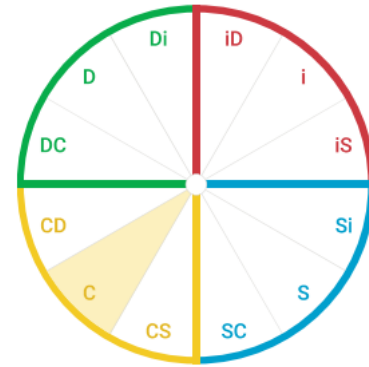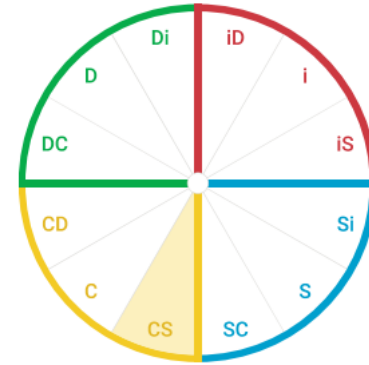
CS style.

Goals: steadiness, reliable results

Judges others by: specific standards, orderly methods

Influences others by: levelheadedness, attention to details

Overuses: traditional methods, caution

Under pressure: retracts, becomes tentative

Fears: emotionally charged situations, uncertainty

Would increase effectiveness through: being more flexible, making decisions, showing determination

Summary of the CS style: People with the CS style value **Stability**, so they can come across as well organised and precise. Since they prefer to be well-prepared, they often avoid taking risks or making quick changes.

They also place a high priority on **Accuracy** and tend to spend their time perfecting their ideas before moving forward. Most likely, they will depend on data before making decisions and often have an objective attitude.

Lastly, those with the CS style also priorities **Support**, and are usually ready to help when their skills are needed. Often, they also tend to be even-tempered and patient with both difficult situations and people.

C style.

Goals: preciseness, objective methods

Judges others by: knowledge and experience, systematic methodology

Influences others by: logic, precise standard

Overuses: analysis, control

Under pressure: overwhelms others with logic, becomes inflexible

Fears: being incorrect, strong displays of emotion

Would increase effectiveness through: considering others' feelings, looking beyond data

Summary of the C style: People with the C style value **Accuracy**. They want to ensure first-class results, and therefor often analyse options logically and separate emotions from facts.

They also value **Stability.** Since they tend to like follow-through and control, they're not comfortable with quick or risky decisions and prefer to take their time to make an educated choice.

Lastly, people with the C style also value **Challenge**. In their quest to find the most rationalised or productive method of finishing their tasks, they might openly question ideas and point out mistakes that others may have missed.

CD style.

Goals: preciseness, objective methods

Judges others by: knowledge and experience, systematic methodology

Influences others by: logic, precise standard

Overuses: analysis, control

Under pressure: overwhelms others with logic, becomes inflexible

Fears: being incorrect, strong displays of emotion

Would increase effectiveness through: considering others' feelings, looking beyond data

Summary of the CD style: People with the CD style value **Challenge** and may come across as skeptical and strong-minded. They are likely to not accept ideas without asking a lot of questions, and they like to reveal issues that could affect results.

They also value **Accuracy** and focus on thinking logically to make the best solutions happen. They often avoid getting their emotions in the way of making logical decision.

Lastly, those with the CD style also priorities **Results** and are often determined to deliver quality outcomes in an efficient way. They're also most likely willing to take charge of projects when needed, and they usually keep things on track.

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