



# **DISC II Library**

**15 Pattern Series**

**John T. Cocoris, Th.M., Psy.D.**



**Volume 1**

## **Executive Pattern**

**Choleric-Sanguine**

**(D/I) Blend**

**by  
John T. Cocoris, Th.M., Psy.D.**

**THERE IS A WAY OF BEHAVING WHICH YOU FEEL IS RIGHT,  
GOOD, AND NORMAL. THIS REPRESENTS YOUR  
"TEMPERAMENT COMFORT ZONE."**

# The Executive Pattern

## Choleric-Sanguine (D/I) Blend

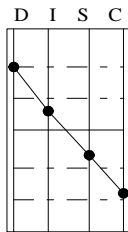
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Author  
John T. Cocoris, Th.M., Psy.D.

### The Executive Pattern Graph



The Graph is from the DISC II Temperament Assessment

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### Profile Dynamics

*Profile Dynamics* was founded in 1984 by John T. Cocoris to research, develop and promote the Temperament Model of Behavior.

\*\*\*\*\*

Temperament is the inborn trait that causes you, in part, to do what you do.

Because a person's temperament represents such dominant needs no one can hide or deny their temperament for very long.

A person's behavior will usually represent their primary temperament 70% of the time.

John T. Cocoris has a Masters of Theology (Th.M.) degree from Dallas Theological Seminary, a Masters in Counseling (M.A.) degree from Amberton University, a Doctorate of Psychology (Psy.D.) degree from California Coast University and is a Licensed Professional Counselor in the state of Texas. He has been a management consultant since 1984 and founded Profile Dynamics to develop and promote the temperament model of behavior.

As an author, trainer and keynote speaker, Dr. Cocoris has a unique ability for clear, informative communication. Since the mid-1970's, he has developed the temperament model of behavior for use in business and counseling. He has worked with a variety of companies giving seminars for training managers and sales people. He has been on the radio and has been featured numerous times on COPE, a national cable television talk show.

Dr. Cocoris developed the *DISC II Temperament Assessment*, which is now being used by major corporations through IHD Corporation for the hiring and development of new employees.

Profile Dynamics

# The Executive Pattern Choleric-Sanguine (D/I) Blend

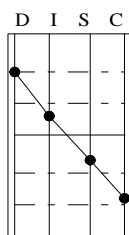
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Temperament

## The Executive Pattern Graph



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The temperament blend you were born with remains throughout your life-span.

Each person will naturally excel at certain tasks while being naturally deficient in performing other tasks.

History has recorded many attempts to explain why people are different. One of the first systems developed was Astrology, which looked outside of man. Hippocrates (470-360 B.C.), however, looked inside of man to explain the differences in people. He believed that behavior was determined by the presence of an excessive amount of one of four fluids or humors: yellow bile (Chlor), red bile (Sangis), white bile (Phlegm) and black bile (Melan). The insightful observations of Hippocrates laid the foundation for the temperament model of behavior.

Since Hippocrates identified the four temperaments, numerous men have refined, added to and advanced the concept that people are born with natural tendencies. One of the pioneers, William M. Marston, scientifically identified the same four groups of tendencies in 1928 and coined the terms Dominant, Steady, Compliant and Compliant. Marston's terms and descriptions correlate to the original four humors identified by Hippocrates. The *DISC II Temperament Assessment* is based on Marston's work as well as a large body of evidence from years of research, thousands of interviews and tests since 1974.

Temperament is a cluster of inborn traits that causes you, in part, to do what you do and has nothing to do with your character or level of maturity—it is who you are, naturally.

Profile Dynamics

# The Executive Pattern Choleric-Sanguine (D/I) Blend

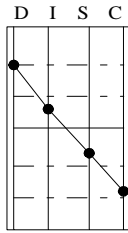
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## Temperament Pattern

### The Executive Pattern Graph



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No one is totally deficient in any one of the temperaments. We all have some traits of each of the four. This enables everyone to function to some degree in a particular temperament when the need arises.

