

Appendix A

Precise Personality Analysis

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The “*One-Second* Personality Analysis”

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You probably already have a realistic understanding of what your inner-world personality pattern is, but use this appendix to precisely determine it. To get started, choose the *one* emotion below that you feel you express the Most daily, especially when distressed. Also choose the *one or more* emotions that you express the Least daily (rarely use). Those left blank are used some of the time as needed. When done, you should only have *only* one Most checked off above and one or more Least; if you can't decide which most you are among two, think of the emotion you express when “stressed out” and choose that one.

- | | | |
|-------------------------------|--------------------------------|---|
| <input type="checkbox"/> Most | <input type="checkbox"/> Least | Fear (or <i>cautious</i> in its milder form) |
| <input type="checkbox"/> Most | <input type="checkbox"/> Least | Anger (or <i>assertiveness</i> in its milder form) |
| <input type="checkbox"/> Most | <input type="checkbox"/> Least | Sorrow (or <i>concern</i> in its milder form) |
| <input type="checkbox"/> Most | <input type="checkbox"/> Least | Joy (or <i>cheerfulness</i> in its milder form) |

Your *emotional* inner-world is comprised of the four *primary* emotions of fear, anger, joy and sorrow, which allowed us to evolve to our present state by fulfilling their *physical* survival purposes. The physical survival purpose of *fear* is “to alert us to danger;” the physical survival purpose of *anger* is “to alert us to confrontation;” the physical survival purpose of joy is “to alert us to our connections;” and, the physical survival purpose of sorrow is “to alert us to disconnection.” With this in mind, lets move on to your *rational nature*.

Your *rational* inner-world is comprised of four rational *styles* of reacting to daily situations, and like the physical survival emotions, each rational style has a *social* survival purpose as noted below. To help determine your rational nature, choose *only one* of the following styles that you feel you use the Most daily, especially when distressed and choose the *one or more* styles that you use the Least daily. You can determine this by selecting the *style purpose* that you use the most or least throughout the day; you use those left blank as needed.

- Most Least *Analyzer Style* – "**to unerringly proceed**"
– the *perfectionist* style
- Most Least *Director Style* – "**to get resolution**"
– the *get-it-done* style
- Most Least *Relator Style* – "**to maintain our connections**"
– the *caring/nurturing* style
- Most Least *Socializer Style* – "**to address our connections**"
– the *fun loving* style

You should have only one Most checked off above and one or more Least; if you can't decide which Most you are among two, think of the purpose used when you are "stressed out." Actually, you may have two rational styles that you use most of the time, but you use *only one* of them when you are distressed; cross off only that one above as Most.

You have probably noticed, or know because of this book that there is a one-to-one relationship between the four primary emotions of your emotional nature and the four rational styles of your rational nature. Fear pairs off with the analyzer style, anger pairs off with the director style, sorrow pairs off with the relator style and joy pairs off with the socializer style. Thus, if you chose Most for anger and Most for the director style above, you've proofed them as your strongest emotion and style. This paired off "proofing" also applies to your weak emotions and rational styles. If you chose Least for sorrow and Least for the relator style, you've proofed them to be a weak emotion and style of yours. If your most and least choices *all* pair up and proof out, you truly know the strong and weak aspects of your genetic nature. If your most and least choices did not all pair up, you might

want to rethink them or continue on in this appendix to improve your understanding of your genetic nature from an outer-world view.

As discussed in Chapter 9, each rational style has many *outer-world* motivation, sensory, and attitude attributes that are what most of us refer to when discussing someone’s “personality.” Examples of *attitude* attributes are accurate, methodical, etc., for the analyzer style; aggressive, demanding, etc., for the director style; compassionate, sympathetic, etc., for the relator style; and, expressive, talkative, etc., for the socializer style. You can also use the four *sensory* attributes (how we think) and the 12 *motivation* attributes (three per rational style) to precisely determine your personality pattern.

Since each rational style has three unique *outwardly observed Motivation Attributes*, we can use them to proof the strong and weak styles identified above. Listed below are the six sets of opposing motivations. To do your proof, first check off the motivations that you use the Most daily (especially when distressed). Second, choose the motivations that you express the Least daily; these are your weak motivations that are rarely used. Those ones left over are your moderate motivations.

- Most Least **Pain/Loss** – “I always avoid pain or loss”
- Most Least **Pleasure/Gain** – “I usually seek pleasure or gain”
- Most Least **Necessities** – “I do what I’m *obligated* to do”
- Most Least **Possibilities** – “I do what seems new and exciting”
- Most Least **Differences** – “I typically *distrust* the actions of others”
- Most Least **Similarities** – “I typically *trust* the actions of others”
- Most Least **Self-directed** – “I *reject* the beliefs of others”
- Most Least **Others-directed** – “I *embrace* the beliefs of others”
- Most Least **Self-concerned** – “my needs are crucial”
- Most Least **Others-concerned** – “others needs are crucial”
- Most Least **Decisive** – “I get results”
- Most Least **Indecisive** – “I leave decision-making to others”

The rational style you are strongest in should have its three motivations checked off as Most above. To determine this, compare your Most responses above with the following table. If the three Most motivations

match your strongest style then you have proofed that style strength; if they did not proof out you may need to rethink your responses.

