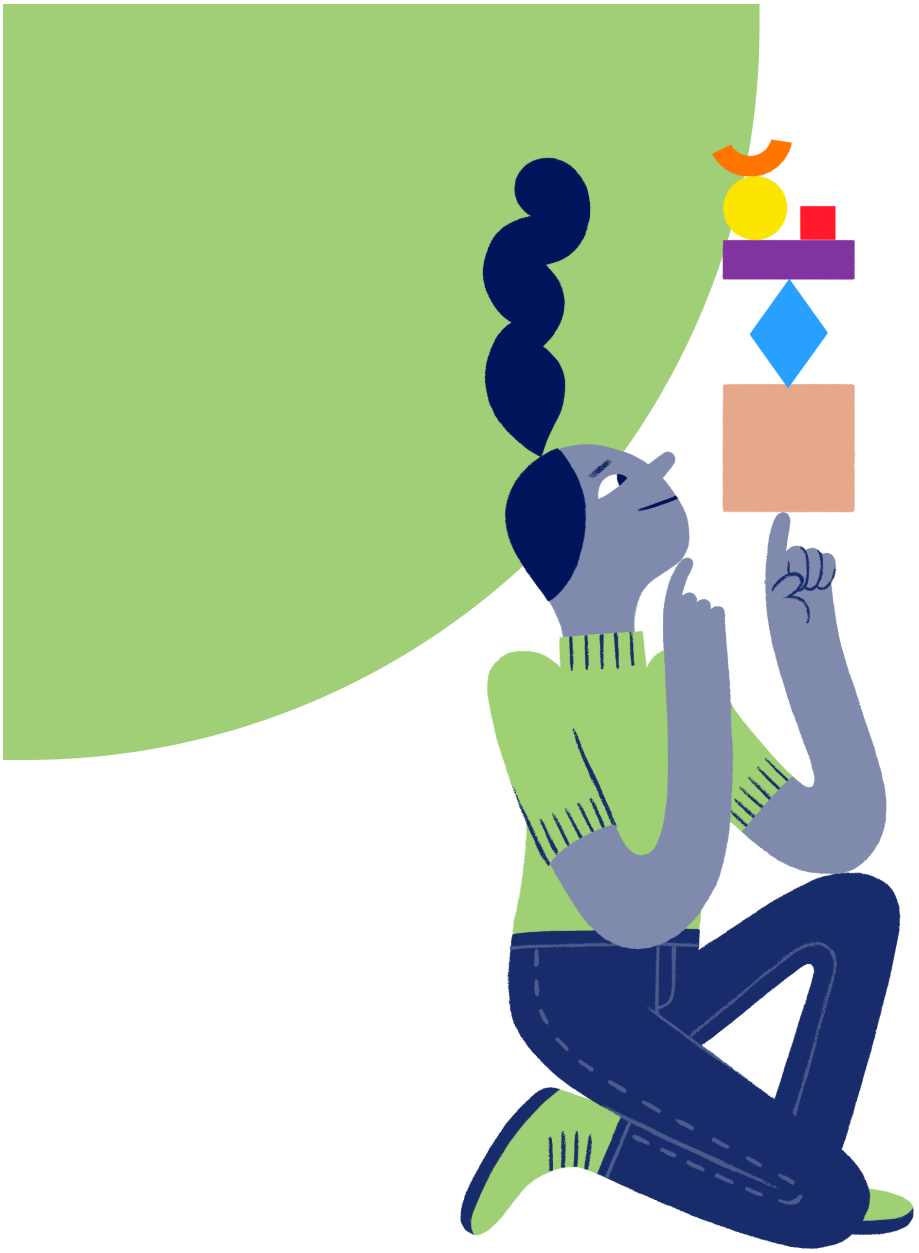


Hi
Alex,

here is your PCM Profile

pcm

The tool to make a daily difference

Why a custom Profile?

Success is **subjective**. Some people are unhappy as they seem to have succeeded through external criteria such as money, status or power. Some people are happy and productive in an environment that others deem unsatisfactory. Those who have their lives together are neither perfect nor without problems. They seek to find out who they are and what they want. They lead their lives in accordance with their personal and professional desires.

