



MyPersonality®

Prepared for:

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OVERVIEW OF CORE PERSONALITY TRAITS

The most updated and comprehensive personality model, utilized by hundreds of researchers at top universities, is referred to by the acronym HEXACO, which stands for the six personality traits contained in the model: Honesty-Humility, Emotionality, eXtraversion, Agreeableness, Conscientiousness, and Openness to Experience. This personality model (and its predecessor, which did not include Honesty- Humility) have formed the basis of thousands of research studies. This report starts with an overview of how you scored on the HEXACO personality traits and the four subtraits that are associated with each of the major traits.

After the HEXACO overview, the remaining pages of the report draw on a broad spectrum of research to connect your personality to additional interpretations of practical value concerning your life, goals, decision making, and performance in a variety of scenarios.

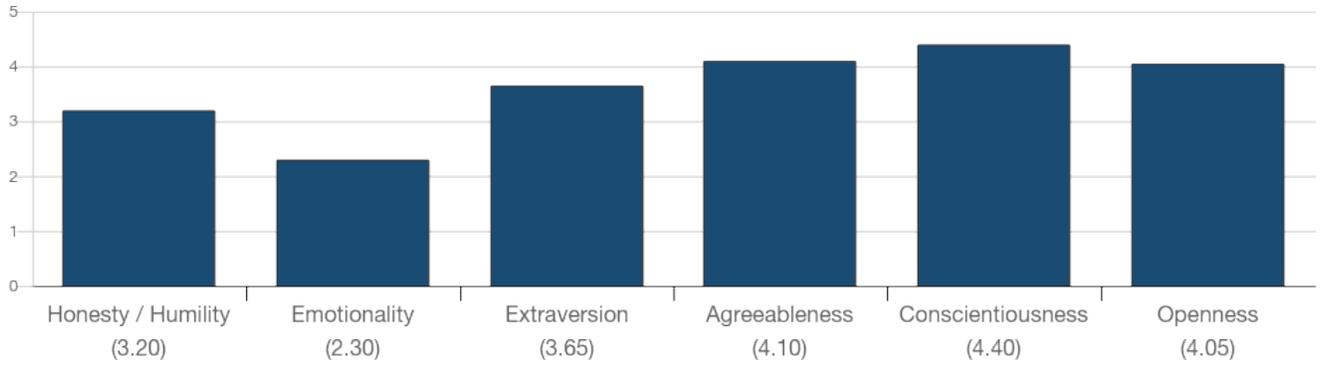
NOTE: Personality modeling is a social science, not an exact hard science like chemistry. You should use this report as a guide, realizing that everyone is unique. There is no “good” or “bad,” “right” or “wrong” concerning your personality. Some personality types tend to perform better in certain situations or more poorly in other situations, but your personality profile does not mean that there is anything you cannot do.

The primary purpose of this report is to help you identify where you may be vulnerable or where your personality will serve you well or create potential obstacles for you. With this deeper understanding, you can take steps to minimize possible weaknesses and enhance those traits that will support your goal accomplishment process.

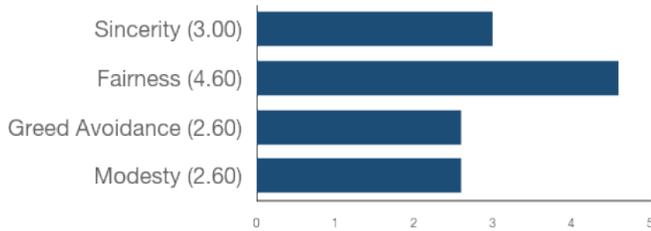
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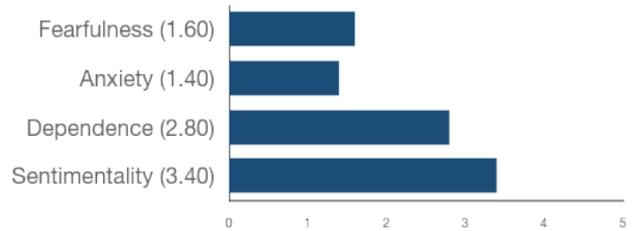
RESULTS



