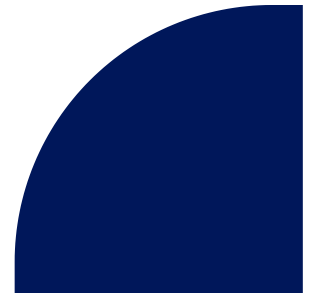


**Hi
Alex,**
here is your PCM Profile



The tool to make a daily difference



Process Communication Model®

Taibi Kahler, Ph.D.

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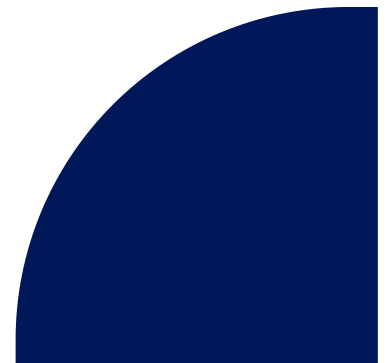
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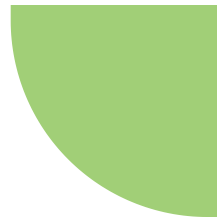
This personalized Profile report is intended for use only in individualized consulting and counseling settings. It may not be used for training or teaching of the methodologies underlying the report.

Only a professional certified Process Communication Model by Kahler Communications, Inc. or its local representative can use this Profile for a PCM training or coaching:



Mickael Dufourneaud and Jerome Choffay





Dear Alex Richard,

You are going to have fun with this one! We're talking big picture so there's the nice and the not so nice. It's going to be just like looking in the mirror first thing in the morning: hair disheveled, frumpy from sleep. The 'real' you!

You will get a kick out of some of your unique strong and weak points and will want to identify immediately what will help you get where you want to go the fastest. That's what this is for, to give you a better understanding of yourself and of how to interact with others who may see things quite differently from your spontaneous point of view.

This Profile is a wealth of information for you. Your personalized report identifies not only potential failure patterns but also why they occur and what you can do to turn them into success patterns. It will cover and discuss subjects including:

- your unique Personality Structure
- your character strengths
- your perceptual frames of reference and your ability to shift to another's viewpoint
- the personality parts that you use to be directive, logical, nurturing, or playful
- Your preferred Interaction Styles
- your Psychological Needs – motivators to personal and professional success
- your unique distress patterns that could sabotage personal and professional success
- your own plan of action to a healthy, happy, quality life.

So, party on, the fun's just starting. Your Profile pages are begging to be turned.

Taibi Kahler, Ph. D.

Why a custom Profile?

Success is **subjective**. Some people are unhappy as they seem to have succeeded through external criteria such as money, status or power. Some people are happy and productive in an environment that others deem unsatisfactory. Those who have their lives together are neither perfect nor without problems. They seek to find out who they are and what they want. They lead their lives in accordance with their personal and professional desires.

Because our **priority** and our **wishes** may change during the phases of our life, success requires developing a better **Self-Awareness** and willingness to accept ourselves as we are throughout our lives. So success requires:













- STEP 1** **Setting realistic goals that are personally challenging**
- STEP 2** **Achieving these goals**
- STEP 3** **Enjoying and celebrating our accomplishments**

This Profile provides a unique perspective on your positive and negative behaviors and **how to minimize those negative behaviors** to maximize efficiency, satisfaction and success.

WHAT IS YOUR PCM PROFILE?

- ✓ Identify your personality structure and its evolution over time.
- ✓ Identify your conditions for success and how to activate them.
- ✓ Identify situations that, for you, are a source of stress, and discover useful tips to handle these situations.

YOUR PCM PROFILE COMPONENTS

-  Personality Structure
-  Perceptions
-  Character Strengths
-  Interaction Styles
-  Personality Parts
-  Channels of Communication
-  Environmental Preferences
-  Psychological Needs
-  Current Phase
-  Negative behaviors related to Psychological Needs
-  Distress Sequence
-  Action plan



PCM Personality structure

Your Profile is based on a research model of the personality called Process Communication Model® developed by Taibi Kahler, Ph.D.

There are six distinct Personality Types. Every person has characteristics of all six in them to a greater or lesser degree. Together they form a person's **Condominium**:



This example provides us with the following information:

1. Our foundation or "**Base**" type is set either at birth or very early in our life. Once this Base Personality Type is set, it will remain unchanged for our lifetime. Hence, whatever our basic Personality Type is, we will always be strongest in the characteristics and behaviors of that Type. Additionally, we have characteristics of all of the other five Types
2. By age seven, most people will have the order of their floors set, and it is not likely to change. This person's order, then, is **THINKER**, **HARMONIZER**, **PERSISTER**, **REBEL**, **PROMOTER**, and **IMAGINER**.
3. This particular order (one of 720 possible combinations) lets us know that this person is able to easily experience the world and demonstrate the behaviors of a **THINKER**. With **HARMONIZER** second and with an energy reserve of about ninety percent, this person can quickly move up into the **HARMONIZER** frame of reference and experience the world from that vantage point. **IMAGINER** is found on the sixth floor with a potential energy reserve of about twenty percent. This indicates that this person seldom experiences **IMAGINER** perceptions, strengths, motivations, and behaviors. Consequently, this person is less likely to understand or even accept **IMAGINER** energy in their life.