Because our **priority** and our **wishes** may change during the phases of our life, success requires developing a better **Self-Awareness** and willingness to accept ourselves as we are throughout our lives. So success requires:

STEP 1 **Setting realistic goals that are personally challenging**

STEP 2 **Achieving these goals**

STEP 3 **Enjoying and celebrating our accomplishments**

This Profile provides a unique perspective on your positive and negative behaviors and **how to minimize those negative behaviors** to maximize efficiency, satisfaction and success.

WHAT IS YOUR PCM PROFILE?

- ✔ Identify your personality structure and its evolution over time.
- ✔ Identify your conditions for success and how to activate them.
- ✔ Identify situations that, for you, are a source of stress, and discover useful tips to handle these situations.

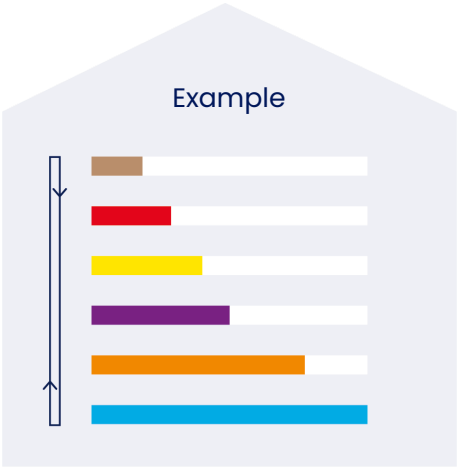
YOUR PCM PROFILE COMPONENTS

- Personality Structure
- Perceptions
- Character Strengths
- Interaction Styles
- Personality Parts
- Channels of Communication
- Environmental Preferences
- Psychological Needs
- Current Phase
- Negative behaviors related to Psychological Needs
- Distress Sequence
- Action plan

PCM Personality structure

Your Profile is based on a research model of the personality called Process Communication Model® developed by Taibi Kahler, Ph.D.

There are six distinct Personality Types. Every person has characteristics of all six in them to a greater or lesser degree. Together they form a person's **Condominium**:





This example provides us with the following information:

1. Our foundation or "**Base**" type is set either at birth or very early in our life. Once this Base Personality Type is set, it will remain unchanged for our lifetime. Hence, whatever our basic Personality Type is, we will always be strongest in the characteristics and behaviors of that Type. Additionally, we have characteristics of all of the other five Types

2. By age seven, most people will have the order of their floors set, and it is not likely to change. This person's order, then, is **THINKER**, **HARMONIZER**, **PERSISTER**, **REBEL**, **PROMOTER**, and **IMAGINER**.

3. This particular order (one of 720 possible combinations) lets us know that this person is able to easily experience the world and demonstrate the behaviors of a **THINKER**. With **HARMONIZER** second and with an energy reserve of about ninety percent, this person can quickly move up into the **HARMONIZER** frame of reference and experience the world form that vantage point. **IMAGINER** is found on the sixth floor with a potential energy reserve of about twenty percent. This indicates that this person seldom experiences **IMAGINER** perceptions, strengths, motivations, and behaviors. Consequently, this person is less likely to understand or even accept **IMAGINER** energy in their life.

4. The relative amount of energy available on each Personality Floor gives us an idea of how long this person can tolerate comfortably that Personality Type's dynamics.

KNOWING YOURSELF BETTER

There is not one Type better or worse, more or less smart, more OK or less OK than any other. Each Type has strengths and weaknesses, positive attributes, and under stress potential negative behaviors.

