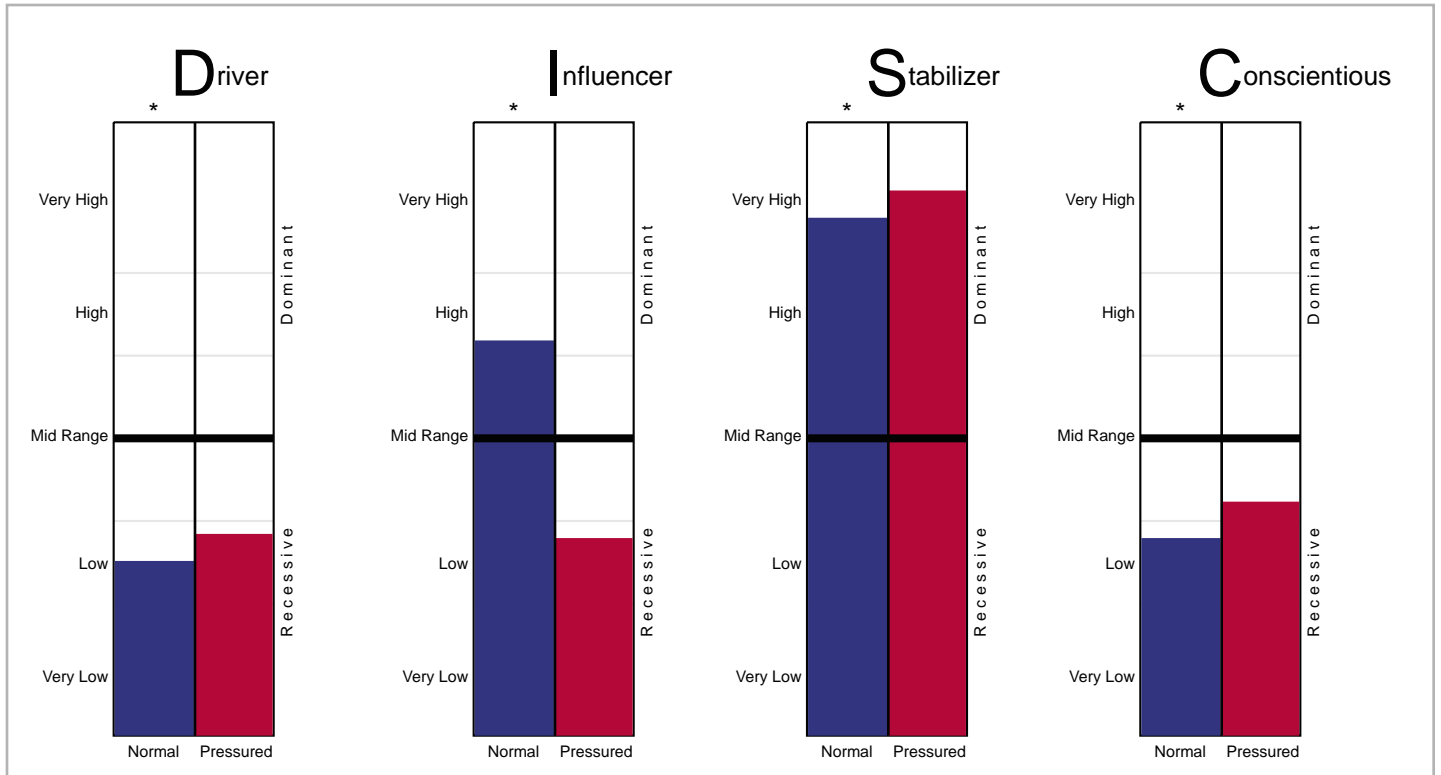


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**Charles Jones -- Bartell & Bartell**

Under Normal Conditions: S I c d \*

Under Pressure: S c d i



### Temperament Characteristics

**High D:**  
 Bottom Line  
 Results Driven  
 Take Charge

**Low D:**  
 Difficulty with Closure  
 Dependent  
 Mild

**High I:**  
 Verbal  
 Gregarious  
 Live for the Moment

**Low I:**  
 Private  
 Quiet  
 Listener

**High S:**  
 Process Driven  
 Cooperative  
 Service Focused

**Low S:**  
 Spontaneous  
 Rule Averse  
 Enterprising

**High C:**  
 Mood Shifts  
 Self-Identity = Work  
 Data Focused

**Low C:**  
 Not Detail Oriented  
 Low Probing  
 Big Picture Focused

### Your Temperament Traits

Particular		Energetic		Compliant		Probative
Prudent		Congenial		Submissive		Pondering
Safe		Warm		Long-Suffering		Realistic
Careful	+	Positive	+	Faithful	+	Headstrong
Second-Guessing		Chatting/Talkative		Tranquil		Certain
Relaxed		Companionable		Calm		Inexact
Supportive		Friendly/Personable		Tolerant		Imprecise

### Your Most Comfortable Role

= **Peacemaker**

*Not a job description*

# Peacemaker

## **\*Most Comfortable Role: Peacemaker**

Note: For general qualities or characteristics of this temperament, please review the 4 boxes on the bottom of the previous page. The qualities listed under each letter are cumulative, meaning they build upon one another. The more they appear contradictory, the more complex your DISCOVERY profile. Other people will see you from different perspectives the more complex you are.

### **Temperament Overview:**

Peacemakers enjoy being alone most of the time but they also enjoy being with people. Maintaining peace and harmony will make it difficult for them to put pressure on team members. People are drawn to them because of their ability to be good listeners and their responsiveness to friendly overtures. Empathetic and supportive of their team members, Peacemakers find it difficult to say no and are very accommodating. They have excellent potential in organizing tasks and carrying it out in an accepted pattern. The higher the S characteristic is over the I characteristic, the more process focused they become.

### **Dominant Qualities:**

Peacemakers are friendly, dependable, and loyal. They unconditionally accept others and make people feel wanted and needed. Others have little fear of being challenged or rejected by Peacemakers.

### **Organizational Value:**

Providing support and maintaining harmony are valuable assets of the Peacemaker. Unfortunately, their supportive approach may inevitably only help team members to tolerate a situation rather than actively engaging in problem-solving process.

### **Under Pressure:**

Through key relationships, the Peacemaker becomes persuasive. They tend to be hesitant and indecisive, but under extreme pressure they can become aggressive to restore harmony.

### **Discomfort/Fears:**

Peacemakers do not want to face dissension or conflict except as a last resort.

### **Suggestions for Increasing Organizational Effectiveness/Development Opportunities:**

Since the Peacemaker is very accommodating, they need to establish clear boundaries so that they can say "no" or "yes" and be firm in their response. Change is a natural part of business, so the Peacemaker needs to give him/herself time to adapt and offer process-based thoughts on ways of improving the impending change.

### **Preferred Organizational Alignment:**

Peacemakers work well in an organization with little or no conflict. Projects should allow them to work closely with people. They enjoy a bureaucratic work culture.

\*The Comfortable Role label is not intended to be the ideal type of job for this person. It simply is an organizational role that this temperament category aligns with most comfortably.