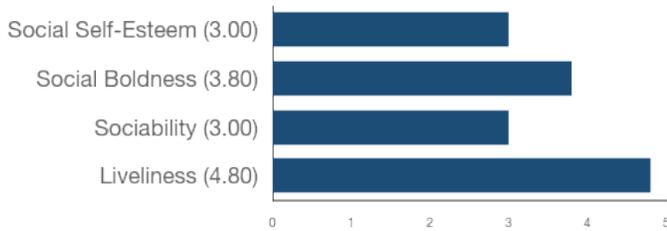
HONESTY / HUMILITY



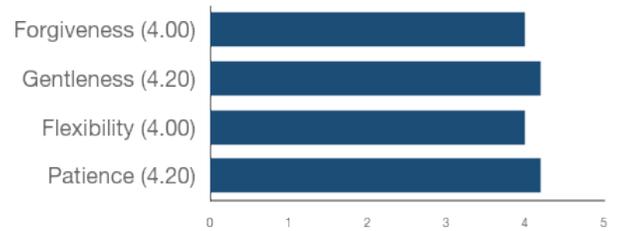
EMOTIONALITY



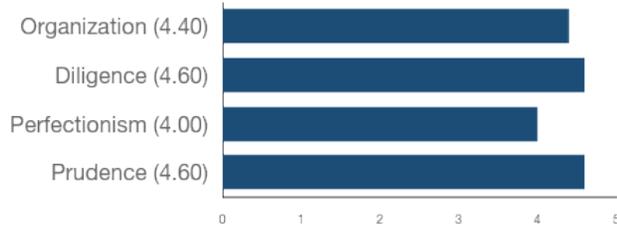
EXTRAVERSION



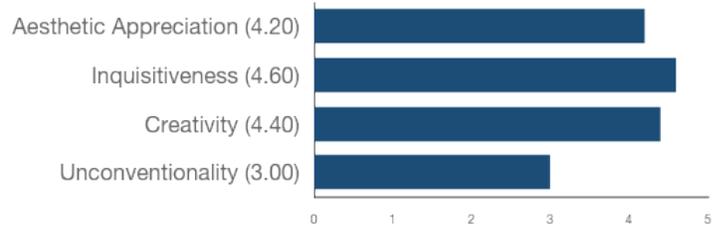
AGREEABLENESS



CONSCIENTIOUSNESS



OPENNESS



DEFINING THE MAIN HEXACO TRAITS AND THE SUB-TRAITS

HONESTY-HUMILITY

Rather new to the personality scene, Honesty-Humility provides new insights into what makes us tick. People high in Honesty-Humility are very straightforward rule followers who don't want undue attention and do not attempt to manipulate others. They are not impressed by or desire the trappings of wealth and do not seek social status. These are down-to-earth people.

Someone low in Honesty-Humility will do just about anything to gain wealth and status. If these people need to break a rule to get what they want, they will do it. If they need to flatter someone to motivate them to do what they want, then they will lavish the flattery. A good con man will be low in Honesty-Humility.

Honesty-Humility sub-traits

Sincerity measures your tendency to be honest and straightforward in your relationship with others.

Fairness measures your commitment to following the rules and treating everyone in a similar fashion despite the balance of power.

Greed Avoidance measures the degree to which you are interested in wealth, luxury items, and social status.

Modesty measures how you view yourself compared to others (superior or equal) and whether you feel that you deserve some type of special treatment.

EMOTIONALITY

Highly emotional people feel stress easily, want emotional support from

others, and fear physical danger more than others. People who score low on Emotionality tend to operate well in stressful situations, don't mind dangerous situations, and tend not to require emotional support from others or to sense a need to share their feelings.

Emotionality sub-traits

Fearfulness measures the tendency to fear situations that may introduce personal harm or the risk of injury.

Anxiety measures how easily you become anxious in certain situations.

Dependence measures how much emotional support you typically want from others.

Sentimentality measures the degree to which you develop and feel strong emotional bonds.