A pattern represents a particular way the four temperaments are arranged on the graphs in the *DISC II Temperament Assessment*. The description of the Executive pattern represents your basic and overall daily approach to people, events, etc. Although many people fit this blend, every person is a unique expression of the tendencies represented, and not everyone will express them to the same degree.

Your temperament pattern causes certain behavior that may be described as a force representing various tendencies that produce an urge and drive within. Each temperament pattern has specific *needs* that are different from the other temperament patterns. These various "needs" will endure throughout your life span. Your temperament blend will never change, although it can be controlled and modified.

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# The Executive Pattern

## Choleric-Sanguine (D/I) Blend

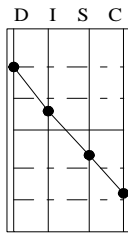
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### Eight Principles

#### The Executive Pattern Graph



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Because a person's temperament represents such dominant needs, no one can hide or deny his temperament for very long.

1. Everyone has traits of all four temperaments.
2. Each temperament has natural strengths and weaknesses.
3. Everyone has a primary and secondary temperament.
4. Strengths and weaknesses represent all temperaments.
5. Strengths and weaknesses vary in degree of intensity.
6. Strengths can be developed and weaknesses can be overcome.
7. Temperament is developed according to a person's response to the variables in his environment.
  - A. Early home environment. Consistent love, discipline, and praise. We are never compared, condemned, or criticized, which offers us an adverse effect on the development of a healthy self-image.
  - B. Peers. Those we associate with have strong influence upon the development of our beliefs and value system.
  - C. Where we were reared. The geographical location in the USA or foreign country where we were reared has great influence upon what we think is right, good and normal.
  - D. When we were reared. Each decade seems to have a unique set of issues that exert strong influence upon individual development. These issues help form our beliefs and values.
  - E. Education. It is not just the amount of education we obtain, but what schools we attend that is important. Educational institutions differ widely in beliefs and values.
  - F. Groups. In general, beliefs and values are developed from association with the family, schools, churches, clubs, etc.
  - G. Gender. Males and females are motivated, in part, by different needs. These motivations cause us to respond differently to our environment.
8. Temperament is an inner force that pushes and pulls an individual. Temperament influences everything you do, including your will, purpose and mode of achieving. Knowing about your temperament will raise your awareness of what you are doing, the impact your behavior has on others and how others perceive you. Once you understand these things, you must decide to control your strengths and weakness or be controlled by them.

Profile Dynamics

# The Executive Pattern

## Choleric-Sanguine (D/I) Blend

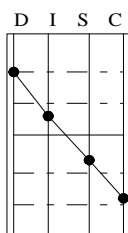
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### The Four Primary Temperaments

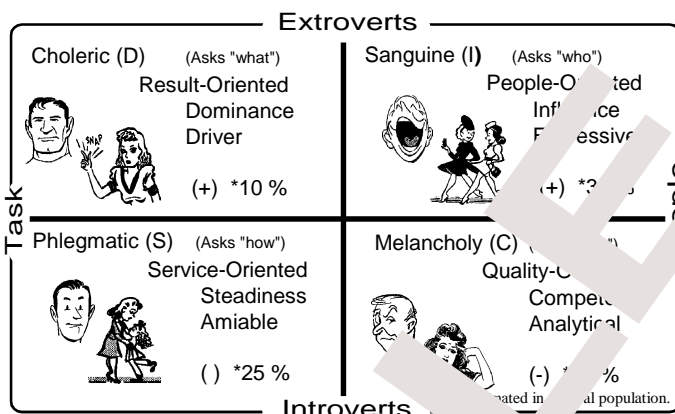
#### The Executive Pattern Graph



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There are many factors that make up the total personality of a person. Temperament is only one of the many parts.