Analyzer	Socializer	Director	Relator
Pain/Loss "I avoid pain/loss"	Pleasure/Gain "I seek pleasure/gain"	Self-Directed "I reject other's beliefs"	Others-Directed "I embrace other's beliefs"
Necessities "I do what I'm <i>obligated</i> to do"	Possibilities "I do what's gratifying"	Self-Concerned "my needs are crucial"	Others-Concerned "other's needs are crucial"
Differences "I <i>distrust</i> other's actions"	Similarity "I <i>trust</i> other's actions"	Decisive "I get quick results"	Indecisive "I leave decision-making to others"

If you are weak in one or more styles, you should have their motivation attributes checked off as Weak above. To determine this, compare your Least responses above with the following table and match them to those styles; they should all match up. If the Least motivations match your weak styles then you have proofed that weak style strength; if they did not proof out you may need to rethink your responses. Those left blank are your moderate motivations and will match your moderate styles indicated above.

Once your findings above are accurate, summarize your style strengths below. As noted in Appendix B, there are strong style patterns and moderate style patterns. *Strong* patterns have one strongest style and three moderate to weak styles. *Moderate* patterns have two moderately strong styles (but only one *strongest* style) and two moderate to weak styles (i.e., either two moderate styles, two weak styles, or one moderate and one weak style).

If you have a **STRONG** rational, style pattern (one strong style) check it off below—if known, check off your weakest style(s). If your pattern is not strong, skip the table below and go to the next one for a moderate pattern.

- Analyzer** style: Strongest Moderate Weak Weakest
- Director** style: Strongest Moderate Weak Weakest
- Relator** style: Strongest Moderate Weak Weakest
- Socializer** style: Strongest Moderate Weak Weakest

If you feel that you have a **MODERATE** rational style pattern (two moderately strong styles with one being strongest), summarize your overall find-

ings below. If known, also indicate your weakest and moderately strong style(s).

Analyzer style: Strongest Moderate Weak Weakest

Director style: Strongest Moderate Weak Weakest

Relator style: Strongest Moderate Weak Weakest

Socializer style: Strongest Moderate Weak Weakest

Now that you know your precise style pattern, refer to Appendix B for a summary of its outer-world attributes, which are categorized into 4 *strong* patterns and 12 *moderate* patterns.

If you want to know the rational style patterns of others, give them a copy of pages A-1 through A-3 to complete. Once known, you can refer to Chapter-10 to determine your natural compatibility with each other. Another method of determining the personality patterns of others is to do a “*One-Second Personality Analysis*.”

The *One-Second* Personality Analysis

We all do a *One-Second* Personality Analysis every time we meet someone new—some of us are just more aware of it. There's nothing magical about it; it's part of our survival mechanism. When a stranger walks up to us, we are not sure of their intent and automatically revert to our strongest emotion to alert us because it is the most excitatory of our emotions. We express subtle emotion and not strong anger fear joy or sorrow unless the person is an obvious threat. Since we all have this reaction, we can use it to determine the strongest style of any person we may meet as long as they do not know or expect us at that moment.

It is helpful to know the strongest style of someone we just met since we'll probably have to interact with them. For example, consider going into a store and meeting a rude clerk with a strong director style. Using the *one-second* analysis, we can instantly determine that he or she is a strong director and dismiss the rudeness as the store's inability to hire people-oriented clerks. This is better than trying to figure out what we did to offend that rude clerk.

The *one-second* analysis is helpful when meeting new clients or customers that we want successful relations with. By instantly knowing their strongest styles/emotions we can better understand and interact with them. We know that if they are decisive, easily hindered by us and not interested in small talk that they are strong directors. We know that if they are cautious and want to unerringly proceed that they are strong analyzers. We know that if they are concerned with staying connected and not offending us that they are strong relators. And, you know that if they want to talk a lot and have a short attention span that they are strong socializers. In essence, by first knowing a person's strongest style you can then better understand them and be able to predict how they will interact with us.

The *one-second* analysis allows us to detect a person's strongest style through the instant perception of warmth or coolness emanating from them, the instant we meet them. This warmth or lack of it naturally gives them away; they have no control over emanating it and we have no control over recognizing it. The warmth comes from subtle emanation of positive emotional energy and the coolness comes from subtle emanation of negative emotional energy—refer to Chapter 16 for emotional energy.

The *one-second* analysis works when we make a conscious effort to be aware of it. There are two "warm" people-oriented feelings (relator and socializer) and two "cool" task-oriented feelings (analyzer and director). Sometimes, there is a striking "coldness" when a very strong director or analyzer is severely distressed upon meeting them, emanating strong negative emotional energy.

