



Personality I.D.<sup>®</sup>  
*Building Stronger Teams*



**Greg Anderson**  
**Style: Supporter**

**Personality I.D.<sup>®</sup> Individual Report**

**Tuesday, November 27, 2012 11:01:53 PM**

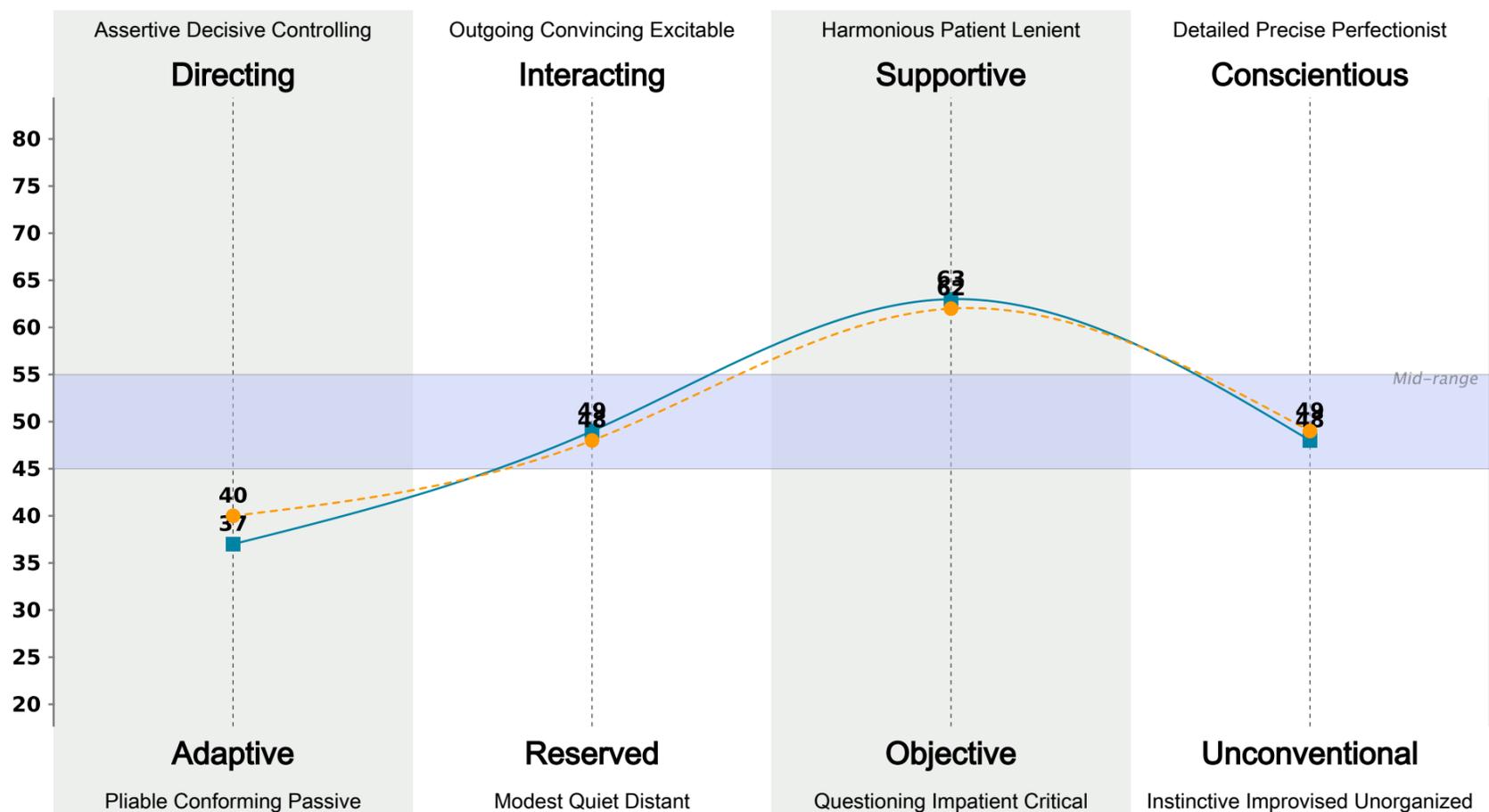
*Individual Report*

  
**CROWN**  
Do Well



### Greg Anderson: Supporter

The natural personality profile for Greg Anderson, is indicated by the solid line on the graph below. Note also the dotted line; it represents the Blended Profile that most nearly matches Greg Anderson's graph. Seventeen Blended Profiles are used as the baseline for interpreting the combinations of four basic dimensions of personality. The information in this section is derived from the Supporter Blended Profile. Typically, the more closely the solid line graph matches this Blended Profile, the more accurately the information will describe Greg Anderson's natural behavior style.



