



People Skills 4 U Feedback

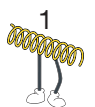


Based on your highest score in the **Real YOU** Type Indicator, your name is **Promoter**. Your color is **Yellow**, and your symbol is a **Spring**.

Why Promoter? The common traits in this group involve the sociability of people. People in this group are relationship-oriented, people persons, who love to encourage, recruit, and network. Promoting people, relationships, fun, and the good life is your mission. You are a personality-plus individual. You have good to strong people skills.

Why Yellow for Promoters? Yellow appears to be the color of the sun and stars, bright and sparkling. This personality type has charisma and tends to sparkle. Yellow is an attention-getting color, and you are comfortable with attention. Yellow is the color of big, bright, bold sunflowers, and your personality type can be big, bright, and bold.

Why a Spring? Springs can accommodate a great deal of movement, flexibility, and bear stress. Your personality group represents high energy, animation, malleability, and resiliency. You take many of the stresses of life in stride by bouncing along. With natural liveliness, you generate energy, excitement, and motivation while moving forward with positivity.





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Real YOU TYPE CHARACTERISTICS

Promoters are charismatic people who are able to recruit and enlist the help of others. Your enthusiasm is contagious, and you are a Pied Piper by nature. Getting people to join in is one of your specialties. Promoters are people persons who use personal charm and strong social skills to influence the world. Your spirited personality is adept at fitting in with those around you. Socially sensitive, you prefer to be around others. Youthful in manner, joking, and playful, you often have wild personal stories to tell. Articulate, entertaining, and inspiring, you enjoy an audience, but some Promoters enjoy the spotlight more than others.

Promoters are intuitive people. You know because you know. If asked how you know, you will just shrug and say it's a "gut hunch." Promoters have a sixth sense about them. You read people well. Most members of this Yellow group are good at understanding body language and nonverbal communication.

You make your decisions with your heart. The first filter for a decision is, how will this affect people's values and needs? Putting people first is a natural for you with encouraging, social, heart-filled attitudes and behaviors. In the work force, Promoters are going to be people oriented. Tasking or getting the job done will come out of relationships. People management, customer service, and sales are places that hold your interest.

MOTIVES

Encouraging people and positive relationships motivates Promoters. They are adept at building alliances and using relationships to accomplish group work projects or parties. Spontaneity and fast-paced, decisive action are qualities you possess. Starting projects and events are your specialty. You also enjoy the finish—especially if there is a celebration. But you often get bogged down in the middle. Attention to detail is an area where most

Promoters have to exercise discipline and be hyper-diligent. Details are often too routine and boring for fast-paced you. Motivated by a fast-paced life, most Promoters continually have to work on getting the details in place and sticking with the executions to the end.

Loving life to be action-packed, you live in fear of dull moments, boring people, and slow-paced anything. Being on the cutting edge of events, happenings, and trends is motivating. Your social, political, and overall people awareness is high. You are spontaneous, high-energy, quick-paced, and animated. Life must be an exciting adventure filled with inspiration, unlimited possibilities, and fun people.

When you are bored or stressed, your verbal behavior intensifies, and you may tend to exaggerate for effect in your stories, talk too much, or interrupt. You can become fragmented, ambivalent, and disorganized.

As a child, family members who did not understand your Promoter TYPE might have not appreciated so much energy and spontaneity. Comments directed your way probably were: "Be quiet and sit down," "Focus and pay attention to details," or "You're such a space cadet and airhead." You were born with high energy, a grand imagination, and the spirit to live the **Real YOU**. Promoter children suffer under personality type misunderstandings just like all children with the other three types do. But your natural positivity helps you shake it off in most cases. Motivated to see the bright side of life you move forward with resiliency.

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 top score was in column 3, you are a Promoter/Producer. The combination of traits, behaviors,



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attitudes, and operating style found in this combination means you get task-oriented traits from the Producer as well as logical, driven, and focused traits. Project manager, committee chairperson, and general leadership roles would be in your skill set and probably comfort zone. You are a popular person who makes things happen. This combination is balanced with Producer traits adding left brain, serious-about-accomplishment traits to your Promoter charismatic and 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 relate and task.