#### Description

Choleric (D)	Sanguine (I)	Phlegmatic (S)	Melancholy (C)
Direct	Impulsive	Patient	Conscientious
Daring	Influential	Passive	Cautious
Decisive	Impressions	Predictable	Competent
Demanding	Domineering	Possessive	Compliant
Domineering	Domineering	Procrastinates	Critical
Determined	Domineering	Tolerant	Systematic/accurate
Doer	Energetic	Loyal	Needs facts, logic
Confident	Optimistic	Needs routine	Needs time to think
Likes to lead	Needs follow-through	Dependent	Needs plan/privacy
Wants results	Charming	Supportive	Anticipates problems
Visionary	Needs to talk	Deliberate	Likes quality
Goal-oriented	Likes to play	Harmonious	Inquisitive
Easily bored	Likes to win	Closed	Indecisive
Easily annoyed	Sociable	Team-player	Perfectionist
Tolerant	Approachable	Accommodating	Pessimistic
Needs pressure	Unorganized	Holds grudges	Guilt feelings
Needs challenge	Generous	Quiet	Diplomatic
Problem solver	Poised	Indecisive	Restrained
Decision maker	Persuasive	Stable	Analytical
Self-dependent	Personable	Resists change	Avoids conflict
Self-reliant	Trusting	Agreeable	Likes details
Energetic		Complacent	Evasive

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# The Executive Pattern

## Choleric-Sanguine (D/I) Blend

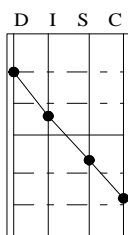
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### Temperament Drive

#### The Executive Pattern Graph



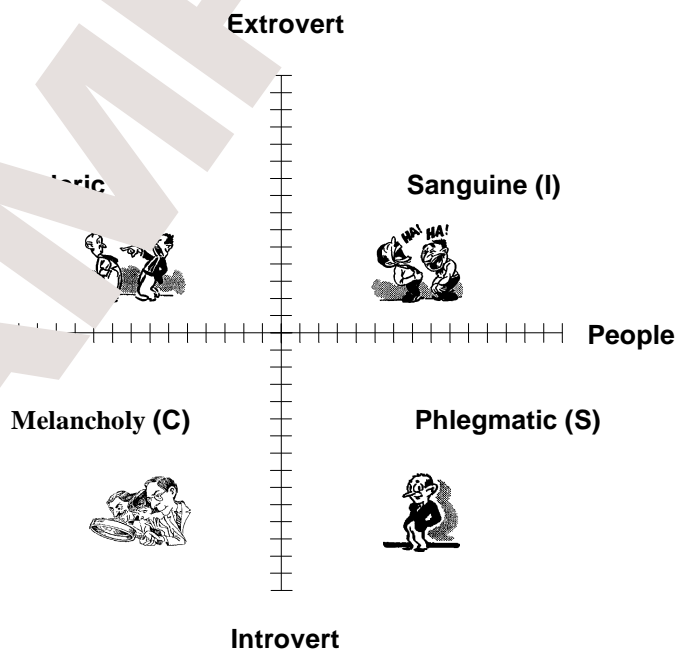
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The temperament model of behavior suggests that people perform best when the needs of their natural tendencies are consistently met.

People who have a predominant Choleric (D) or Melancholy (C) temperament are driven to get the task done. The Choleric (D) wants the task done quickly, and the Melancholy (C) wants the task done correctly.

People who have a predominant Sanguine (I) or Phlegmatic (S) temperament are driven toward people. The Sanguine (I) wants to enjoy others, and the Phlegmatic (S) wants to help serve others.



Profile Dynamics

# The Executive Pattern

## Choleric-Sanguine (D/I) Blend

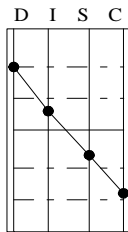
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### The Choleric (D) Temperament

#### The Executive Pattern Graph



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The way people communicate with others is the way they want others to communicate with them.



The Choleric (D) is an extroverted, hot-tempered, quick-thinking, active, practical, strong-willed and easily annoyed person. They are self-confident, self-sufficient and very independent-minded. They are decisive and opinionated and find it easy to make decisions for themselves as well as others. They leave little room for negotiating. The Choleric (D) is a visionary and seems to never run out of ideas, plans and goals, which are all usually very practical. They do not require much sleep as the other temperaments, so their activity seems endless. Their activity almost always has a purpose because they are by nature result-oriented. They usually do not give in to the present moment unless they think unless they see that they cannot get the desired result. They can be crusaders against social injustice. (They love to fight for a cause). The Choleric (D) is both direct and firm when it comes to results. They are slow to build relationships because results tend to be more important than people. They do not easily empathize with the feelings of others or show compassion. They think big and seek positions of authority.

