

# Leadership Cues & Clues

*Strengths, Struggles and Strategies for Better Understanding*



## ***e-Booklet***

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**INSIGHTS**

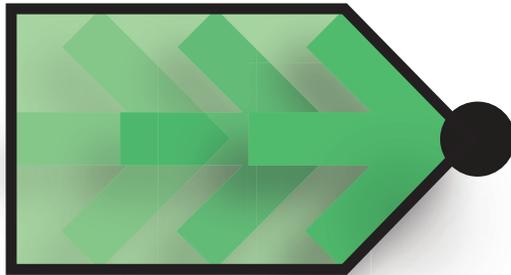
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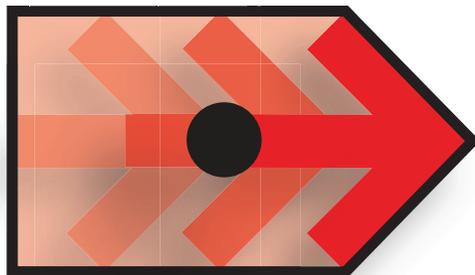
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# LEADERSHIP STYLES



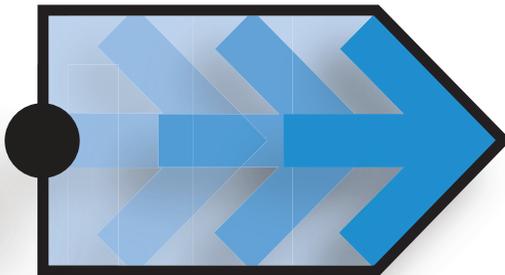
## High **D's** lead **DIRECTIVELY.**

They lead the team from out in front. Their attitude is, "I'm going. Follow me!"



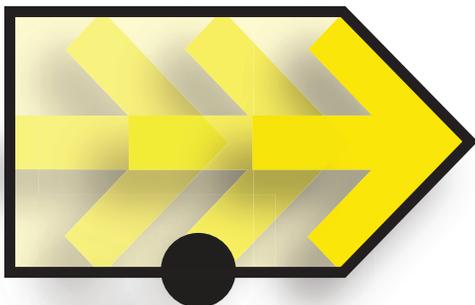
## High **I's** lead **INSPIRATIONALLY.**

They lead from the middle of the "pack". They inspire others to join them in the overall team effort.



## High **S's** lead **SUPPORTIVELY.**

They lead from behind encouraging the team to move forward with their words of affirmation.



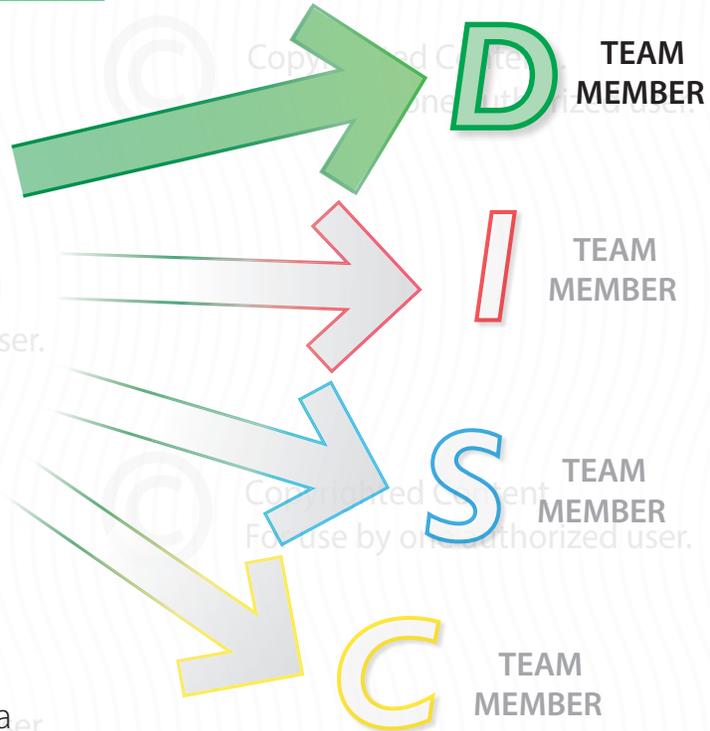
## High **C's** lead **CAREFULLY.**

They lead the team from the side, making sure everyone is in step and following the right procedures.



## THE DOMINANT LEADER AND... THE DETERMINED TEAM MEMBER

**LEADER**



### Strengths:

As long as you both share the same desires and direction, you will experience harmony, and you will be able to accomplish a lot as a team. Your mutual goals, admiration and desire to get results can be very positive and affirming.

### Struggles:

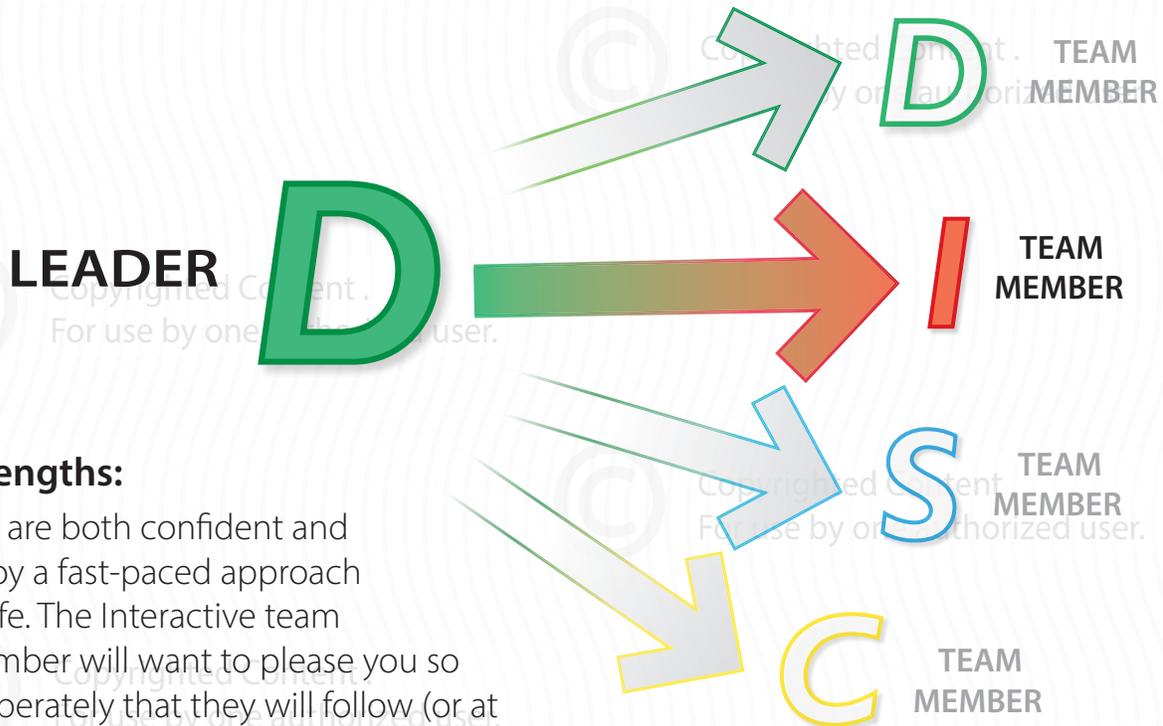
Power struggles over control are the most frequent source of friction and fighting. Since you both are competitive, you both may want to win every battle at all costs; neither of you will want to give in or give up. You may think, "If I give an inch, this person will take a mile," and in many cases you are right. If you cannot reach compromises, your relationship may become a battleground.

