



# People Skills 4 U Feedback



Based on your highest score in the **Real YOU** Type Indicator, your name is **Planner**. Your color is **Blue**, and your symbol is a **Box**.

**Why Planner?** The people represented in this group are practical, analytical problem solvers. They are continually looking for the best way to do something. They plan life and then live it!

**Why Blue for Planner?** Bodies of water appear blue and are often deep, covering large areas. The people in this group are deep personality types and represent a large percentage of the population. Blue is an expression that has come to mean sad or moody. This group sometimes experiences more of these feelings than other personality groups.

**Why a Box?** Planners are people who like to have a place for everything and everything in its place. So a box provides that place. Also this group likes boundaries, rules, guidelines, and things measurable, and a box represents these traits.





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## Real YOU TYPE CHARACTERISTICS

Planners like orderly systems. You prefer information in writing supported by charts and graphs. You like data.

Quality in character, work, and leisure is important to you. The desire for perfection is strong in most of the people in this group. A favorite quote is, “A job worth doing is worth doing well.” *Noteworthy here about you* is that you will find you desire quality work often leaning toward perfection more than most people. Planners are the only type with a strong desire for perfection. This desire might put you at odds with the operating styles of others.

Traits like dependable, detail-oriented, serious, hard-working, deliberate, and thorough describe most Planners. You are known for the quality you bring to jobs, events, committees, teams, friendships, and families. Phrases like “Foundation of the Organization” or “Rock of Gibraltar” or “Stabilizing Force,” accurately describe you solid citizens.

Planners are deep people. Your strong desire to belong and serve, combined with your desire for perfection makes you unique. As a rule, because the other personality types do not have this core perfectionist tendency and don’t understand your need to set standard highs, at times you are not easily understood and can be perceived as critical and negative.

You make your decisions with logic and analyzing. Everything runs through your brain first. Here is a challenge for most Planners: Motivated by belonging and serving and a strong need for affiliation with groups from the family unit to outside organizations, you are caught between getting the job done well and being more relational. Most Planners admit their plan would be choosing to get the work done then socializing. Often other personality types try to dissuade you.

Planners are “joiners.” Of special interest to you are service organizations and clubs that support charitable causes as well as groups that uphold traditions

and institutions. Scouting, veteran programs, politics, museums, libraries, church, and the family unit are listed among the Planner’s favorites. You are the working backbone of every organization you join. You need to be needed. You desire to serve and do your part. Planners are more comfortable as givers than receivers.

Under stress, you tend to become quiet and continue to seek more information to increase confidence in your knowledge of the situation. This information seeking may act to cover your avoidance of an issue or your withdrawal from others. It may also delay decision making while trying for perfection. You might fall into the “analysis-paralysis” trap and just spin around or stall out.

## MOTIVES

Tasks, projects, and committees are situations that motivate you and are in your comfort zone. Situations where you have to express emotions can feel out of control. You tend to put quality and accuracy ahead of feelings, even if it might frustrate others. You have a strong desire for a plan. Structure and order motivate you. Going with the flow is too spontaneous for you. Know that you have the most cautious and logical methods of doing things and that makes you different from the other three types. You are so task-oriented or project-oriented you can appear cold and detached. Work is often more comfortable than socializing. However, you have a strong need to do your part. Doing your part requires human interaction. Understand that you are operating with organizational skills other types are not as strong in. Think flexibility and considering the points of view of others.

Respect, both giving it and receiving it, is an important motivator to you. Since providing quality and putting in your best effort consistently is one of your hallmarks, you do not like being dismissed or disrespected. You are a serious no-nonsense person, and you do your part. You would like to be acknowledged for those traits.



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You like to take things one step at a time. Usually you move down the “yellow brick road” of life one brick at a time. You gather your information through their five senses. You know when you know something because you can see it, hear it, touch it, taste it, or smell it. This process of information gathering makes you very practical. You like lists and are a better record keeper than most. Keeping track of important dates such as birthdays and anniversaries is key for you. You usually do not enjoy change. Impromptu and winging it are not high on your list. You are motivated by routines and schedules more than any other type.

As a child your strong desire for an orderly life might have caused family members and friends who did not understand your Planner TYPE to say, “Lighten up!” “Just go with the flow!” “Don’t take life so seriously,” or “Where is your positivity? No Debbie or Danny downer here!” No one likes to hear these nonaffirming statements. Children can be influenced by these negative messages. But even as a child, you believed in order, caution, and logically thinking things through.