Profile Dynamics

# The Executive Pattern

## Choleric-Sanguine (D/I) Blend

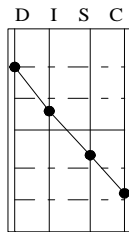
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### The Choleric-Sanguine (D/I) Executive Pattern

#### The Executive Pattern Graph



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There is a way of behaving which you feel is right, good, and normal. This represents your "temperament comfort zone" of behavior.



The Executive tends to be very impatient and will often take a win/lose approach to life. They are practical and use direct methods to get quick results but still show an interest in people. They are goal and bottom-line oriented and can be very persuasive in promoting their ideas. They want to be in charge because of confidence in their ability to make decisions. They have boundless energy, need activity and results or they become bored. They need constant changes and others willing to listen to them and carry out their plans. The versatile, eager, self-starter is very competitive. To be high achievers they need freedom, the opportunity for advancement and information that will help them get results. They like having power and authority. The Executive fights for what he thinks is the right way to achieve the goal, but he can accept momentary defeat and tends not to be a grudge holder. They dislike weakness.

Profile Dynamics

# The Executive Pattern Choleric-Sanguine (D/I) Blend

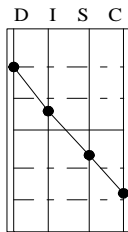
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## The Executive's Leadership Style

### The Executive Pattern Graph



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"We all inherited a temperament that produces our 'style.' No one style is better than another, but each fits different kinds of work better than others. Management would be advised to spend more time discovering an employee's temperament so he can train him for the work for which he is best fitted."

Tim Lahaye

The Executive is a hard driving, think big, take charge, get-the-job-done now person. They are result-oriented. They will usually expect the same approach from those with whom they are associated.

The Executive will usually try to run everything. They like to get others involved to do the actual work. They may select strong subordinates but not allow them to function freely.

When in a position of leadership they will be confident and may...

- expect immediate results
- ignore sufficient details
- tend to construct
- talk and not listen
- direct rather than guide
- be too brief
- be too direct
- be domineering and antagonize others

Profile Dynamics

# The Executive Pattern

## Choleric-Sanguine (D/I) Blend

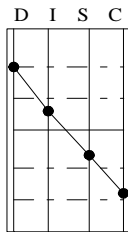
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### The Executive's Style of Relating

#### The Executive Pattern Graph



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A person's style of relating to others is a reflection by their basic temperament blend. Just as in every other aspect of life, a person has both strengths and weaknesses in this area too.

The Executive tends to not take the time to build many relationships that are strictly social, although they will have a few close friends.

They tend to build only relationships that benefit them professionally or personally. In relationships, they will be...

- brief and direct about what they think and feel
- too brief and not giving sufficient information
- too busy to build personal relationships
- easily annoyed with others
- intimidating to others
- offending others
- talkers, not listeners
- important and blunt

Because a person's temperament represents such dominant needs, no one can hide or deny his temperament for very long.

Profile Dynamics

# The Executive Pattern

## Choleric-Sanguine (D/I) Blend

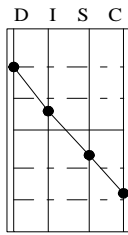
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### The Executive Blend

#### The Executive Pattern Graph



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**Decide to use your strengths and overcome your weaknesses.**

#### The Primary Need is to Get Results

The Executive will shape his environment by overcoming opposition to accomplish results.

#### The Secondary Need is to Be Accepted Socially

The Executive will also shape his environment by bringing others into alliance to accomplish results.

Either need may dominate behavior depending on the requirements of the situation.

#### Descriptive

- drive, win, work and control
- needs social involvement
- firm expression
- easily annoyed but easily calmed down
- impatient, likes quick results
- risk taker, may change careers often
- requires little sleep
- egotistical
- can be overbearing
- likes to influence others
- very energetic
- competitive
- forceful, domineering
- likes personal challenges
- dislikes details

#### Uniqueness

The Executive is more forceful and sociable than the other Choleric (D) blends. They are very impatient and take a win/lose approach to life.