### Strategies:

- Don't force issues. Don't threaten or give ultimatums.
- Balance holding a hard-line with allowing the **D** team member some areas over which they can have control.
- Allow the **D** team member to have choices, control and authority whenever possible.
- Do not lecture. Do not "talk down" to the **D** team member.
- Be direct and stick to business.
- Do not argue with the **D** team member. If you do, they have won the battle because they were able to control your emotions and reactions.



**THE DOMINANT LEADER AND...  
THE INTERACTIVE TEAM MEMBER**



**Strengths:**

You are both confident and enjoy a fast-paced approach to life. The Interactive team member will want to please you so desperately that they will follow (or at least appear to follow) your leadership.

**Struggles:**

Your desire to accomplish goals and get results can easily be frustrated by the “take-life-as-it-comes” attitude of the **I** team member. Frequent conflicts may occur when your focus on getting things done clashes with the **I** team member’s focus on having fun. Also, the **I** team member’s tendency toward disorganization and not completing tasks may cause you to become frustrated.

**Strategies:**

- Realize that the **I** team member may never have the focus or the goal orientation that you do, but this does not make them a bad person.
- Make work fun. **I** team members work harder when they can play harder.
- Do some projects *with* the **I** team member if possible.
- Provide ideas for transforming talk into action. Write down the details of what you expect, and keep instructions simple and easy to follow.
- Listen enthusiastically to your **I** team member’s stories and tales. Their ability to communicate well can be helpful.
- Give a lot of praise and approval.  
Be accepting of their expressions of emotion and feelings.





## THE DOMINANT LEADER AND... THE SENSITIVE TEAM MEMBER

**LEADER**



**TEAM MEMBER**



**TEAM MEMBER**



**TEAM MEMBER**



**TEAM MEMBER**

### Strengths:

You like to lead, and the **S** team member likes to follow and help. They will feel secure with you as long as you show controlled, stable behavior.

### Struggles:

If you come on too strong, the **S** team member will be intimidated and will take it personally. Hard-charging **D** leaders often misunderstand the softhearted, easygoing **S** team member and label them as “weak.” This can easily lead to self-esteem problems and low performance for the **S** team member.

### Strategies:

- Do not expect the **S** team member to figure out how to accomplish a task. Spell out, step-by-step, exactly what you want them to do. They want to please you, so wanting to know how you want something done is very important to them.
- Be careful how you say things. This **S** team member is sensitive and can be easily hurt by spontaneous, off-the-cuff negative comments and anger. Your voice tones are very important to them.
- Avoid being confrontational or aggressive with the **S** team member as this will cause them to withdraw or disengage.
- Never compare the **S** team member to anyone else. This is hurtful, demotivating and can cause them to give up trying.
- Express appreciation often. Be sincere.
- Realize that procrastination is a real issue for the **S** team member, so help them plan ahead in order to decrease stress and pressure.

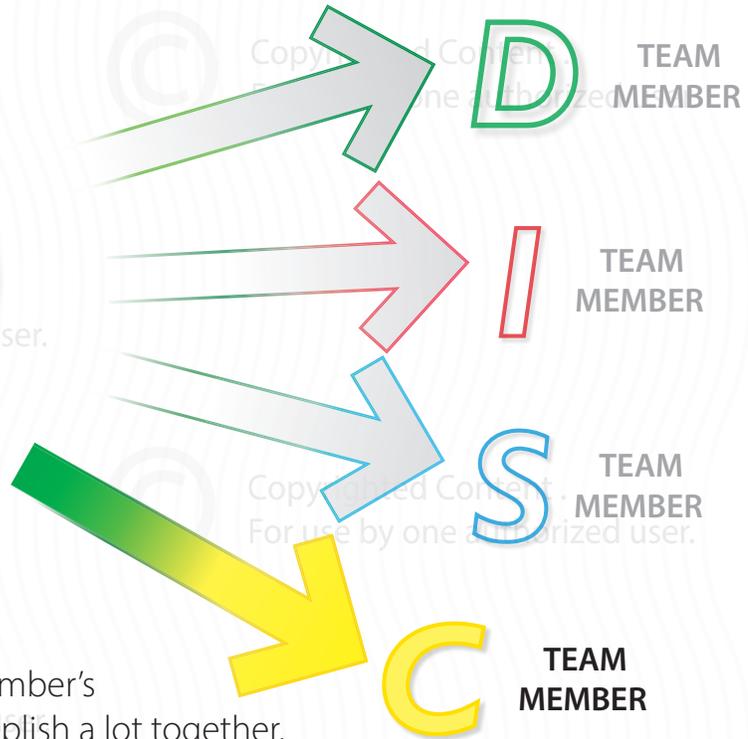


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## THE DOMINANT LEADER AND...

## THE CONSCIENTIOUS TEAM MEMBER

LEADER



### Strengths:

Since both of you focus on tasks and enjoy working independently, you share some common ground. As a team, with your direction and the **C** team member's attention to detail, you can accomplish a lot together.

### Struggles:

You tend to jump into a project quickly, whereas the **C** team member likes to think things through in detail. You both want results, but they want things done *right*, and you want things done *now*. This difference in pace is a chief source of conflict. Your tendency to control things can be discouraging to the **C** team member who does not want to feel pressured.

### Strategies:

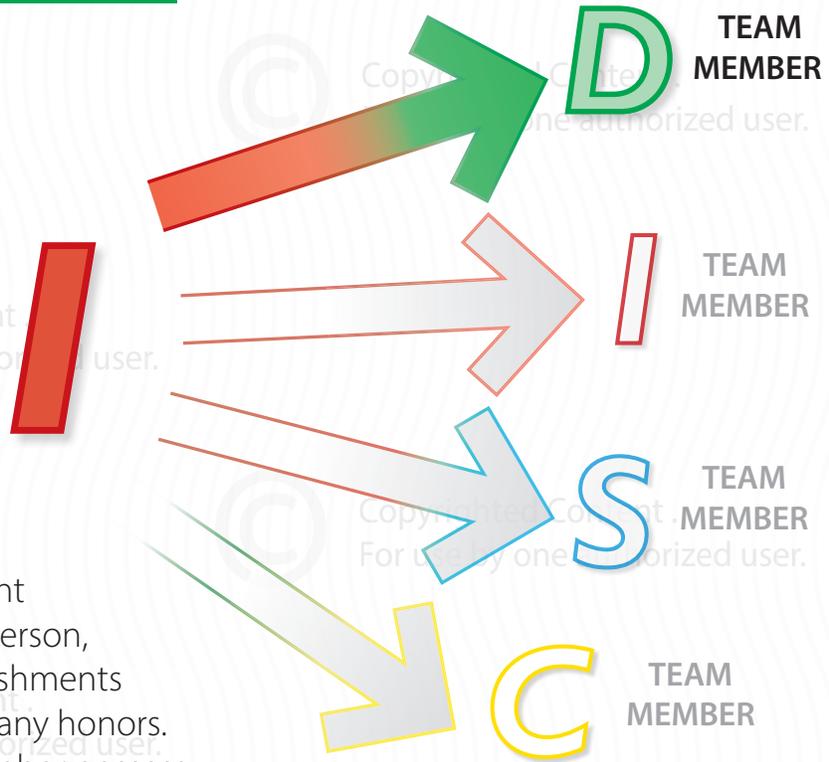
- Do not become impatient with the **C** team member. Don't rush or push them.
- Be patient and give the **C** team member time to make decisions.
- Allow them time to gather all the facts and do things correctly in order to satisfy the way they define "correct."
- Be careful with criticism. While it may motivate you, the **C** team member may internalize the criticism deeply. Callous comments or acts of aggression will immobilize them.
- Be willing to answer this person's questions and provide in-depth explanations patiently.
- Accept and affirm the **C** team member's cautious nature. Do not expect the **C** team member to be a risk-taker like you.