EXTRAVERSION

Perhaps the best-known of the personality traits, Extraversion measures how you react to public situations and other people. High scorers are energized by other people; they are the "life of the party" and feel comfortable speaking to large groups. Low scorers are energized by time alone and can find large groups draining and exhausting. Low scorers do not feel socially confident and tend to avoid public speeches and large groups.

Extraversion sub-traits

Social Self-Esteem measures how you tend to view yourself in social situations—either as a popular person, a "loser," or somewhere in between.

Social Boldness measures how confident you tend to be in social settings.

Sociability measures how much you enjoy socializing, talking with others, or interacting at a party.

Liveliness measures how energetic and enthusiastic you tend to be in social settings.

AGREEABLENESS

Agreeable people don't ever seem to get angry. They forgive and make up quickly; they are quick to compromise and tend not to judge others harshly. Low scorers are a bear to live with. They are quickly angered and stubborn, and they find lots of things to criticize. If you cross someone who is low in Agreeableness, that person may hold a grudge for a long time.

Agreeableness sub-traits

Forgivingness measures how easily you can forgive and forget after an incident where someone has caused you harm.

Gentleness measures how you respond to others, whether with harsh judgment or kindness and leniency.

Flexibility measures your degree of stubbornness and whether you can compromise in your dealings with others.

Patience measures where your tipping point is between a calm response or one of anger.

CONSCIENTIOUSNESS

This trait is the one you want to look for in employees if you run a business.

Workers high in Conscientiousness are diligent, organized, and predictable; they show up on time and reach their goals. People low in Conscientiousness have problems with lack of follow-through, failure to meet deadlines, lack of attention to detail, and poor habits and decisions.

Conscientiousness sub-traits

Organization measures your tendency to desire order in your surroundings.

Diligence measures how hard you tend to work and your "stick-to-it-iveness."

Perfectionism measures your attention to detail and tolerance for errors or mistakes.

Prudence measures where you are between being impulsive and deliberate.

OPENNESS TO EXPERIENCE

People high in Openness to Experience tend to love visiting art museums, enjoy the outdoors and nature, and seek new experiences and new people. They tend to use their imagination and creativity and appreciate the process of exploration. People low in Openness to Experience have little interest in art or their own creative pursuits. They tend to lack an inquisitive nature or to seek novel experiences. They certainly are not rebels and do not entertain unconventional thoughts.

Openness to Experience sub-traits

Aesthetic Appreciation measures the extent to which you enjoy and appreciate the beauty that can be found in nature and art.

Inquisitiveness measures your curiosity about the world and the people around you.

Creativity measures how often you tend to use new ideas and information and express them in unique ways.

Unconventionality measures your openness to unusual ideas and ways of being.

DISCIPLINE STRATEGY: THE PROCESS FOR POSITIVE LIFE CHANGE

The MyPersonality® assessment is designed to help you better implement the DISCIPLINE STRATEGY® process for positive life change. Below is a brief overview of each step in the process. The following pages show how your personality may impact your completion of each step. For example, if your personality suggests that you tend to make poor decisions under stress, then you will understand the importance of creating a low-stress environment for major decisions.

Whether your goal is improved job performance, increased well-being, health improvement, or any other goal, knowledge of how successful people create positive life change along with a deep understanding of your personality will increase the likelihood of your success.

For more information on the DISCIPLINE STRATEGY® book and process, visit www.DISCIPLINESTRATEGY.com

OVERVIEW OF THE DISCIPLINE STRATEGY®

The DISCIPLINE STRATEGY® is a process designed to empower positive life change from decision to accomplishment. This system works in both personal and business situations. Successful change happens because of intention and successful strategy. Below is an overview of each step and chapter in the DISCIPLINE STRATEGY®.

DECIDE

A decision is the first step in the application of the DISCIPLINE STRATEGY®. The word decision comes from the Latin word *decidere*, which means “to cut off.” A decision cuts off all other possibilities. It is an inflection point in life. It is not a wish or a dream but the most powerful thing a human being can do, because it involves redirecting the course of one’s life.