Profile Dynamics

# The Executive Pattern Choleric-Sanguine (D/I) Blend

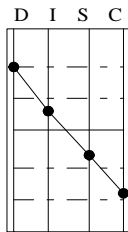
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## The Executive Blend

### The Executive Pattern Graph



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**Decide to use your  
strengths and  
overcome your  
weaknesses.**

### Strengths

These tendencies promote the Executive's effectiveness in relationships and productive behavior:

- directness
- self-motivation
- decisiveness
- confidence
- desire for results
- practical problem solving
- social skills

### Weaknesses

These tendencies often get in the way of the Executive's effectiveness in relationships and productive in his behavior:

- impatient
- easily annoyed
- explosive
- desire to dominate others
- may be very abrupt and blunt
- may lack compassion
- may lack empathy

### Fears

Fear tends to create anger. Fear is a primary emotion, and anger is a secondary emotion. The Executive may respond with anger if any of the following fears are realized:

- others taking advantage of them
- lack of results
- loss of influence

Profile Dynamics

# The Executive Pattern

## Choleric-Sanguine (D/I) Blend

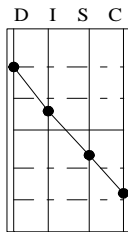
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### The Executive Blend

#### The Executive Pattern Graph



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**Decide to use your strengths and overcome your weaknesses.**

#### Response to Pressure

When under pressure or stress the Executive will likely do one or more of the following:

- become abrasive and impatient
- release frustration by a sudden outburst of anger or activity
- be very abrupt and curt
- become very irritable

#### Traits Needed For Balance

In order to be a well-balanced person, the Executive needs to incorporate the following into their behavior:

- an optimistic attitude
- organization
- patience and compassion
- consistent effort
- more detail planning

#### Keys To Responding to The Executive

"To meet the needs of your temperament, it will increase the possibility of a favorable response."

Executives will likely respond favorably to you if you meet their temperament needs by...

- being brief, direct and to the point
- asking "what" questions instead of "how"
- speeding up your responses
- being confident and practical
- being result-oriented
- helping them save time
- focusing on goals, objectives and ideas
- being prepared for aggressive responses, even explosive behavior

Profile Dynamics

# The Executive Pattern

## Choleric-Sanguine (D/I) Blend

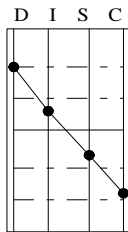
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### The Executive Blend

#### The Executive Pattern Graph



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**Decide to use your strengths and overcome your weaknesses.**

- being organized when presenting a new idea: giving alternatives, stating your preference, then asking for their opinion
- discussing how to get things done faster results
- tolerating their assertive nature

#### Key Words to Use

The Executive uses and responds well to the following words:

- save time
- results
- production
- efficiency
- quick

#### Drive by Ambition and Will

Executives have a very strong determination to accomplish their goals.

#### Typical Responses

The Executive will usually be...

- brief, direct and to the point
- socially active
- a risk-taker in personal and business life

Emotions, such as love, fear, anger and sadness, etc., may cause a temporary change in the normal way they respond to others and events.

Profile Dynamics

# The Executive Pattern

## Choleric-Sanguine (D/I) Blend

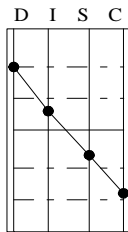
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### The Executive Blend

#### The Executive Pattern Graph



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**Decide to use your strengths and overcome your weaknesses.**

#### Environment Needed

The Executive appreciates the opportunity to:

- have difficult assignments
- be challenged
- have lots of activity
- have freedom from meticulous details
- set his own goals

#### Influences Others By

The Executive has a positive impact upon others because he

- is inspirational
- is a motivator
- is a decisive leader
- is a risk taker
- is a goal setter
- is willing to take a risk
- is a practical problem solver
- is competitive (high need to win)
- is a pace setter

#### Suggestions For Best Performance

People work well in an environment where their ability and temperament match the task.

The Executive works best with a direct, straight-forward supervisor with whom he can talk openly and negotiate. They like options from which to select, and they usually respond well to a challenge.

