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Blind Spot Assessment™

Comprehensive Report

The “Blind Spot Assessment Comprehensive Report” elevates the insights provided by the Summary Report delving deeper into the intricate landscape of personality dynamics and their impact on team functionality and organizational value. Beyond identifying inherent strengths and potential blind spots, this comprehensive report encompasses additional strategies for mitigating blind spots, contrasts between self and external perceptions, and detailed narratives on how each style enriches the organization and contributes to team success. Furthermore, it offers enlightenment on understanding primary vs. blended styles, quick identification tips for assessing others’ styles, and elaborates on the pace, focus, expression, and approach characteristic of each style. Enhanced sections on effective communication, conflict resolution strategies, responses to structure and authority, motivational drivers, and the historical evolution from DISC to the Blind Spot Assessment™ are also included. This comprehensive report aims to provide a more profound comprehension of your unique positioning within team dynamics and furnishes actionable advice to amplify your interpersonal efficacy and collaborative impact.

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BSA Summary Report

Congratulations!

Your Primary Style is COMPETITOR.

About This Assessment

The Blind Spot Assessment™, created by author Kevin McCarthy, is a simple, practical, easy-to-remember, and universally applicable model. It reveals individual patterns of external, observable behaviors. You've joined the ranks of tens of thousands of people around the world who have completed the Blind Spot Assessment. This report provides you with a concise guide to your potential blind spots. Most people deeply identify with the results.

There are four primary styles: Competitor, Motivator, Peacemaker, and Analyzer, and four blended styles: Energizer, Connector, Stabilizer, and Controller.

Summary of Strengths

As a competitor, you are a force to be reckoned with!

- ✓ You love to win!
- ✓ You keep very busy and strive to maintain a high level of personal productivity and efficiency. Few things get you more excited than meeting or exceeding goals.
- ✓ You tend to move forward with utter determination to win. You measure your success based on your results more than your efforts.
- ✓ You're known to have thick skin. You don't care too much about what others think or how others feel about your drive and determination.
- ✓ People rely on you to get things done, even the seemingly impossible.
- ✓ You thrive in challenging environments. You accept obstacles as a challenge and strive to not let anything or anyone get in your way.
- ✓ You love to be in control of your own destiny.
- ✓ You can be quick to take calculated risks and keep your organization or team moving forward.
- ✓ You are pioneering and adventurous and have an intense drive to lead the most highly productive teams in the best organization in the market.
- ✓ You are viewed as fast-paced and intense.
- ✓ You come across as very self-confident. You appear to others as a natural, gifted leader. You're always looking for ways to develop your leadership skills.

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Your Potential Blind Spots

We all have blind spots. Every strength you have could also be a corresponding weakness or potential blind spot. Being aware makes it easy to minimize their impact.

- You have a strong personality and demeanor. As a result, you can easily come across as intimidating even when you don't want to.
- You might view people as simply a means to an end, rather than a valued and integral contributor to the success of the mission. Though they might follow, they will not necessarily feel valued unless you acknowledge them and express appreciation.
- Because of your candor, you tend to speak your mind, sometimes without being aware of the feelings of others. They might become gun-shy about communicating with you.
- Because of your focus on results, you may have little patience for the details. When others try to explain, you can seem intolerant and impatient.
- When communicating, you may sometimes cut people off or talk over them.
- You have very little tolerance for incompetence and easily get frustrated when people fall short of your expectations.
- You are driven to win, sometimes at all costs. Breaking the rules, damaging relationships, or heading toward a personal or professional disaster can happen suddenly because you have been oblivious. Stay aware!
- You are so fast-paced and risk-tolerant, you might sacrifice the quality of the project or never even finish, before moving on.
- You can become stubborn and find it tough to listen to the opinions of others. Inflexibility can be problematic.
- You might have a constant internal battle with your ego. You can easily slip from confident to arrogant without even realizing it. And, even when you are not arrogant, you're sometimes seen that way by others.

About Internal Drivers?

We all have internal drivers that shape who we are and how we behave. Internal drivers are subconscious assumptions you may have made in early childhood about how the world works. You may have developed these assumptions as early as three years old. These beliefs are not bad. When you recognize them, you'll have a more precise understanding and interpretation of your world. By recognizing these subconscious internal beliefs, you can adapt your style to others more quickly and make better decisions.

What Drives You?

Deep in your core, you have a driving need to be the master of your own fate. Maintaining control of your environment is important. You might feel like you have to win in whatever you find yourself doing, whether it is a project or a conversation. It may be that winning gives you a sense of how well you are doing in life. You have this innate drive to always be on top. You have this strong desire to create your own environment. You likely have a need to always be doing something productive. Vulnerability might be considered a threat. You may become frustrated when others have trouble keeping up with you.