INVESTIGATE

Investigation and research can create a plan based on solid facts. This chapter gives a short course on thinking like an expert researcher. The book discusses specific examples of “investigations gone wrong” and how to avoid typical mistakes. Creating confidence, purpose, and new research skills is the aim in the investigation phase.

SORT

Once the investigation is complete, you must make sense of a large pile of

information. This chapter teaches a method of sorting and prioritizing information. This sorting process supports the conception of a plan with the highest probability of success.

CONCEIVE

The decision you have made ultimately leads to a new destination. Getting to that point and realizing the vision require a well-conceived plan. The word *conceive* comes from the Latin *concipere*, or “to take fully, take in.” Conceiving the plan involves integrating it into one’s mind, body, and soul.

IMPLEMENT

Implementing a plan is a distinctly different endeavor from conceiving a plan. Implementation is about habits, priorities, and understanding the real challenges involved—setbacks, roadblocks, new developments, and wandering focus. In Christopher Columbus’s time, maps marked unexplored waters with the words “Here there be dragons.” In this chapter,

dragons are confronted—not in the uncharted portions of the plan, but in the reader’s mind. We offer strategies on how to defeat these dragons.

PERSEVERANCE

Recent research shows that talent is overrated! Passion, perseverance, and a positive outlook are the keys to personal growth and accomplishment. Progress in the face of obstacles comes from passion, perseverance, and a high level of psychological capital (which encompasses Hope, Efficacy, Resiliency, and Optimism—or your HERO within). This chapter teaches you how to nurture these character traits, discover your HERO, and apply the tools of positive psychology to fuel your progress.

LOOP

One of the more difficult steps in the DISCIPLINE STRATEGY® process is the loop step. At this point, it is necessary to take a sober look at what is working and where the struggles are. This transition from focused certainty to strategic self-

examination can be challenging. But it is critical to self-assess and benchmark progress against independent outside sources or one's own projected progress.

INTENSIFY

After tweaking the plan through the loop process, it is time to intensify effort like a race car driver flooring it down the straightaway. The strategies that work have been determined, there is a clear path, and now you must focus with laser-like intensity on pushing hard toward the goal. Burnout can be an issue in this phase, so guidance is provided on how to handle the period of intensity.

NOTICE

Everything in life eventually goes back to normal—or a new normal. People who win big in the lottery soon return, in most cases, to their pre-lottery level of happiness—and, believe it or not, their pre-lottery net worth. On the other hand, people who become paralyzed due to a traumatic injury are typically back to their pre-accident level of happiness within a couple years. It is important not to let accomplishments fade too quickly into the abyss of normalization. Self-confidence, an important by-product of the DISCIPLINE STRATEGY®, is nurtured by noticing the obstacles that have been surmounted and the new person that is emerging.

ENJOY

Finally, accomplishments and life should be enjoyed! In this final step in the DISCIPLINE STRATEGY® process you focus on the positive psychology concept of PERMA: Positive Emotion, Engagement, Relationships, Meaning, and Accomplishment. Improving well-being can be achieved through an understanding and nurturing of PERMA. In the DISCIPLINE STRATEGY® book, the specific habits and activities that support a life of ever-improving well-being and happiness are discussed.

DECIDE

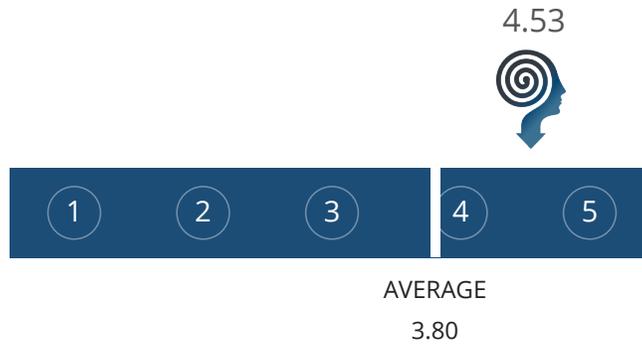
Decision making involves many mental processes that are influenced by your personality and the way you think. Understanding your unique personality will help you make better and more informed decisions. Here are some insights based on how you responded to the MyPersonality® assessment.