4. The relative amount of energy available on each Personality Floor gives us an idea of how long this person can tolerate comfortably that Personality Type's dynamics.
-

KNOWING YOURSELF BETTER

There is not one Type better or worse, more or less smart, more OK or less OK than any other. Each Type has strengths and weaknesses, positive attributes, and under stress potential negative behaviors.

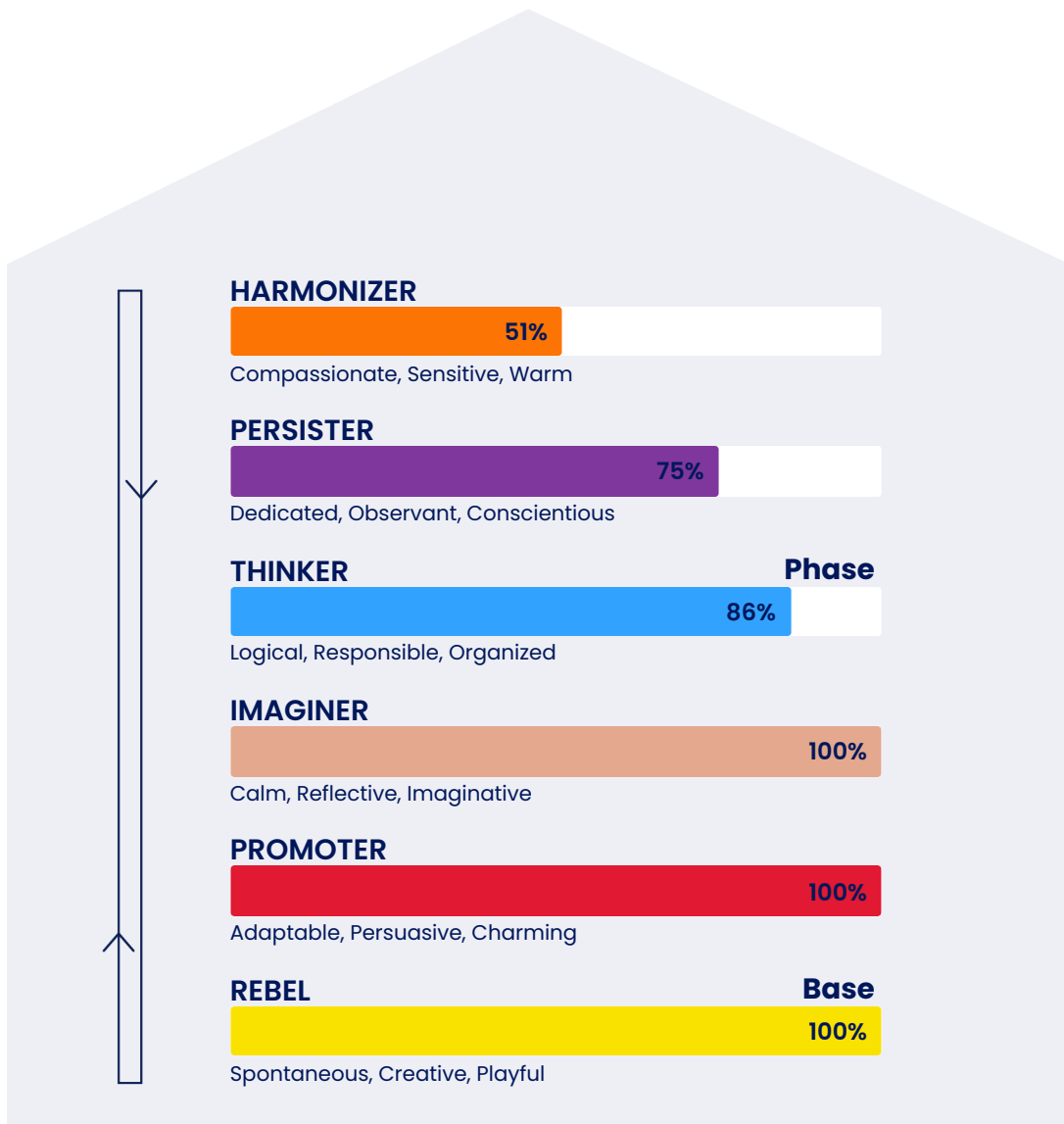
We are OK. Sometimes when we don't get enough of the specific form of positive attention that we each uniquely need, we are under stress, put on a "mask", show predictable negative behaviors which can sabotage our personal and professional lives.

While this behavior is negative and most often undesirable, we are still OK.

The more we know about ourselves and our needs, the more ways and means we have to generate positive energy. It is a knowledgeable person who knows his or her strengths. It is a wise person who knows his or her weaknesses and what to do about them.



Your Personality Structure





Your Personality Perceptions



From your **Rebel** base, you experience life most often through your **Reactions** enjoying life as it is.

No matter the reality presented to you, your mind naturally gravitates to reacting with likes and dislikes about persons, events, or experiences.

Depending on the **situation** we have to frequently use Perceptions other than our favored Perception. You are able to easily shift into other ways of experiencing the world around you. You have strong perceptual ability available in the following: Promoter, Imaginer, Thinker, Persister and Harmonizer.

You can experience reality through your PROMOTER actions by making things happen, taking risks, physically moving, or taking action for immediate bottom line results.

You can experience reality with your IMAGINER energy by pausing and reflecting, taking your time, letting your mind wander occasionally, and by letting other people take the lead.

Your Thinker abilities allow you to experience reality through your **Thoughts** by appraising each situation factually, gathering data, considering options, and acting logically.

You can use your PERSISTER energy to understand reality through your **Opinions**, making judgments based on strong values and a commitment to what is right, and dedicating yourself to practicing what you preach.

You can experience reality through your HARMONIZER emotions by letting yourself feel about the situation, being more empathic and sensitive to the feelings of others around you, and allowing yourself to experience fully your senses of seeing, hearing, tasting, touching, and smelling.

DID YOU KNOW ?

- ✓ **Listening to the choice of verbs and phrases that each person uses is valuable to identify their current communication floor.**

PERCEPTIONS: HOW WE VIEW THE WORLD

Perception is the **Filter** through which we collect information, experience the outside world and make sense of others, situations and our environment.

Each floor corresponds to one of the six perceptions:

● **Thinker Floor**

For these individuals if everyone thought logically, there would be fewer problems in this world. Clear thinking can solve any conflict or problem. They want the facts, just the facts. "I think...."

● **Persister Floor**

These individuals believe that values are essential virtues. They have strong opinions and highly developed convictions in most areas of their lives. As they experience someone or something, they first have an opinion. "In my opinion...", "I believe..."

● **Harmonizer Floor**

These individuals feel first. To them, if everyone really, genuinely cared about one another, we would have fewer problems in this world. "I feel..."

● **Imaginer Floor**

These individuals await external stimulation, preferring time for reflecting and directions to encourage them into actions. "Just tell me what to do..."

● **Rebel Floor**

These individuals with great Rebel energy react first – they adore or hate. Life has to be fun. "Wow!" "Great!" or "I hate..."

● **Promoter Floor**

These individuals respond to reality through actions. "Do it.", "Go for it."



Your Character Strengths



EXPLANATION OF YOUR CHARACTER STRENGTHS

Throughout your life, the character strengths of your Base **Rebel** have served you well.

The REBEL part of your personality is spontaneous, playful and creative. You aren't afraid of being different. In fact, you may look for the unique and unusual. You have an enthusiasm about you that draws people to you. You have abilities to share your success with anyone who "gets it." You can help them by blending your creativity and humor with solid business advice. A combination like that is bound to generate some serious interest!

The fun-loving REBEL energy in you is light-hearted and creative. You can use these excellent traits to your advantage and to the advantage of others. You can show people how to have a good time! Your carefree approach to life is contagious. Be yourself and remain patient with those who aren't quite as excited.

With your PROMOTER abilities to be adaptable, persuasive and charming, nothing can hold you back. In fact, you don't let much stop you and you don't want others to lag either.

You are self-reliant and enjoy the variety of experiences an entrepreneurial lifestyle can bring.

You have the ability to be the perfect host or hostess at meetings and have the power to persuade people to see things your way. You know how to accommodate different viewpoints as well. You are versatile and intriguing and can make a difference in countless lives if you will continue to develop your potential.

You like to be the center of attention in conversations and, in a way, to be the center of the world, and thus attract others to you. You use your charm and persuasive skills to invite others to get moving. You motivate your family and friends by encouraging them and remaining flexible and adaptable in your approach. You can learn to be firm and direct without being overbearing. You have the ability to be influential in both business and at

home. Be more patient with the details of life, and steer others toward the outcome. With a little effort, nothing will stop you!

The IMAGINER part of your personality is imaginative, reflective and calm. Although you are introspective and often seem reserved, you have an innovative mind. Write down those ideas you have, share them and follow up on them. You can come up with revolutionary concepts, that often others would miss because those need patience to develop.

You need the time and space to come to your own conclusions.

Family and friends know that you are not demanding and open to suggestions and they appreciate your relaxed attitude. You can concentrate on a task for hours if necessary and your patience is a virtue. Develop your talents by deciding on a plan and then following up on it. Take your time in determining what you want to accomplish and then make sure you go all the way. Believe in yourself and you will succeed!

You have many obvious strengths on your THINKER floor that can be of inestimable value, especially in a professional atmosphere where such skills are considered to be essential. Most evident are your abilities to be responsible, logical and organized. When learning about something or someone new, your mind goes to work to identify and categorize. This is a legitimate method of establishing order in your life it works for you. You are very capable when it comes to arranging schedules, following up and initiating projects.

Use your talents to their fullest! You can help others in many valuable ways. You are goal oriented; this will aid you in teaching others how to plan ahead and then to follow through. As you expect the best and give encouragement, your example will be remarkably convincing.

In personal situations, your THINKER approach can help you organize your life and family in a manner that allows you time to relax, if you'll let yourself. You are responsible and you make it clear to those around you that you expect the same from them; with excellent results. People know that they can depend on you to follow through on your words. You are also fair and reasonable, qualities that are greatly appreciated.

You have the talents to keep your home a place of order, far from disorganization and randomness. Because you can think and plan logically, you can arrange your family's schedule clearly and sensibly. You can plan ahead for variations and remain calm. You enjoy seeing results, so use your talents creatively in the home environment to develop a hobby where you can see results. Keep an upbeat atmosphere by praising family members and letting them know you can use some appreciation for your achievements too.

The PERSISTER part of you is dedicated, observant and conscientious and what better qualities could you ask for in a business situation? You have the ability to give your opinion, usually a very firm one, and your beliefs sustain you through even the most

difficult moments. You share easily with others and your self-assurance makes you believable. Once you are committed to something, you are loyal and your sincerity shines through.

You are attentive to your surroundings and very little gets past your discerning eye. This is important because your ethics demand that you choose carefully those things that are in line with your high set of standards. You bring out the best in people because you expect a high level of performance from them. Continue to hold firmly to your ideals but be receptive to the values of others. There is always more to be learned!

You are recognized for your high standards and dedication to them. People know that when you give an opinion, you truly believe in it. The PERSISTER energy in you is sincere and that quality shines through in every aspect of your life. You can see the potential in people and you want to help them reach it. Your influence is direct and focused and often gets the results you seek. When it comes to your personal and family life, you are discerning and insightful and feel responsible for making sure that all is well. Your level of commitment is admirable and beneficial to many.

You can exercise and develop your HARMONIZER capacities to be compassionate, sensitive and warm. You are able to be intuitive about others' needs and feelings, and can move into being sensitive to each person's uniqueness, unconditionally accepting them.

You can use your ability to reach out to others in a very caring, personal way, create harmony, and invite people in your world to feel recognized and appreciated as individual human beings.

This requires, however, that you have the desire and the energy to do so. If you are committed to helping others and yourself communicate better and be more successful, satisfied, and happy, then, as you read your Profile, will you make a deliberate decision to understand and use your Personality Profile information?



Your Interaction Styles



The most effective **interaction style** to connect with you is:



LAISSEZ-FAIRE



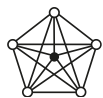
Your favorite Interaction Style is Laissez-faire.



AUTOCRATIC



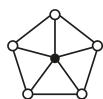
You also interact well with Autocratic Style.



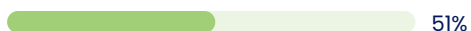
DEMOCRATIC



You can spend 86% of your time interacting with the style Democratic.



BENEVOLENT



You can spend 51% of the time to transmit or receive the style Benevolent.



Your Personality Parts

There are 4 distinct sets of behaviors that everyone can adopt when we use our energy positively. These **Personality Parts** are like muscles that we can strengthen. They have observable characteristics.



EMOTER



The Personality Part you show with the most ease is **Emoter**.



DIRECTOR



You are also very comfortable in expressing your **Director** Personality Part, which you can show **100%** your time.



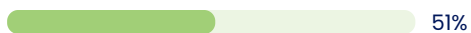
COMPUTER



You also have access to your **Computer** Personality Part.



COMFORTER

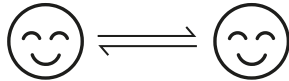


You can utilize your **Comforter** Personality Part **51%** of your time effortlessly.



Your Communication Channels

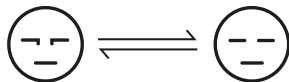
Each of us has one or more preferred channels of communication. These channels relate to our use of words, tones, gestures, posture, and facial expressions, regardless of the content of the communication.



EMOTIVE



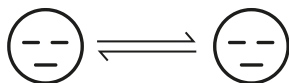
Your preferred communication channel is **emotive**.



DIRECTIVE



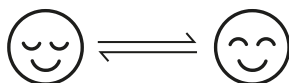
Your communication skills are also developed when using the **directive** channel.



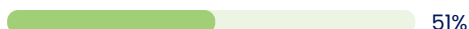
REQUESTIVE



You can send and receive in the **requestive** channel, **86%** of your time.



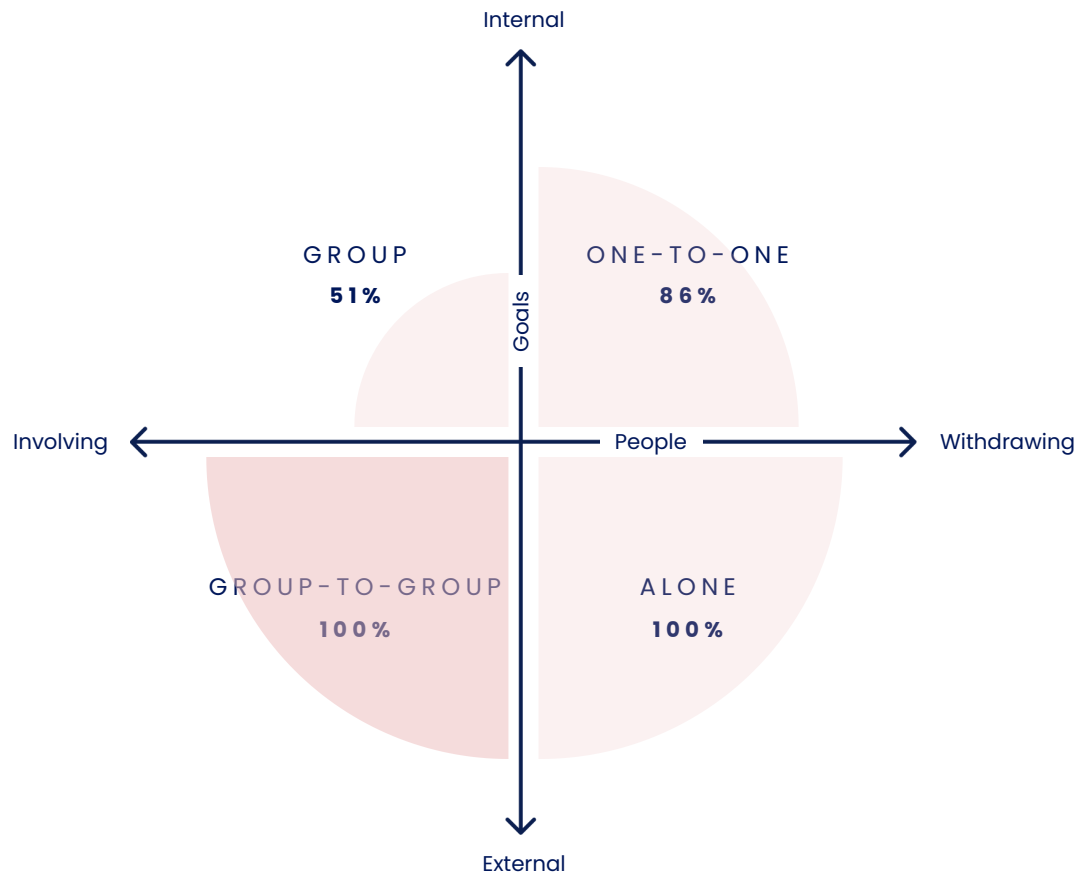
NURTURATIVE



You can send and receive in the **nurturative** channel, **51%** of your time.



Your Environmental Preferences



The preferred environment is a general trend. We may prefer to be alone, with one other person, moving from group to group, or involved in a group.

You should work well in an environment where you can spend a lot of your time **Group-to-Group, where you can freely switch from one to another, depending on the situation, satisfying your individual needs with each group.**

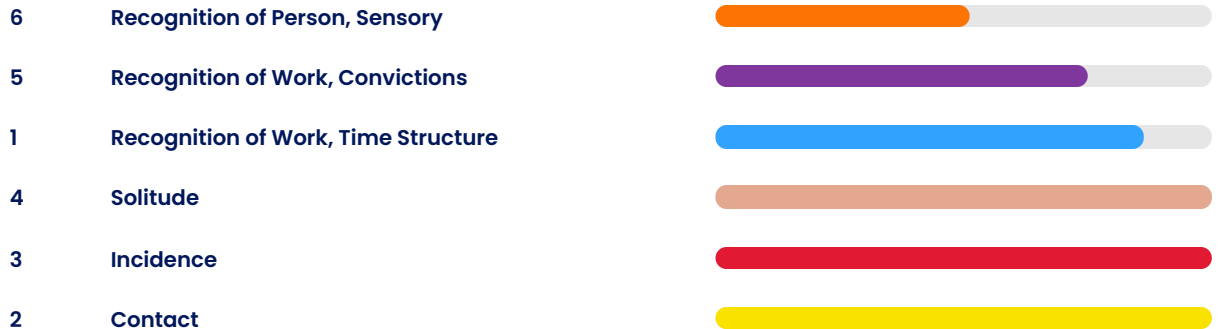
You also work well when you are **alone, without being distracted by other requests or surrounding commotion.**

You also have the ability to work well **between one-on-one and alone time. You work well with one colleague at a time or when you report to just one manager."**



Your Psychological Needs

Since your Phase is **Thinker**, your most important current Psychological Needs are **Recognition of Work, Time Structure**.



You are motivated through the **Need Recognition for Productive Work**. You will focus on the goal and achievement. You are proud of your ability to think and implement, willing to work hard to achieve your goals. The implementation is important to you. You know when you've done a good job. And the recognition of your Job well done by others is important to you.

Need for Time Structure is another source of motivation for you. You enjoy your time effectively plan and organize so that it remains under your control. You want to be efficient and expect others to as well.

Knowing the time, preparing and planning ahead, and coordinating concisely in a specific context is important to you. You probably like the rituals, and observe the customs. It is likely that you can not stand to see others do not respect them.

BASE PSYCHOLOGICAL NEEDS

Although these Phase Psychological Needs are vital to your personal and professional well-being, it is important to be aware of how to get your Base Psychological Needs met regularly.

You are motivated through the **Need for Contact** which makes you have frequent interaction with people who are cool and fun. You enjoy stimulating environments: lively interaction with others, attention-getting clothes, toys and gimmicks, loud music, online gaming, bright colors, etc.

STAGE PSYCHOLOGICAL NEEDS

You are motivated through the **Need for Incidence** you seek short bursts of adrenaline. You may love challenges, risks, competition. Going fast and the thrill of risk boost you!

STAGE PSYCHOLOGICAL NEEDS

You are motivated through the **Need for Solitude**. You need alone time, peaceful and quiet where you know you will not be interrupted by people, away from noise or external demands. These especially for you moments of reflection, meditation, and giving free rein to your imagination, which is particularly satisfying for you.



Personality Phase



PHASE THINKER

Need : Recognition of Work, Time Structure

Some people experience what is called a "Phase change" in their lives. This Phase shift often explains the major personality change we sometimes notice in others and ourselves.

A Phase change is a movement to and experiencing of the next floor of a person's personality condominium, to the extent that the Personality Type and accompanying behaviors of that floor become of great importance and relevance to the person.

The current Phase of an individual will determine what motivates him or her both personally and professionally.

The Base Personality Type, however, always remains our "home base". The character strengths, perceptions, interactive preferences and personality parts of the Base Personality Type will always be strongest for the individual.

About two-thirds of the population in North America experiences one or more Phase changes at some point in their lives. About ninety-nine percent of the time, this shift to the next floor's Personality Type and most importantly, experiencing the new, foreground Psychological Needs, follows a period of long term, intense distress that the person resolves or works through.

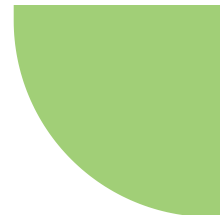
This is not necessarily a growth model. The "goal" is not to have as many Phases as possible, but rather to learn how to satisfy the Psychological Needs positively of our current Phase in order to have a balanced, happy, successful, distress-free quality life.

If a person "needs" to Phase, then with or without awareness, he or she will experience distress to the degree that long term, intense emotional and perhaps even physical pain results. When this is resolved and the underlying issue is experienced, the person will Phase, have relief and subsequently have new psychological motivators in his or her foreground.

Phases last anywhere from about two years to a lifetime. If one experiences more than one Phase change, the previously experienced Phase Personality Type, other than the Base Personality Type, is referred to as a "stage".



Negative Satisfaction of Psychological Needs



Psychologists have long researched and validated a common sense observation of human behavior: negative attention is better than none at all.

The results of the research done on creating your Profile indicates that people do strive for negative attention.

The negative attention that they strive for is exactly the opposite of the positive attention they want, but do not manage to get.

This single discovery is the key to why this model can accurately predict how and why someone will sabotage his or her professional and personal life. This self-destructive behavior may be done consciously or unconsciously.

Once we know a person's Phase, then we know the Psychological Needs that motivate the person. When these needs are not satisfied positively, then the person will strive to meet these very same needs negatively, with or without awareness, in an attempt to cope and survive.

Sequences of distress are then very predictable, according to the Personality Phase. Furthermore, the degree of distress can be identified to alert the person of the extent of the self-sabotage that is occurring.

Under normal circumstances, as the person is not sufficiently satisfying his or her Phase Psychological Needs positively, then observable non-productive negative behaviors will surface. These form a distinct distress sequence pattern unique to the person's Personality Phase.

On rare occasions, a person will display the distress sequence pattern of his or her Base Personality Type. When this happens, the distress that is experienced relates to specific psychological issues of their Base Personality type.



Negative Satisfaction of your Psychological Needs



PHASE THINKER

Need : Recognition of Work, Time Structure

Almost all negative, masked, distress behavior is nothing more than a warning sign that a Psychological Need is not getting met positively.

If you satisfy your requisite Psychological Needs in positive, healthy ways by following your Process Communication Model Profile™ Action Plan, then almost all of your non-productive, negative, self-sabotaging behavior is likely to stop.

Here is a list of observable warning signs that could accompany negative behaviors matching your Psychological Needs:

NEED: RECOGNITION FOR PRODUCTIVE WORK

- Verbally attacking people who don't think clearly and don't do their job well.
- Becoming hypersensitive to poor money management.
- Attacking or criticizing people who are irresponsible or don't do their fair share.
- Avoiding family and intimacy by taking on too much responsibility. ("But I'm doing it for you.")
- Having back problems, a heart attack or a stroke.

NEED: TIME STRUCTURE

- Becoming uneasy without time goals, deadlines or commitments.
- Becoming a slave to time frames.
- Experiencing frustration with people who are not on time.
- Having difficulty with relaxing ("wasting time").
- Planning too much for the future rather than enjoying life now.



Your Base Negative Psychological Needs



BASE REBEL

Need : Contact

NEED: CONTACT

- Saying "Yes But" or focusing on why something won't work rather than helping find a solution.
- Playing too rough, i.e. in ways that someone could get hurt.
- Shirking my responsibilities to my colleagues for a team project.
- Griping, complaining, and finding fault with "the system".
- Starting needless arguments or disagreeing for the sake of disagreeing.



Phase Distress Sequence



PHASE THINKER

Need : Recognition of Work, Time Structure



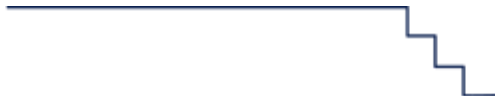
Doorway of Distress 1st degree

I have to be perfect to be worthwhile

- Over thinks for others
- Does not delegate well.



I can do it better, faster and more efficiently.



Basement 2nd degree

Over controls

- Critical of others about fairness, money, order or responsibility
- Verbally attacks from a "you" position
- Frustrated with others around thinking issues



**I'm worthwhile -
You're not worthwhile**



Cellar 3rd degree

Payoff

- Rejects others



They can't even think

We are all OK. Sometimes we get into negative, non-productive and self-sabotaging behavior in order to cope and survive. However, this is only negative behavior not the real person inside. It is like wearing a mask. If our hands are dirty, we wash them, we don't cut them off. If we get into "masked" behavior, we don't need to reject ourselves or someone else as not OK.

THE WARNING SIGNALS OF YOUR PHASE

In your THINKER sequence of distress you are likely to begin by not delegating well, rationalizing that you can do the work better, faster and more efficiently. Although this may be true, this is unproductive because others are not given a chance to grow personally or professionally.

In your THINKER basement of distress, you are likely to verbally attack others from a "you" position. You will likely feel angry, frustrated, or let down by others whom you experience as irresponsible or not doing their (fair) share. Your tendency will be to over control, take on more than you can handle, and attempt to get others to do things your way. The more you criticize, the more likely you are to alienate others and to fail personally or professionally.

You may become particularly irritated over budget or other monetary issues, time schedules, deadlines or policies, procedures and organizational issues.

In your THINKER cellar of distress you might want to reject friends or even your mate, or fire subordinates with the locked in view: "They don't even know how to think!" Or, you might quit angrily with the attitude of "These people don't know what they're doing!"

Note: If you are seeing yourself with many of these warning signals and have been experiencing yourself intensely and for some considerable time in your THINKER basement, over-controlling and verbally attacking people for not thinking clearly, then it might be wise to allow yourself to feel any grief or feelings of loss that may be unresolved. To regain your balance be sure to follow your Action Plan.



Base Distress Sequence



BASE REBEL

Need : Contact



Doorway of Distress 1st degree

I have to try hard to be worthwhile

- Delegates inappropriately and without direction
- Attempts to understand, but "can't"



Basement 2nd degree

Blames

- Negative and complaining
- Yes, but's
- Critical of things, situations, and others
- Blames things, situations, and others



**I'm worthwhile -
You're not worthwhile**



Cellar 3rd degree

Payoff

- Gets censured/rejected



I'll show them

When we are experiencing Base Distress we no longer demonstrate the negative behaviors of our Phase. Rather, we experience and show the negative behaviors of our Base.

THE WARNING SIGNALS OF YOUR BASE

In your REBEL sequence of distress you are likely to begin by experiencing things as difficult or hard to understand, struggling with indecisiveness. Instead of doing something easily or taking time to figure it out, you will work at it too hard without success, thereby often inviting others to do your task, or to solve your problem for you.

In your REBEL basement of distress you are prone to a low tolerance for frustration and to becoming irritable because things are not the way you would like them to be. You might become restless or bored with others and move into negative, complaining behaviors. When others confront you, you will likely become defensive and vengefully angry. Your personal and professional relationships will suffer as you do not recognize your own responsibility, but rather blame others or the situation. For example: "If it weren't for you...", or "See what you made me do..." and the attempts by others to resolve conflict with you will likely be met by "Yes, but..." and more fault-finding.

In your REBEL cellar of distress you could sabotage your personal or professional life by reacting in an "I'll show you" disregard to serious and most likely warranted censure.

Note: If you are seeing yourself with many of these warning signals, and have been experiencing yourself intensely and for some considerable time in your REBEL basement, trying hard and having difficulty understanding and then blaming others, then it might be wise to accept responsibility for your own happiness. To regain your balance be sure to follow your Action Plan.



Your Phase Action Plan



PHASE THINKER

Need : Recognition of Work, Time Structure

Your assurance of personal and professional satisfaction depends on knowing how to, and arranging to, get your Psychological Needs met positively.

What is important is to ensure meeting the needs of your Phase **Thinker** daily

Here are some suggestions regarding how you can satisfy your Phase **Thinker** Psychological Needs in positive, constructive ways. By all means, feel free to elaborate or personalize these lists in whatever ways suit you.

NEEDS: RECOGNITION FOR WORK AND TIME STRUCTURE

You take pride in your ability to think and perform and you are willing to work hard to reach your goals. You prefer to set your own goals but can also work as a team player to accomplish something you believe in or accept as worthwhile. Achievement is important to you and you need not only to recognize your own work, but also to have others recognize your accomplishments. You additionally like to plan and schedule your activities and have your day proceed accordingly. You could arrange to get your needs met in the following ways:

PROFESSIONAL

- Take time each day to set priorities and focus on doing what's most important.
- Each day, recognize what you have accomplished before you set goals for the next day.
- Make lists and cross items off as you complete them.
- Reward yourself for tasks that you've completed.
- Earn and display one or more certificates, plaques or awards for accomplishing something you wanted to do.
- Set short, medium and long term goals and track your progress regularly.
- Share your ideas with others.
- Set priorities and follow them.
- Work from "to do" lists.
- Purchase and use a smart phone or tablet with an organizer.
- Give yourself adequate time to be on time for appointments.
- Be careful not to take on more projects than you have time for.
- Take a time management course.
- Be direct and honest about what you can and can't do. Dedication is admirable. Accomplishments with efficiency are more desirable.

PERSONAL

- Identify and firm up important personal rituals.
- Explain time structure needs to family or friends and ask for their assistance or cooperation.
- Schedule in some amount of "time to be cheerfully wasted" each day.
- Structure regular time to be spent with family or friends. Plan how you want to use this time.
- Plan your vacation.
- Wear a watch and keep clocks in all important areas; office, kitchen, car, etc.
- Set realistic "going to bed" and "getting up" times to allow for rest and relaxation.
- Tell your family about your successes and accomplishments.
- Create and display your own certificate for doing what is most important for you.
- Keep a journal.
- Learn to play a sport that you can enjoy playing well.
- Paint, write, or engage in some other hobby or task where you can see immediate results.
- Reframe "time wasters" as positive.
- Schedule time for unnecessary things.



Base Action Plan



BASE REBEL

Need : Contact

Your assurance of personal and professional satisfaction depends on knowing how to, and arranging to, get your Psychological Needs met positively.

What is important is to ensure meeting the needs of your Base **Rebel** daily.

Here are some suggestions regarding how you can satisfy your Base **Rebel** Psychological Needs in positive, constructive ways. By all means, feel free to elaborate or personalize these lists in whatever ways suit you.

NEED: CONTACT

You thrive on stimulation. You dislike routine and simplicity, so you need to be able to move around physically, move in and out of various situations and make contact with different people. You also need an environment that stimulates you; lights, sounds, colors, gadgets and people who are fun and exciting to be around. You work best when you keep yourself charged up.

To help you get this need met, you can:

PROFESSIONAL

- Decorate your area the way you like, e.g. with lights, colors, gadgets, or wild pictures.
- Have a music player in the workplace.
- Join (or start) a sports team (baseball, volleyball, tennis, golf).
- Attend professional conferences.
- Take a class or attend seminars or lectures with others in your profession.
- Use your breaks and lunch hours to move around and visit with others.
- Take brief exercise and stretch breaks throughout the day.
- Let your creativity shine, while remaining in line.

PERSONAL

- Go out dancing.
- Go to a party (or throw one).
- Go to an amusement park.
- Start an exercise program.
- Go to a shopping mall.
- Collect fun things.
- Play a musical instrument.
- Phone someone like that, just to talk.
- Do whatever gives you a charge!
