



People Skills 4 U Feedback



Based on your highest score in the **Real YOU** Type Indicator, your name is **Producer**. Your color is **Red**, and your symbol is the **Check Mark**.

Why Producer? You live to achieve and accomplish with a direct approach. "Make it happen" is your mission statement. You find fulfillment in accomplishments. You are our human "doings." Do, do, do, achieve, achieve, accomplish, accomplish are the words of the internal voices playing in most Producers' heads.

Why Red for Producer? Studies show that red worn in competitive sports is an intimidating color to an opponent. People in this group are usually competitive and can be intimidating.

Why the Check Mark? Producers like to get it done, check it off the list, and move on to bigger and better achievements. The check symbolizes completion and accomplishment, and that's what Producers are definitely about.





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Real YOU TYPE CHARACTERISTICS

Your traits combined to show you are a results-oriented person. Your traits create a set of strong attributes and abilities that allow you to move forward with purpose. High energy is who you are. Swift and intentional forward motion with goals, objectives, and a victory plan is the way you travel through life. Producing results, achieving goals, and gaining power are strong motivators for you. You believe “time is money,” and you like your information and communication to be bottom line and to the point. At no time do you like to have the point belabored. “Get the show on the road” is one of your mottoes. A general statement, followed by bullets, is your preferred written style.

PRODUCERS ARE LEADERS

Producers are born leaders who possess the characteristics and attributes needed to lead. You can rise to the occasion and handle the responsibilities that go with leading or being in charge. Your ability to make quick decisions, delegate, and problem solve are invaluable when solutions are needed in a hurry, which makes you good in emergency situations.

Being in charge often means calling the shots, and most Producers are comfortable making on-the-spot decisions. You, figuratively speaking, have broad shoulders. You can find yourself out in front in most situations, carrying the major part of the responsibility load. You like responsibility and are good at handling challenging situations.

You manage things, projects, committees, teams, groups, and subordinates with efficiency, organization, and determination. Your leadership style can range from dynamic to domineering, depending on how self-aware you have become. Producers are usually correct but are not always popular. You have an intense personality that can either unite or divide.

PRODUCERS ARE DRIVEN PEOPLE

Your drive to accomplish, combined with your desire to appear competent and knowledgeable in everything, is the force behind many of your actions. Your reported traits are: optimistic, positive, resourceful, self-directed, self-motivated, disciplined about achieving goals, strong-willed, independent, and competitive. Being a self-assured, driven person, you want it done your way and preferably yesterday with speed and efficiency. And if others happen to be able to read your mind—that is good also. Check yourself on being achievement addicted and possibly a workaholic.

PRODUCERS ARE TASK-ORIENTED

The task, the job, the results—from a deadline being met to a building program being completed—these are the priorities of life for a Producer. However, you only produce results in the areas that interest you. You are take-charge, decisive, and independently strong willed. Most Producers thrive on competition. You enjoy the challenge of a fight and the *win* even more. You are not afraid to take risks to get what you want.

Usually you would rather make things happen than deal with people. Some Producers have a difficult time with personal relationships because they think of people as pawns to be used in order to complete the tasks. For the Producer, *doing* is often more important than *being*. Doing for you is easy to measure. Goals, benchmarks, and completions are among your favorite things. Relationships are not easy to measure and fluctuate frequently. You like to control progress with measurable systems. Relationships don't work that way. Being in tune with the feelings of others, or your own feelings, sometimes is a key factor for you to process.



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MOTIVES

Producers make life happen. They are motivated by seeing the vision, then making a game plan and managing and executing that plan to a successful conclusion. You are motivated by creating change for the good. You are responsible for starting many great organizations, institutions, programs, companies, projects, fundraisers, and events. You see a need and do something about it. These “make it happen” specialists have brought a great deal of good to society. Producers are pragmatic. Whatever it takes to get the job done!

As a child, family members and friends who did not understand your Producer TYPE might have tried to stifle your young, already-driven self with comments like, “Slow down and be a kid,” or “Relax,” or “Don’t be so bossy.” All these types of comments are harmful and show lack of understanding. Many Producers growing up have heard some form of this one: “Who died and made you king?” The good news is those people didn’t know it at the time, but in this tactless way, they were acknowledging your leadership abilities.

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 2, then you are a Producer/Planner. The combination of the traits, behaviors, attitudes, and operating style found in this combination would include: task oriented and making your decisions with your brain. Logical, no-nonsense, and straightforward are descriptors. The Planner would bring in more attention to details, and systems and procedures would be tighter. The Planner is also an indirect communicator asking questions to get to



the facts. Observe yourself in various situations and see when you use telling and when you use asking.