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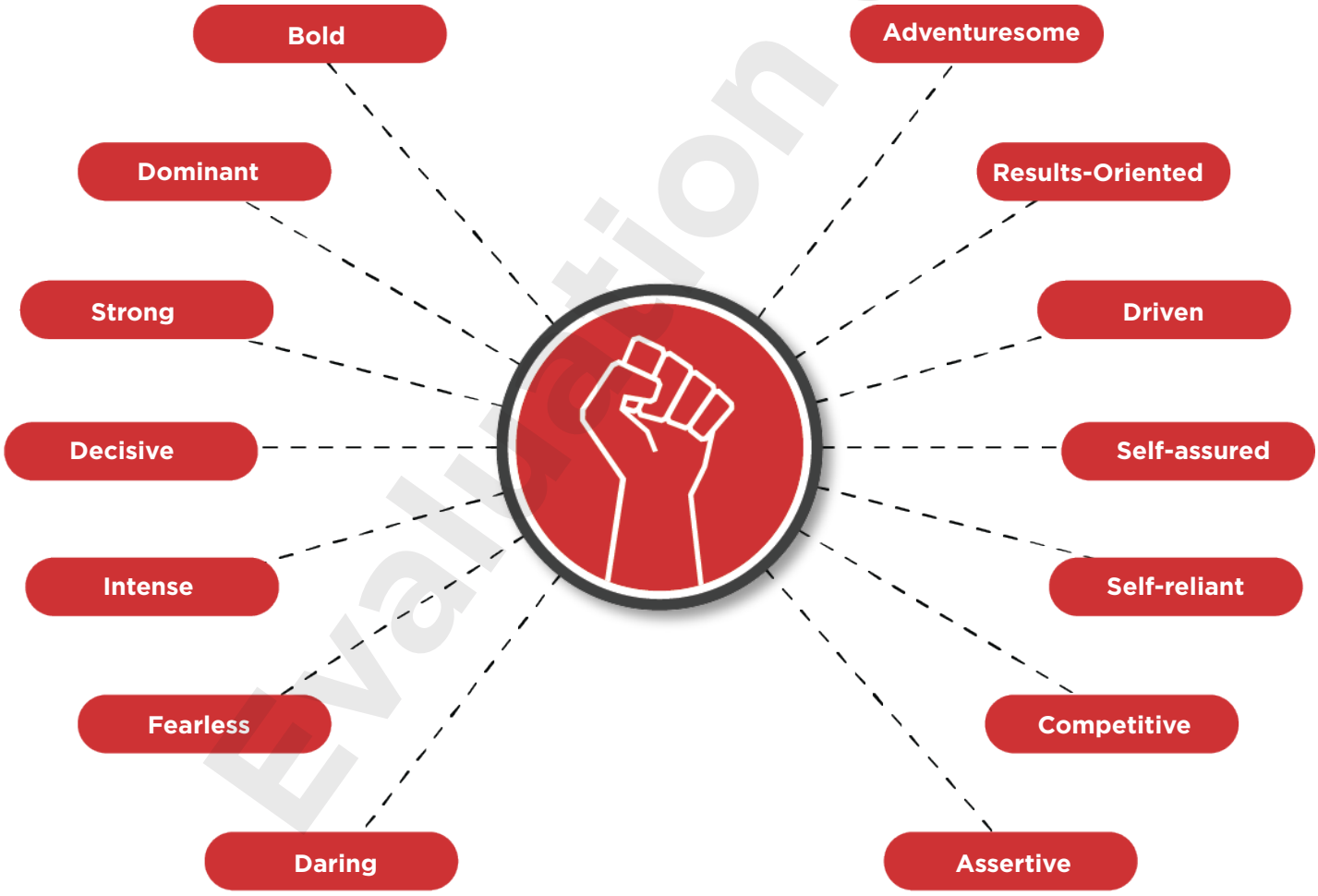
Your Driving Keyword

You might sum up what drives you with one keyword: **WINNING**

Maintaining an awareness of these internal drivers will help you mitigate your blind spots and encourage others to join in your game and win.

Strengths

As a Competitor, you are likely to demonstrate these strengths. Lean into them and remember that every strength is a potential blind spot.



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How to Develop Better Relationships

Work diligently to maintain a high level of self-awareness of your potential blind spots.

- ✔ Maintain a high level of self-awareness of your potential blind spots.
- ✔ Strive to be more empathetic, and actively listen to those around you.
- ✔ Surround yourself with leaders who are less risk-tolerant, and who are willing to speak out if they disagree. Accept that they might be right. Demonstrate more humility and be open to checks and balances.
- ✔ Slow down a bit on your risk-taking decisions so you can do things right, not just fast.
- ✔ Be more patient and show more concern for the feelings and opinions of others. Show them mutual respect regardless of their age, gender, title or position. Though you may well deserve accolades for the success of your project, remain balanced and show appreciation for the rest of the team and their contributions.
- ✔ Learn to harness the power of your strengths and remain aware of your potential blind spots so that you can lead a more cohesive team.
- ✔ Learn to adapt your Leadership Style to the style of those you work with so you can connect at deeper levels. The more adaptable you become, the more cohesive your team will become. Study and develop your people skills.
- ✔ View relationships as more important than the success of the mission. If you lose the relationship, you've lost the mission. Though this will feel counter-intuitive, it will yield greater results in the long run.
- ✔ Maintain a constant awareness of what's driving you and why you're feeling and thinking as you are in the moment. Challenge those feelings and thoughts. Then, create new narratives and actions that will lead you to a more desirable outcome, especially when leading others.

