



# **WELCH RESPONSIVE TEMPERAMENT ASSESSMENT (WRTA)**

**Personalized Results Report For  
Michael Smith  
February 25, 2020**





# Welch Responsive Temperament Assessment (WRTA)

## Results Report

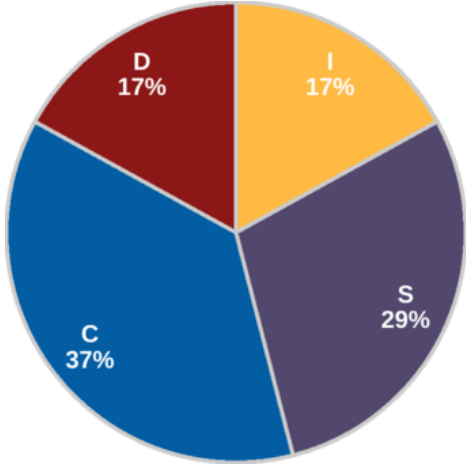
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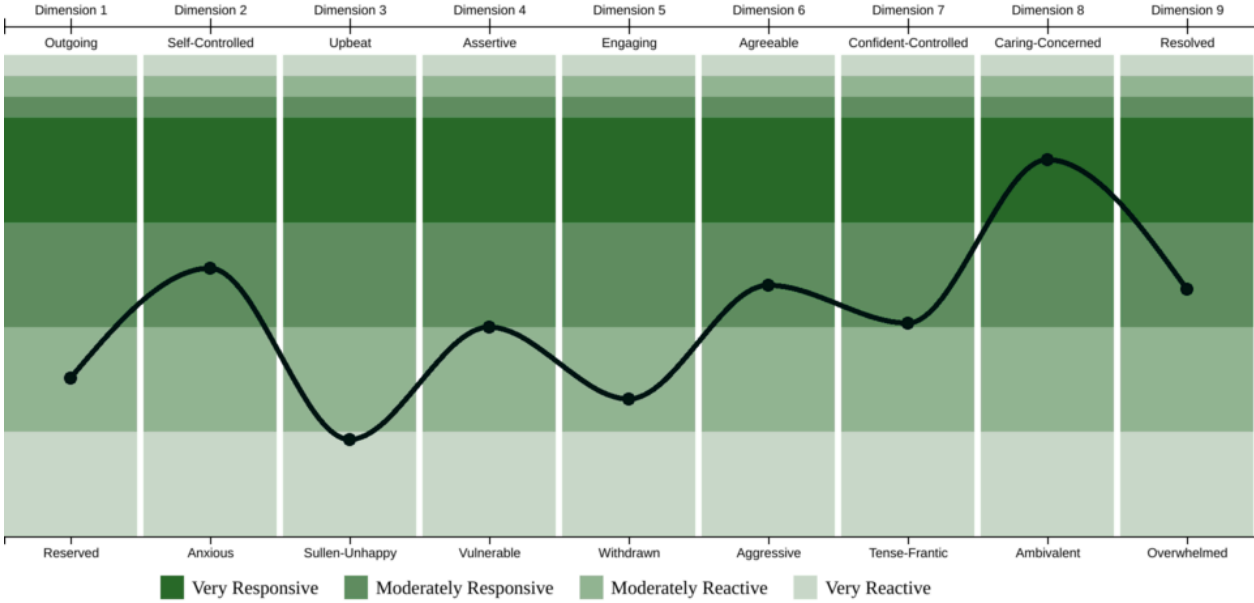


# Results for Michael Smith

## DISC Profile



## Dimensions of Expression





## Welch Responsive Temperament Assessment (WRTA)

### Results Report

#### INTRODUCTION

DISCLAIMER: The *Welch Responsive Temperament Assessment* (“WRTA”) is based on scientific research, industry standards for statistical reliability, and empirical evidence from professional counseling settings. Nevertheless, the underlying results of your WRTA are based entirely on your assessment of yourself and, if the *WRTA for Couples* was taken, your companion’s assessment of you. Consequently, your WRTA Results Report should not be considered a comprehensive diagnosis of your psychological condition or a 100% reliable, factual representation of how you interact with your world and others.

The characteristics and descriptions provided to you in this WRTA Results Report regarding your temperament profile and dimensions of expression are examples of those observed in individuals with similar results rather than prescriptive proclamations of inerrant truth about you. Because of this, the WRTA Results Report is intended to serve as a guide for you to, 1) examine your behaviors, attitudes, and mindsets that may be impacting the quality and health of your relationships and, 2) take action to improve the expression of your temperament.

To the extent you sincerely examine *responsive* (relationship enhancing) and *reactive* (relationship impeding) temperament expressions and act to reduce reactivity and increase responsiveness, Welch Therapy Institute (“WTI”) believes your relationships will progressively improve. Nevertheless, as a guide, the WRTA Results Report is susceptible to misinterpretation and misapplication.

Because of the underlying self-assessment nature of the WRTA and the potential for multiple interpretations and misuse, WTI provides this WRTA Results Report “as is” and does not warrant its effectiveness, usefulness or reliability. WTI makes no warranties, whether oral, written, express, implied, or statutory, including the implied warranties of merchantability, fitness for a particular purpose, title, and noninfringement. In no event shall WTI or its agents or affiliates be liable to you or other third parties for any consequential, indirect, special, multiple or incidental damages, even if advised of the possibility of such potential loss or damage.





## Welch Responsive Temperament Assessment (WRTA)

### Results Report

#### INTRODUCTION

##### **Background:**

The Welch Responsive Temperament Assessment, or WRTA, was developed after years of extensive scientific research and application of its underlying principles in real-life counseling settings. Thousands of individuals and couples have taken the WRTA and benefitted from the unique insights it provides. With your results report in hand, you are now positioned to take advantage of these insights and improve your most important relationships.

The WRTA measures your natural temperament shaped through the blending of DNA programming and external influences. Your temperament forms the cognitive and emotional structure through which you filter and navigate your world. It predisposes you to act and respond in certain ways when encountering external stimuli. According to the most recent research, these personality predispositions are enduring qualities that change little after the early formative years of life experienced before age eight.

Because your temperament is largely static, simply learning which category you fit in has minimal benefit for altering outcomes. There are many assessments on the market today that measure temperament or personality. Consequently, learning which temperament you have is quite easy to do. But just knowing who you are will not likely change your present circumstances.

We struggle and clash in our most important relationships often because the temperament of each participant is different. Your way of filtering and navigating your world is different from the other individuals in relationships with you. This can create conflict. But if your temperament is enduring and the other person's temperament is enduring, what can be done to improve the outcome? Just labeling the difference is not enough.

What makes the WRTA unique is the added assessment of the ways you express your temperament to others which we call *Dimensions of Expression*. By measuring aspects of temperament expression originating from different areas of the brain, the WRTA provides individuals and couples valuable insights that empower them to enact improvement efforts for their relational interactions. Your results within the *Dimensions of Expression* are the key to understanding how to manage your reactions so your relationships can flourish and grow.