### 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 3, then are a Planner/Producer. The combination of the traits, behaviors, attitudes, and operating style found in this combination would include: a task-oriented, logical,



hardworking organizer. Project manager, committee chairperson, and general leadership roles would be in your skill set and probably comfort zone. This combination is left brain, serious about accomplishment, and often puts work before play. If this is your combination, then your task is to relate to the people in your life. For you, tasking comes easier than relating. Tasking is also easier to measure. This combination likes to measure progress.

Planners usually choose Producer or Peacekeeper as their back up score. If you selected traits of the Peacekeeper, then you would be a Planner/Peacekeeper. This combination would give you balance between task and relationship. The Peacekeeper traits would add attributes like compassion, strong listening skills, and patience to your Planner attributes. Peacekeepers make their decisions through their heart, bringing more emotions to decisions. This combination makes you a person who is logical and organized with people skills of compassion and understanding of your fellow human beings. With this combination, you are serious and duty oriented with a kindness and caring that the Peacekeeper adds.

If your backup score was Promoter, which is a small percentage reporting, then you can add fun and relational skills to your Planner attributes. You are a dynamic popular leader with charisma and a plan. With this combination, there is not much you can’t achieve!

Whatever your backup type is with the **Real YOU**, selecting Planner as your first type gives you strong abilities and gifts. You are naturally the most organized of the four types.



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## PLANNER

<b>Good News</b>	<b>Bad News</b>
Precise	Critical
Dependable	Obsessive
Steadfast	Stubborn
Systematic	Rigid
Cautious	Suspicious
Conscientious	Risk averse
Thorough	Excessive
Factual	Data bound
Creative	Moody
Methodical	Plodding
Dutiful	Guilt prone
Detailed	Nitpicky
Perfectionistic	Intense
Analytical	Analysis paralysis
Composed	Detached
Reserved	Unfriendly
Economical	Stingy
Realistic	Unimaginative



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PERSONALITY TYPE	PLANNER
Roles:	Thinker, Organizer
What Motivates:	Belonging and contributing, Solving a problem, Systems, Organizing
What Matters:	Doing your part, Belonging, Order, Authenticity
What Makes a Difference:	Getting it right, Completion, Quality, Schedules, Systems, Routines, Traditions, Acceptance, Being understood
Strengths:	Integrity, Sincerity, Reliability, Practicality, Thoughtfulness, Loyal, Logic, Honest, Organized, Hard worker, Historian, Problem solver, Patient, Consistent, Knowledgeable, Exacting, Serious, Steady, Independent, Work ethic
Limitations:	Critical, Negative, Too perfectionist, Worrisome, Moody, Noncommunicative, Rigid
Focus on:	Facts, tasks, quality
Adept at:	Problem solving with facts and experience
Abilities to:	Plan and organize
Communication: Tells = Direct Asks = Indirect	Asks questions wanting facts, details, and truth; Like information in writing that can be validated, Neat and orderly
Likes Environment to Be:	Organized, Functional, Practical, Storage
Pluses about the Job:	Developing the system, Tracking the process
Decisions Are:	From the Brain—logical, calculated, processed
Focus	Tasks over relationships
Fears:	Making mistakes, Compromising quality/standards, Being misunderstood, Dismissed emotionally, Having to express emotions and feelings
Stressors:	Change, Chaos, Sloppy workmanship, Irresponsibility, Tardiness, Knowing what you think but often unsure of what you feel
When Stressed:	Withdrawn, Moody, Cold, Disengages, Indecisive, “Analysis paralysis,” Holds on to old ways and things, Punitive, Angry
Incompatible People:	Irresponsible, Disorganized, Insincere, Inauthentic, Superficial
Compatible People:	Dependable, Serious, Intellectual, Deep, Appreciative
Good at:	Organizing, Analyzing, Problems solving, Keeping records and historian, Figuring out details and grand schemes, Quality everything, Scheduling, tracking progress and results, Caring for needs of the underserved
Needs:	Appreciation, Acceptance, Order
Wants:	Security, Accuracy, A plan
Motto:	“Make a Plan and Work the Plan”

Planner, you are often one of our unsung heroes. You use your talents to get the rest of us organized and on track. Thank you, good citizens, for all you do for the rest of us.



# 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 Planner 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](http://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](http://www.peopleskills4u.com) and see scheduling and pricing.