They need:

- a task that is challenging and has the possibility of getting quick results
- diversification
- a heavy work load
- freedom and opportunity to improve procedures
- to negotiate
- options
- incentives and material rewards

Profile Dynamics

# The Executive Pattern

## Choleric-Sanguine (D/I) Blend

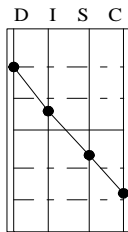
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### The Executive Blend

#### The Executive Pattern Graph



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**Decide to use your strengths and overcome your weaknesses.**

#### Concerns

Executives may be impatient and irritable when things do not happen fast enough or go their way. They tend to have little time for details, unless they believe it will help them accomplish results quicker. They may sulk and be troubled by others when not in the limelight. They tend to overstep prerogatives.

They tend to suffer from impatience early in their career because they are looking for something to keep them challenged. They may lose interest in a project once the challenge is gone or the results are not coming fast enough and may

- be too independent
- lack sensitivity to others
- be impatient
- not respect authority
- have sudden outburst of anger
- intimidate others
- act without explaining why
- operate on, "the end justifies the means"
- try to change everything
- be easily annoyed

#### Causes of Procrastination

Executives will likely procrastinate because they fail to see how doing the activity will help them accomplish their goals or get results. They also tend to promise too much and forget to follow through.

To avoid procrastination, Executives need to see how the activity will enable them to accomplish their goals and get better, faster results.

Profile Dynamics

# The Executive Pattern Choleric-Sanguine (D/I) Blend

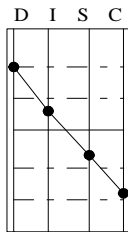
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## The Executive Blend

### The Executive Pattern Graph



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"A man would do nothing, if he waited until he could do it so well that no one would find fault with what he has done."

Cardinal Newman  
1801-1890

### When Confronted

When confronted, the Executive may have a sudden burst of anger. This will often pass quickly and is usually not meant to be taken personally.

The Executive responds best when a person is firm, direct and to the point. They prefer others to demonstrate strength.

The Executive does not mind others taking issue with their work but will likely respond aggressively if they are criticized personally.

They respond well when they are shown that different behavior will get better or different results.

They should consider if the information given to them or one confronting can be used to improve something in their life.

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# The Executive Pattern Choleric-Sanguine (D/I) Blend

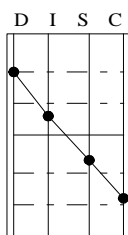
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## Impact Rating

### The Executive Pattern Graph



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Do not focus on what others should do for you. Focus only on what you should do for others.

Circle the highest number that describes your tendency:

### Primary Choleric (D)

	Like Me	Not Like Me
<b>Strengths</b>		
Action oriented	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Direct	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Problem-solver	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Independent	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Confident	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Decisive	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Commanding	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Efficient	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Disciplined	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1

### Weaknesses

	Like Me	Not Like Me
Secretive	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Insensitive	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Arrogant	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Unfeeling	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Overbearing	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Angry	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Non-listening	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Demanding	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Stubborn	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1

### Secondary Sanguine (I)

	Like Me	Not Like Me
<b>Strengths</b>		
Enthusiastic	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Optimistic	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Friendly	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Caring	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Circulate	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Charming	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Spontaneous	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Captivating	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1

### Weaknesses

	Like Me	Not Like Me
Undependable	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Loud	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Irresponsible	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Impulsive	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Too sensitive	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Proud	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Dramatic	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Disorganized	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1
Undisciplined	10 9 8 7 6 5 4 3 2 1	10 9 8 7 6 5 4 3 2 1

Profile Dynamics

# The Executive Pattern Choleric-Sanguine (D/I) Blend

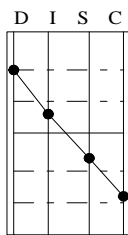
John T. Cocoris, Th.M., Psy.D.



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## Temperament "Needs" Assessment

### The Executive Pattern Graph



The Graph is from the DISC II Temperament Assessment

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

A temperament need represents what is important and highly desirable in the core of an individual. A need is a drive that urges one to behave in such a manner until it is fulfilled. Meeting temperament needs is critical to a person's feeling of self-worth and sense of value.