## Welch Responsive Temperament Assessment (WRTA)

### Results Report

#### INTRODUCTION

##### ***Elements of the WRTA Results Report***

Your personalized WRTA results report includes the following:

- ❖ Section 1: Your DISC Temperament Profile
  - Pie graph displaying the percentage distributions of your self-assessment among the four (4) possible temperaments. This graph is located at the beginning of your full report after the main cover page.
  - Description of the typical strengths and weaknesses of your primary and secondary temperament
- ❖ Section 2: Your Dimensions of Expression Scores
  - Line graph displaying your scores within each of the nine (9) dimensions of expression and showing the level and intensity of *responsiveness* or *reactivity* you exhibit in relationships. This graph is located at the beginning of your full report after the main cover page.
  - Detailed descriptions of your self-assessment score, a listing of example characteristics exhibited by those with that score, and a listing of actions you can take to reduce *reactivity* and enhance *responsiveness* within each of the dimensions of expression
- ❖ Section 3: Couple's Comparison (Only included if you and your companion took the WRTA for Couples)
  - General information about how to use the Couple's Comparison to discuss similarities and differences between your self-assessment and your companion's assessment of you
- ❖ FAQs: Frequently asked questions about the WRTA





## Welch Responsive Temperament Assessment (WRTA)

### Results Report

#### INTRODUCTION

##### ***Interpretation and Intervention Therapy:***

The WRTA is a powerful tool for increasing awareness of one's temperament tendencies and expression, and a couple's relational interactions. As such, it should be treated as a scientific, psychological measurement instrument and not a harmless novelty. Without proper care and consideration, your results can be easily misinterpreted and misapplied, thereby potentially causing psychological harm to you and your companion.

Sometimes, proper care and consideration may mean processing the results with a trained mental health practitioner, clergy member, life coach, or support group. We encourage you to seek help if your Self-Assessment or your Companion-Assessment indicates the presence of significant reactivity, or if there are large perspective differences between you and your companion regarding your temperament tendencies and expression. The good news is that, while you cannot change your natural temperament, you can change the ways you express your temperament to promote *responsiveness* and prevent *reactivity*.

##### ***The Responsive Relationship Handbook:***

The WRTA comes with free access to the *Responsive Relationship Handbook*, a downloadable and fillable PDF that contains many practical tools and methods for reducing reactivity, increasing responsiveness, and improving relationships. You will want to take advantage of this valuable resource by reading and applying the concepts contained in it, perhaps in consultation with a trained counselor or life coach.

##### ***Words of Encouragement:***

As you read through your results report, please remember that: *awareness provides the opportunity for you to choose responsiveness*. We at the **Welch Therapy Institute** wish you all the best as you use your results to improve your relationships.





# **WELCH RESPONSIVE TEMPERAMENT ASSESSMENT (WRTA)**

## **Section 1: Your DISC Temperament Profile**







## Welch Responsive Temperament Assessment (WRTA) Results Report Section 1: Your DISC Temperament Profile

### INTRODUCTION

#### ***Temperament:***

The WRTA measures temperament within a set of four that form the acronym DISC. The names of these four possible temperaments provide immediate recognition of the tendencies of each. The **D**irector is one who acts “in-charge” under most circumstances. The **I**nfluencer is the outgoing, fun-loving “life of the party.” The **S**tabilizer is generally the most caring and concerned for the well-being of others. The **C**ontemplator is the most analytical and methodical of the group.

Your temperament results are displayed in a pie graph, titled DISC Profile, that shows the relative proportion of each using percentages written on the colors red for **D**irector, yellow for **I**nfluencer, purple for **S**tabilizer, and blue for **C**ontemplator (“Temperament Distribution Graph”). The higher the percentage the more dominant that temperament is within your makeup.

The one with the highest percentage will be your **primary temperament** and is the one you display in most circumstances. Your results report will also contain percentages for the other three temperaments since no one is *always* (without exception) in-charge, the life of the party, caring and concerned, or analytical and methodical.

The one with the next highest percentage, or in the case of a tie, the next in sequence, can be considered a **secondary temperament**. You may also display characteristics of your **secondary temperament** in some situations. In rare cases, a person may not have one apparent **secondary temperament**. This occurs when the distribution of the three (3) non-primary temperaments is equal, with no one non-primary temperament having a higher percentage than the other two. In this case, you can expect your behavior to be a mixture of all four (4) temperaments with your **primary temperament** being most dominant in most situations.

You can think of your DISC Profile as the “factory defaults” of your smartphone or computer. These are your preferred ways of interacting with your world that are embedded in your psyche and woven into your makeup from early childhood. They emerge with virtually no effort or conscious influence on our part. Your **primary temperament** will generally be the most dominant in your behavior and mental processing, with your **secondary temperament** (or other three (3) non-primary temperaments in the case of having no apparent **secondary temperament**) also evident.





## **Welch Responsive Temperament Assessment (WRTA) Results Report Section 1: Your DISC Temperament Profile**

### **INTRODUCTION**

It is important to remember that there is no one temperament that is better than, or superior to, another. Each is valuable and needed in relationships and teams. This is the beauty of variety in our humanity. Furthermore, each person will exhibit strengths and weaknesses in their temperament. This is the nature of being human. None of us will be able to function in our strengths one hundred percent of the time. The goal we should all strive for then is to have a growth mindset and be progressing towards exhibiting our weaknesses less frequently and with less intensity.

Your unique temperament profile will give you clues as to how you filter and navigate your world. In most cases, you can expect to lean towards acting and thinking in alignment with your *primary temperament*, and in some cases your *secondary temperament*. These leanings are summarized in the table on the next page:





## Welch Responsive Temperament Assessment (WRTA) Results Report Section 1: Your DISC Temperament Profile

### INTRODUCTION

<b>WELCH RESPONSIVE TEMPERAMENT ASSESSMENT (WRTA)</b>				
<i>TEMPERAMENTS [ENDURING]- Highest % = Primary, 2nd Highest % = Secondary</i>				
Element	D	I	S	C
<i>Known For</i>	Directing	Influence	Steadiness	Conscientiousness
<i>Known As</i>	Director	Influencer	Stabilizer	Contemplator
<i>Common Personality Test Equivalent</i>	Choleric	Sanguine	Phlegmatic	Melancholy
<i>Complementary Temperament</i>	Influencer	Director	Contemplator	Stabilizer
<i>Opposite Temperament</i>	Stabilizer	Contemplator	Director	Influencer
<i>Animal Metaphor</i>	Lion	Otter	Dog	Owl
<i>Motivating Pattern</i>	Assertive-Directing	Engaging-Influencing	Altruistic-Nurturing	Analytical-Autonomizing
<i>Primary Orientation</i>	Task	People		Task
<i>Primary Type</i>	Active [Extroverted-Optimistic-Sociable-Responsive]		Passive [Introverted-Careful-Controlled-Reliable]	
<i>Strengths When Responsive GOAL=Fortify/Expand</i>	*Ambitious *Competitive *Self-Confident *Forceful	*Spontaneous *Influential *Sociable *Adaptable	*Helpful *Caring *Peacemaking *Sensitive	*Independent *Rational *Organized *Self-Sufficient
<i>General State for Responsive Strengths</i>	<i>Steadied by Internal Calm</i>			
<i>Weaknesses When Reactive GOAL=Mitigate/Minimize</i>	*Ruthless *Combative *Arrogant *Dictatorial	*Self-Centered *Attention-Seeking *Disorganized *Emotional	*Submissive *Gullible *Spineless *Impractical	*Critical *Suspicious *Rigid *Unfeeling
<i>General State for Reactive Weaknesses</i>	<i>Agitated by Internal Anxiety</i>			