As Supporters, people in this profile naturally thrive when given the opportunity to help, encourage, or cooperate with others. They are loyal in their relationships and gain fulfillment by helping make others successful.

**Ideal Environment - Supporters realize their highest potential with opportunities to:**

- Master familiar material
- Be free from conflict
- Support others
- Focus (one task at a time)
- Be relational
- Set the example quietly
- Be loyal
- Be consistent
- Follow
- Work in the same place

### **Typical Areas of Strength**

Supporters typically are excellent team players due to their desire to cooperate, help others, listen, be patient, loyal, steady, and support the efforts of those in charge.

### **Typical Areas of Struggle**

People with this profile may sometimes undermine their effectiveness by compromising too much, vacillating on important decisions, being too passive, resisting change, or compromising quality to protect the feelings of others.

## **Supporters at Work**

### **Preferred Activities**

Because people with this profile work at a steady pace, they demonstrate an excellent ability to follow through on projects. They also cooperate well with others in order to complete activities.

### **Contributions to the Organization**

Persons with this style contribute much to others by their ability to bring steadiness, consistency, and loyalty to their relationships. They like to finish projects that they start and set a good example for others. They are pleasant and agreeable in all situations.

### **Leadership Style**

People with this profile lead most effectively when they can quietly set the example and faithfully fulfill their responsibilities. They excel as a peacemaker in interpersonal relationships.

### **Task or People Orientation**

People with this profile usually respond well to both tasks and people. They work steadily and support others by faithfully carrying out clearly defined roles.

### **Communication Style**

This person communicates best by using superior relational and listening skills to convey care and compassion to people in need.

## Supporters and Issues

### Stability/Flexibility Factors

Of all the profiles, Supporters typically have the highest ability to remain stationary. They seek steadiness and regularity in their activities and function best when there are daily routines.

### Stress Factors

This person tends to experience stress from conflict, unexpected changes, a lack of appreciation, rudeness, and chaotic or unpredictable settings.

### Relationship Improvement Suggestions

Although it is difficult, person with this style must accept that some conflict is inherent in any group or organization. They will improve their family and work relationships by striving to honestly express their views and take a stand when necessary.

### Cooperation and Control Factors

This person is typically most comfortable when someone else takes charge, provides the vision, and sets the goals and objectives for the team. However, when required to be in charge, this person leads by promoting a spirit of cooperation.

### Underlying Concerns

This person's greatest concerns involve the possibility of hurting others, being disloyal, or facing sudden surprises and/or constant changes in routines and responsibilities.

## Supporters and Finances

### Financial Management

People in this profile are capable of both the focus required and the maintenance of established routines that are helpful to good record keeping.

### Budget and Financial Issues

People with scores in this range tend to be very conservative in handling money, but they also may agree to unwise financial transactions without appropriate questioning or in order to avoid conflict.

### Purchasing Tendencies

People with this style are very loyal to the same brands of products and services. They may be vulnerable to high energy sales promotions and gimmicks.

### Generic Careers

Service, (Hospitality Services Counseling; Law/Politics (Mediation))

### Famous people similar to this profile

Ruth Bell Graham

## Suggestions for Managers

Greg Anderson is a person who likes to promote harmony and will withhold personal opinions for that reason. However, if asked, Greg Anderson will probably tell you personal thoughts. Because of good listening skills, Greg Anderson is usually aware of what other team members are thinking and feeling. As the manager for a Supporter, you may need to help Greg Anderson to learn to self-promote and get the recognition for good work. Greg Anderson is quite modest and will be reluctant to let others know of the nature and depth of personal knowledge and experience, lessening Greg Anderson's perceived value to the team. Greg Anderson does not like surprises and you will lose support for your leadership if you do not give advance warning of coming changes. Also if you require an opinion or decision, be sure to give Greg Anderson time to consider the best response.

## Dimensions of Personality

This report is based on four dimensions of personality. Each dimension has a continuum of behaviors associated with it as shown below.