## THE INSPIRING LEADER AND... THE DETERMINED TEAM MEMBER

**LEADER**



### Strengths:

Inspiring leaders will delight in the strengths of the **D** person, brag about their accomplishments and share the spotlight in any honors. Both leader and team member possess confident, activity-driven outlooks on life, and they want to look like winners. The **I** leader's frequent praise for achievement and encouragement is motivating to the **D** person, who desires to be respected.

### Struggles:

Inspiring leaders want to be liked, and they have a tendency to become too permissive. While the **D** team member needs some freedom and choices, they must have well-defined and firmly adhered to boundaries. If the high **I** leader is not careful, the **D** person will take control.

### Strategies:

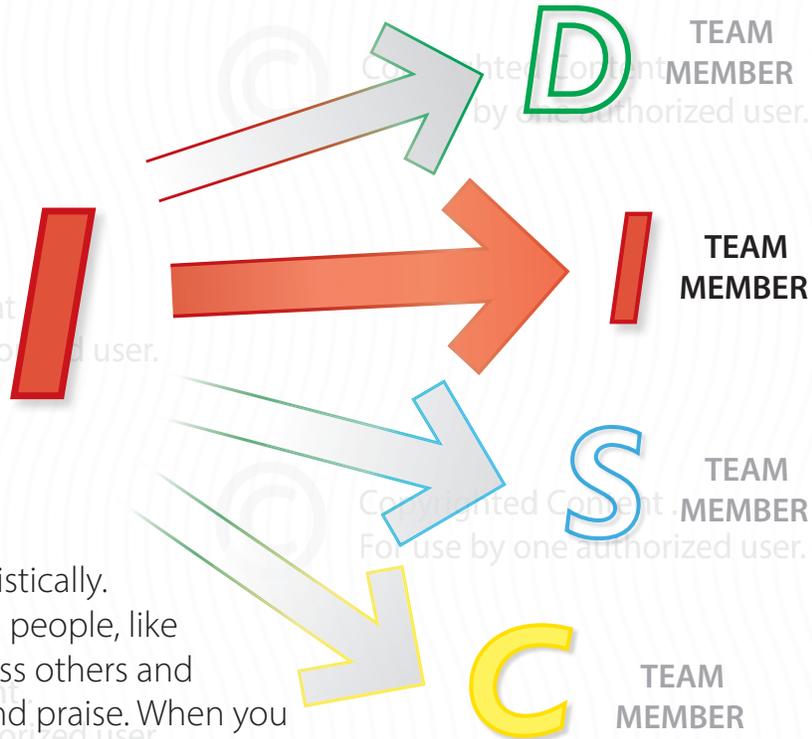
- Understand that the **D** team member is direct and results driven.
- Get to the point when communicating with the **D** team member.
- Expect them to challenge you and do not take it personally.
- To the **D** team member fun is for a purpose. Work first and then have fun.
- Realize that the **D** team member will frequently push you out of your comfort zone.





## THE INSPIRING LEADER AND... THE INTERACTIVE TEAM MEMBER

**LEADER**



### Strengths:

Both of you live life enthusiastically and optimistically. You both enjoy being with people, like to have fun, want to impress others and freely give compliments and praise. When you make mistakes, you both will give a lot of slack and tend to forgive easily.

### Struggles:

Because both leader and **I** team member tend to live life emotionally, you may end up competing to be the center of attention. Jealousy between a high **I** leader and a high **I** team member is not uncommon. Since you both tend to be impulsive, issues such as following through on responsibilities and financial discipline can become a problem.

### Strategies:

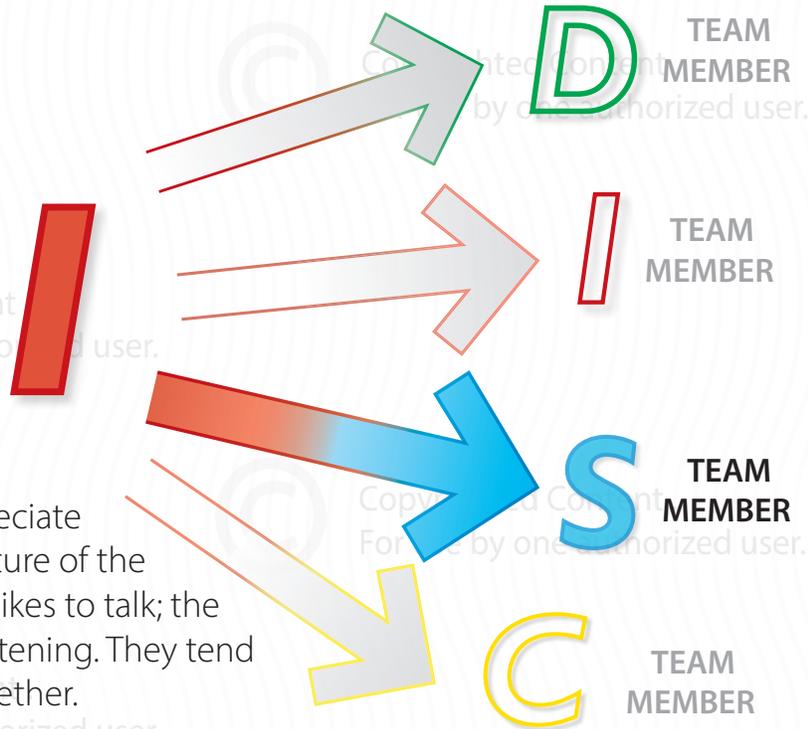
- Remember to give the high **I** team member a lot of opportunities to express their ideas and feelings. They like to talk as much as you do!
- Give sincere recognition for their abilities and contributions.
- Realize that the **I** team member dislikes details as much as you do.
- Write down who is responsible for different action items in order to keep each other accountable.
- Set limits, boundaries and hard deadlines with specific, detailed actions.
- Resist helping the **I** team member out when they fail to follow through or fail to complete a task. This will not be easy, but it is necessary for them to grow in the area of responsible behavior.





## THE INSPIRING LEADER AND... THE SENSITIVE TEAM MEMBER

### LEADER



### Strengths:

Inspiring leaders will appreciate the easygoing, relaxed nature of the sensitive type. The leader likes to talk; the **S** team member enjoys listening. They tend to get along very well together.

### Struggles:

Most struggles between **I** leaders and **S** team members center around differences in pace. The high **I** leader enjoys a fast-paced, exciting lifestyle, and this is exactly what the high **S** wants to avoid. The high **I** likes noise and confusion; the high **S** desires peace and quiet. The high **I** leader thrives on spontaneity, variety and quick changes. The high **S** team member is slow to change, enjoys routines and dislikes surprises and unplanned changes.

### Strategies:

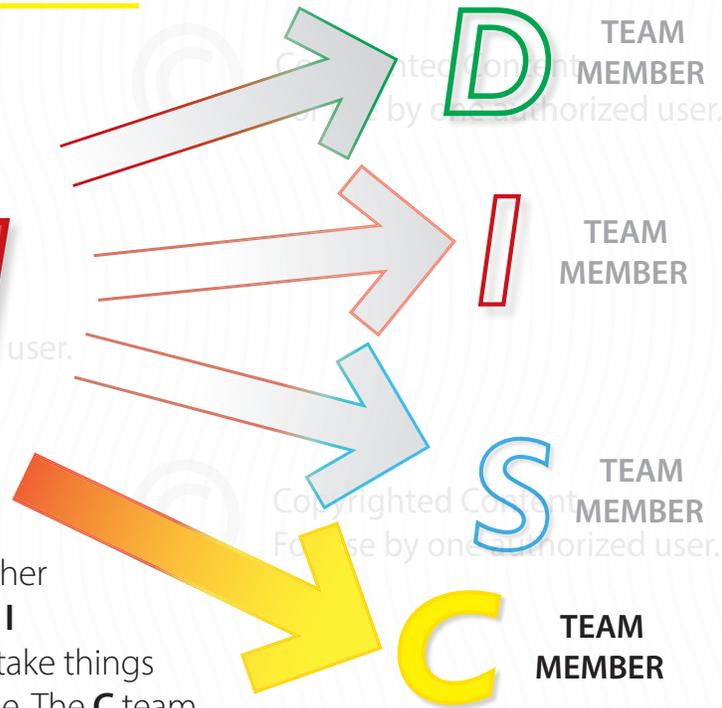
- Slow down your approach. Let the **S** team member respond at their own slower pace. Pushing them to go faster only slows them down more!
- Allow the **S** team member time for making decisions.
- Tone down your enthusiasm. Do not make them uncomfortable by being overly enthusiastic about their achievements in front of others. Remember to provide support and encouragement towards them in private, rather than public ways.
- Be sincere in your praise and appreciation.
- Whenever possible, give plenty of notice as to what and how things may change. **S** team members do not like sudden changes or surprises.
- Ask for the **S** team member's help in getting tasks accomplished. The **S** team member loves to feel that their contribution is valued and wanted.





## THE INSPIRING LEADER AND... THE CONSCIENTIOUS TEAM MEMBER

### LEADER



### Strengths:

You can learn from each other, because each of your strengths provide a good balance to the other team member's weaknesses. The **I** team leader can help you not to take things so serious and to lighten up a little. The **C** team member can also help you think things through in a more analytical way.

### Struggles:

Your differences can lead to frequent misunderstandings. You love to talk and "be on the go", but sometimes the **C** team member needs to have some quiet time alone. Because you are so verbal, you may miss the **C** team member's more indirect way of sharing concerns.

### Strategies:

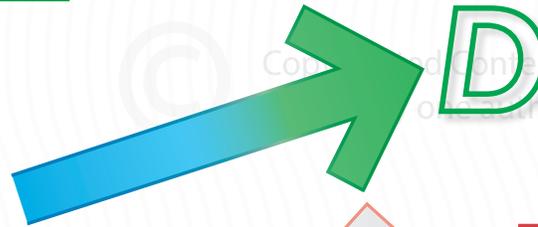
- Tone down your emotional reactions and your enthusiasm.
- Be more factual and objective, especially in the midst of conflict.
- Realize that their drive for perfection is as deeply felt as your need for fun. They cannot simply "lighten up" and laugh off mistakes.
- Do not rush or push. Allow the **C** team member time alone to do quality work.
- Be sincere in your praise and appreciation of their work. Tell the **C** team member specifically what they did well in descriptive terms. Do not simply say, "Great job!", "Terrific!" or "You did a fantastic job."
- Remember, their worst fear is criticism of their work. Be gentle when correcting them. Focus on specific points or necessary corrections.
- Do not expect the **C** team member to be a risk-taker. Accept their cautious nature. They often see things others overlook.



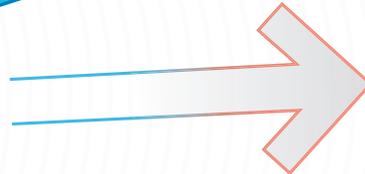


**THE SUPPORTIVE LEADER AND...  
THE DETERMINED TEAM MEMBER**

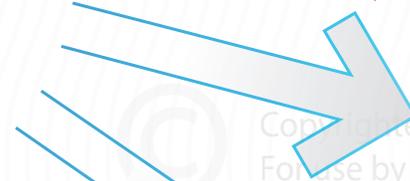
**LEADER**



**TEAM MEMBER**



**TEAM MEMBER**



**TEAM MEMBER**



**TEAM MEMBER**

**Strengths:**

You have the ability to provide the encouragement, on which the high **D** thrives, as they seek to achieve personal goals.

**Struggles:**

Since the **D** team member desires constant control and instant action, they can easily exhaust an **S** leader, who wants things to stay calm and peaceful. The biggest challenge between the **S** leader and the **D** team member comes in the area of pace. You prefer things to stay peaceful and to work at a slower, steadier pace while the **D** team member prefers a faster work environment with a lot of activities and projects.

**Strategies:**

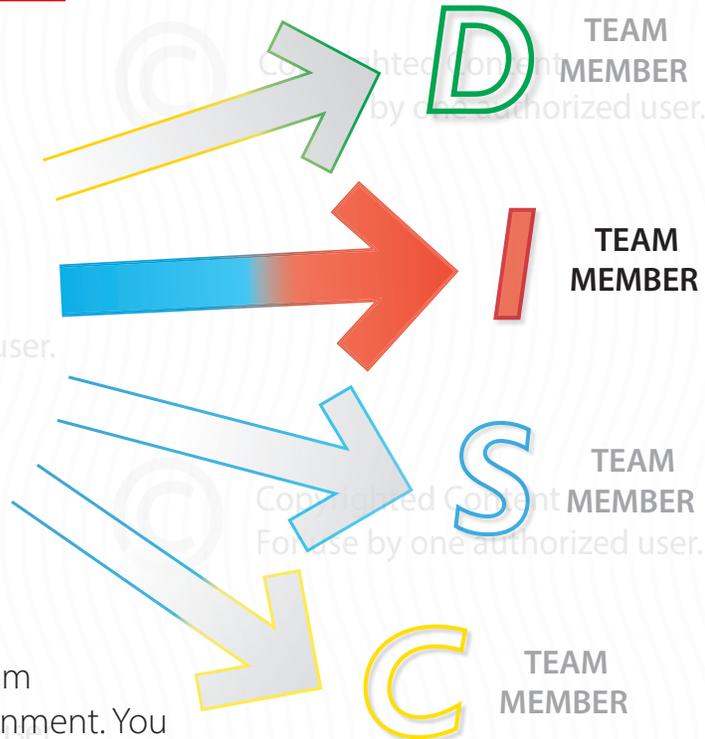
- The **D** team member needs some areas over which they have control. Do not become disheartened when they do not need or want your assistance.
- The **D** team member likes to do things themselves. Do not take it personally. Remember that the **D** team member is task-oriented.
- Be more firm and results-oriented when you address the **D** team member. Let them know that you understand the “bottom-line”.
- Be decisive and stick to your decisions. Realize that you will be tested. It is important that you do not waver.
- Understand that being more direct will not be easy for you, but it is necessary if you want to communicate effectively.





**THE SUPPORTIVE LEADER AND...  
THE INTERACTIVE TEAM MEMBER**

**LEADER**



**Strengths:**

You both have the potential to get along well. The **S** leader loves to have a good time and the **I** team member can provide the entertainment. You both provide praise and appreciation which you both enjoy and need in order to feel good about yourselves.

**Struggles:**

Keeping up with the pace of the **I** team member can be a challenge for you. The high **I** likes change and moves from activity to activity like a tornado. You prefer things to be calm, peaceful and routine.

**Strategies:**

- Be more outgoing and energetic with the **I** team member.
- Help the **I** team member set realistic goals that are broken into small increments. Their attention span is short, so they are likely to get bogged down in long-term assignments. Short-term projects are much better for their interactive style.
- Do not bail the **I** team member out when they have not been responsible with work or keeping on a schedule. Let them experience the logical consequences of being disorganized or forgetful, even if it is difficult at times.
- Help them become more organized by writing down how something is to be done in a step-by-step manner. Use "To-Do" lists, but do not be surprised if the list gets lost!





## THE SUPPORTIVE LEADER AND... THE SENSITIVE TEAM MEMBER

**LEADER**

**S**

**D**

TEAM MEMBER

**I**

TEAM MEMBER

**S**

TEAM MEMBER

**C**

TEAM MEMBER

### Strengths:

You have a lot in common and can enjoy being with each other. You both appreciate a relaxed, calm, peaceful work environment, and both of you will work to keep things that way. You each help out the other and make a great team.

### Struggles:

The biggest struggle comes in the area of communication. You both talk indirectly and will suggest things, but neither of you will want to make decisions. Neither wants to initiate anything that might result in too many changes. If you are too accommodating, the **S** team member may become too dependent upon you. They may lack the ability to demonstrate independent thinking and fail to move into action. Since neither of you wants to upset the other, hurt feelings can be suppressed. Over time, this unwillingness to bring up unpleasant issues can create conflict.

### Strategies:

- Initiate more specific actions in order to be more decisive.
- Realize that some conflict and change is healthy. Help the **S** team member not to shy away from conflict. That is how personal growth occurs.
- Draw out how the **S** team member feels and be willing to honestly share how you feel as well.
- Do not sweep hurt or negative feelings under the rug, hoping they will go away.

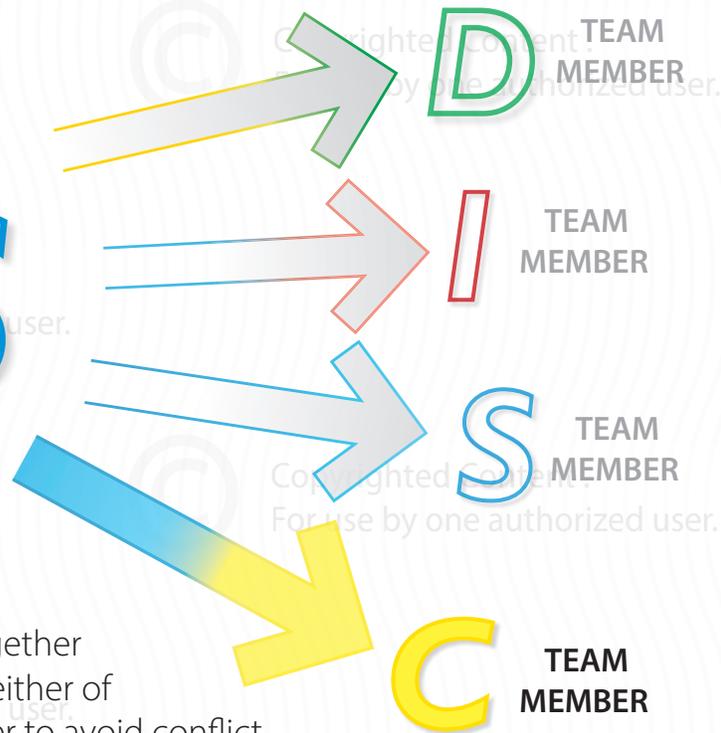




## THE SUPPORTIVE LEADER AND... THE CONSCIENTIOUS TEAM MEMBER

**LEADER**

**S**



### Strengths:

Both of you tend to be slower paced. You each need “alone time” and can enjoy working together without a lot of conversation. Neither of you is pushy, and you both prefer to avoid conflict.

### Struggles:

In this pair, the critical nature of the **C** team member can easily result in hurt feelings on the part of the **S** leader. You will tend to suppress those feelings rather than talk about them. The **C** team member’s inner, intuitive, logical approach to life can at times clash with your feelings-oriented focus. You naturally work to develop close relationships and you may feel concern because of the **C** team member’s cool, calculated manner.

### Strategies:

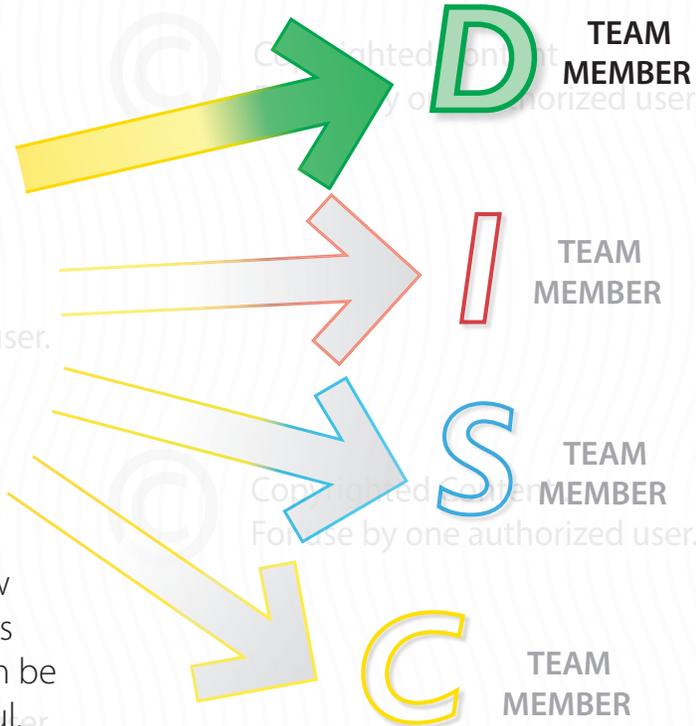
- Recognize the **C** team member’s need for privacy. If there is a conflict, give them time alone to think about things. They need time to process information. Simply ask to talk about the problem later.
- Be prepared to give in-depth explanations in a patient manner.
- Allow the **C** team member time for disappointment when they have not met their own high standards.
- Give sincere, descriptive praise, and show appreciation for good work.
- Do not overreact to the **C** team member’s tendency to be critical, but gently guide them to accept shortcomings as part of the reality of life. Remind them that we are striving for excellence rather than perfection.





**THE CAUTIOUS LEADER AND...  
THE DETERMINED TEAM MEMBER**

**LEADER**



**Strengths:**

Both the **C** leader and the **D** team member share a similar view on accomplishing tasks. As long as their goals are clear, they can both be very effective and mutually helpful.

**Struggles:**

If the **C** leader and **D** team member have opposing goals, the **C** leader will find themselves in a hopeless battle. The **C** wants things done “right,” according to their own standards. However “right” to a **D** is seldom as complicated as the **C** team member seems to make it. The **D** team member simply wants to do things their way and get action items done fast. The **D** team member will tend to make decisions and do things quickly. They will often miss key details that are important to the **C** leader.

**Strategies:**

- Accept the fact that the **D** team member needs to have some control and the ability to take some action independently.
- Be lavish in affirming the goals and accomplishments of the **D** team member. This may not come naturally for you, the **C** leader, since you often see how something can be done just a little bit better.
- Accept that working with a **D** team member will be one change and challenge after another because risk taking is important to them.
- Do not argue with them. Your reasoning may not be convincing.
- Most of all, do not expect perfection. Even a **D** will eventually give up or quit trying if they are constantly criticized for not “measuring up”.

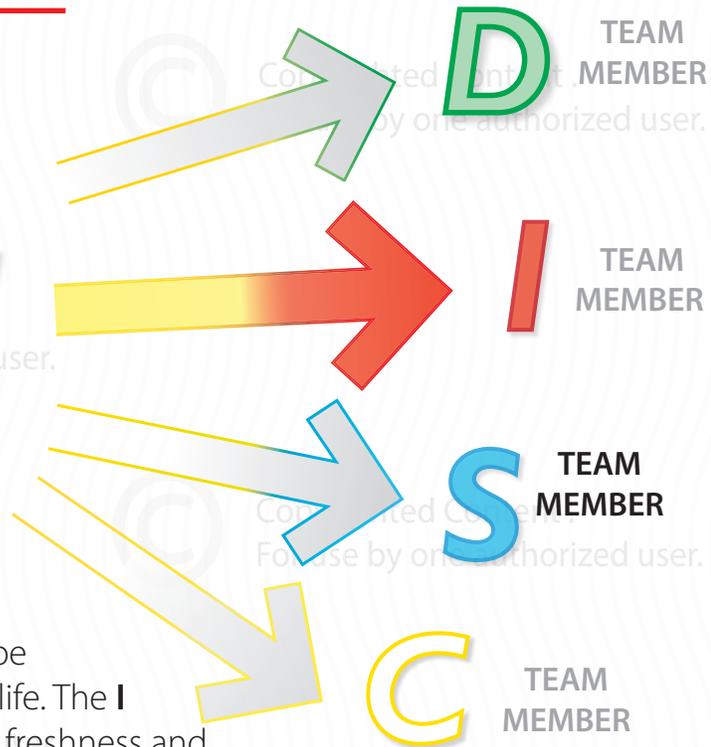
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**THE CAUTIOUS LEADER AND...  
THE INTERACTIVE TEAM MEMBER**

**LEADER**



**Strengths:**

Your love for detail and doing things right is exactly what this **I** team member needs in order to be more balanced and successful in life. The **I** team member can be a source of freshness and joy to you, because you tend to be too serious at times.

**Struggles:**

Since the **C** leader and the **I** team member are on opposite ends of the “task and people” continuum, you may find it difficult to understand the **I** team member’s persistent, intense need for fun. With your high standards, the **I** team member may not receive the praise and approval they need. This may cause them to become disgruntled and uncooperative.

**Strategies:**

- As the **C** leader, you must modify your expectations of the **I** team member. Realize that they will never give the same attention to details that you do.
- The **I** team member hungers for acceptance and approval, look at their strengths and praise them at every opportunity.
- Appreciate the **I** team member for who they are, even if their strengths are different from yours.
- Stop working on your projects and tasks long enough to give the **I** team member your undivided, focused attention. This greatly motivates them!
- Do not push for perfection. Do not set your standards so high that the **I** team member feels that they will never be able to reach them.

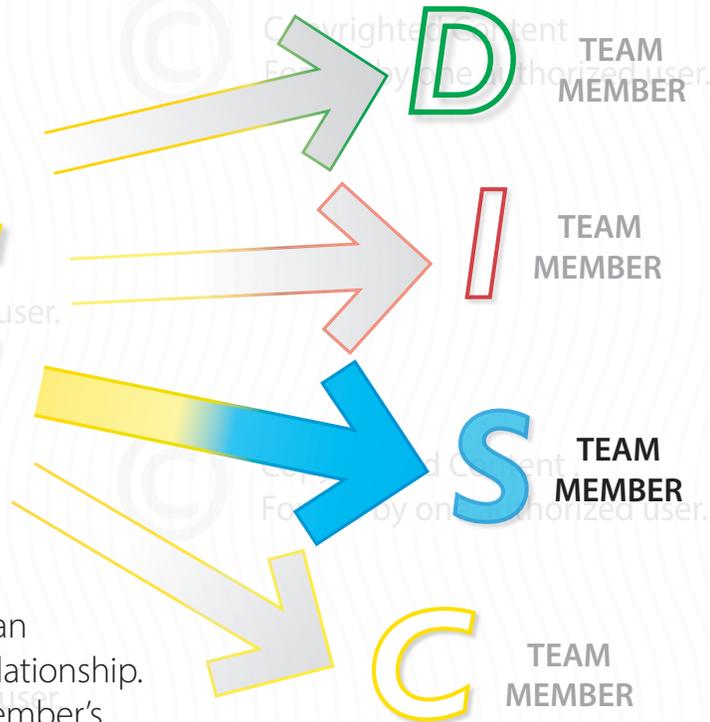
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## THE CAUTIOUS LEADER AND... THE SENSITIVE TEAM MEMBER

**LEADER**



### Strengths:

The **C** leader and **S** team member take things slowly and can enjoy a more reserved, low-key relationship. You will appreciate the **S** team member's easygoing, agreeable nature that avoids noisy conflicts.

### Struggles:

You may get frustrated when the **S** team member does not think through things the way you do or share your desire for details. You may worry about why you cannot seem to motivate the **S** team member to strive for the same standards of excellence by which you operate.

### Strategies:

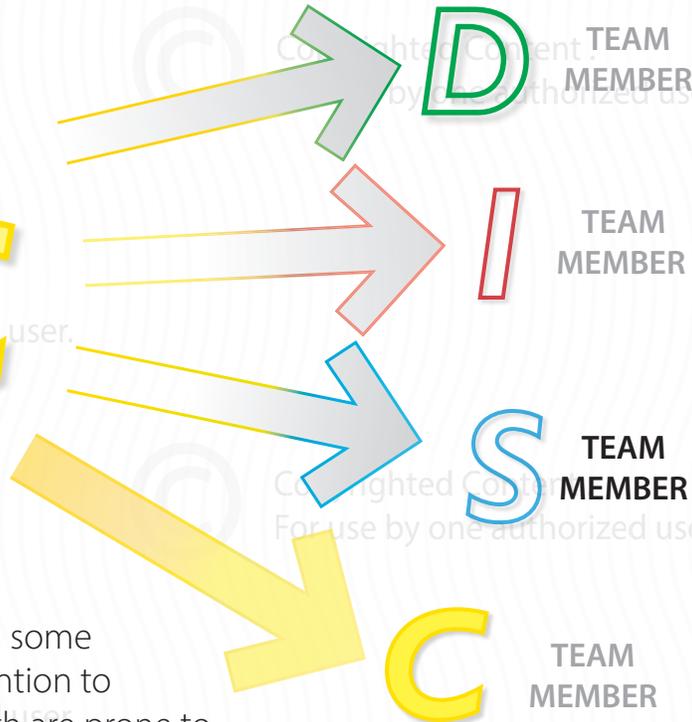
- Be aware of your tendency to focus on critical tasks and always doing things correctly. The **S** team member's focus is on peace and harmony and stability in relationships.
- Remember to explain how you want something done. Do not expect the **S** team member to figure out all the details by themselves.
- Show sincere appreciation for any attempted effort, even if it does not come up to your own standards.
- Be careful with your criticism. Criticism can sound harsh, even if you do not intend it to be.
- Most of all, do not set your expectations so high the **S** team member feels they will never be able to reach them. They may feel inadequate and not feel valued. The **S** team member may simply give up.





## THE CAUTIOUS LEADER AND... THE CONSCIENTIOUS TEAM MEMBER

**LEADER**



### Strengths:

This is a natural combination to produce excellence. You can enjoy working hard together on some task or project and give full attention to what needs to be done. You both are prone to seriousness. Both of you are dedicated to quality, excellence and doing things the right way.

### Struggles:

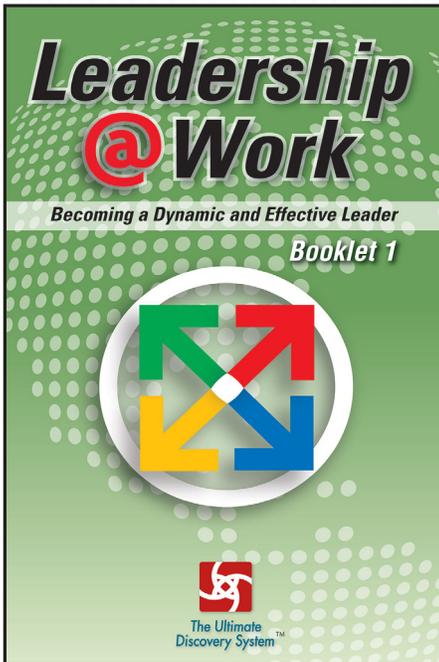
The struggle may come when the **C** leader and the **C** team member disagree on whose way is the "right" way. Both of you can quickly shut down and withdraw to plan your next move, and tend to wage a war of indirect communication.

### Strategies:

- Be open if your **C** team member suggests a different way of doing something. Both of you are smart and often see things others overlook.
- Be willing to be flexible on some of your standards in order to finish a job in a mutually acceptable way.
- Be careful when you correct the **C** team member. You know very well that criticism of your work is one of your own greatest fears.
- Do not overreact when the **C** team member criticizes you. Remember that no one is perfect and we all have room for personal growth.
- Like you, this person needs to be valued. Be sure to express sincere appreciation for what they bring to the team.
- Tell the **C** team member exactly what they did correctly and why you liked it. The more specific you are with them the better they will like it.

**Leadership @ Work 2 is designed to work in cooperation with the following resources:**

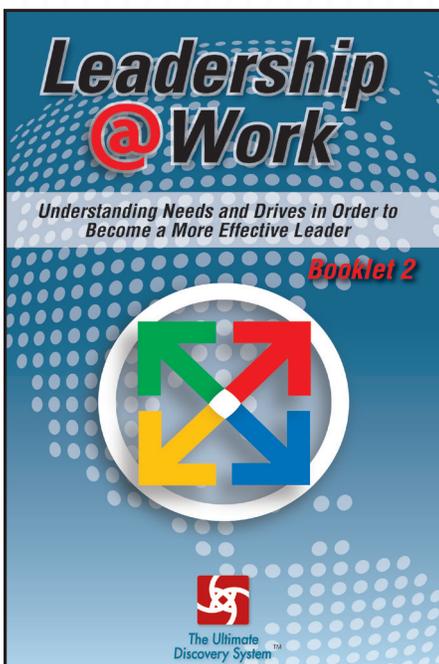
## **Leadership @ Work - Booklet 1**



### ***Becoming a Dynamic and Effective Leader***

***Becoming a dynamic and effective leader is about understanding behaviors and leadership styles. This high-powered guide offers you vital insights towards becoming a greater leader. This guide (along with booklet #2) will help you develop even more influence on a daily basis with the people with whom you come in contact.***

## **Leadership @ Work - Booklet 2 (also available in e-version)**



### ***Understanding Needs and Drives in Order to Become a More Effective Leader***

***This workbook /guide is designed to help you understand needs and drives in order to become a more effective leader.***

***Becoming a dynamic and effective leader is about understanding behaviors and leadership styles. This high-powered guide offers you vital insights towards becoming a greater leader. This guide will help you develop even more influence on a daily basis with the people with whom you come in contact.***

# Leadership @ Work 2 is designed to work in cooperation with the following resources:

**Personality INSIGHTS Leadership Brief and to the Point**

*"Most people think of leadership as a position and therefore don't see themselves as leaders." - Stephen R. Covey*

The hardest thing about leadership is \_\_\_\_\_

**Five Keys to Great Leadership**

- 1 True leadership starts with leading \_\_\_\_\_**
  - a) Leaders understand what they do and why they do it.
  - b) They focus on their own behaviors and actions.

*"Nothing so conclusively proves a man's ability to lead others as what he does from day to day to lead himself." - Thomas J. Watson, Sr., IBM Founder*
- 2 A good leader knows how to develop good \_\_\_\_\_ on his or her team.**
  - a) They understand their team members.
  - b) They know how to talk to each team member to fit the situation.

*"If your actions inspire others to dream more, learn more, do more and become more, you are a leader." - John Quincy Adams*
- 3 A good leader knows how to solve \_\_\_\_\_.**
  - a) They are not interested in blame, shame, excuses, or criticism.
  - b) They correct the problem and turn it into a learning opportunity.

*"Leadership is solving problems. The day soldiers stop bringing you their problems is the day you have stopped leading them." - Colin Powell*
- 4 A good leader knows how to handle and resolve \_\_\_\_\_.**
  - a) They accept responsibility.
  - b) They are the first to apologize.

*"Being bitter and angry is like drinking poison and expecting the other person to die."*
- 5 A good leader understands relationship \_\_\_\_\_.**
  - a) They give up control to gain influence.
  - b) Control is temporary. Influence is permanent.

*"You must give up something you never had to get something you have always wanted." - Robert A. Rohm, Ph.D.*

*"Leadership is influence. That's it. Nothing more, nothing less." - John C. Maxwell*

# Leadership Brief and to the Point

**This 4-page interactive seminar piece is designed to help you discover the Five Keys to Great Leadership and achieving even more success with the people you influence.**

**"Most people think of leadership as a position and therefore don't see themselves as leaders."**

**- Stephen R. Covey**

**Personality INSIGHTS Leadership... It's An Inside Job**

**Insight:** True leadership starts with leading \_\_\_\_\_.

- Leading yourself begins with truly understanding yourself - understanding how and why you do what you do.
- This self-awareness leads to greater self- \_\_\_\_\_ and then to greater leadership.

The **Model of Human Behavior** is a good place to gain this understanding.



**Key Point:** Everyone is a blend of all four personality styles.

How you express your personality style often depends on your \_\_\_\_\_.

Looking at the different "environments" you operate in can help you get a clearer picture of your unique personality style blend.

The **Facets of Life** help you to take a closer look at your personality in six different environments.

Just as the cuts, or facets, of a diamond affect its brilliance and clarity, how you express yourself in the six **Facets of Life** affects your leadership effectiveness. You become more effective as you develop greater \_\_\_\_\_ in each facet.

If the facets of a diamond are not properly balanced, the stone does not reveal its maximum brilliance. By understanding the how and why of your actions, you can make \_\_\_\_\_ to your behavior to truly "shine" as a leader.

# Leadership... It's An Inside Job

**This 4-page interactive seminar piece is designed to unlock your potential and gain a deeper knowledge of the facets of life.**

**It contains a brief introduction to the concept of the Facets of Life so it can be presented as an overall preview, it is powerful tool**

# Discovery Report Leadership Version

For use by one authorized user.



*The Discovery Report Leadership Version is a ground-breaking personality profile assessment designed to help any individual become a more effective leader. It features a revolutionary leadership model that will give you a whole new understanding about how to lead other people, as well as show you how to better lead yourself!*



**Discovery  
REPORT**

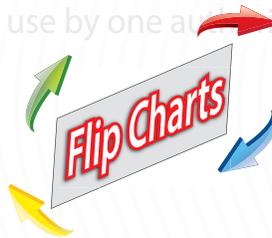
*The Discovery Report is designed to help inspire you to better understand yourself and to reach your full potential. The report also provides valuable insights on team member selection and development. This report will show you how to cultivate relationships both personally as well as professionally. You will be able to identify and provide ways to better meet your own needs and the needs of people with whom you work. Join others who finally understand exactly how to create a climate of personal success and how to engineer an environment for a peaceful day at work as well as how to bring about real lasting self-fulfillment!*

For use by one authorized user.

[www.discoveryreport.com](http://www.discoveryreport.com)

# Leadership Flip Charts - Set of 8

For use by one authorized user.

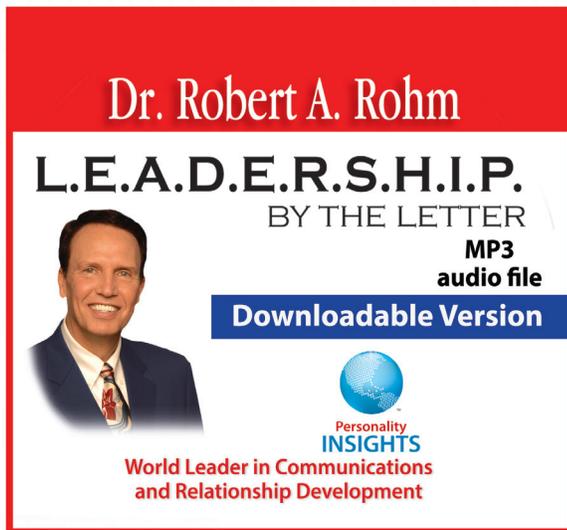


*Dr. Rohm provides insights on Strengths, Struggles and Strategies to overcome potential problems. The charts have very practical tips that are straightforward and are reminders of what to do in areas that tend to be difficult in leadership. There are four double-sided flip charts. Each chart represents one of the four personality styles of a leader. The charts explain how to work effectively with each type of personality style.*

*We are very proud of this tool. It is the APPLICATION OF WHAT WE DO*

## Dr. Robert A. Rohm Presents:

### *L.E.A.D.E.R.S.H.I.P. by the Letter, Audio MP3*



*Get ready to laugh and learn with Dr. Rohm as he explains 10 principles on how to be an effective leader. What does it take to be a successful leader? Dr. Rohm answers that question in this motivating presentation. Join him as he uses personal stories and historical examples to describe the traits and qualities of a great leader!*

*You will gain insights that will help you in your pursuit of leadership excellence.*

***L = Love what you do***

***E = Enthusiasm***

***A = Attitude that is positive***

***D = Desire***

***E = Expectations***

***R = Responsibility***

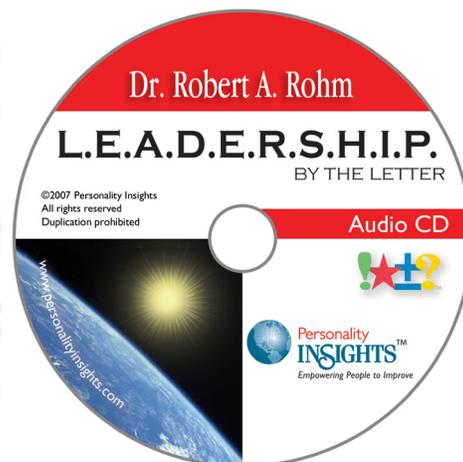
***S = Service***

***H = Honesty***

***I = Integrity***

***P = Persuasion***

***Available in Audio CD***





## Four simple steps to gain more...



<b>Step 1</b> Understand yourself	<b>Step 2</b> Understand another person	<b>Step 3 (key)</b> Adapt yourself	<b>Step 4</b> Take it with you everywhere you go!
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*World Leader in Communication and Relationship Development*



## Online Personality DISC Profiles for Adults, Teens and Children



# Adult Version

The Extended Discovery Report is all about you! After answering 24 simple questions, you will receive a computer generated, personalized report that reveals your strengths, motivations, how you work best on a team, suggestions on how to better relate with others and much, much more!

This customized personality report is not some general, random report that fits everybody. It is designed specifically for you and your unique personality style!

It is based on the DISC Model of Human Behavior which is the leading tool in The Ultimate Discovery System.



## Teen profile

(Ages 13 - 19)



The Extended Version has over 57 pages of comprehensive feedback for teenagers and young adults.

## For Children



# BOTS

This one-of-a-kind assessment is designed specifically for children. It is a fun and interactive way for parents and teachers to gain insights into individual preferences or choices the child makes based on ROBOT characters (see the BOTS below).

The stories and pictures allow children as young as 5 years old to take the assessment. In each BOTS Discovery Report there are three sections:

You may also upgrade your report from the Concise Version or the Standard Version to the Extended Version.

### VERSIONS AVAILABLE

- Concise (6 pages)
- Standard (30 pages)
- Extended (50 pages)
- Direct Sales (50 pages)
- Leadership Version (63 pages)

Discovery Reports also available in:

-  Spanish - Standard & Concise Version
-  French - Standard & Concise Version
-  Polish - Standard Version

# **Leadership Cues & Clues e-Booklet**

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