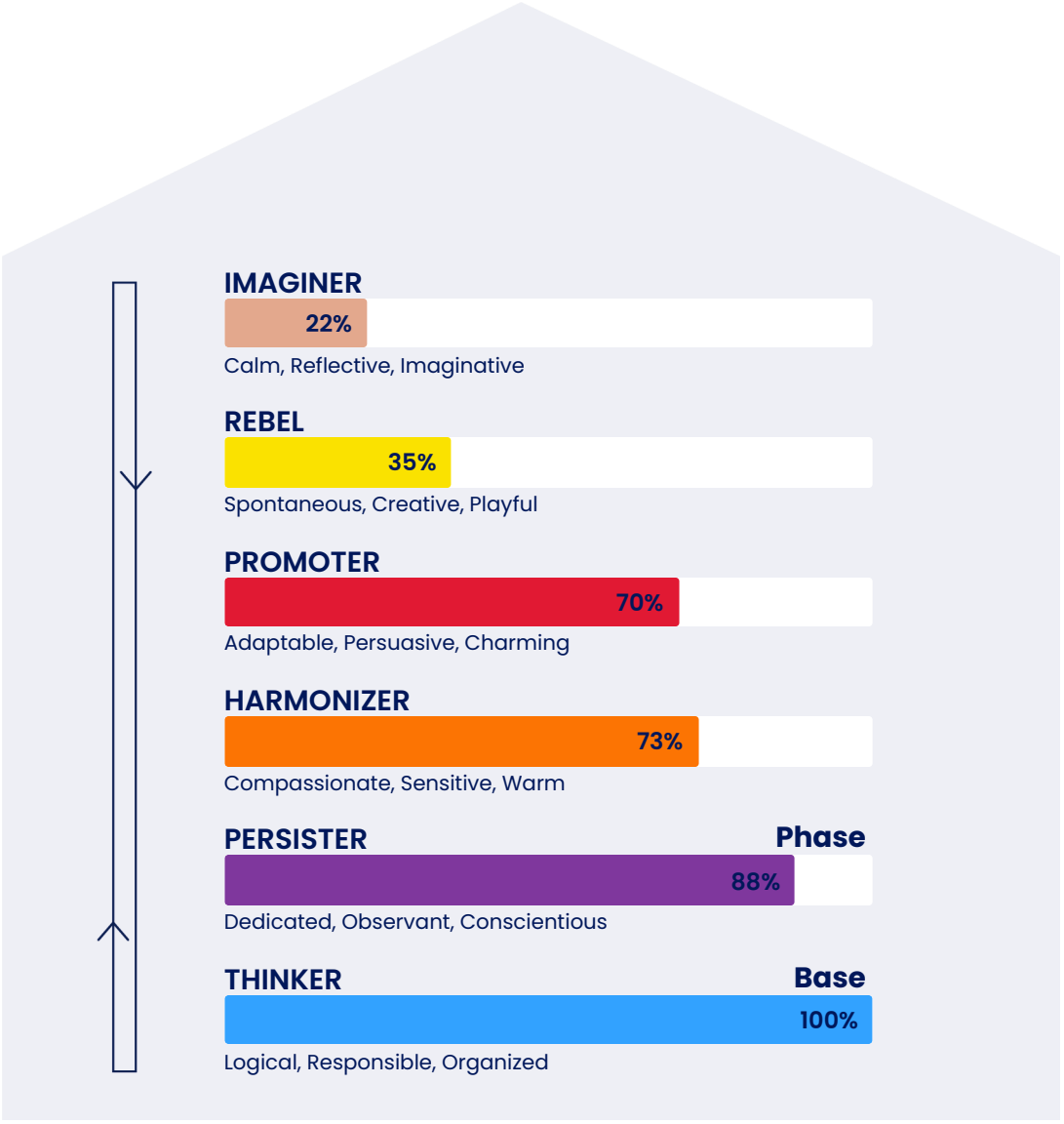
We are OK. Sometimes when we don't get enough of the specific form of positive attention that we each uniquely need, we are under stress, put on a "mask", show predictable negative behaviors which can sabotage our personal and professional lives.

While this behavior is negative and most often undesirable, we are still OK.

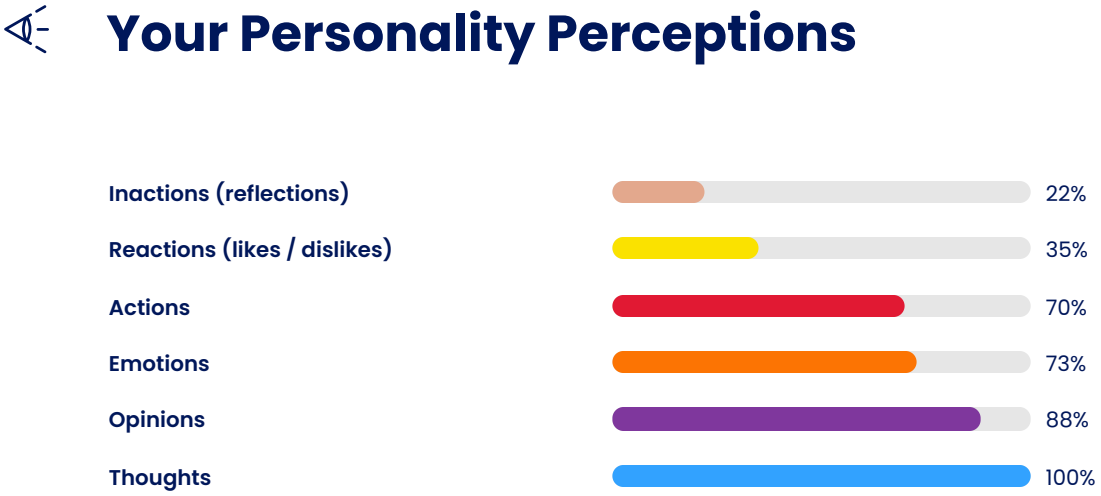
The more we know about ourselves and our needs, the more ways and means we have to generate positive energy. It is a knowledgeable person who knows his or her strengths. It is a wise person who knows his or her weaknesses and what to do about them.