1. Adaptive	←	Mid-range	→	Directing
2. Reserved	←	Mid-range	→	Interacting
3. Objective	←	Mid-range	→	Supportive
4. Unconventional	←	Mid-range	→	Conscientious

## Strengths and Struggles

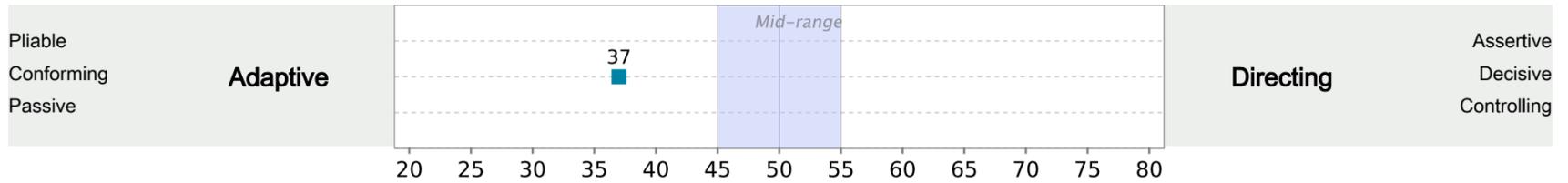
The strengths and struggles in this section of the report relate to Greg Anderson's Personality I.D. scores for the four individual dimensions. This information gives more depth to the report and helps you as a manager to focus on the unique style of this individual.

There are many advantages of understanding a person's unique set of talents and motivations. Greg Anderson will enjoy operating in some environments more than in others simply because they are a better fit for this person's natural style. A goal should be to align Greg Anderson's work as much as possible with the personal profile strengths and minimize exposure in the areas in which people with this profile typically struggle. On the other hand, a manager can coach a team member to help improve weak areas. For example, a person who tends to be impatient and is not a naturally a good listener can improve relationships through a focused effort to improve these areas of struggle. Also keep in mind that strengths overdone become weaknesses.

The lists of strengths and struggles that follow are typical for people who share a common profile score. Keep in mind that every individual is unique, so some of the items may not fit Greg Anderson. The list should be objectively reviewed to help determine whether all of the descriptions apply.



## Dimension one: Adaptive - Directing



Adaptive versus Directing. This dimension indicates a person's tendency to either follow another person's agenda or set a personal agenda.

This person's score in this dimension was in the Adaptive range. Typical strengths and struggles associated with this Personality I.D. profile are shown below.

### Adaptive Strengths

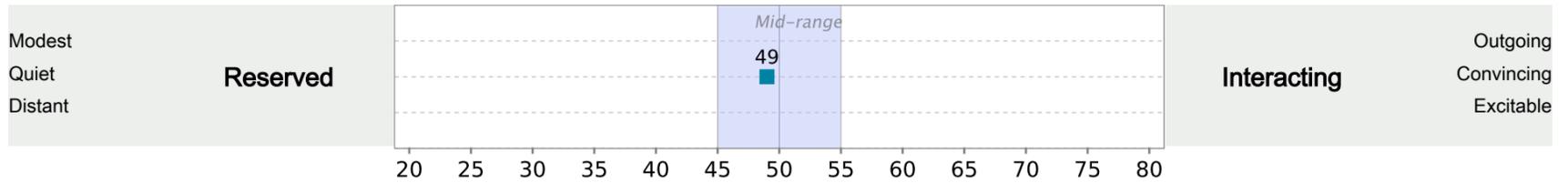
- is a loyal follower
- stays with the tried and proven
- speaks tactfully
- cooperates with others
- moves cautiously into new areas
- prefers to focus on one task at the time
- sees the practical for here and now

### Adaptive Struggles

- can be shy and unassertive
- tends to be passive rather than active
- hesitates to speak out
- may avoid taking charge
- tends to underestimate own abilities
- may agree, then regret or resent it
- may lack strategizing skill or vision



## Dimension two: Reserved - Interacting



Reserved versus Interacting. This dimension indicates a person's preference for either solitude and private time or extensive interaction with others.

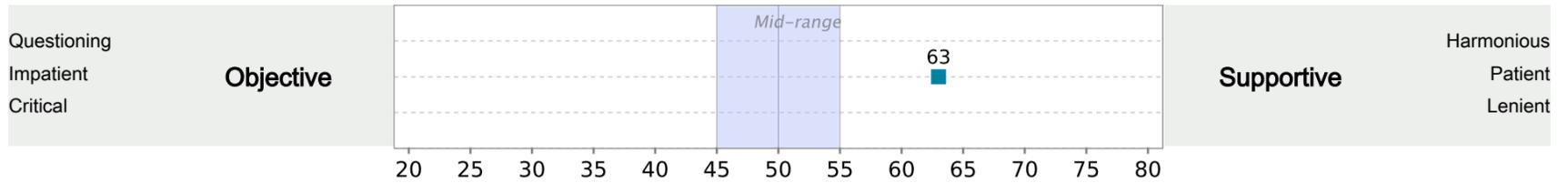
This person's score in this dimension was in the Mid-range.