Q. Are you an organized decision maker who has self-discipline and deliberates on decisions with careful thought?

Orderly, self-disciplined, able to deliberate effectively

LOW

Your thinking can sometimes be scattered and unorganized. You may find it hard to focus or may tend to move too quickly from idea to idea.



Your score is above average. This indicates an area of strength for you. You effectively organize information, have self-discipline, and can think through the decision process. Leverage this strength by consciously setting aside the appropriate time, ideally in a low-stress environment, to process your decision. Given your strength in this area, you should find a high level of personal satisfaction in making the decision that lies before you.

HIGH

You approach decision making with a high level of focus and determination. You consider the options in a methodical manner and are confident that you will be able to make the most informed decision possible.

NOTES / THOUGHTS / RESPONSE:

Q. As you are making your decision, are you open to new ideas, information, or pathways?

When you are approaching a big decision, I recommend that you put yourself into your “best mind” and take a calm approach to considering the options with open-mindedness. For some, this is an easy state to get into. For others, it can be hard to calm the sense of anxiety and be open to new possibilities. This measure shows your tendency on an anxiety scale and an openness scale. Knowing your tendencies will help you reserve the necessary time or effort to put yourself into your best mind, to be at peace, and to be open to new possibilities.

Peaceful, calm, “best mind”

LOW

You tend to feel anxiety and worry as you consider a major decision. You have a certain sense of uncertainty and pessimism about your decision.



AVERAGE
3.23



4.80

HIGH

You tend to approach significant decisions with a sense of calm optimism. You have confidence that you will make a good decision and have logical thinking.

NOTES / THOUGHTS / RESPONSE:

Openness

LOW

You tend not to consider ideas and concepts outside your comfort zone. In your decision making you stick to what is known and avoid the unconventional or ideas that are new to you.

4.00



AVERAGE

3.64

Your score is above average. You are naturally open to new ideas, solutions, and opportunities. This is a strength and you should be sure to allow enough time for this strength to work to your advantage. Make a list of your options and all the ideas you have. Take time to refine them and nurture your natural open-mindedness.

HIGH

You are open to most ideas and options when making a decision. You are willing to consider the full range of possibilities. You enjoy the intellectual aspect of exploring new directions.

NOTES / THOUGHTS / RESPONSE:

Q. Are you vulnerable to indecisiveness?

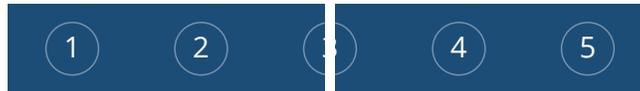
When faced with a decision or when simply wanting to make a life change, some people get stuck in the whirlwind of indecisiveness. This measure determines your vulnerability to indecisiveness.

Vulnerability to indecisiveness

LOW

When making a decision, you are able to weigh the many options carefully and a clear decision emerges. You do not tend to get stuck in a cycle of doubt and indecisiveness.

1.00



AVERAGE

3.00

Your score is below average – in this case below average is desirable. You are not likely to struggle with indecisiveness. This is a strength and should help you process the necessary information about each option and make a wise decision.

HIGH

When making a decision, you see all the different choices and they seem to be overwhelming. You worry, "What if I make the wrong decision?" and therefore you often make no decision due to indecisiveness.

NOTES / THOUGHTS / RESPONSE:

Q. How much of a risk taker are you?

Some people are willing to tolerate more risk than others. This certainly affects the decisions you make. Knowing your risk tolerance may help you modify it consciously or motivate you to seek the opinions of others about your thoughts, plans, and decisions.

Tendency to take risks

LOW

You typically have a low tolerance for risk and tend to want to play it safe.



