



People Skills 4 U Feedback



Based on your highest score in the **Real YOU** Type Indicator, your name is **Peacekeeper**. Your group color is **Green**, and your group symbol is an **Oval**. Please note: Peacekeepers' scores are the most balanced of the four **Real YOU** types. Your self-awareness of the real **YOU** is usually more evolved than the three other types. Your scores may be close.

Why Peacekeeper? The characteristics and attributes of this type make Peacekeepers natural diplomats and mediators. You are a kind, balanced person who has a strong sense of fair play and acceptance. You want "peace at any price." You do not like to "make waves" or "rock the boat" of life.

Why Green for Peacekeeper? There are many shades of green in nature. The trees and foliage are a feast for the eyes. This green part of nature has a soothing and calming effect on the observer. Most Peacekeepers are a source of calm and harmony in their environments.

Why an Oval? An oval has no sharp edges or rough sides, so it just rolls along. It is also the shape of an egg. Peacekeepers are known as "good eggs" because they don't get their feathers ruffled easily.



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Real YOU TYPE Characteristics

Peacekeepers are considerate and value warm personal relationships. You have a strong sense of what people are feeling. You have a collaborative, cooperative style and enjoy being part of a team or family. Environments that place a high priority on congenial teamwork suit you, but you also like independent work. You are reliable and steady. Calmly moving slow and steady wins the race of life, according to most Peacekeepers.

You are not a particularly controlling person. However, you do not want to be controlled either. You enjoy life when everyone is “doing their own thing,” especially you. You are independent, private, and reflective. Doing things in your own space and at your own pace suits you just fine. Although most of this group won’t state this, many are thinking it, “Please get out of my space and out of my face!”

You do not like demands placed on you, especially with unrealistic timelines. You are patient and tolerant with others and want the same in return. This green group originated the “everything in moderation” concept. You usually are a middle of the road, moderate person who does not see the necessity of getting “all riled up.” Life is meant to be lived at a slow pace with sensitivity and fluidity. Naturally subdued and self-aware, you move moderately through life with kindness and comfort. When pushed to produce or respond too rapidly, you might become overwhelmed and stubborn. You are usually good at self-motivated course correction in your own time.

A strong belief in the value of each person plus the ability to admire and support the accomplishments of others make you a desirable companion. Your ability to support others often draws you to helping professions. You have good counseling skills. You are an excellent listener and clear thinker but do not give advice unless asked. You have the best listening skills and negotiating abilities of all the four personality types.

Even though you lean toward independence, you make wonderful friends and can be a valuable contributor to any organization. You are loyal, tactful, and thoughtful. Your easygoing nature makes you an adaptable, agreeable person who is willing to please others. This quality makes it easy for you to get along with everyone.

A diplomat of the finest order, you are able to remain neutral when caught in the middle and open to both sides. You are naturally skilled at negotiating and mediating because of your ability to understand and speak the language of all the personality types. Your balance and desire for right relationships lead you to the important role of negotiator.

You promote harmony in any organization. You are motivated by peace and do not operate well in an atmosphere where animosity exists. You serve as an anchor in the storms of life. You provide calm in troubled waters.

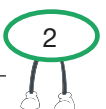
WANTS AND NEEDS

ACCEPTANCE

You accept others as they are and expect others to be accepting. Believing all people are created equal, you are known for your fair treatment of others. Kindness is key to you, both to be given and received. You focus on the good in people and situations. At times, your desire for unconditional acceptance makes it difficult for you to make decisions that may alienate one group or another. Your stand on acceptance could make you a “rights’ crusader.” Peaceful protesting and promoting everything from issues regarding human welfare, the environment, and animal rights might be in your wheelhouse.

RESPECT

You cherish the right of the individual to be an individual, but you sometimes need others to affirm that you are





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worthy. You believe all human beings have worth and should be respected. It is important to you to be respected for who you are, not just what you do. For Peacekeepers, respect is about feelings and human worth.

PEACE

Wanting “peace at any price,” you strive to avoid conflict and confrontation at all costs. Controversy is a Peacekeeper’s nightmare. So to avoid it, you often keep your mouth shut, refraining from voicing objections or opinions. But when you do express yourself, you definitely have a lot to say.

You are content when life is on an even keel and things are running smoothly. However, your desire for the no-hassle life is so strong that you are sometimes willing to pay too high a price. You might keep quiet or tell people what they want to hear in order to keep the peace. Guard against passively putting up with unreasonable demands. This way of avoiding conflict causes you to have your wants or needs go unmet. Often these unmet needs and wants linger under the surface until they become resentments.