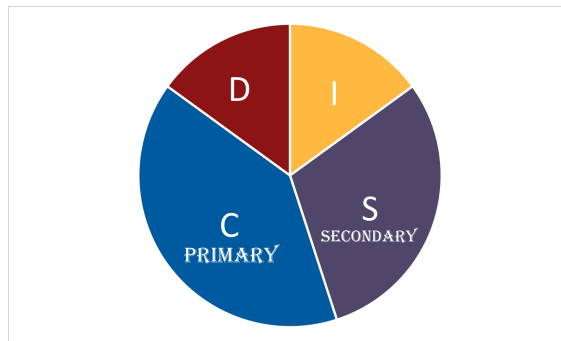


## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 1

#### YOUR DISC TEMPERAMENT PROFILE

Your Primary Temperament	Your Secondary Temperament
<u>C</u> ontemplator	<u>S</u> tabilizer



#### Primary Temperament

Your temperament profile indicates your dominant temperament is the Contemplator. This will be the temperament you exhibit most often, especially when you are under pressure or stress. We tend to resort to our “default settings” when anxiety elevates, so you can expect this set of characteristics to dominate your personal interactions with others and be the primary set of filters you use to engage with your world and process external stimuli.

A person categorized as a Contemplator in the DISC model or a Melancholic in the Hippocratic model is known for their task-oriented and analytical nature. These individuals are often seen as deep thinkers and meticulous planners, meticulously weighing the pros and cons of every decision they make. Contemplators are characterized by their thoughtful, systematic, and detail-oriented personality.

Contemplators excel in roles that require precision and accuracy, such as data analysis, research, or quality control, as their keen attention to detail is exceptional. They are highly organized and take great care in planning and executing tasks. Their logical thinking and analytical approach make them dependable problem-solvers who can tackle complex challenges methodically.





## **Welch Responsive Temperament Assessment (WRTA)**

### **Results Report: Section 1**

#### **YOUR DISC TEMPERAMENT PROFILE**

These individuals have a natural tendency to focus on the task at hand, which often leads to them producing high-quality work. They are the ones who take the time to review every aspect of a project to ensure it meets the required standards. Their thoroughness and discipline make them valued team members in settings where accuracy and precision are crucial.

However, it's important to note that Contemplators may sometimes struggle with adapting to rapidly changing environments or ones in which quick decisions are required. Their analytical approach can sometimes lead to overthinking, and they may need to work on embracing more flexibility and spontaneity. Despite this, their task-oriented and analytical demeanor is an indispensable asset in maintaining quality and consistency in their work, making them essential contributors in various professional fields.

On the next page is a summary of the characteristics for the Contemplator:





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 1

#### YOUR DISC TEMPERAMENT PROFILE

Element	C
<i>Known For</i>	Conscientiousness
<i>Known As</i>	Contemplator
<i>Common Personality Test Equivalent</i>	Melancholy
<i>Complementary Temperament</i>	Stabilizer
<i>Opposite Temperament</i>	Influencer
<i>Motivating Pattern</i>	Analytical-Autonomizing
<i>Primary Orientation</i>	Task
<i>Primary Type</i>	Passive
<i>Strengths When Responsive</i> <i>GOAL=Fortify/Expand</i>	*Independent *Rational *Organized *Self-Sufficient
<i>Weaknesses When Reactive</i> <i>GOAL=Mitigate/Minimize</i>	*Critical *Suspicious *Rigid *Unfeeling





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 1

#### YOUR DISC TEMPERAMENT PROFILE

##### Secondary Temperament

Your temperament profile indicates your secondary temperament is the **STABILIZER**. This will be the temperament you exhibit periodically under certain circumstances. In general, characteristics of your secondary temperament tend to emerge when you are in a calmer state with only mild or negligible anxiety. As stated earlier, when anxiety starts to elevate, we tend to shift to our “default settings,” resulting in our primary temperament taking control.

A person categorized as a Stabilizer in the DISC model or a Phlegmatic in the Hippocratic model is known for their people-oriented and even-tempered nature. These individuals are like the steady anchors in a storm, always providing a sense of calm and stability to those around them. Stabilizers are characterized by their patient, easygoing, and harmonious personality.

Stabilizers thrive in creating peaceful and cooperative environments, and they are often the go-to individuals when conflicts need to be resolved or when a calming presence is required. They are excellent listeners and possess a natural ability to empathize with others, making them valuable in roles that involve counseling, mediation, or caregiving.

These individuals are known for their consistency and reliability, and they are rarely swayed by strong emotions or sudden changes. Their even-tempered nature makes them ideal team players, as they can diffuse tense situations and foster collaboration among team members.

However, it's important to note that Stabilizers may sometimes struggle with assertiveness, as they tend to avoid confrontation and may put others' needs before their own. They may need to work on expressing their own desires and opinions to ensure their voices are heard. Despite this, their people-oriented and even-tempered demeanor is an essential asset in maintaining balance and harmony in interpersonal relationships and group dynamics, making them invaluable in both personal and professional spheres.

On the next page is a summary of the characteristics for the Stabilizer:





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 1

#### YOUR DISC TEMPERAMENT PROFILE

Element	S
<i>Known For</i>	Steadiness
<i>Known As</i>	Stabilizer
<i>Common Personality Test Equivalent</i>	Phlegmatic
<i>Complementary Temperament</i>	Contemplator
<i>Opposite Temperament</i>	Director
<i>Motivating Pattern</i>	Altruistic-Nurturing
<i>Primary Orientation</i>	People
<i>Primary Type</i>	Passive
<i>Strengths When Responsive</i> <i>GOAL=Fortify/Expand</i>	*Helpful *Caring *Peacemaking *Sensitive
<i>Weaknesses When Reactive</i> <i>GOAL=Mitigate/Minimize</i>	*Submissive *Gullible *Spineless *Impractical







## **WELCH RESPONSIVE TEMPERAMENT ASSESSMENT (WRTA)**

### **Section 2: Your Dimensions of Expression Scores**





## Welch Responsive Temperament Assessment (WRTA) Results Report Section 2: Your Dimensions of Expression Scores

### INTRODUCTION

#### ***Dimensions of Expression:***

In addition to temperament, the WRTA measures how you express your temperament in either **responsive** or **reactive** ways. **Responsive** expression is voluntary, deliberate, and controlled. **Reactive** expression is involuntary, unplanned, and unregulated. **Responsive** expression originates from the “thinking” part of the brain known as the cerebral cortex, while **reactive** expression originates from the “feeling” part of the brain known as the limbic system. **Responsiveness** is generally relationship-enhancing; **reactivity** is generally relationship-impeding.

The goal of the WRTA is to make you aware of the ways your temperament function may be reactive. This awareness provides the opportunity for you to employ regulatory control over these reactions and improve your relationships. *The Responsive Relationship Handbook* that accompanies the WRTA provides a comprehensive set of tools to help you reduce reactivity and increase responsiveness. When consistently applied, the framework and methods contained in the handbook have the power to improve even the most troubled relationships.

Your *responsive* and *reactive* tendencies are described within nine opposite trait-pairs called *Dimensions of Expression* (“Dimensions”) which are reported to you using a line graph (“Dimensions of Expression Graph”). The line on the graph connects your unique location points within the nine Dimensions and is overlaid upon four shades of green. You and your relationships are at their best when you function within the optimal range of your temperament. This is the darkest green area of the graph. The farther you are away from the optimal range of responsiveness, the lighter the green color becomes indicating an escalating level of reactivity within that dimension.

