



What Energy Type Are You?

By Lyn Carman

Before we begin you may be asking what an energy type is....

Our 4 energy types link to the 4 patterns of Carl Jung's 4 personality types D, I, S & C but I am not going to talk about personality types per se. Personality typing can be very accurate and a fantastic tool – for instance take the highly regarded Myers-Briggs test which many of you may know of. I find personality types can box you in and can be limiting, it can give you a label to say I'm this or I'm that.

I love behavioural profiling because behavioural profiling approaches the 4 personality types from the context of them being energies, therefore it is open and limitless. It helps us to manage ourselves and others, how to communicate better, and it's good fun.

The 4 energy types are D I S C – and before we dive into this, I want to explain how I believe we can utilise these energies appropriately to get the results we desire in our life/career. Rather than "oh this is who I am, personality" let's give ourselves the opportunity to find out what energy comes more naturally to us and build on our strengths. I like to use the 4 energy types as a guide to helping us work out ours and other's strengths and challenges. This helps with communication and understanding others.

Some of us are very aware of our strengths and I dare say some of you reading this may not be clear about what your strengths are at all. Perhaps you feel some things just come naturally to you, but you may not be very good at them. You may notice that in your environment, your universe, your relationships, your work environment there are themes which appear; a theme you notice over a period where people have given you compliments, encouragement and noticed a strength. Pay attention to these compliments because this is where you will see your natural energy type in play and these are your natural strengths, which you can work on and become masterful at. Bearing in mind there are different levels of maturity around each energy type, a resourceful type and an unresourceful type, let's have a look at the energies of DISC

D – stands for Dominance and makes up 9% of the population. This is the person who is generally big picture

orientated and has the archetype of the bull – the archetype of “get out of my way. I know what I am doing. I’m not interested in your opinion, just get out of my way, let me get there” type energy.

D’s are competitive, decisive, moves fast and takes risks, they like change and challenges, focuses on the big picture

D’s ask What questions, tell more than ask, talk more than listen, fast speech and goes right to the issue

Mange D’s by not overloading with details, provide flexibility, give authority to make changes, supply big challenges and allow them to act independently.

I – stands for Influence and makes up 29% of the population – this is the person who is driven by the desire to be

liked and has the archetype of the entertainer, joker – this is a kinaesthetic energy, they feel their way through the world, if it doesn’t ‘feel’ good then its unlikely to happen. They are the person who is quite often the centre of attention. Also tend to be big picture focussed.

I’s are animated, lots of facial expression, spontaneous, laugh out loud and shorter attention span

I’s ask Who questions, tells more than asks, makes small talk, uses stories or anecdotes, faster speech

Mange I’s by surrounding with people to talk to, give visible awards, provide freedom from details, support with public recognition, create a positive environment.

S – stands for steadiness, stability and steadfastness and makes up 30% of the population. This is the person who

likes comfort and sameness. S is the archetype of the mother, very much the nurturer, the compassionate, warming, comforting energy.

S's are patient and tolerant, consults others, service orientated, dislikes recognition and loyal

S's ask How questions, ask vs tells, listens more than talks, slow steady delivery and makes small talk

Manage S's by friendly functional work area, maintain the status quo, create standard procedures, take time to listen to them, and give time to adjust to changes.

C – stand for compliance, the need to be right in the context of accuracy and precision and highly conscientious,

making up 31% of the population. C's are very much the archetype of the thinker, the technician, they are very much 'in their heads' and work with obscure levels of detail, quite often found in research, science, engineering and highly specialised fields.

C's focus on task and process, orderly, meticulous, precise, accurate, logical and analytical.

C's ask Why questions, asks more than tells, listens more than talks, not a lot of reaction, slower speech

Manage C's by providing a 'sterile' work area, give clear expectations, limit sudden changes, allow them a chance to show expertise, provide references and verification.

Most people are a combination of two energy types, though we generally have a 'captain' energy type, which is our natural strength. Sometimes in life we need to access and show strength in another profile one which is not our 'captain' or natural and this takes a lot more energy to sustain.

For example, when you have an S energy or mother archetype, take on a leadership role in their personal life or work environment, this takes a lot of energy to sustain and can exhaust the person, whereas a D energy will be in their element in a leadership role and expend little energy. Or, if a C energy type is expected to work in a fast-paced loud, busy environment this will exhaust them yet an I energy will thrive.

We can all do this behaviour for short periods of time but when we are constantly living life here and needing to consistently perform in this space, when it is not our natural style, it will take a toll on our mood, our energy levels and even our health.

Working with our natural energy type is where our strengths lie, for some people this is where they find the so called 'life/work balance' where we have most pleasure in our day, we have the most energy, our mood is high and our health is good. When we are aware of other's energies it helps us understand what makes them 'tick'.

The Golden Rule is - Do unto others as you would have them do unto you. Though I prefer this the Platinum Rule: Treat others the way they would like to be treated!

Email info@lyncdental.com.au for more information about DISC profiles.

