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# PERSONALITY REPORT

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NAME  
BOH4M  
Date

In this course, I learned about three personality tests DISC, Four Tendencies, and 16 Personalities. These three tests help us to gain a better understanding of our strengths and weaknesses, of other people's strengths and weaknesses, and how to have good teamwork with others.

## Part 1: My Personality

My DISC is C-Type. My Tendency is Questioner. My 16 Personality is ISTJ-T.

As a C-Type, my strengths are attention-to-detail, carefulness, conscientiousness, and competence. Whatever I do, I do very carefully, in full detail, and properly. That makes me very reliable when it comes to work. It's also why my classmates always like to study the notes I make. My weakness is that I am not good at making conversation with others, so others might think I am not sociable like I-types or harmonious like S-Types. I also don't have a lot of ideas like I-Types.

As a Questioner, my strengths are logic and efficiency. Whatever I do, I make sure I have a good reason to do it, and I also do things very efficiently. For example, I like to create templates for documents that I make over and over again to save myself time. Whenever I do things multiple times, I am always thinking of ways to make it better the next time. One big weakness I have is asking too many questions, which others might find annoying, so I need to improve my social skills. Another weakness is analysis-paralysis. When I have to make a big decision, I can research forever, so I should set a time limit for myself to make that decision.

My 16 Personality is ISTJ-T (Logistician):

- Introverted: I prefer alone time rather than socializing with a lot of people
- Observant: I am very practical and not imaginative
- Thinking: I focus on logic not feelings
- Judging: I prefer plans
- Turbulent: I am sensitive to stress and criticism

As a Logistician, I value practicality and stability. My strengths are reliability, logic, practical, orderly, honest, and jack-of-all-trades. If I promise someone I will do something, I won't let them down. Furthermore, I will do it to a very high standard. I am also talented in many things because I like to learn lots of useful things. For example, I know how to use many different computer programs. My weaknesses are that I can be stubborn, judgment, self-blaming, and always by-the-book. If I have an idea that I think is right, I can be very stubborn about it and hurt other people's feelings when I disagree with them. If I make a mistake, I often blame myself. When I do things, I always like to look for instructions rather than trying new methods. Therefore, I need to work on improving my emotional sensitivity to have more harmony, and I should learn to be more open and flexible to new ideas.

## Part 2: My Mother's Personality

My mother is a S-Type, Upholder, and INFJ-P.

As an S-Type, her strengths are emotional sensitivity, stability, and supportiveness. She is always helping others feel happy and comfortable. Her weaknesses are that she is slow to get things done and make decisions, which are the strengths of D-Types. She also has weak opinions, so it's hard for me to know what she wants sometimes.

As an Upholder, her strengths are discipline, order, and planning. It is easy for her to start new habits. For example, she always wakes up by 5AM every day to do her reading. Before winter comes, she will buy lots of rice and flour to last the whole winter so that we don't need to go out as much in the winter. She also keeps her table very neat. Her weaknesses is that she can be inflexible to un-planned events. For example, if someone visits her without telling her first, she can get annoyed because it wasn't in her plan for the day. She can also be judgmental towards other people for not being as disciplined as she is.

My mother is an Advocate (INFJ-T):

- Introverted: She prefers alone time rather than socializing with a lot of people
- Intuitive: She is imaginative and creative but not practical
- Feeling: She focuses on feelings not logic
- Judging: She prefers plans
- Turbulent: She is sensitive to stress and criticism

As an Advocate, she values altruism and harmony. Her strengths are altruistic, principled, and creative. She always loves helping other people, and she will never do anything against her morals. Sometimes, she will get inspiration and write very good articles. Her weaknesses are that she is very sensitive to criticism and too idealistic.

### Part 3: Personality Conflicts and Solutions

As an S-Type and Upholder, it can be hard for her to make decisions when other people ask her to do something she doesn't want to do. She will often ask me. Since I am a Questioner and C-Type, I always just tell her to do whatever she wants to do. But that doesn't help because she is an S-Type, so she doesn't want to make others unhappy. She needs me to want her to say no so that she feels OK.

Since she is an Upholder, she often expects me to just follow her requests, but as a Questioner, I always like to ask why. For example, she asked me to cook some pasta tomorrow, and I asked why not rice. She got annoyed. I need to learn to follow her requests because she asked me to. I don't need any other reason. That will solve this personality conflict.

Since we both have the Turbulent trait, we are both sensitive to criticism; whenever we get into an argument, we both get very unhappy for a very long time. As an Advocate, my mother has very high expectations for me and other people, so she easily gets disappointed and then starts criticizing. The solution here is for me to praise her more, and never to criticize with a harsh voice. I can give soft suggestions to maintain the harmony.

Since she has the Feeling Trait and I have the Thinking trait, I always focus on logic and she just feels hurt because she can't win logical arguments against me. I need to learn to not try to win logical arguments and instead prioritize harmony.

Since she has the Intuitive trait and S-Type, while I have the Observant trait and am a Questioner, she often has lots of ideas. When she tells me all these random ideas, I always think, "Why are you telling me all this? How is this useful for me?" I used to feeling like listening to her was a waste of time, and then she would feel bad when I got impatient. Later I learned that she needs to talk about her ideas out

loud so that she can get clear on them and then make a decision or understand herself. After I understood why, I didn't have this conflict anymore.

## Part 4: Conclusion

In conclusion, I learned about 3 personality tests that have helped me better understand my strengths and weaknesses, the strengths and weaknesses of other people, and how we can solve our personality conflicts. These personality tests are really useful for both personal relationships and work relationships. I can use DISC for teamwork, Four Tendencies for expectations, and 16 Personalities for a comprehensive understanding.