The Dimensions are named using a syntax that starts with the positive, healthy trait and ends with the negative, unhealthy trait. The positive and negative traits are separated by “vs.” For example, Dimension 6 is Agreeable vs Aggressive, with Agreeable being desirable for relationships and Aggressive being undesirable for relationships. Dimension 2 is Self-Controlled vs Anxious, with Self-Controlled being desirable and Anxious being undesirable.

As an example of how to start to interpret your results, Dimension 1 measures the degree to which you are Outgoing vs Reserved. If your location point within that Dimension is within the light green area towards Outgoing, the healthy trait for relationships, this means you can be “too





## Welch Responsive Temperament Assessment (WRTA)

### Results Report Section 2: Your Dimensions of Expression Scores

#### INTRODUCTION

outgoing.” Perhaps you’ve met someone like this who is overly social and demonstrative, so much so that they annoy the people around them because they dominate conversations and can’t be quiet when silence is needed. On the contrary, if your point within that Dimension is within the light green area towards reserved, this means you are “too reserved.” Others with whom you are in a relationship may interpret this tendency as you being detached and aloof causing them to distance themselves from you.

Although your Dimensions of Expression Graph will be displayed with a vertical orientation of the opposite trait pairs, it can be helpful to also view the Dimensions on a horizontal continuum like that depicted in the following graph:

WELCH RESPONSIVE TEMPERAMENT ASSESSMENT (WRTA)									
DIMENSIONS OF EXPRESSION [CONTROLLABLE]									
#	<i>Healthy Trait</i>	H-RCT	RCT	RSP	H-RSP	RSP	RCT	H-RCT	<i>Unhealthy Trait</i>
1	Out-Going								Reserved
2	Self-Controlled								Anxious
3	Upbeat								Sullen-Unhappy
4	Assertive								Vulnerable
5	Engaging								Withdrawn
6	Agreeable								Aggressive
7	Confident-Controlled								Tense-Frantic
8	Caring-Concerned								Ambivalent
9	Resolved								Overwhelmed
		<--SOF-->		<--Optimal Functioning-->			<--Sub-Optimal Functioning (SOF)-->		
		<div style="display: flex; flex-direction: column; align-items: center;"> <div style="display: flex; align-items: center; margin-bottom: 5px;"> <div style="width: 15px; height: 15px; background-color: #e0f0e0; margin-right: 5px;"></div> <span>H-RCT = Very Reactive</span> </div> <div style="display: flex; align-items: center; margin-bottom: 5px;"> <div style="width: 15px; height: 15px; background-color: #c0e0c0; margin-right: 5px;"></div> <span>RCT = Moderately Reactive</span> </div> <div style="display: flex; align-items: center; margin-bottom: 5px;"> <div style="width: 15px; height: 15px; background-color: #a0d0a0; margin-right: 5px;"></div> <span>RSP = Moderately Responsive</span> </div> <div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #80c080; margin-right: 5px;"></div> <span>H-RSP = Very Responsive</span> </div> </div>							

Each of the Dimensions, or opposite trait pairs, focuses on specific attributes or aspects of the ways you interact with other people and your environment. These are summarized in the table on the next page:





## Welch Responsive Temperament Assessment (WRTA) Results Report Section 2: Your Dimensions of Expression Scores

### INTRODUCTION

#	Dimension		What The Dimension Measures
	Desirable Trait	vs Undesirable Trait	
1	Outgoing	vs Reserved	The internal vs. outward ability to manage emotion. It defines one's interests in extroversion or introversion and identifies from where one's energy originates.
2	Self-Controlled	vs Anxious	One's ability to manage anxiety. It reveals the capacity for self-regulation vs. self-medicative behaviors.
3	Upbeat	vs Sullen-Unhappy	Interest in engagement and interaction with others.
4	Assertive	vs Vulnerable	The ability to express thoughts and feelings to others while receiving and understanding the experience of the other person.
5	Engaging	vs Withdrawn	The capacity to understand the internal feelings of oneself and others. Remaining engaged means tolerating anxiety and staying present.
6	Agreeable	vs Aggressive	The ability to process clearly while managing emotions.
7	Confident-Controlled	vs Tense-Frantic	Self-confidence and the ability to self-assert. When in a relationship, it measures feelings of security in expressing opinions while maintaining connection with others.
8	Caring-Concerned	vs Ambivalent	The ability to embrace fears and uncertainties when attempting to understand another person's point of view.
9	Resolved	vs Overwhelmed	Self-discipline and follow-through. It determines objectivity and toleration of anxiety when completing tasks and responsibilities.





## Welch Responsive Temperament Assessment (WRTA) Results Report Section 2: Your Dimensions of Expression Scores

### INTRODUCTION

Your individual report will include a Dimensions of Expression Graph and narrative that explains your results for each Dimension of Expression in further detail. This narrative includes the following elements:

- Your individual, self-assessment score indicating whether you likely lean toward the positive or negative trait of the dimension and the relative intensity of that dominant trait
- A graph depicting the degree of healthiness or unhealthiness your score will likely exert on your relationships
- A summary description of how your score will manifest itself in your behavior and demeanor
- A listing of example characteristics you likely exhibit.
  - It is important to note that this list is not exhaustive and, because they are examples, all of them as a whole may, or may not, be completely, one hundred percent accurate for your unique profile. You will likely find that some describe you and some don't. The list is meant to prompt your thinking about your behavior and give you a method for examining your behavior in the context of your relationships.
  - PLEASE NOTE that if your score is on the *reactive* side, the example characteristics tend to emphasize the potentially unhealthy aspects of your temperament expression rather than the positive, healthy aspects. This DOES NOT MEAN you do not have or exhibit positive characteristics in that dimension. We have just chosen to emphasize the more unhealthy aspects in the results report in order to promote improvement.**
- A listing of tips (actions) you can implement to reduce reactivity and enhance responsiveness within the Dimension of Expression





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.1

#### YOUR DIMENSIONS OF EXPRESSION SCORES

Dimension of Expression 1	Your Self-Assessment Score
Outgoing vs. Reserved	Moderately Reserved



Individuals scoring *Moderately Reserved* typically exhibit a degree of introversion and may prefer some solitude, but they are also willing to engage in social interactions and share their thoughts and emotions to some extent. The following characteristics further describe individuals in this category:

- **Reserved Nature:** People in this category lean towards being reserved. They may feel more comfortable in quieter and less socially demanding situations. They are less inclined to initiate conversations or engage in small talk, preferring to listen and observe rather than actively participate in social activities.
- **Introverted Tendencies:** They often exhibit introverted tendencies and may prefer spending time alone or with a close-knit group of friends rather than in large social gatherings. They find replenishment in quiet and peaceful environments and need alone time to recharge their energy.
- **Selective Socializing:** While they can engage in social activities, they do so selectively. They may choose quality over quantity when it comes to their social circle. They often feel drained after, and are more cautious in, social interactions. They find it difficult to seek input from others, and lack the skills to manage the tensions created by differences of opinion.
- **Thoughtful and Reflective:** Individuals in this category tend to be thoughtful and reflective. They value introspection and may use it as a way to recharge and gain a deeper understanding of themselves. They think deeply before speaking or acting, considering their words and actions carefully. This need





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.1

#### YOUR DIMENSIONS OF EXPRESSION SCORES

for careful consideration can feel burdensome and can inhibit development of close relationships. They may become irritable and have difficulty concentrating.