If your second highest or backup score is Peacekeeper, then you would be a Promoter/Peacekeeper. Both types are relational people persons. You care about and can relate to and meet the needs of others. Helping, caring for, and encouraging others is core to you. Establishing programs, projects, and events that benefit others are things that interest you and you participate in. From one-on-one attention to large population groups, you are a crusader for humanitarianism. You like people, and people like you. While other types are building bridges, you are erecting systems and programs that improve the human condition.

If your second highest score was Planner, then you are a Promoter/Planner. This is a combination that is not selected in large numbers. Promoters and Planners have less in common than more. However, if this is your **Real YOU** true combination, you have a great deal of gifts and talents. An organized charismatic person who can relate and task has most of the bases of life covered. A Promoter/Planner can truly win friends plus influence and organize people.



PROMOTER	
Good News	Bad News
Articulate	Talkative
Charismatic	Superficial
Confident	Self-doubting
Encouraging	Fawning
Gregarious	Obnoxious
Persuasive	Overbearing
Playful	Childish
Optimistic	Unrealistic
Positive	Opinionated
Fun-loving	Foolish
Brainstorming	Forgetful
Innovative	Disorganized
Flexible	Undisciplined
Inspiring	Unlistening
Adaptable	Uncommitted
Spontaneous	Impulsive
Socially skillful	Melodramatic
Friendly	Too trusting
Cooperative	Inconsistent



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PERSONALITY TYPE	PROMOTER
Roles:	Originator, Motivator
What Motivates:	Having fun, Encouraging people, New ideas
What Matters:	Relationships, Freedom, Fun
What Makes a Difference:	Attention, Applause, Affirmations, Approval, Acknowledgment, Acceptance, Recognition
Strengths:	High energy, Brainstorms, Encourager, Enthusiastic, Charismatic, Creative, Innovator, Articulate, Optimistic, Fluidity, Flexibility, Resilient, Multitasking, People Skills
Limitations:	Disorganized, Unfocused, Inconsistent, Careless, Poor time manager, Overcommits, Messy, Poor follow-through, Lack of discipline, Impulsive, Unrealistic, Bores easily, Obnoxious
Focus on:	Possibilities and relationships
Adept at:	Understanding the aspirations of people
Abilities to:	Recruit and enlist
Communication: Tells = Direct Asks = Indirect	Makes statements, Energetic speech patterns, Enthusiastic, Tells stories, Loud, Interrupts
Likes Environment to Be:	Stimulating, Fast-paced, Congenial
Pluses about the Job:	The Start, The Challenge, The Celebration upon completion
Decisions Are:	Spontaneous—from the Heart
Focus	Relationships over Task
Fears:	Being bored, Left out, Noncurrent, Unpopular, Disapproval, Criticism, Tight Boundaries
Stressors:	Rigid situations and people, Judgmental people, The mundane, Slow paced anything, Disharmony
When Stressed:	Talks loud, Obnoxious, Impulsive, Does shocking attention-getting behaviors, Rambunctious, Hyper
Incompatible People:	Uptight, Nonflexible, Serious, Boring, Narrow-minded
Compatible People:	Possibilities oriented, People oriented, Having heart, Enjoying life, Easygoing
Good at:	Recruiting, Enlisting, Innovation, Relationships, Selling, Encouraging others, Inspiring others
Needs:	Fun-loving people and happy situations, Permission to learn by mistakes, Support to encourage their out-of-the-box thinking style
Wants:	Experiment with and experience life their way, Exercise mind of their own
Motto:	“Live, Laugh, Love,” “Close Enough”

Promoters, you are the most energetic and fun amongst the four types. You are our free spirit, entrepreneurial spirit and reinvent the wheel spirit. Spread your excitement for life around. We can all use more fun and positive energy.



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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 Promoter 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.