Rising to the top of any organization will be important to the Producer/Planner. Plan, execute, achieve, accomplish, and succeed are household words for this type. You are the most formidable of all the combination types. Producer is the strongest type followed by Planner because of the Planner’s task and decision-making ability. Together this creates a powerful “human doing” with the will to plan and execute. You have a great deal of discipline. Watch relationships. You can be driven, determined, and focused on the task versus the relationship.

If your second highest score was in column 1, then you are a Producer/Promoter. The combination of the traits, behaviors, attitudes, and operating style found in this combination would include: relationship oriented from the Promoter side. You are able to relate to others with greater insight and ease. Your strong Producer entrepreneurial spirit combines with Promoter’s freedom and flexibility traits. Both types are high energy. This Producer/Promoter combination is the highest energy of all types. You move fast and forward.



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Project manager, committee chairperson, and general leadership roles would be in your skill set and probably comfort zone. Your communication style is direct. You make statements versus ask questions. You are a popular person who makes things happen. This combination is balanced with Promoter trait adding right brain creativity, charismatic personality, and a playful side. If this is your combination, then you have many gifts and talents that produce both results and a good time. This combination is strong because you can both task and relate.

If your second highest score was in column 4, then you are a Producer/Peacekeeper. This is the lowest scoring combination for the Producer. The combination of

the traits, behaviors, attitudes, and operating style found in this combination would include: the Peacekeeper being relationship oriented and indirect communication style. The Peacekeeper would also bring the most compassion and empathy of all the types, not to mention the kindest. This combination would certainly soften the often perceived hard shell of the Producer. This is a combination type that would lead and accomplish with understanding, insights, and compassion.

Producers, you are the most driven amongst us. You like to make things happen. Add to your Producer traits those of your backup type, and you will have a strong picture of the **Real YOU**.

PRODUCER	
Good News	Bad News
Possess strong task skills	Need to work on people skills
Decisive	Opinionated
Initiating	Controlling
Forceful	Abrasive
Driven	Impatient
Competitive	Arrogant
Goal oriented	Demanding
Authoritative	Dictatorial
Independent	Aloof
Pragmatic	Tactless
Productive	Hasty
Confident	Egotistic
Leadership ability	Bossy
Persuasive	Argumentative
Global	Selfish
Enterprising	Opportunistic
Focused	Self-absorbed
Straightforward	Sarcastic



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Personality Type	PRODUCER
Roles:	Leader, Problem Solver
What Motivates:	Power and results
What Matters:	Independence, Knowledge, Control, Leadership
What Makes a Difference:	Accomplishments, Achievements, Acknowledgment, Winning, Respect, Creating change for the better
Strengths:	Visionary, Decisive, Organized, Reliability, Pragmatic, Determination, Driven, Bold
Limitations:	Domineering, Opinionated, Insensitive, Manipulative, Controlling, Arrogant, Blunt
Focus:	Possibilities and tasks
Adept at:	Developing concepts
Abilities to:	Accomplish, Achieve relentlessly
Communication: Tell=Direct Asks=Indirect	Direct, Authoritative, Logical Bottom Line, Unemotional
Likes Environment to Be:	Stimulating, Multitasking, Efficient, Serious
Pluses about the Job:	The vision, Finishing, Producing outstanding results
Decisions Are:	From the brain—decisive, logical
Fears:	Loss of control, Being seen as wrong or incompetent, Loss of respect
Stressors:	Incompetent people, Out-of-control situation, Not producing enough
When Stressed:	Verbally aggressive, Domineering, Manipulative, Assertive, Blunt, Pushes harder for results
Incompatible People:	Lazy, Nonproductive, Ineffective, Incompetent, Weak
Compatible People:	Overachievers, Human Doings, Self-assured, Winners, Workaholics
Good at:	Casting a vision, Strategies, Keeping things positive and optimistic, Making things happen, Getting thing done
Needs:	Influence, Approval, To be right, Control
Wants:	Efficiency and effectiveness, High-performance situation, Recognition
Motto:	“Time Is Money,” “Do It Right the First Time”

Producers, you do a great deal for many. In case no one has thanked you today or ever, I thank you. I know that you are often one of our unsung heroes. Because visualizing it and make it happen is in your core, the rest of us are blessed.



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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 Producer 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.