When we first meet someone who does *not* know us, *we* feel one of the following:

- ❖ a *concerned warmth* from a strong **relator**
- ❖ a *cheerful warmth* from a strong **socializer**
- ❖ a *cautious coolness* from a strong **analyzer**
- ❖ a *dismissive coolness* from a strong **director**

The "concerned warmth" of people-oriented relators makes us feel relaxed. We know that they would never offend us and that we would never want to offend them. They make us feel at peace with ourselves for that fraction of a second; afterward, they tend to avoid anything that might cause disconnection. To test your own automatic reactions in perceiving concerned warmth from a relator, think of the relators you know and how they made you feel the instant you *first* met them.

The "cheerful warmth" of people-oriented socializers draws us to them, making us excited in their presence. They have an engaging smile and typically move toward us (bend forward or move closer); a few seconds later they speak in an excited, expressive and excessive manner. Think of the socializers you know, then how they made you feel and how they physically acted the instant you *first* met them.

The "cautious coolness" of task-oriented analyzers makes them shy away from anyone new. They need to *physically* retreat (turn aside or bend away or move back a few inches from us) to regroup and see where they stand with us. After they are comfortable with us, they are cordial and listen intently to what we have to say. Think of the analyzers you know and how they made you feel and then how they physically acted the instant you *first* met them.

The “dismissive coolness” of task-oriented directors comes from the director style’s result-oriented purpose to move on to the next task, giving us the feeling that they are done with us as they turn away from or ignore us, appearing to be mentally far away. In general, when directors are expecting us, they will be friendlier after the first second, but if they are not expecting us and see no need to prolong the relationship, they will rudely ignore us or depart. Think of the directors you know, then how they made you feel and how they physically acted the instant you *first* met them.

The reaction we get when we meet new people has nothing to do with *our* strongest style; we would get that same reaction from them no matter what our strongest style. That’s the wonderful thing about the *one-second* analysis: we automatically know why we feel the way we do when meeting new people. We know that there isn’t anything wrong with us or the other person since we’re both just reacting “naturally.” For example, think of a director that you met recently that made you “feel like dirt.” Didn’t it make you feel as if you did something wrong or didn’t it make you angry and want to get even? The fact is, you didn’t offend the director and he or she was not trying to offend you, the director was just reacting instinctively and so were you. People are just people, they aren’t perfect and they react instinctively without thinking. Knowing how and why they react will help you to better understand them and yourself so that you can get the most out of a relationship and not automatically dislike or be hurt or embarrassed by someone new.

So the next time you sense the concerned or cheerful warmth from someone—enjoy it. And the next time you feel a retreating coolness from analyzers understand that they just need to feel more comfortable with you, which should only take a minute or two. And the next time you meet directors who makes you feel like dirt, don’t throw the dirt back in their face, ignore their reaction and get on with your relationship if there is to be any.

The ***One-Second Personality Analysis*** is easy to do; you should practice it daily to become proficient at it. Apply the *one-second* analysis in the following manner:

1. Walk up to someone and introduce yourself; the meeting should be one-on-one.
2. The person must *not* know or recognize you or be expecting you, although he or she may know of you.

3. You must meet the person by surprise; just walk up and say hello.
4. Maintain eye contact for one or two seconds after you meet.
5. Determine the person's concerned (relator) warmth or cheerful (socializer) warmth, or the cautious (analyzer) coolness or dismissive (director) coolness.

It's very simple! If they're not warm, they're cool. First, determine their warmth or lack of it and then determine what kind of warmth or coolness it is. THAT'S ALL THERE IS TO IT!

After you apply the *one-second* analysis, you automatically know a person's strongest rational style and all that accompanies it. Unfortunately, you may not always believe your results, especially when the person analyzed switches to another style soon after you correctly analyze them. You must not let this switch in styles negate your initial analysis, stick with your initial findings and the person will eventually prove you correct.

Note! You cannot always use the *one-second* analysis under ideal conditions. Sometimes you have no control over the situation. Others may meet you when you aren't prepared to meet them; you can't of course meet people you already know. But, with continued practice of the *one-second* analysis, you will quickly attain an accuracy of 90 percent.

As you consciously perfect the analysis, you won't have to meet the person to determine their strongest style, you can determine it in passing or even over the phone. For example, as you drive through a tollbooth you have momentary contact with the person collecting your toll, which is long enough to accurately tell their strongest style—my family and I do this for fun on car trips and we usually agree.

We also guess the strongest style of servers in restaurants, which tells us the kind of service to expect and how to best interact with them. For example, we know that if the server is a strong socializer that he or she naturally doesn't listen, so we make sure that we precisely order and that he or she correctly records it. This cuts down on incorrect orders and the negative experiences that they create, which can ruin a good meal. There is no end to what you can do to make life better when you know who you're dealing with and what you want your relationship to be, especially when it cautions you to avoid the relationship.

In conclusion, the “*One-Second Personality Analysis*” is a simple useful tool for determining someone's strongest rational style. It allows you to establish a more fulfilling relationship right from the start because you know what to expect. You can consciously perfect your one-second analysis by using it every time you walk into a store, eat in a restaurant or meet someone new—identify at least six new people a day. Eventually, you will *unconsciously* detect their strongest style and automatically deal with them in the most productive manner.