If your second highest score was Promoter, Planner, or Producer, tap into those traits and communicate your needs. Those who do not understand Peacekeepers may think they can continue to push these individuals. Their gentle demeanor may fool some, but eventually their stubborn will of iron surfaces. This “get tough” behavior usually comes as a surprise to observers, but once their boundaries are infringed upon, Peacekeepers will usually let you know, in no uncertain terms, that a line has been crossed. Unfortunately, by this time it is probably too late for damage control.

INDEPENDENCE

Satisfied with solo activities such as reading, computer activities, playing a musical instrument, collecting, gardening, and working on hobbies or projects, Peacekeepers try to avoid “life in the fast lane.” Content to stay

quietly in the background, you don’t need a lot of things or people in your life. You are a private person, and most of the time, you keep your own thoughts and feelings to yourself. You are content to be alone much of the time in your personal pursuits. You prefer simple pleasures and an uncomplicated life.

BALANCE

You are a well-rounded individual who is not prone to extremes and has an uncanny ability to balance work and play. Emotionally, you stay pretty much on an even keel. You do not usually experience extreme highs and lows. This part of your makeup enables you to be cool under pressure. Calm, cool, and collected is an accurate way to describe these mellow behaviors in you. In a working environment, you want the work parceled out at a steady pace. Dumping last minutes rushes and changes on you is a real challenge for you. Watch being overwhelmed.

MOTIVES

The driving force for you is peace, harmony, and balance in life situations and relationships. You like to be firmly grounded in life. You do not like life to be a juggling act or feel as if you are hanging off the cliff. Most Peacekeepers are not driven for achievement. Keeping balance in life, which supports peace, is your core motive.

GOOD NEWS—BAD NEWS

First the good news. Peacekeepers are universal friends. “What’s not to like?” seems to be asked about those in the green group. Because of your caring heart and gentle spirit, you are usually easy to be around and require low maintenance. You make your decisions through your heart, considering the value of each individual. Harmony, balance, and peace are strong motivators in your decision-making process.

Peacekeepers have high ideals about people and life situations. You set a high standard for yourself and



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others. You are a big fan of the human race and the endeavors of people.

You are the eternal optimist when it comes to people. You try to see the hopes and dreams of others. You are empathic. You know how to hang in with people. Peacekeepers are innately the kindest human beings in the kingdom.

Because Peacekeepers like to avoid conflict, they can learn to have amazing communication and conflict-resolution skills. It is usually after many negative experiences that these creative Peacekeepers decide “there must be a better way.” Ironically, therefore, it is your distaste for conflict that pushes you to face conflicts head-on (before the conflicts become so large that you feel overwhelmed by them).

Peacekeepers keep their heads when others about them are losing theirs. You can be calm in a crisis or in the general stress of day-to-day life. This status quo crowd likes to live life at a slow, steady pace. However, if someone pushes the pace lever on your life too high, you can become overwhelmed. If you listen to the language of a Peacekeeper on the fast-paced track, you will hear sighing and the word “overwhelmed” used frequently. This “peace at any price” group does not see an overloaded, fast-paced life as peaceful. You are a patient, easygoing, nonconfrontational person.

The bad news is because of your high standards, you can become disillusioned and disappointed in people. The more stoic members of this peaceful group keep their verbal “shoulds” and “oughts” to themselves. However, this silent disapproval can be poisonous.

Your kindness is often mistaken for weakness. You can be overtrusting and gullible—one reason why Peacekeepers can become the victims of scams and cons.

You sometimes persist, even when the hopes are



gone and the dreams cannot come true.

You take a long time to give up on others. There is always hope that tomorrow will be different. Sometimes it is; sometimes it isn't. Some Peacekeepers tend to stay in unhealthy relationships too long. Your ability to tolerate others, coupled with your tendency to avoid conflict, sometimes prevents you from receiving what you need in a relationship. You are willing to give and give without receiving for a long time. BUT—remember this, when Peacekeepers are pushed to their limit, they are capable of walking away from a relationship and not looking back. They are often unwilling to seek counseling or consider reconciliation at this point. Because Peacekeepers don't want to confront, they can be passive resistive and passive aggressive.

As a child, you might have been told to, “Hurry up—you're holding up the family” or “C'mon, make a decision; don't be so wishy-washy” or “Stand up for yourself!” Others didn't notice your attention to details, your kind heart, or the way you internally process everything and that generally you like to take life at a steady, measured, intentional pace.

WHAT ABOUT YOUR BACKUP SCORE?

Your backup score, or second highest score, on the **Real YOU** Type Indicator is important. Your two top scores combine to describe the **Real YOU**. When *The Real YOU . . . Making Sense of Relationships* arrives in your mail, please read your backup type carefully.

If your second highest score was in column 1, the Promoter column, then you would be a Peacekeeper/Promoter. The combination of the traits, behaviors, attitudes, and operating style found in this combination include: relationship oriented, making your decision with



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your heart, flexible, warm, kind, empathic, and congenial. You have excellent people skills. People like you! You are good in sales, customer service, hospitality, healthcare, and any area that involves interaction with people. Both of these types are free spirits. Organization might not be your strongest strength.