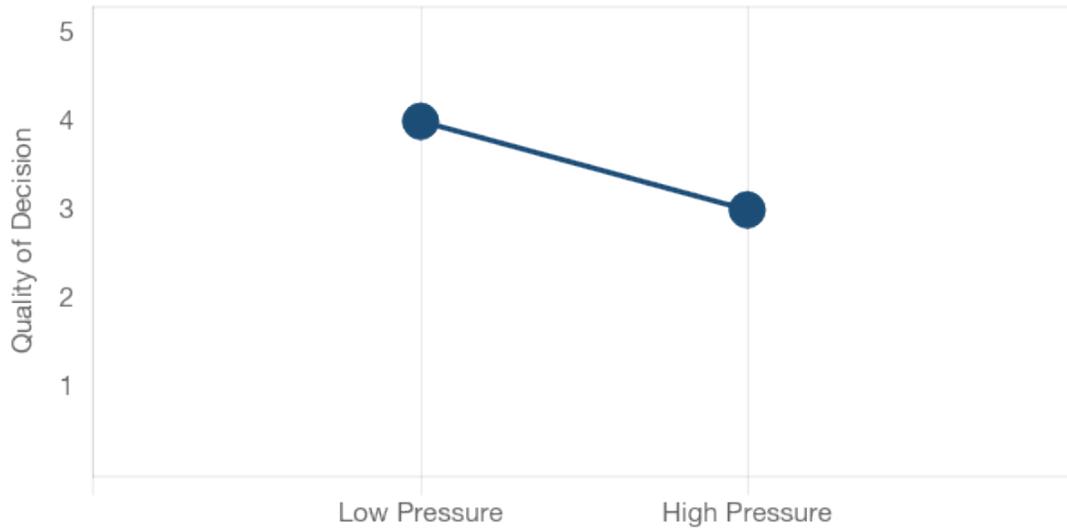
HIGH

You have a significant tolerance for risk and are willing to accept more risk than most people in pursuit of your goal.

Your score is near average. The amount of risk you are willing to tolerate and your ability to assess risk are typical. Given that most of us tend to overestimate the risk involved in certain decisions (partially due to the status quo bias), you may want to push yourself to be open to options that appear too risky. Evaluate these options more closely than you typically would. Seek an assessment from an independent source and be willing to stretch your comfort zone.

NOTES / THOUGHTS / RESPONSE:

Q. Do you choke under pressure? Your personality can help predict whether your decision making abilities deteriorate or improve under pressure. Knowing this may help you plan the best time and condition for your decision making.



When you are under pressure, the quality of your decisions tends to decrease. You may feel a sense of stress, distraction, and a need to rush to a decision, and by default you choose what appears easiest or safest. The pressure affects the way you process information and leads to poor decisions. To combat this tendency, take action to reduce the pressure, give yourself more time or resources, and recruit friends, family, and mentors to help you think through the options. Be aware that in high-pressure situations you are vulnerable to making a bad decision.

NOTES / THOUGHTS / RESPONSE:

INVESTIGATING, SORTING INFORMATION, AND CONCEIVING A PLAN

The steps of investigating and researching, sorting the information you find, and then conceiving a plan will be impacted by a set of personality subtraits. The information below reflects scores on various traits that MyPersonality® combines in a proprietary manner to help you anticipate challenges and compensate as needed.

Q. Will you be a good investigator as you gather information about your decision and build your knowledge base?

Some people love to research, dig into details, explore with a sense of curiosity, and push through the tedious process of digging up great information. Others struggle with this step in the process and may need help during the research phase. The metric below shows what your personality predicts about your investigative ability, on a scale of low to high.

Investigative skills

LOW

Your combination of traits indicates that you may have significant struggles during the investigation phase. You should get some assistance during this step in the process.

4.53



HIGH

You have the curiosity, interest, self-discipline, and ability to conduct a thorough investigation that will serve your plan conception at a later step.



AVERAGE

3.57

Your score is above average. You tend to want to dig deep into research and gaining knowledge on the topic you are studying. This is a strength that will assist you in building the best possible plan.

