

Online Personality Tests to Become People Smart

By [Sherman Updegraff](#)

It can be overwhelming to try to figure out the behavior and motivations of all the diverse people in your work and personal circles. Each person is a complex individual, so how can you possibly understand what makes him or her tick? You may be surprised to learn that complicated behavioral styles can actually be divided into four core types of people:

*Dominant

*Influencer

*Steadfast

*Conscientious

The DISC online personality test identifies the main characteristics of each style and breaks down the process of how to work effectively with different types of people. When you understand patterns of behavior and the internal motivations behind them, it becomes much easier to address strengths and minimize fears and weaknesses. For example, let's say everyone on your team at work takes the DISC personality assessment, and one person is the quintessential Influencer. He is outgoing, optimistic, energetic and always at the center of the action. He truly values personal relationships and is positive and supportive to other team members, but sometimes he is less task-oriented and focused than his job requires. He is genuinely a people person, and his main strengths come from his enthusiasm, sociability and persuasiveness. He is passionate about his ideas and has the ability to influence others to achieve goals.

He likes variety and gets excited from change and innovation. The Influencer naturally supports his colleagues and boosts morale, tending to look on the bright side of any situation. On the other hand, his weaknesses are that he tends to be impatient, excitable and easily distracted. He may rush through or procrastinate on tasks he doesn't find interesting, and details may fall through the cracks on projects he manages. He puts a high value on the approval and admiration of others, and he can be very sensitive to criticism, even when it is provided in a constructive fashion. As the manager of an Influencer, you can tailor his duties to capitalize on his strengths while avoiding his weaknesses.

Since he is an emotional thinker who craves approval, give him positive feedback and appreciation for his work whenever possible. He thrives in social situations and constantly changing environments, so make sure he works with others and has a fast-paced, varied routine. To counteract his lack of organization and attention to detail,

assign him to tasks that are more "big picture" and pair him with a teammate who complements his strengths, such as a Conscientious who pays attention to detail.

Sherman Updegraff is an author, entrepreneur and has extensive experience with the use of behavioral assessments. Visit my website <http://www.employeedevelopmentsystems.com/discself.html> to get your free eBook and become people smart. If you take the assessment, you will be able to get along with nearly everyone and develop stronger relationships.

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