Select 10 of the following statements.

Your selections represent what you need from others.

CHECK  ONLY 10

I need...

1.  ...direct communication
2.  ...democratic relationships
3.  ...to be led gently
4.  ...feedback
5.  ...brief answers
6.  ...freedom
7.  ...to know I'm appreciated
8.  ...freedom from details
9.  ...a challenge
10.  ...to know the big picture
11.  ...low—key correction
12.  ...to tell people what I think
13.  ...time to think
14.  ...to do the task I learn
15.  ...visual aids
16.  ...to have frequent interaction
17.  ...to be by myself when I need
18.  ...direct answers
19.  ...social interaction with my friends
20.  ...clear instructions
21.  ...personal attention
22.  ...to express feelings
23.  ...to have a schedule
24.  ...to know why
25.  ...you show me first
26.  ...to be free from boundaries
27.  ...freedom to speak
28.  ...to ask questions
29.  ...to be with people
30.  ...a stable environment
31.  ...you to not hang over my shoulder
32.  ...things done exactly right
33.  ...facts logically given

I need...

34.  ...a personal environment
35.  ...to be informed
36.  ...little competition
37.  ...to let me know what you think (I can't beat around the bush)
38.  ...to ask about what's bothering me
39.  ...time to adjust to change
40.  ...you to allow me to make decisions
41.  ...help organizing
42.  ...to lead others
43.  ...to know the results expected
44.  ...precise communication
45.  ...to have no sudden changes
46.  ...to set goals
47.  ...to know exactly what is expected
48.  ...freedom from guilt feelings
49.  ...to know that I'm doing the job right
50.  ...to know that there will be no surprises
51.  ...a flexible schedule
52.  ...information
53.  ...help handling rejection
54.  ...to know I belong
55.  ...help to say "no" to what others want
56.  ...you to tell me only once
57.  ...help to do things right
58.  ...activity
59.  ...you to not push me
60.  ...you to help me get results quickly

Profile Dynamics

# The Executive Pattern Choleric-Sanguine (D/I) Blend

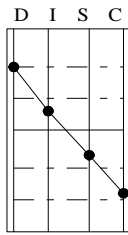
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## Conclusion

### The Executive Pattern Graph



The Graph is from the DISC II  
Temperament Assessment

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

The temperament model of behavior is based on the concept that people are born with natural tendencies, possessing both strengths and weaknesses. These natural tendencies represent various "needs" and will endure throughout a person's life span. This model suggest that people perform best when the needs of their natural tendencies are met.

**Temperament knowledge is to life what oil is to a machine—it makes it run smoother!**

Never use this information to *excuse* your behavior. Instead, use it to *identify* your natural tendencies so that you may *plan* to use your natural strengths and overcome your natural weaknesses. Decide now to build on your *strengths* and overcome your *weaknesses*.

Each person will naturally excel at certain tasks while being naturally deficient in performing other tasks.

Profile Dynamics

# The Executive Pattern Choleric-Sanguine (D/I) Blend

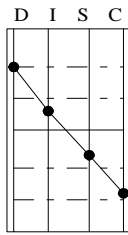
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Other Works by Dr. John T. Cocoris

## The Executive Pattern Graph



The Graph is from the DISC II Temperament Assessment

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

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

### Books:

- The Temperament Model of Behavior; Born With Natural Tendencies
- The Problem Person In Your Life; Understanding People of Extremes

### Manuals:

- A Guide To Understanding The Temperament Model of Behavior
- A Therapist's Guide To The Temperament Model of Behavior
- How To Supervise People Using The Temperament Model of Behavior
- How to Sell Using The Temperament Model of Behavior
- DISC II Temperament Assessment
- User Guide To The DISC II Temperament Assessment
- User Guide To The Personal Profile System
- Disc II Library: 15 Pattern Series

### Books to be released:

- 7 Steps To A Better You; How To Develop Your Natural Tendencies
- 4 Reasons People Go To Counseling; A Biblical Perspective

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