If your backup score was in column 2, then you are a Peacekeeper/Planner. You have the ability to be good at both relating and tasking. You can make decisions with your heart but with a great deal of logic involved. You are organized, more structured, and plan well. You bring

kindness and compassion to your environment as well as systems and order. You work well in relational situations but can handle pressure to get the job done.

If your second highest score was in column 3, then you are a Peacekeeper/Producer. This is not a large reporting group. This combination would make you a leader with strong people skills. You can both relate and task. A combination of compassion and drive is able to accomplish a great deal while relating well to everyone's needs. Understanding and improving the human condition is in your abilities and passion.

PEACEKEEPER	
GOOD NEWS	BAD NEWS
Balanced	Overwhelmed
Accommodating	Lenient
Tolerant	Indulgent
Patient	Push-over
Kind	Sentimental
Good Listener	Co-dependent
Easygoing	Complacent
Calm	Unenthusiastic
Sympathetic	Timid
Moderate	Unmotivated
Diplomatic	Indecisive
Steady	Hesitant
Accommodating	Passive Resistive
Independent	Uninvolved
Responsive	Overcommitted
Inoffensive	Weak
Practical	Avoids
Laid-back	Lazy



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Personality Type	PEACEKEEPER
Roles:	Mediator, Diplomat
What Motivates:	Being understood and understanding
What Matters:	Acceptance, Emotional availability
What Makes a Difference:	Steady pace, Peace and harmony
Strengths:	Clarity, Listens, Diplomatic, Kind, Patient, Moderate, Adaptable, Peaceful, Tolerant, Balanced, Solution Seeker
Limitations:	Indecisive, Overwhelmed, Overly sensitive, Stubborn, Submissive, Unproductive, Unmotivated, Uninvolved
Focus on:	Relationships and solutions, Facts and relationships
Adept at:	Connecting, Nurturing, Observing, Meeting daily concerns of people
Abilities to:	Collaborate and mediate
Communication: Tells = Direct Asks = Indirect	Indirect, Empathetic, Communicates with clarity, Calm and collected, Hesitant to speak up
Likes Environment to Be:	Friendly, Casual, Comfortable, Open door policy
Pluses about the Job:	The involvement, Relationships—supporting
Decisions Are:	Consultative—Heart
Fears:	Major life change, Major personal problems, Overwhelming life circumstances being handled alone
Stressors:	Fast pace, Disharmony—conflict—instability
When Stressed:	Avoids, isolates, “vegs-out,” denies; Lazy—becomes a couch potato; Seeks distractions from the problem with TV, books, sleep, manual activities (woodworking, knitting, crafts)
Incompatible People:	Controlling, Domineering, Insensitive
Compatible People:	Collaborative and supportive, Helpmates for decisions
Good at:	Keeping the peace, Showing compassion, Staying calm, Listening, Finding balance, Friendships
Needs:	Tolerance, Inclusion
Wants:	Stability, Contentment
Motto:	“Peace at Any Price,” “Don’t Make Waves”

Peacekeepers, remember you are the kindest among us. Peace, understanding, empathy, and compassion are universally needed. Thank you for sharing your gifts.



People Skills 4 U Feedback

Coming to your address soon:

The Real YOU . . . Making Sense of Relationships

by Vicki L. Barnes

If you are a PARENT, TEACHER, or both please read below:

Hello Peacekeeper Parent:

I have additional information for you. If you have a child/children whom you want to parent with new insight while understanding their personality to a greater degree . . . go to the Kid Zone at www.peopleskills4u.com. There you will find printable, self-scoring, consumable **Real YOU** Type Indicators for different grade levels of kids. After you or your child score the Type Indicator, you can read or print out feedback pages similar to your adult pages. Knowing your child's or children's **Real YOU** Type is key to effective parenting. Self-esteem increases with learning about the strengths of your **Real YOU** Type. With this new information, children can self-manage with insightful awareness and increased confidence.

I included a chart on educating your child/children. From learning virtually at home to homeschooling and homework, I covered it all. As you learn about your children, you will also learn more about yourself. The range is grades K–3, grades 4–8, and Teens. I know giving your child/children the TYPE Indicator and everyone sharing this concept will enrich your knowledge and give your family a way to communicate and interact more effectively and compassionately.

It will help you to know:

- What Motivates your child
- What Matters to your child
- What Makes a Difference to you and your child will make ALL the difference

Thank You,

Vicki L. Barnes—Promoter/Producer

P.S. If you think a coaching session with me would help. Go to Coaching on www.peopleskills4u.com and see scheduling and pricing.