NOTES / THOUGHTS / RESPONSE:

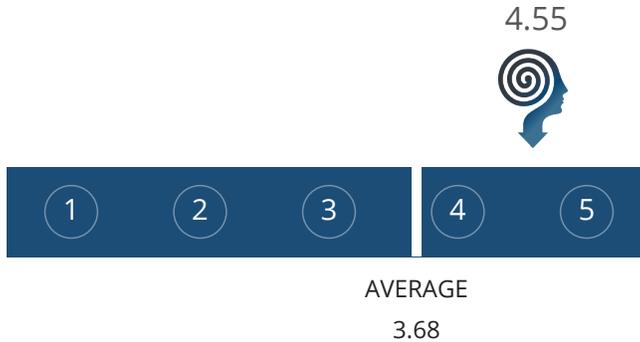
Q.How effective will you be in sorting and organizing all the information from your investigation to build your knowledge base?

Sorting and organizing information is a unique skill. It involves abstract reasoning, connecting the dots between a variety of information sources, focus, and perseverance. Some people enjoy this stage of the process, whereas others just sit and look at a pile of information and don't know what to do! Below is a metric to help you anticipate whether this is a strength or a challenge for you.

Sorting and organizing information

LOW

Your personality seems to indicate that sorting through a large volume of information, making sense of it, and building a knowledge base may be challenging. Find someone who has great organizational skills to work through this step with you.



Your score is above average. You can effectively take a large amount of information, determine which pieces are relevant, and form a useful knowledge base to support the conception of a successful plan.

HIGH

You were probably sorting blocks by color as a child, organizing and making sense of your world. This is a strength for you, and you should be able to convert your research into a robust knowledge base.

NOTES / THOUGHTS / RESPONSE:

Q.How effective will you be at conceiving a plan, based on your decision and knowledge base, that will provide a roadmap to your goal?

We all have our strengths and challenges. Conceiving a plan, after you have made a decision and conducted your research, is a uniquely challenging endeavor. Some people can combine several skills to conceive masterful plans. Others, even though they may have been great researchers, can't pull the pieces together to form a plan. The metric below will help you anticipate how well you are suited for actually conceiving your plan.

Conceiving a plan

LOW

You may struggle with moving from the information you have gathered to conceiving a detailed plan that will help you reach your goal. You may want to find a mentor who is familiar with what you are doing and can guide you in developing your plan.

5.00



HIGH

Your personality indicates that you will enjoy and thrive in this step as you create a compelling vision and conceive a plan to take you to your goal.



AVERAGE
3.00

Your score is above average. This a strength for you. You can effectively convert your research and knowledge base into an effective plan to reach your goal, even if the plan is complex. Be sure to leverage this strength by providing enough time and effort to realize your potential in this area.

NOTES / THOUGHTS / RESPONSE:

IMPLEMENT, PERSEVERE, LOOP, INTENSIFY

Once you have conceived your plan, you are ready to implement it and fortify it to persevere through challenges. After gaining some early experience, you will loop back in the process to tweak and improve your plan and processes. Then you will be ready for a period of intensity to push hard toward your goal. Your personality will influence how you handle each of these four steps.

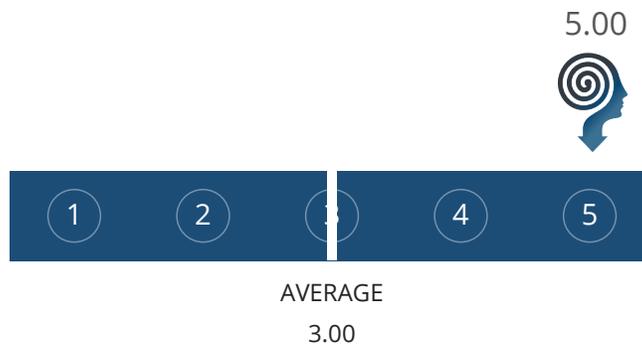
Q. Will you effectively translate the plan you have conceived into an actionable roadmap that you will implement effectively?

Transitioning to implementation is a point of challenge for many people. Deciding, investigating, sorting, and conceiving a plan has a lot to do with mental activities. Implementation requires you to start actually doing—acting, moving, and choosing to do what you have decided to do on a daily basis. Your personality can serve you well or hold you back at this stage of the process.

Implementation skill

LOW

You may quickly feel frustrated during the transition to implementation and the many challenges it presents. You will want to consider options for getting some help during this phase of the process (mentor, business partner, key employee, support group, etc.)