Alex Richard

Your Personality Structure



Your Personality Perceptions



From your Thinker base, you experience life most often through your **Thoughts**. You excel at researching facts and making logical decisions. No matter the reality presented to you, your mind naturally gravitates to understand, synthesize, make sense of, or draw a conclusion from.

Depending on the **situation** we have to frequently use Perceptions other than our favored Perception. You are able to easily shift into other ways of experiencing the world around you. You have strong perceptual ability available in the following: Persister, Harmonizer and Promoter.

You can use your PERSISTER energy to understand reality through your **Opinions** , making judgments based on strong values and a commitment to what is right, and dedicating yourself to practicing what you preach.

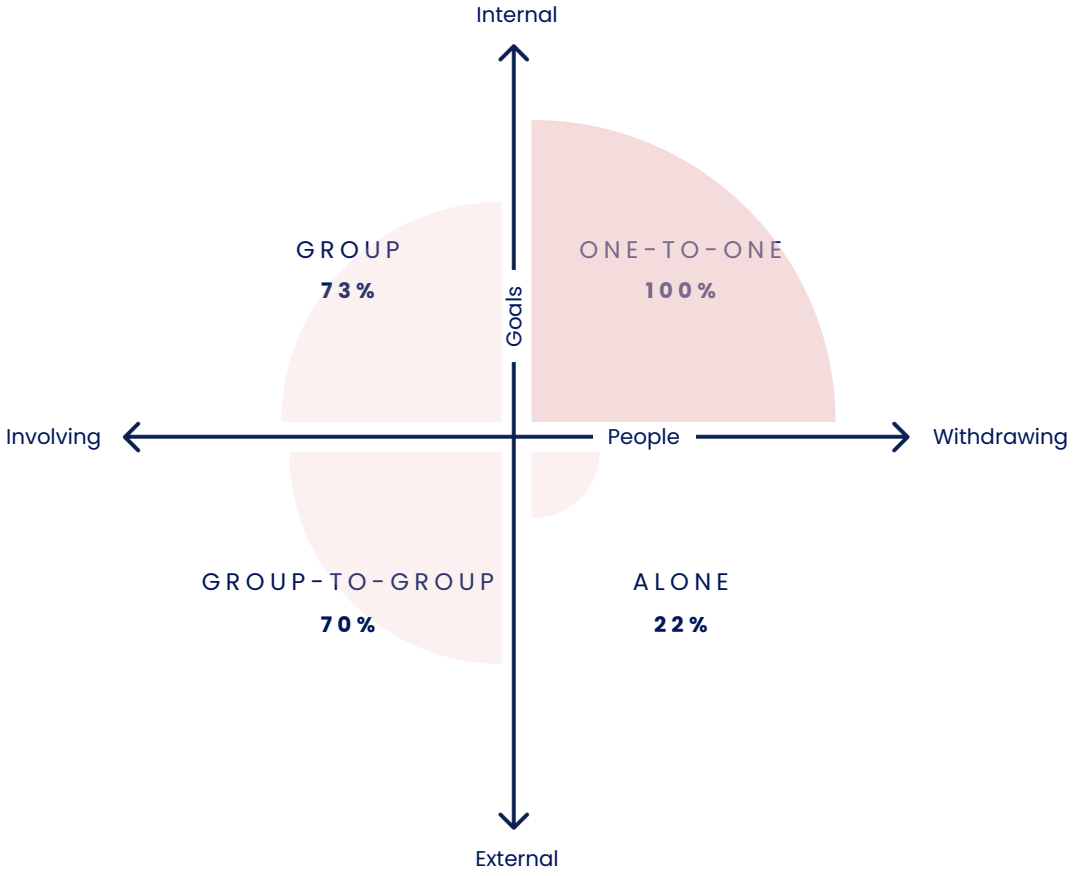
You can experience reality through your HARMONIZER emotions by letting yourself feel about the situation, being more empathic and sensitive to the feelings of others around you, and allowing yourself to experience fully your senses of seeing, hearing, tasting, touching, and smelling.

You can experience reality through your PROMOTER actions by making things happen, taking risks, physically moving, or taking action for immediate bottom line results.

DID YOU KNOW ?

- ✔ **Listening to the choice of verbs and phrases that each person uses is valuable to identify their current communication floor**.

Your Environmental Preferences



The preferred environment is a general trend. We may prefer to be alone, with one other person, moving from group to group, or involved in a group.

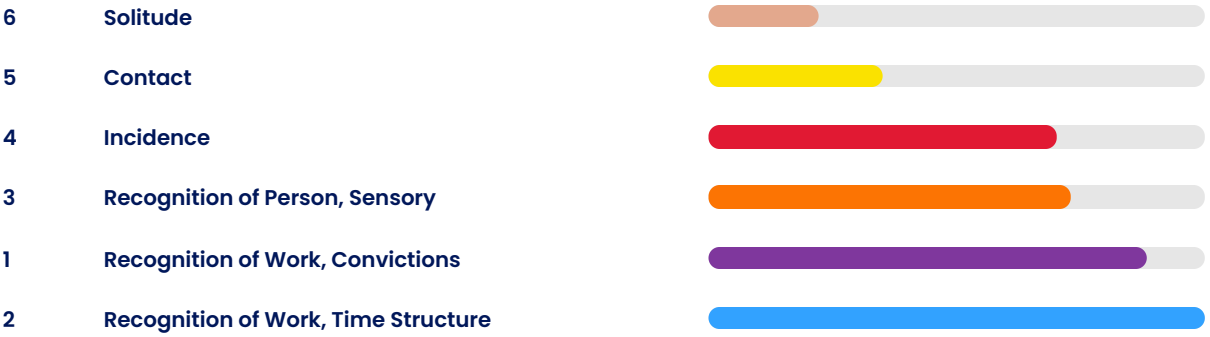
You should work well in an environment where you can spend a lot of your time **between one-on-one and alone time. You work well with one colleague at a time or when you report to just one manager."**

You also work well when you are **in groups, especially groups that support you and work as a team, the groups to which you identify, or groups in which you feel a sense of belonging.**

You also have the ability to work well **Group-to-Group, where you can freely switch from one to another, depending on the situation, satisfying your individual needs with each group.**

Your Psychological Needs

Since your Phase is **Persister**, your most important current Psychological Needs are **Recognition of Work, Convictions**.



You are motivated through the **Need Recognition of Principled Work**. You are focused on the goal and achievement. You are proud of what you do. If you feel that something is worthwhile, you certainly do very well. You invest your time and energy into projects you believe in and you can be proud of. You develop your ability to think before you implement, and you work hard to achieve your goals.

The **Need for Recognition of Convictions** is another motivator for you, you hold strong beliefs and opinions. Whenever possible, you want to exercise your influence and power on important projects and the people involved or with whom you interact. You feel strongly about what is right and good for people, what they should do. You get along with those who share the same level of integrity, commitment, and trust.

You get involved in causes that gain respect and admiration from others. This is particularly rewarding for you because it strengthens your need recognition for your beliefs.

BASE PSYCHOLOGICAL NEEDS

Although these Phase Psychological Needs are vital to your personal and professional well-being, it is important to be aware of how to get your Base Psychological Needs met regularly.

You are motivated through the **Need Recognition for Productive Work**. You will focus on the goal and achievement. You are proud of your ability to think and implement, willing to work hard to achieve your goals. The implementation is important to you. You know when you've done a good job. And the recognition of your Job well done by others is important to you.

Need for Time Structure is another source of motivation for you. You enjoy your time effectively plan and organize so that it remains under your control. You want to be

efficient and expect others to as well.

Knowing the time, preparing and planning ahead, and coordinating concisely in a specific context is important to you. You probably like the rituals, and observe the customs. It is likely that you can not stand to see others do not respect them.