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Getting the most out of this report

As you review the findings of your Blind Spot Assessment, it's important to recognize that this report offers a momentary glimpse into your dominant personality style, shaped by your responses. It is common for most individuals to find that 80-90% of the insights here deeply resonate with them, reflecting typical behaviors and inclinations associated with your primary style.

Your unique experience with this report may vary, as it is designed to outline the natural tendencies that often emerge when you're not consciously moderating your behavior—essentially, how you might react instinctively. It's also crucial to acknowledge that our personalities are multifaceted. While this report focuses on one prevailing style, it does not encapsulate the full complexity of who you are. You likely exhibit traits from several styles, and your predominant style may shift based on context and awareness.

Emotional intelligence plays a significant role in how we manage and adjust our inherent tendencies. Those with higher emotional intelligence have often honed the skill to temper their reactions to align with diverse environments and scenarios. This adaptability is a testament to their self-awareness and growth.

To maximize the benefits of this report, take the time to reflect on how your personality traits manifest in your interactions, both personally and professionally. How does your self-perception align with the way others see you? This introspection can be enlightening and serve as a catalyst for personal development.

The true value of this assessment lies in its application. By actively employing this newfound understanding in your daily life, you distinguish yourself from those who do not move beyond mere acknowledgment of the report's findings. Use this knowledge as a tool to evolve and enhance the way you connect with the world. In doing so, you'll not only become more adept in your personal and professional relationships but also embark on the rewarding journey of becoming the best version of yourself.

Additional Strategies for Mitigating Your Potential Blind Spots

- ✔ Practice active listening and encourage open dialogue without interrupting, to ensure that team members feel heard and valued.
- ✔ Cultivate emotional intelligence by being mindful of others' feelings and responses, especially when giving feedback or expressing opinions.
- ✔ Recognize and celebrate the contributions of others publicly to foster a sense of value and appreciation within the team.
- ✔ Develop patience for details by allocating time to understand the intricacies that others bring to the table, which may improve overall results.

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- ✔ Work on effective communication strategies that include allowing others to speak without being cut off, to promote a respectful and inclusive environment.
- ✔ Manage frustration with perceived incompetence by setting clear expectations and offering constructive guidance to help others meet those standards.
- ✔ Maintain a balance between the drive to win and ethical conduct, ensuring that success does not come at the expense of relationships or integrity.
- ✔ Prioritize quality over speed by taking the necessary time to complete tasks to the best of your ability before moving on to new challenges.
- ✔ Stay open to new ideas and be willing to adapt by considering different perspectives, which may lead to more innovative and effective solutions.
- ✔ Keep self-awareness in check to avoid slipping into arrogance by seeking regular feedback and engaging in self-reflection.

Reflection

How often do you seek feedback on your performance, especially in areas you feel confident about? Can you think of a piece of feedback that surprised you? How did it change your understanding of your strengths and weaknesses?

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Self vs External Perceptions

Understanding the contrast between self-perception and external perception is crucial in navigating interpersonal dynamics, especially in diverse team settings. Here's how people with your Blind Spot Style might see themselves versus how others might perceive them:

SELF-VIEW: Competitors see themselves as driven, efficient, and focused on achieving results. They pride themselves on their ability to tackle challenges head-on and drive progress with a no-nonsense approach.

OTHERS' VIEW: While their determination is recognized, others might perceive Competitors as insensitive or domineering. Their directness and focus on results can sometimes come across as a lack of empathy or patience for differing viewpoints.

These contrasts highlight the importance of self-awareness and empathy in team interactions. Recognizing how personal strengths can be perceived differently by others is key to mitigating potential conflicts and enhancing team collaboration. By understanding and respecting the diverse perspectives within a team, members can work more effectively towards their common goals, appreciating the unique contributions each style brings to the table.

Reflection

How often do you seek feedback on your performance, especially in areas you feel confident about? Can you think of a piece of feedback that surprised you? How did it change your understanding of your strengths and weaknesses?

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How Your Style Adds Value to the Organization

1. **Leadership and Decision-Making:** Being bold, dominant, strong, and decisive makes individuals with this personality style natural leaders who are not afraid to make tough decisions. Their clear direction and assertiveness can be crucial in guiding teams through complex projects and tight deadlines, ensuring that objectives are met efficiently.

2. **Drive for Results:** A results-oriented and driven nature means that these individuals are focused on achieving goals and delivering outcomes. They are likely to push their teams to perform at their best, fostering an environment of high achievement and ensuring that the organization meets its targets and objectives..

3. **Overcoming Challenges:** Their intense, fearless, and daring characteristics are invaluable in navigating risks and tackling challenges head-on. This resilience can lead to innovative solutions and breakthroughs that drive the organization forward, particularly in competitive markets.

4. **Independence and Initiative:** Being self-assured and self-reliant, these individuals are capable of working independently and taking initiative without needing constant guidance. This autonomy can accelerate project timelines and reduce bottlenecks, allowing for a more dynamic and responsive organizational approach.

5. **Competitive Edge:** A competitive nature, coupled with assertiveness, ensures that these individuals are always seeking ways to outperform rivals. This drive can lead to the development of superior products, services, and strategies, giving the organization a competitive advantage in its industry.

6. **Risk-Taking and Innovation:** Their adventuresome spirit encourages a culture of innovation and calculated risk-taking. This can lead to the discovery of new markets, the development of groundbreaking products, and the adoption of cutting-edge technologies, keeping the organization ahead of trends.

7. **Motivating Others:** The energy and intensity of Competitor Blind Spot personalities can be contagious, motivating, and inspiring others around them to raise their performance levels. This can enhance team dynamics, improve productivity, and foster a culture of excellence.

8. **Confidence in Uncertainty:** In times of uncertainty, their self-assurance provides a sense of stability and confidence to the team. Their ability to remain decisive and forward-moving can help steer the organization through turbulent times.

In summary, the strengths associated with the Competitor style are instrumental in driving organizational success. Their leadership qualities, focus on results, resilience in the face of challenges, and competitive nature contribute to achieving strategic objectives, fostering innovation, and maintaining a competitive edge in the marketplace.

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Reflection

Reflect on a project or initiative where you felt you made a significant contribution. What aspects of your approach or interaction with the team do you believe were most valuable? How did your unique style facilitate the project's success?

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Your Style's Contributions to a Team

Competitors, characterized by their high drive, determination, and confidence, excel in environments where goals are clear, and challenges are abundant. They thrive on competition, displaying decisive behaviors and leading by example to motivate others, making them effective leaders and catalysts for change in high-pressure situations. Their ambition drives them to achieve lofty goals and push the boundaries of what's possible within a team, emphasizing efficiency and results. However, this intense focus can sometimes lead to the neglect of emotional considerations and the relational aspects of teamwork. While their strength lies in their ability to make tough decisions and drive the team towards objectives, it's important they balance this with collaboration and empathy to avoid overlooking the importance of teamwork.

Each of the "Blind Spot Styles" contributes uniquely to a team's success, highlighting the importance of diversity in personality and approach within collaborative environments. By leveraging the distinct strengths of each style, a team can navigate challenges more effectively and achieve its objectives with greater harmony and productivity.

Reflection

When working in a team, what role do you naturally gravitate towards, and why? How do you think this role plays into the team's overall effectiveness and harmony?

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Understanding the Primary vs Blended Styles

The rest of this expanded Blind Spot Style report shifts its focus to the four primary styles: Competitor, Motivator, Peacemaker, and Analyzer, without delving into the four blended styles (Energizer, Connector, Stabilizer, Controller). Once you grasp the primary styles, identifying any of the blended styles becomes more intuitive.

For those who identify with a blended style, integrating the insights from the primary styles is straight forward. You simply observe the characteristics or tendencies of your adjacent styles to see how they resonate with your behavior. For instance, an Energizer can draw on insights from both the Competitor and Motivator descriptions, recognizing aspects of themselves in either or both, depending on the context.

Competitor
Assertive and goal-oriented, characterized by a relentless pursuit of objectives and a strong drive for achievement.

Motivator
Enthusiastic and persuasive, known for their ability to inspire and effectively communicate with others.

Peacemaker
Cooperative and supportive, adept at creating harmony and adeptly navigating conflicts.

Analyzer
Detail-oriented and logical, valued for their methodical approach and capacity for critical thinking.

Understanding these primary styles is essential for recognizing the nuances of the blended styles:

Energizer
(Competitor + Motivator): Dynamic and proactive, blending enthusiasm with assertiveness to lead and inspire.

Connector
(Peacemaker + Motivator): Engaging and harmonious, effortlessly creating connections and promoting unity.

Stabilizer
(Peacemaker + Analyzer): Consistent and methodical, ensuring stability and thoroughness with a calm, analytical approach.

Controller
(Competitor + Analyzer): Focused and strategic, combining a drive for control with a keen analytical mindset to make informed decisions.

This adaptability in blended styles, where individuals might lean more towards one primary style based on the situation, underlines the flexibility of personality styles in various contexts. By familiarizing yourself with the primary styles, you'll be well-prepared to identify and utilize aspects of the blended styles in your personal and professional life.

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How to Quickly Identify Someone's Potential Style

To quickly discern someone's potential Primary Blind Spot Style, use the CAMP Wheel below with two criteria: Pace and Focus.

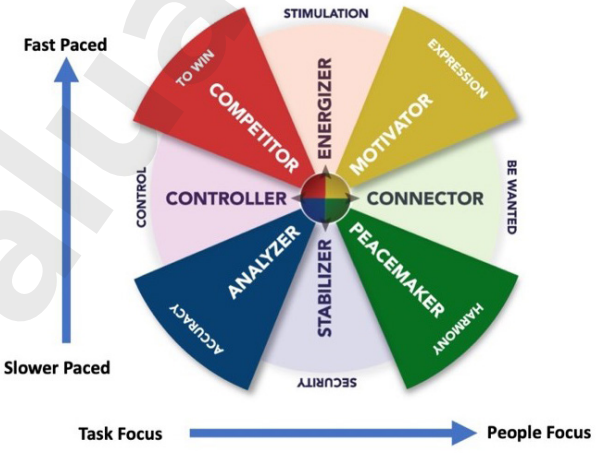
1. **Consider their Pace:**
   - ✔ Fast-paced individuals fall into the upper half of the CAMP Wheel, indicating they may be a Competitor or Motivator.
   - ✔ Slower-paced individuals are in the lower half, suggesting they might be an Analyzer or Peacemaker.

2. **Evaluate their Focus:**
   - ✔ If they are Task-focused, they lean towards the left side of the CAMP Wheel, being either a Competitor or Analyzer.
   - ✔ People-focused individuals are on the right, potentially a Motivator or Peacemaker.

Match both Pace and Focus to pinpoint the style. For instance, someone who is both fast-paced and Task-focused is likely a Competitor Style. We call this quick mental exercise the Secret Survey. Identifying the other person's style helps you adapt your communication.

Pace and Focus of Each Style

Focus: Task vs People



Task-Focus:

Competitor: This style is focused on achieving results, overcoming challenges, and making quick decisions. They are highly driven by the completion of tasks and are motivated by targets and accomplishments.

Analyzer: Analyzers are detail-oriented, systematic, and rely heavily on data and facts. They are meticulous in their approach to work and prioritize accuracy and efficiency in tasks.

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People-focus:

Motivator: Motivators are the most people-focused of the styles. They thrive on interactions with others, are highly communicative, and often seek to inspire and energize their teams.

Peacemaker: Peacemakers prioritize harmony and are supportive team players. They are focused on maintaining stable relationships and ensuring a collaborative and conflict-free work environment.

These orientations shape how each style interacts with others and approaches work, with task-focused styles focusing more on the work to be done, while people-focused styles place a higher value on the relationships and dynamics within the team.

Pace: Fast vs Slower

Fast-paced:

Competitor: Competitors are synonymous with a fast-paced approach. They prefer to move quickly, making decisions and taking actions that lead to immediate results. Their dynamic nature drives them to seek efficiency and promptness, aiming to outpace competition and achieve goals in the shortest time possible.

Motivator: Motivators, with their energetic and enthusiastic demeanor, also thrive in fast-paced environments. They are quick to initiate and adapt, using their charisma to rally others and inject momentum into projects. Their approach is characterized by a desire to maintain high energy and rapid progress.

Slower-paced:

Analyzer: Analyzers exemplify a slower-paced approach, valuing thorough analysis and careful consideration over speed. They take time to gather detailed information and prefer a methodical process to ensure accuracy and precision in their outcomes. Their deliberate pace is a reflection of their commitment to quality and depth of understanding.

Peacemaker: Peacemakers favor a slower-paced approach that allows for thoughtful deliberation and consensus-building. They prioritize maintaining harmony and ensuring decisions are made with a full understanding of their impact on the team. Their approach is marked by patience and a preference for stability over haste.

This distinction between Fast-paced and Slower-paced styles highlights the difference in tempo and urgency each primary style brings to their work and decision-making processes. Competitors and Motivators are driven by a sense of immediacy and action, while Analyzers and Peacemakers take a more measured and reflective stance, emphasizing the importance of precision and harmony in their endeavors.

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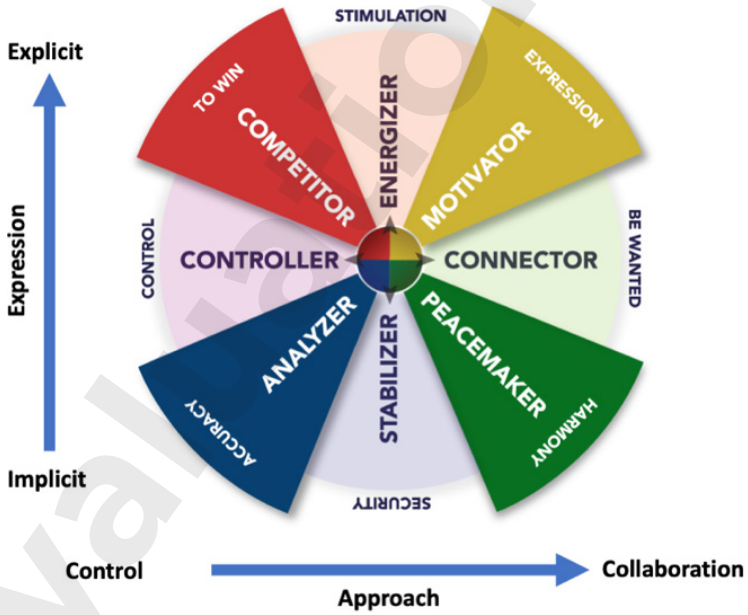
PRACTICUM:

Practice the Secret Survey now. Think of four people you know. Identify their Pace and Focus. Fill out the form below. Then utilize this information to adapt to their style in your next interaction with them.

NAME	Pace (Fast/Slower)	Priority (Task/People)	Potential Style
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Expression and Approach of Each Style in Communication

Expression: Explicit vs. Implicit



Explicit:

Competitor: Competitors embody explicit communication. They are forthright, preferring to communicate in a straightforward manner that leaves little room for interpretation. Their focus on efficiency and effectiveness in interactions ensures their messages are unambiguous.

Motivator: Motivators, while vibrant and engaging, also fit into the explicit category. They communicate their ideas and intentions clearly and persuasively, often using their charisma to directly influence and inspire others. Their directness is flavored with enthusiasm and encour agement, aiming to motivate action and commitment.

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Implicit:

Analyzer: Analyzers align with implicit communication. They are cautious and precise, often conveying information in a way that necessitates attention to detail and context. Their communication may require interpretation, as they focus on accuracy and thoroughness, sometimes at the expense of brevity or immediacy.

Peacemaker: Peacemakers also fall into the implicit category, as their approach is nuanced and considerate, aiming to preserve harmony and avoid conflict. They may communicate in a more roundabout way, prioritizing the emotional tone of the message and the potential impact on relationships.

These refined descriptors capture the communication nuances of each style, acknowledging that directness and indirectness can vary widely depending on the situation and the intended outcome of the interaction.

Approach: Control vs Collaboration

Control:

Competitor: Competitors embody the essence of control, focusing on achieving results through direct leadership and authoritative strategies. They prioritize personal initiative and command, seeking to steer outcomes and decisions towards their desired goals. Their approach to control is characterized by assertiveness and a preference for individual achievement over group consensus.

Analyzer: Analyzers, while typically more reserved, also align with control in terms of their reliance on data, structure, and systems to guide outcomes. They exercise control through meticulous planning, detailed analysis, and a systematic approach to problem-solving. Their control is exerted not through overt leadership but through the influence of expertise and thorough preparation.

Collaboration:

Motivator: Motivators thrive in collaborative environments, where their charisma and ability to inspire can be leveraged to unite teams and guide collective efforts. They excel in roles that allow them to engage with others, share ideas, and foster an inclusive and energized atmosphere. Their approach to collaboration is proactive and communicative, often leading by example to encourage teamwork and shared success.

Peacemaker: Peacemakers are the quintessential collaborators, prioritizing harmony, consensus, and the well-being of the PARTIES above all. They are adept at mediating conflicts, ensuring all voices are heard, and working towards solutions that benefit the entire team. Their collaborative nature is rooted in empathy, patience, and a genuine desire for collective achievement and stability.

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In examining the dynamics of Control versus Collaboration, each primary style reveals a distinct preference that influences their approach to leadership, decision-making, and interpersonal interactions. Competitors and Analyzers lean towards control, emphasizing individual authority or the power of data and systems, respectively. In contrast, Motivators and Peacemakers embody the spirit of collaboration, with a focus on unity, team dynamics, and the collective good.

Tips for Communicating with Each Style

Effective communication with diverse personality styles requires an understanding of their preferences and sensitivities. Below are tailored tips for engaging with each of the Primary Blind Spot Styles, focusing on how to best communicate with them and what to avoid.

Competitor

To Do:	To Avoid:
• Be direct and to the point. • Focus on results and objectives. • Show respect for their time and efficiency. • Offer clear examples of success and achievements. • Challenge them with high goals and autonomy.	• Avoid being overly detailed or vague. • Don't question their authority unnecessarily. • Steer clear of emotional arguments. • Avoid public criticism; provide feed back privately. • Don't hinder their progress with indecision.

Motivator

To Do:	To Avoid:
• Engage with enthusiasm and energy. • Use stories and personal experiences. • Be open and encourage collaboration. • Recognize their contributions and achievements. • Focus on the positive impact of actions.	• Avoid too much criticism or negativity. • Don't dismiss the importance of relationships. • Avoid being too formal or impersonal. • Don't ignore their need for social interaction. • Avoid dampening their enthusiasm with excessive details.

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Peacemaker

To Do:	To Avoid:
• Approach conversations with empathy and patience. • Provide reassurance and support. • Encourage open dialogue and inclusivity. • Focus on how decisions affect people. • Be consistent and predictable in your interactions.	• Avoid aggressive or confrontational behavior. • Don't rush decisions or force immediate responses. • Avoid dismissing their concerns or feelings. • Steer clear of unpredictable or abrupt changes. • Don't overlook the value they place on harmony and consensus.

Analyzer

To Do:	To Avoid:
• Provide clear, detailed information and expectations. • Focus on logic and objective data. • Allow them time to process and analyze information. • Be precise and structured in your communication. • Respect their need for privacy and space.	• Avoid being vague or overly emotional. • Don't pressure them for immediate decisions. • Avoid dismissing the importance of accuracy and details. • Don't overlook their need for thorough understanding. • Avoid being disorganized or inconsistent.

Understanding and adapting to these communication preferences can greatly enhance interactions and relationships within teams, leading to more effective collaboration and mutual respect among diverse personality styles.

How the styles approach conflict

Understanding conflict within the context of personality styles is complex. While certain patterns of behavior—such as Defensiveness, Caving in, Dramatizing, Blaming, Gossiping, Stonewalling, Assaulting, Devaluing, and Avoiding—may be more prevalent within each Blind Spot Style, these are not fixed rules. Individuals may demonstrate these behaviors when they react instinctively, without self-awareness or emotional regulation. However, it's crucial to recognize that people with higher emotional intelligence, regardless of their Blind Spot Style, are often more adept at managing their responses. They can act in more constructive ways, even in stressful situations. Below is an exploration of how each Blind Spot Style might typically react to conflict, with the understanding that this is not an absolute and can be mitigated by self-awareness and emotional intelligence.

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Competitor

Competitors are likely to confront conflict head-on, often employing behaviors such as defensiveness and assaulting (in terms of aggressive assertiveness, not physical violence) to protect their stance and objectives. Their approach is direct, focusing on resolving the conflict in a way that aligns with their goals, sometimes at the expense of others' feelings. Competitors may also show tendencies towards blaming as they seek to uphold their view of efficiency and success.

Motivator

Motivators tend to approach conflict with a mix of dramatizing and avoiding. They might amplify the emotional aspect of a conflict to garner support or sympathy but prefer to avoid confrontations that could lead to negative feelings. Their natural inclination towards maintaining positive relationships can lead them to gossiping, using their social networks to process the conflict indirectly.

Peacemaker

Peacemakers are prone to caving in and avoiding during conflicts. Their primary goal is to restore harmony and prevent discord, which can lead them to sacrifice their own needs or preferences. They might also engage in stonewalling as a means to avoid escalation, retreating into silence or non-engagement to keep the peace.

Analyzer

Analyzers tend to adopt avoiding and stonewalling behaviors when faced with conflict. They prefer to retreat into analysis and logic, distancing themselves from emotional confrontations. This can sometimes be perceived as devaluing, as they might dismiss the subjective aspects of the conflict in favor of objective data, inadvertently minimizing others' feelings.

Reflection

During conflict if you find yourself caught off guard and allow your emotions to take over, which of the above behaviors do you naturally gravitate towards, and why? What might you do better in the future to manage these behaviors?

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How the Styles Respond to Structure and Authority

Each of the Blind Spot Styles responds to structure and authority in distinct ways, reflecting their unique attitudes and approaches to hierarchy and rules within an organizational context. Here's a narrative on how each style typically reacts:

Competitor

Competitors respond to structure with a utilitarian view. They respect authority when it aligns with their goals and can be challenged if it hinders their progress. They tend to thrive in environments where hierarchies are clear but allow for individual autonomy and the pursuit of results. Competitors may seek to become the authority, often pushing against boundaries to test the limits of existing structures.

Motivator

Motivators engage with structure in a flexible manner. They often view authority as a platform for inspiration and influence rather than control. While they can work within established hierarchies, they prefer environments that offer freedom for personal expression and creativity. Motivators are more likely to persuade than to command, using their charisma to navigate the confines of authority.

Peacemaker

Peacemakers value structure for the stability and predictability it provides. They typically respect authority and are inclined to follow established protocols. Peacemakers support hierarchies that foster collaboration and are sensitive to the needs of the team. They may not seek leadership roles aggressively but can be steadfast and reliable leaders when called upon.

Analyzer

Analyzers appreciate structure for its order and clarity. They respect authority that is knowledgeable and competent, often adhering strictly to rules and regulations. Analyzers prefer hierarchies that are logical and well-defined, where their expertise can be utilized effectively. They may question authority if it seems illogical or inefficient, valuing precision and correctness.

In summary, while each Blind Spot Style has its unique response to structure and authority, the underlying theme across all styles is a desire for a system that aligns with their values and allows them to utilize their strengths. Understanding these responses is key to managing teams effectively and harnessing the potential of each style.

Reflection

How do you respond to structure and authority, and why? Where do you think these attitudes and viewpoints might have come from?

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What Motivates Each of the Styles

Each Blind Spot Style is motivated by distinct drivers that align with their core characteristics and values. Here's a look at what typically motivates each style:

Competitor

Competitors are motivated by challenges and results. They thrive on competition and have a strong desire to win and be recognized for their achievements. Goals that are clear, ambitious, and that promise a measure of prestige or advancement will often spur them into action. They seek autonomy in their work and the power to influence outcomes.

Motivator

Motivators are driven by interaction and enthusiasm. They are energized by social engagement, positive feedback, and the opportunity to inspire and uplift others. Being in a dynamic, expressive environment where they can communicate freely and build relationships is crucial for their motivation.

Peacemaker

Peacemakers find motivation in harmony and consensus. They are driven by the need to maintain balance and stability within a group. Being in a supportive, non-confrontational environment where everyone's contributions are valued keeps them motivated. They strive to be helpful and are encouraged by appreciation and kind, personal interactions.

Analyzer

Analyzers are propelled by data and understanding. They seek knowledge, competence, and excellence in their field. Detailed analysis, logical reasoning, and problem-solving are activities that energize them. They are motivated by objectives that require meticulous planning and precision.

Understanding what motivates each Blind Spot Style can be instrumental in fostering an environment where each team member can engage meaningfully with their work and feel driven towards collective and individual success.

Reflection

What motivates you?

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History of DISC and the Evolution of the Blind Spot Assessment™

The Beginnings of DISC

The story of the DISC assessment begins with William Moulton Marston, a Harvard psychologist, who introduced the world to the DISC theory in 1928. His pioneering concept, detailed in "Emotions of Normal People," categorized human behavior into four personality traits: Dominance, Influence, Steadiness, and Compliance. Although Marston laid the theoretical groundwork, he did not create an assessment tool.

From Theory to Practical Application

In the mid-20th century, industrial psychologist Walter Vernon Clarke developed the first DISC assessment tool, the Activity Vector Analysis. This development was a significant leap from theory to practical application. The DISC assessment gained further traction in the 1970s under Dr. John Geier at the University of Minnesota, who created the Personal Profile System, widely used in corporate and personal development.

DISC in the Modern World

The DISC assessment has been a staple in understanding behavioral styles and personality profiles in various settings, including team building, leadership development, and communication training.

The Advent of the Blind Spot Assessment

In 2016, Human Behavior Consultant Kevin McCarthy, CSP, a student of Dr. Mels Carbonell who was a protégé of Dr. Grier, recognized the need to simplify and expedite the DISC assessment process. He observed that despite DISC's popularity, its complexity often hindered people from integrating the insights into their leadership or work life. McCarthy envisioned a more streamlined, user-friendly, and accurate assessment. Thus, the Blind Spot Assessment was born.

The Impact of the Blind Spot Assessment

Since its debut, the Blind Spot Assessment has had a remarkable impact. Tens of thousands of individuals and organizational leaders have embraced this tool for personal insights and in corporate training and team-building initiatives. The assessment's appeal has crossed continents, with coaches and trainers in North America, Germany, Vietnam, and Australia incorporating it into their practices.

The Blind Spot Assessment stands as a testament to the evolving landscape of human behavior assessment. It builds on the rich legacy of the DISC theory while making significant strides in accessibility, speed, and practicality. This tool not only marks a new chapter in the history of behavioral assessment but also continues to shape the future of personal and professional development worldwide.

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Assessments should complement, not solely dictate, hiring decisions. They offer insights into behavior and communication but are just one piece of the candidate evaluation process. Ensure to consider a candidate's overall experience, skills, qualifications, and cultural fit for a balanced hiring approach.

ASI Certified for Excellence

We're proud to announce that the Blind Spot Assessment is certified by the Assessment Standards Institute (ASI), ensuring it meets the highest standards of scientific and ethical integrity.

ASI facilitates the application of the American Psychological Association (APA) standards for educational and psychological testing, considered the gold standard for reliability, validity, and fairness. This certification confirms that our assessment is accurate, compliant with psychological best practices, and continually evaluated to align with evolving standards.

The APA, a leading organization with over 118,000 members, collaborates with the National Council on Measurement in Education and the American Educational Research Association to publish the Standards for Educational and Psychological Testing. These guidelines have set the benchmark for testing quality since 1966, ensuring ethical and effective practices worldwide.

With this certification, you can trust that the Blind Spot Assessment upholds these rigorous standards, offering reliable, actionable insights for leadership and personal development.

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