HIGH

Successful implementation requires a certain amount of openness to the twists and turns you will encounter, along with an agreeable nature to deal with the many frustrations that may arise. You have these characteristics and will most likely thrive during implementation.

NOTES / THOUGHTS / RESPONSE:

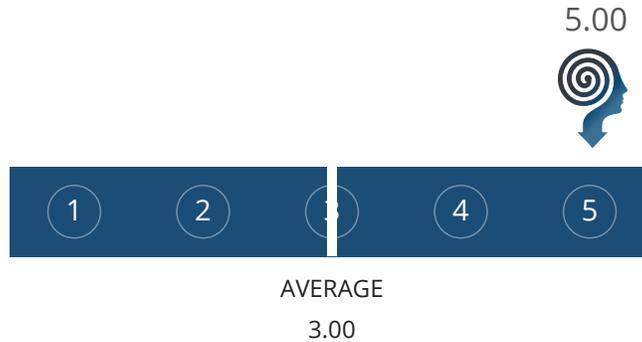
Q.What is your capacity for perseverance and grit?

This is a measure of your capacity to persevere in the face of challenges and display grit when necessary or motivated. Ideally, the decision you have made and the path you are on will bring out your highest level of determination.

Perseverance and grit

LOW

You may find that you quickly lose interest when faced with challenges or a need for long-term engagement and perseverance. You should plan on creating small, bite-sized steps that you can easily digest and accomplish within your bigger plan.



HIGH

Once you have decided you are going to pursue a goal, you have the capacity to overcome challenges, stay focused and motivated, and work hard to reach that goal.

Your score is above average. This is a strength for you. Once you set your sights on a goal, typically nothing will stop you from reaching it. You have a high capacity for perseverance, can manage frustrations and challenges effectively, and do not get discouraged.

NOTES / THOUGHTS / RESPONSE:

Q.What is your vulnerability to burnout?

Burnout is a serious concern for many people. A period of intense work and focus can lead to mental and physical exhaustion, a decrease in emotional connections with work and people, and reduced performance. Your vulnerability to burnout will inform you as to how hard you can push and how often you many need to recharge.

Burnout vulnerability

LOW

You seem immune to burnout. You have the capacity to work very hard for long periods of time while maintaining a high level of productivity.

1.00



AVERAGE

3.00

Your score is below average. This is a strength for you. You don't burn out easily and can maintain a very intense physical and mental pace in pursuit of your goal. Optimize this strength by maintaining good habits that support your physical and mental health.

HIGH

You are highly vulnerable to burnout. This means that you cannot exceed a certain pace and still continue to work productively. You will need to experiment with various techniques to prevent burnout.

NOTES / THOUGHTS / RESPONSE:

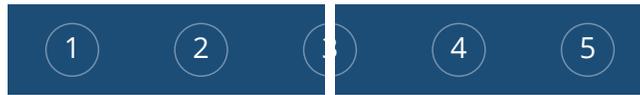
Q.What is your capacity for intensity?

Capacity for intensity would seem to be the opposite of vulnerability to burnout, but that is not always the case. Some people have neither tendency—that is, they are not at risk of burning out but neither are they capable of intense effort. It is important to view these metrics together. Capacity for intensity represents your ability to engage with intense focus and effort in achieving your plan and pursuing a goal.

Capacity for intensity

LOW

You seem to have a low capacity for intensity. This doesn't mean you can't accomplish huge things, but you have your own pace that works best for you. Figure out what that is and plan accordingly.



AVERAGE
3.00

Your score is above average. This is a strength for you. You have the capacity to move at a very intense pace for a long period of time. To maximize this strength, make sure that your plan is efficiently structured, that your energies are being applied in the best manner possible, and that you are pointing your intensity toward the right goal. Once you are focused on your target, you tend to be unstoppable.

5.00



HIGH

You have the capacity to focus deeply and apply intense effort to your plan for long periods of time. As long as you make the needed life adjustments, you should be able to push hard for the necessary time period.

NOTES / THOUGHTS / RESPONSE:
