Women's Prosperity Network

CLAS-Act© Diversity Profile

A Systematic Approach to Understanding
Personal Behavior and Behavioral Diversity

Created by:
Charles Meeks, PhD

Women's Prosperity Network
(800) 928-6928 · (954) 370-1176
Team@WomensProsperityNetwork.com
WomensProsperityNetwork.com

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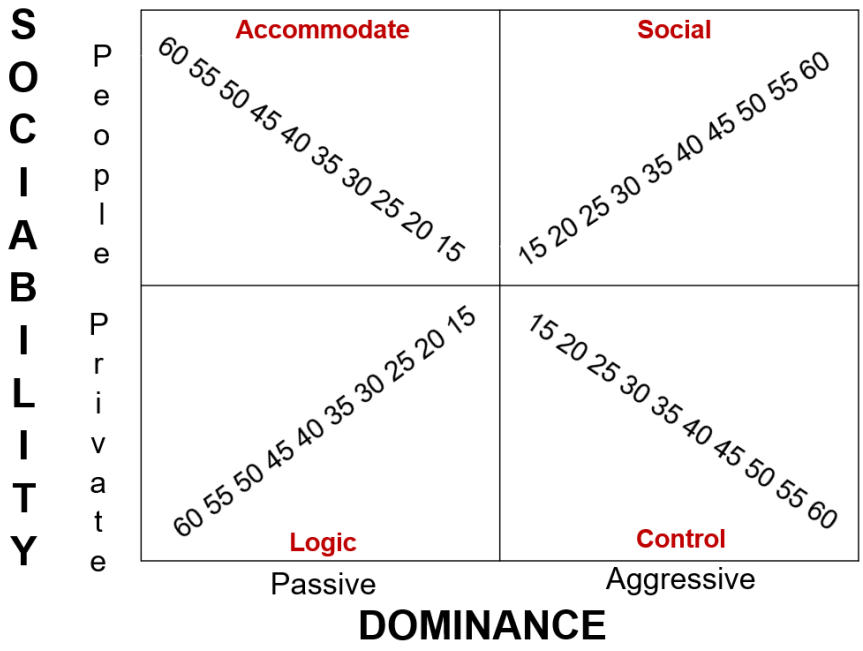
Levels of Behavioral Intensity

Enter Your Numbers in the Boxes Below

I	II	III	IV
Control	Logic	Accommodate	Social

Levels of Behavioral Intensity measure the natural tendency we have for each of the four behavioral styles. When we act and react in daily situations, we exhibit observable behaviors that are characteristic of our personality style. In plotting our Levels of Behavioral Intensity, we can see and measure the degree to which we behave in a particular manner. These personality styles can be identified according to the degree of ***Dominance*** and ***Sociability*** we display.



Dominance: The amount of control one person tries to exert over other people and situations. It is the degree or forcefulness a person uses to express thoughts, feelings and emotions. Dominance is expressed in two different dimensions:

Passive – easy going, not in a hurry
Aggressive – action oriented, fast paced

Sociability: The openness with which a person expresses emotions and ease in developing friendships. Sociability is also expressed in two different dimensions:

People - open and outgoing (more extroverted)
Private - an inward personal focus (more introverted)

We are a unique blend of all four styles

My primary style is _____ (highest score)

My secondary style is _____ (second highest score)

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Accommodate

Assisting, Helpful, Supportive

Basic Tendencies:

- Supportive, agreeable, self-controlled, loyal, trusting of others
- Good listener, patient, consistent
- Performs established work patterns
- Stays in one place, builds strong relationships

Could Be:

- Resistant to change, indecisive, possessive
- Late meeting deadlines, harbors grudges
- Low risk taking on projects
- Slow to accept change

Helpful Hints:

- Change provides opportunity
- Friendship isn't the only thing
- Discipline is good
- Time constraints are necessary

Other Styles Should:

- Be sincerely interested in them as a person
- Present change carefully
- Create a calm and friendly atmosphere
- Clearly define goals and job descriptions

Social Style

Influencing, Outgoing, Cheerleading

Basic Tendencies:

- Optimistic, enthusiastic, makes good impression, creative, entertaining
- Verbally articulate, friendly, charitable
- Team player, creates happy climate
- Enjoys social recognition, interacting with people

Could Be:

- Lacking in self-discipline/follow through
- Often misjudges capabilities of self and others, impulsive, over commits
- Talks too much, jumps to conclusions

Helpful Hints:

- Time controls help, deadlines are important
- There is such a thing as too much optimism
- Attention to detail is important
- Guidelines really can be helpful

Other Styles Should:

- Help them transfer talk to action
- Provide time for socializing
- Give appreciation for accomplishments
- Be patient with their expressive nature

Logic Style

Systematic, Methodical, Detailed

Basic Tendencies:

- Orderly, conscientious, disciplined, precise
- Critical thinker yet diplomatic, practical, unemotional and rational
- Complies with authority
- Needs to understand "why" a change is needed

Could Be:

- Indecisive, encumbered by too much detail
- Avoids conflict, slow to try new things
- Uncomfortable with total responsibility
- Viewed by others as pessimistic

Helpful Hints:

- Total support is not always possible
- Thorough explanation isn't everything
- Change/surprises enhance creativity
- Deadlines must be met

Other Styles Should:

- Provide exact directions/job descriptions
- Give explanations in unemotional manner
- Provide honest/direct pros and cons of ideas

Control Style

Dominant, Action Oriented, Bottom Line

Basic Tendencies:

- Get immediate results, take command
- Is persistent, comfortable making quick decisions
- Accepts challenges, thrives on competition, takes risks
- Comfortable in role of authority

Could Be:

- Impatient, minimizes effect of risk
- Inflexible when mind is made up
- Insensitive, inattentive to detail
- Demanding, resents restrictions

Helpful Hints:

- You need people
- Relaxation is not a crime
- Some controls are needed
- Everyone has a boss, even you

Other Styles Should:

- Be direct, clear, specific, to the point
- Focus on business at hand
- Be logical, efficient, concise, prepared

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Based on the work of Carl Jung and his "psychological types," research has confirmed four basic behavioral styles as personal orientations to life.

Personality Characteristics

	Control	Logic	Accommodate	Social
Is comfortable	Directing	Analyzing	Assisting	Influencing
In initial conflict	Demand	Avoid	Consent	Attack
Manner	Direct	Businesslike	Casual	Unstructured
For growth needs to be	Attentive	Decisive	Assertive	Restrained
Most effective environment	Competitive Risk-Taking Challenging	Unemotional Factual Inquiring	Respectful Supportive Reassuring	Social Flexible Informal
Personal strengths/traits	Confident Seeks change Persistent Decisive Assertive	Reserved Factual Practical Detailed Objective	Thoughtful Trusting Loyal Empathetic Informal	Adaptable Enthusiastic Inspiring Creative Innovative
Overuse of strengths	Aggressive Impulsive Impersonal	Too cautious Procrastinates Rigid/Distant	Too casual Sentimental Too personal	Unrealistic Impractical Idealistic

Personality Learnings

1. List four strengths that you have discovered about yourself.

2. List four things you could change to relate better to other styles.

3. List four ways that you can identify the styles of others.

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