- **Hesitation in Social Situations:** They may hesitate in unfamiliar or highly extroverted social situations, sometimes finding it challenging to initiate conversations or take the lead in group settings, especially when they feel overwhelmed. They find conversations superficial which can prompt them to patronize and feign interest. They often feel restless and fidgety, have difficulty relaxing, and avoid situations that make them feel anxious.
- **Tendency to Observe Rather Than Engage:** People in this category pay close attention to the details of their surroundings and the people with whom they interact. This can keep them trapped in their thoughts and inhibit the development of meaningful personal connections.
- **Content with Solitude:** These individuals are content with solitude and find solace in moments of self-reflection. They appreciate the peace and quiet of personal time. They are more comfortable expressing themselves through writing, art, or other forms of self-expression than with conversation and personal interaction.

SEE TIPS ON NEXT PAGE





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.1

#### YOUR DIMENSIONS OF EXPRESSION SCORES

##### Tips for Reducing Reactivity in This Dimension of Expression

- **Identify your triggers:** What are the things that make you feel anxious? Once you know your triggers, you can start to develop strategies for coping with them.
- **Notice the bigger picture:** Enlarge your more specific view of things to include a broader perspective.
- **Increase empathy:** Ask more open-ended questions to increase and broaden your understanding of others.
- **Increase understanding:** Internally ask what's the real meaning behind what another person is sharing with you.
- **Practice open-ended questioning:** Say things like, "Would you be willing to share more?" or "Could you tell me more of what you're sharing?"
- **Learn relaxation techniques:** There are a number of relaxation techniques that can help to reduce anxiety, such as deep breathing, grounding, progressive muscle relaxation, and imagery.
- **Exercise regularly:** Exercise is a great way to reduce stress and anxiety.
- **Get good sleep:** Allow ample time to prepare for a good sleep and get enough sleep. When you are well-rested, you are better able to cope with stress and anxiety.
- **Talk to a therapist:** If you are struggling to manage your anxiety on your own, talking to a therapist can be helpful. They can teach you coping skills and help you to develop a treatment plan.





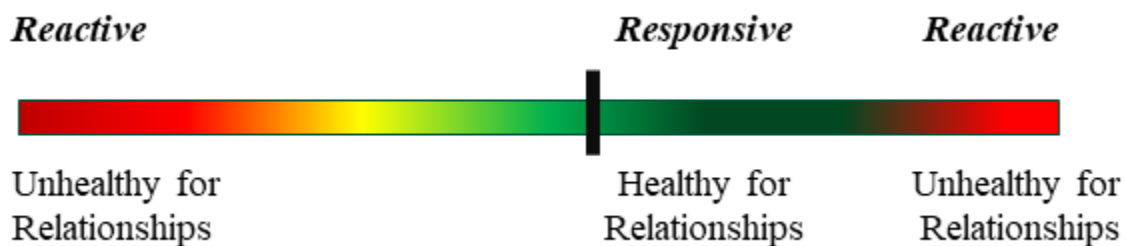


## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.2

#### YOUR DIMENSIONS OF EXPRESSION SCORES

Dimension of Expression 2	Your Self-Assessment Score
Self-Controlled vs Anxious	Moderately Self-Controlled



Individuals scoring *Moderately Self-Controlled* display a balanced level of discipline and emotional composure, occasionally experiencing moments of impulse or emotional reactions but overall managing them effectively. They can regulate their behaviors and emotions without extreme rigidity, making them adaptable and responsive to various situations and challenges. The following characteristics further describe individuals in this category:

- **Composed Demeanor:** People in this category strike an optimal balance between self-control and anxiety, resulting in a composed and thoughtful demeanor. They can manage their emotions effectively without being overly anxious.
- **Considered Decision-Makers:** These individuals are known for their thoughtful approach to decision-making. They carefully weigh the pros and cons before taking action, leading to well-considered choices.
- **Goal-Oriented:** They are diligent and goal-driven individuals who work steadily toward achieving their objectives, both in their personal and professional lives.
- **Supportive in Stressful Times:** Their ability to maintain composure and effectively manage anxiety allows them to provide valuable support to friends and family during challenging and stressful situations.





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.2

#### YOUR DIMENSIONS OF EXPRESSION SCORES

- **Resilient:** People in this area exhibit resilience and are less likely to become overwhelmed by anxiety. They can bounce back from adversity with determination.
- **Effective Communicators:** They are skilled at expressing their thoughts and feelings clearly, even in emotionally charged situations. This makes them effective communicators who can navigate difficult conversations with composure.
- **Empathetic:** Their balanced nature enables them to understand and empathize with the anxieties and concerns of others. They offer support and guidance with empathy and understanding.
- **Conflict Resolution Skills:** Individuals in this area excel at resolving conflicts and misunderstandings. They approach conflicts with a rational and composed demeanor, seeking constructive solutions.
- **Consistent Self-Control:** They maintain a consistent level of self-control without swinging to extremes of anxiety or impulsivity. This balance contributes to their ability to maintain stable and healthy relationships.

SEE TIPS ON NEXT PAGE





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.2

#### YOUR DIMENSIONS OF EXPRESSION SCORES

##### Tips for Enhancing Responsiveness in This Dimension of Expression

- **Practice mindfulness:** Incorporate mindfulness techniques into your daily routine to further enhance your composed demeanor. Mindfulness can help you remain present and reduce unnecessary stress or anxiety.
- **Set clear goals:** Continue being diligent and goal-oriented by setting clear and achievable objectives in your personal and professional life. Define your goals and develop a structured plan to work steadily toward their realization.
- **Share your decision-making process:** When making decisions, share your thoughtful decision-making process with others. This transparency can serve as a model for those around you and contribute to more well-considered choices in group settings.
- **Enhance conflict resolution skills:** Hone your conflict resolution skills by approaching misunderstandings with a composed and rational demeanor. Seek constructive solutions and encourage open, respectful communication in challenging situations.
- **Cultivate empathy:** Continue to nurture your empathetic nature by actively listening to the concerns and anxieties of others. Your empathetic support and guidance can be a source of comfort and understanding during stressful times.
- **Broaden your empathy influence:** Allow yourself to express your empathic nature to broader groups of people. You may consider speaking at seminars or group events. Sharing with others often enhances one's skills.
- **Promote self-regulation skills:** Discover new ways to share with others how they may apply self-regulation skills vs self-medicative behaviors. Reflect on the tools you used that are most effective for handling conflict resolution.



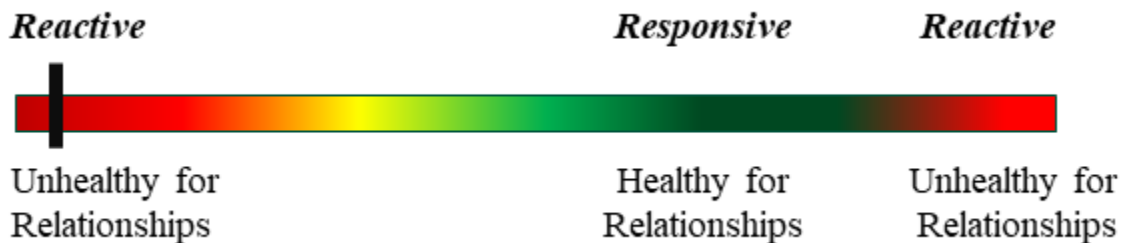


## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.3

#### YOUR DIMENSIONS OF EXPRESSION SCORES

Dimension of Expression 3	Your Self-Assessment Score
Upbeat vs Sullen-Unhappy	Very Sullen-Unhappy



Individuals scoring *Very Sullen-Unhappy* appear persistently gloomy, often displaying a deep and pervasive sense of sadness that significantly impacts their overall demeanor and outlook on life. They may withdraw from social interactions, lack motivation, and struggle to find joy or contentment in their daily experiences. The following characteristics further describe individuals in this category:

- Pessimistic Outlook:** Individuals in this category often have a tendency to view situations from a negative perspective. They are prone to focusing on potential problems and setbacks, and feel perplexed due to the long term feelings of sadness. They grapple with sadness, feeling melancholy, and have a tendency to reflect on life's more somber aspects.
- Persistent Sullenness:** People in this category maintain a consistently sullen and unhappy emotional state. They experience a wide range of downcast emotions and find it challenging to experience or express upbeat or joyful emotions. In conversations, they tend to respond with minimal, monosyllabic words, often struggling to engage in even basic dialogue. Their responses are consistently disinterested, and they may often resort to silence. Negative language is pervasive in their communication, with their grievances being the predominant focus of their conversations. They may express their dissatisfaction with exceptional intensity, rarely entertaining positive or hopeful topics.
- Emotional Sensitivity:** They tend to be more emotionally sensitive and reactive. They experience intense emotions and difficulty socializing and maintaining close friendships.





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.3

#### YOUR DIMENSIONS OF EXPRESSION SCORES

- **Low Energy and Motivation:** People in this category experience prolonged periods of low energy and motivation. They find it challenging to engage in activities or to maintain their usual level of productivity and enthusiasm. Even the attempt to increase activity might be hampered by feelings of vulnerability. Low energy becomes a self-defense mechanism to avoid embracing changes and potential failures.
- **Self-Critical Thoughts:** Individuals in this category have a tendency to be self-critical and to dwell on their perceived shortcomings or mistakes. They often have a negative self-image and struggle with self-esteem and self-confidence.
- **Withdrawal and Social Isolation:** They often prefer solitude or have a tendency to withdraw from social interactions. They find it challenging to connect with others and may feel more comfortable in solitary activities. They are prone to feelings of paranoia, sensing that others are better than them.
- **Reduced Interest and Pleasure:** People in this category experience a diminished interest in activities that they previously found pleasurable. They have difficulty experiencing joy, enthusiasm, or motivation in their everyday life. The inability to feel pleasure can manifest in, and be magnified by, seasonal affective disorder or anxiety-producing events.

SEE TIPS ON NEXT PAGE





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.3

#### YOUR DIMENSIONS OF EXPRESSION SCORES

##### Tips for Reducing Reactivity in This Dimension of Expression

- **Begin journaling your gratitude:** Begin a daily gratitude journal to shift your focus from negativity to positivity. Write down three things you're thankful for each day. This practice can gradually change your outlook and increase feelings of contentment.
- **Engage in artistic expression:** Explore creative forms of self-expression like painting, writing, or music to release pent-up emotions. Channel your feelings into art, allowing you to express yourself and potentially find moments of catharsis and insight.
- **Do incremental goal setting:** Break your goals into smaller, achievable steps. This approach makes tasks seem less daunting, helping you overcome low energy. Completing small steps can provide a sense of accomplishment and motivation.
- **Practice positive affirmations:** Counter self-criticism with positive affirmations. Each day, repeat affirmations that focus on your strengths and capabilities. Over time, these affirmations can help improve your self-esteem and self-confidence.
- **Consider Eye Movement Desensitization and Reprocessing (EMDR) Trauma Treatment:** Seeking the support of a therapist who specializes in EMDR may assist you in identifying, reprocessing, and potentially altering negative thought patterns and behaviors, thereby decreasing very sullen-unhappy feelings.
- **Consider Cognitive Behavioral Therapy (CBT):** This type of therapy may help change unhealthy emotions, thoughts, and behaviors. Decatastrophizing thoughts may assist in increasing balanced emotions.
- **Consider Somatic Experiencing (SE):** This body-based approach therapy may help you find relief from your very sullen-unhappy experiences. This modality assists you in becoming aware of your somatic (body) reaction to threatening situations, allowing you to modify reactivity.
- **Try new hobbies and interests:** Challenge yourself to explore new hobbies or interests you've never tried before. Engaging in novel activities can spark enthusiasm and reignite your pleasure in life.



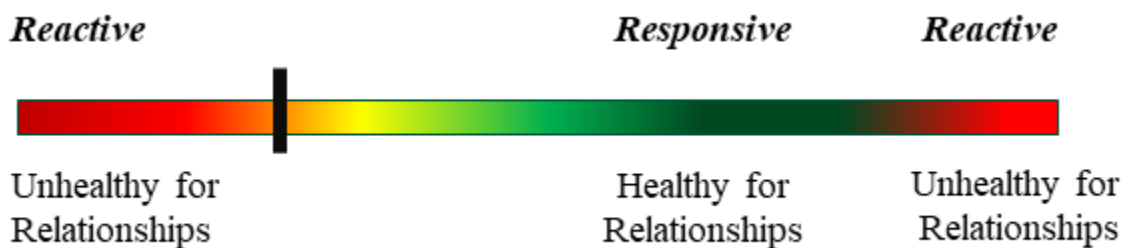


## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.4

#### YOUR DIMENSIONS OF EXPRESSION SCORES

Dimension of Expression 4	Your Self-Assessment Score
Assertive vs Vulnerable	Moderately Vulnerable



Individuals scoring *Moderately Vulnerable* tend to exhibit characteristics associated with a submissive or accommodating temperament, making them more vulnerable to external influences. The following characteristics further describe individuals in this category:

- **Passive and Submissive:** People in this category tend to be less likely to assert themselves in various situations, both personally and professionally. They are more susceptible to being taken advantage of by others.
- **Conforming Nature:** Individuals in this category sometimes conform to the wishes and opinions of others rather than expressing their own views. They prioritize harmony over disagreement and are willing to yield or compromise to maintain relationships, even if it causes them to sacrifice their own desires.
- **Shyness and Discomfort:** These individuals consider themselves shy and sometimes experience discomfort in social settings, particularly when they need to express their own opinions or needs. They struggle with lower self-esteem and self-confidence.
- **Difficulty in Self-Expression:** Expressing their thoughts and feelings can be challenging, and they can find it difficult to communicate openly with others. They seldom assert themselves and may struggle to set boundaries or express their own preferences.





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.4

#### YOUR DIMENSIONS OF EXPRESSION SCORES

- **Avoidance of Conflict:** They tend to avoid conflict and confrontation and hesitate to disagree with others, even when they have differing opinions.
- **Hesitation in Decision-Making:** Making decisions can be a challenging process, and they may overly rely on the decisions and opinions of others to overcome their self-doubt.

SEE TIPS ON NEXT PAGE







## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.4

#### YOUR DIMENSIONS OF EXPRESSION SCORES

##### Tips for Reducing Reactivity in This Dimension of Expression

- **Make an empowerment playlist:** Create an "Empowerment Playlist" filled with songs that inspire confidence and assertiveness. Listen to it before situations that require you to assert yourself, using the music as a source of motivation.
- **Do incremental exposure challenges:** Gradually expose yourself to situations that make you uncomfortable. Begin with low-pressure settings and progressively increase the complexity of social interactions. This helps you build confidence over time.
- **Reward yourself for assertiveness:** Internally or outwardly express appreciation for your ability to assert yourself. Find new ways to say to yourself: "I have the ability to do this." "I have done my best, and that's good enough." "I am willing to put in the effort to give it my all."
- **Develop a voice of self-expression:** Develop this "Voice of Self-Expression" through art, such as painting, writing, or music. Use this creative outlet to express your thoughts and emotions when verbal communication is challenging.
- **Play a conflict simulation game:** Engage in a conflict simulation game or role-play with friends or a therapist. By simulating disagreements and conflicts in a controlled environment, you can become more comfortable with handling confrontations and differing opinions.
- **Use a two-list decision technique:** When making decisions, create two lists - one with your initial thoughts and preferences and another with external opinions. Compare and weigh the lists to find a balance that works for you, helping you regain confidence in your decision-making.
- **Hone your to-do list:** Give yourself extra credit for accomplishing your to-do list. Take yourself out for a celebration meal. Buy yourself flowers. Send yourself a congratulations card in the mail. Once received, take time to read your letter and celebrate with a friend.
- **Write down your new self view:** Find a place in your home to write positive statements about yourself: "I am capable." "Although things don't always work out, I can start again." "I'm a good person."



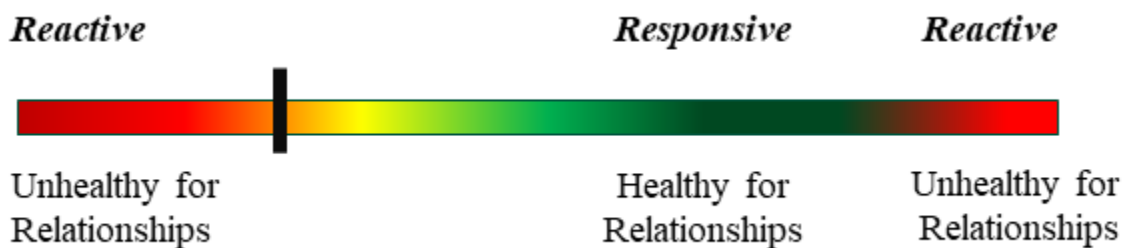


## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.5

#### YOUR DIMENSIONS OF EXPRESSION SCORES

Dimension of Expression 5	Your Self-Assessment Score
Engaging vs Withdrawn	Moderately Withdrawn



Individuals scoring *Moderately Withdrawn* have a quieter and more subdued disposition, with a preference for smaller, meaningful social circles and an inclination toward personal reflection and solitude rather than interaction with others. The following characteristics further describe individuals in this category:

- **Reserved and Introverted:** People in this category tend to be introverted and reserved in social situations. They feel more comfortable with limited social engagement. They are prone to isolating themselves from others but do not consistently do so, having moments of isolation and moments of engagement.
- **Selective Socializing:** They are selective about the company they keep and may have a smaller, close-knit circle of friends and acquaintances. These individuals may find social interactions challenging at times, particularly in large or unfamiliar groups.
- **Maintaining a Small Circle:** They tend to have a smaller, close-knit circle of friends and acquaintances rather than a vast social network. They highly value their privacy and personal space. They may need extended periods of solitude for recharging.
- **Emotional Reservedness:** They have a tendency to keep their emotions and feelings to themselves, even in close relationships, and may not be particularly enthusiastic about small talk.
- **Timid Demeanor:** Their quiet, and sometimes shy, demeanor can cause them to be timid about expressing their opinions, desires, and needs in relationships.





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.5

#### YOUR DIMENSIONS OF EXPRESSION SCORES

##### Tips for Reducing Reactivity in This Dimension of Expression

- **Keep intimate interactive journals:** Create "Intimate Interactive Journals" where you engage in written communication with a select few trusted friends or family members. Share your thoughts and feelings through written letters, allowing you to open up in a comfortable and introverted manner.
- **Host curated quiet gatherings:** Host "Curated Quiet Gatherings" with your close-knit circle of friends. Plan low-key events where you can have meaningful conversations, nurturing your selective socializing tendencies. This will provide opportunities for deeper connections.
- **Explore the introvert's inner artistry:** Explore your creative side with "Introvert's Inner Artistry." Whether it's painting, writing, or playing an instrument, channel your emotions into artistic expressions. You can share your creations with your small circle to connect on a deeper level.
- **Perform emotionally guided acts of kindness:** Express your emotions through "Emotionally Guided Acts of Kindness." Use your reserved nature as a strength by performing considerate actions for your close friends or acquaintances. Your emotional reservedness can become a source of empathy and thoughtfulness.
- **Find a diplomatic declaration coach:** Enlist a "Diplomatic Declaration Coach" who can help you practice assertive yet diplomatic communication. Work together on expressing your opinions, desires, and needs with confidence, bridging the gap between your introverted tendencies and self-expression.
- **Attend quiet confidence workshops:** Attend "Quiet Confidence Workshops" or self-improvement courses tailored for introverts. These workshops can equip you with tools to boost self-assurance while staying true to your quiet and reserved nature.
- **View your introversion as a strength:** Normal Introversion is a strength enabling a person to contemplate life on the deepest levels. Remind yourself that within normal boundaries, introversion can strengthen relationships. When it's in an abnormal range, even moderately withdrawn, the relationship loses voice and choice thereby diminishing trust.
- **Discover the engaging part of you:** Allow curiosity to assist you to seek engaging opportunities.



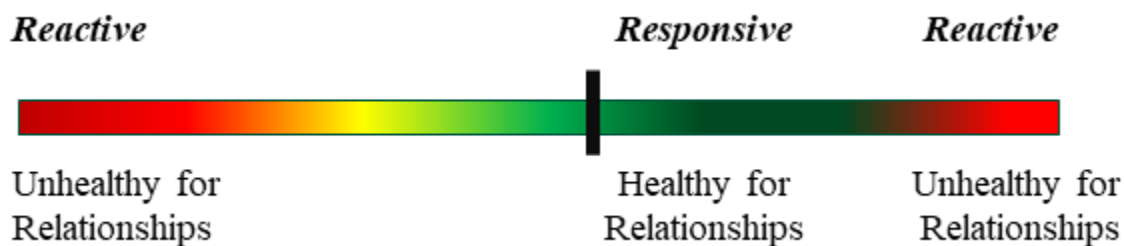


## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.6

#### YOUR DIMENSIONS OF EXPRESSION SCORES

Dimension of Expression 6	Your Self-Assessment Score
Agreeable vs Aggressive	Moderately Agreeable



Individuals scoring *Moderately Agreeable* maintain a balanced approach, combining elements of both agreeableness and assertiveness. They are considerate and respectful while also possessing the determination to actively pursue their goals and express their opinions. The following characteristics further describe individuals in this category:

- **Balanced Behavior:** People in this category strike a harmonious balance between being considerate of others' feelings and being assertive in their actions. They aim to find solutions that consider both their needs and the needs of those around them.
- **Respect for Boundaries:** While accommodating, they have a reasonable sense of personal boundaries and will assert themselves when necessary to protect their interests and well-being.
- **Consideration and Respect:** They are genuinely considerate and respectful towards others, valuing diverse opinions and ideas. This approach to interaction fosters healthy and positive relationships. People are drawn to their ability to create a supportive and harmonious environment.
- **Cooperative Nature:** They are generally cooperative and amiable in their interactions, willing to collaborate and compromise with others to achieve common goals.
- **Determination and Assertiveness:** Individuals in this category exhibit a level of determination and assertiveness. They actively pursue their goals and express their opinions without being overly forceful, aggressive, or intimidating.