Greg Anderson's Mid-Range score on the Reserved - Interacting dimension reveals this person's interest in being with people, but it also indicates a need for time alone. The team usually will see Greg Anderson as outgoing and friendly, but they also should understand and support the time needed for solitude and reflection.

When possible, allow Greg Anderson to set aside work time for study and preferred activities. Greg Anderson definitely needs these solitary times for recharging energy without the obligation of other duties. It will be helpful for co-workers to recognize this preference and help protect Greg Anderson's schedule.



### Dimension three: Objective - Supportive



Objective versus Supportive. This dimension indicates a person's natural motivation to be either cool and objective or warm and compassionate.

This person's score in this dimension was in the Supportive range. Typical strengths and struggles associated with this Personality I.D. profile are shown below.

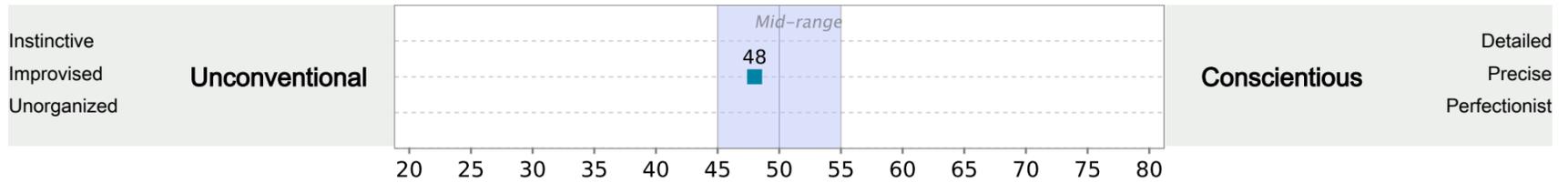
#### Supportive Strengths

- encourages and enlists cooperation
- is compassionate, welcoming and warm
- is engaging, a good listener
- is patient, willing to wait
- operates at a steady, measured pace
- supports customs and traditions
- demonstrates empathy

#### Supportive Struggles

- may compromise too much
- tends to stuff feelings, unwilling to confront
- trusts too easily, can be manipulated by others
- usually resists change, clings to status quo
- tends to be passive and uncommitted
- tends to be complacent rather than proactive
- can become possessive when taken for granted

## Dimension four: Unconventional - Conscientious



Unconventional versus Conscientious. This dimension reflects a tendency to be either spontaneous and instinctive or to be prepared and structured.

This person's score in this dimension was in the Mid-range.

Greg Anderson's Mid-Range score on the Unconventional - Conscientious dimension indicates a mixture of characteristics in this area. This indicates that Greg Anderson can be flexible and versatile regarding the need for structure in personal work assignments and work environment.

For instance, although Greg Anderson may have a strong commitment to being accurate, this person may still struggle to be organized and detailed. If Greg Anderson finds this is creating conflict or difficulty in daily work activities, helpful techniques and scheduling tools can be used, as well as enlisting the help of appropriate team members in managing time more effectively.

Greg Anderson's versatility is an asset that enables living and working with perfectionists, as well as spontaneous co-workers who like to wing it. Depending on the issue, Greg Anderson may be in either camp, and can move in either direction as necessary.

Likewise, at times Greg Anderson may want to be thoroughly prepared for upcoming events, but at other times will react spontaneously. It will be important to discern which response will create the best outcome, depending on the situation.

## Conclusion

It can be very empowering for Greg Anderson to know this unique personal design. It is also very enlightening for you as a manager to understand your team members' unique designs. Each person has been given certain natural personality strengths that can be used in work, ministry, key roles within the family and other relationships. As you begin to use the concept of the individual differences presented in this and other Personality I.D. Profile reports, you will see yourself and those around you in a new light. Your knowledge of these differences will equip you to maximize your team's efforts, help members interact effectively with others who have different styles and viewpoints, and appreciate the unique value each team member brings to your organization and to your life.