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.6

#### YOUR DIMENSIONS OF EXPRESSION SCORES

- **Conflict Resolution Skills:** They excel in conflict resolution, navigating disagreements with a calm and rational approach. Their even-keeled nature helps in finding compromises and solutions in challenging situations.
- **Tolerance and Open-Mindedness:** They maintain a good level of tolerance and open-mindedness, making it easier for them to accept and embrace different perspectives and backgrounds.
- **Cooperative Team Members:** In group settings, they are known for their collaborative and cooperative nature. They contribute positively to team dynamics, helping to ensure that everyone's voice is heard.
- **Open to Feedback:** Their open-mindedness extends to their willingness to accept constructive feedback. They view feedback as an opportunity for personal growth and improvement.

SEE TIPS ON NEXT PAGE





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.6

#### YOUR DIMENSIONS OF EXPRESSION SCORES

##### Tips for Enhancing Responsiveness in This Dimension of Expression

- **Harmonize your assertiveness:** Continually refine your balance between respecting others' feelings and expressing your opinions.
- **Set firm but flexible boundaries:** Maintain your healthy sense of boundaries and be ready to assert them when necessary for your well-being.
- **Seek collaborative solutions:** Embrace cooperation and compromise in problem-solving, creating win-win outcomes.
- **Cultivate your conflict resolution skills:** Sharpen your ability to navigate disagreements with poise, promoting harmony and understanding.
- **Stay open to diverse perspectives:** Keep your mind open and your tolerance high, making you receptive to different ideas and backgrounds.
- **Find compromise openings:** Enhance your ability to negotiate by focusing on a supportive relationship. Continue with open-ended questioning clearing the way for a full discussion.
- **Infuse relationships with curiosity:** Continue supporting others while seeking to understand them in broadened aspects of their life.
- **Look for feedback:** Instill within your environment of influence interest in maintaining a rich community of openness and transparency.
- **Respect for others:** Find ways to gather new information and true feelings from others. Encourage others to speak out and share what's really on their minds without your prompting.
- **Congratulate others:** Fine-tune your relationship skills intuitively by privately practicing how and what to notice in those around you.
- **Get regular feedback from others:** Create an environment of transparency-based give and take. Strengthen this skill through input, output, and throughput while avoiding “groupthink” and “entropy.”



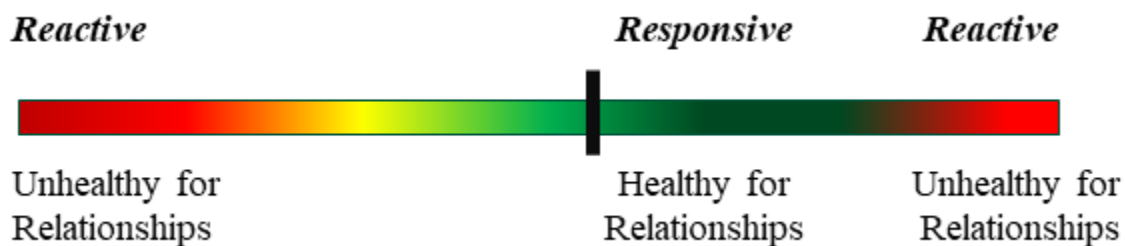


## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.7

#### YOUR DIMENSIONS OF EXPRESSION SCORES

Dimension of Expression 7	Your Self-Assessment Score
Confident-Controlled vs Tense-Frantic	Moderately Confident-Controlled



Individuals scoring *Moderately Confident-Controlled* possess a balanced and self-assured demeanor, exhibiting a level of confidence and self-control that is comfortable and adaptable. They can effectively manage various situations and challenges without being excessively dominant or overly self-restrained. The following characteristics further describe individuals in this category:

- **Confident-Controlled:** Individuals in this category have a reasonable level of self-confidence that allows them to approach tasks and situations with a sense of assurance. They do not come across as overly arrogant or self-centered.
- **Goal-Oriented Approach:** People in this category are effective at setting and achieving their goals, both in their personal and professional lives. They approach their objectives with organization and dedication.
- **Problem-Solving Skills:** They have a solid ability to handle challenging situations with a calm and rational mindset. Their problem-solving and decision-making skills are well-rounded and pragmatic.
- **Orderly:** These individuals keep their surroundings organized and structured, whether in personal spaces or roles with authority and responsibility. This contributes to efficiency and harmony in their environments.





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.7

#### YOUR DIMENSIONS OF EXPRESSION SCORES

- **Adequate Self-Regulation:** They can manage their anxiety and stress effectively, enabling them to maintain a composed demeanor in various situations. Their ability to maintain composure and flexibility in relationships fosters positive and harmonious connections with others.
- **Balanced Relationships:** While they exhibit confidence and control, they are open to considering different perspectives and adapting to the needs of their relationships. This flexibility in interactions contributes to balanced and positive connections with others.
- **Well-Informed Decision-Making:** Their balanced approach to decision-making allows them to make informed choices by considering various factors and viewpoints. They are skilled in managing stress and anxiety, enhancing their ability to stay composed in challenging situations and make sound decisions.
- **Work-Life Balance:** These individuals effectively manage their personal and professional goals, finding a balance that supports their overall well-being. They can adjust to changing circumstances, which helps them stay focused and composed in dynamic environments.

SEE TIPS ON NEXT PAGE







## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.7

#### YOUR DIMENSIONS OF EXPRESSION SCORES

##### Tips for Enhancing Responsiveness in This Dimension of Expression

- **Set achievable challenges:** Challenge yourself by setting realistic, attainable goals. This encourages growth while maintaining your comfortable level of self-assurance.
- **Embrace adaptation:** Embrace change and adapt to new situations. Your well-rounded problem-solving skills make it easier to adjust to different environments and circumstances.
- **Foster organized environments:** Continue to keep your surroundings organized. A tidy space contributes to an efficient, harmonious environment where you can exercise self-control.
- **Practice stress resilience:** Develop resilience to stress by practicing relaxation techniques. Your ability to manage anxiety enhances your composure and flexibility in various situations.
- **Balance work and life:** Maintain your work-life balance by prioritizing personal and professional goals. This flexibility ensures you stay focused and composed in dynamic environments, supporting overall well-being.
- **Reinforce your self-assertion:** Continue strengthening your expression of opinions while maintaining a connection with others.
- **Discover new confident-controlled behaviors:** Decipher between aggression and assertion. Aggression bulldozes relationships while assertion invites relationships. Develop a list of differences between the two.
- **Create a list of events where assertion and aggression blur:** Define moments in time when you implement stress resilience rather than succumbing to aggression. Describe what tools you would employ to remain steady and assertive.
- **Allow calm in your life:** Practice twice per day imagining the calmest place on the planet for you. Notice how all five senses inform you of calm.
- **Reinforce the calm place:** Sit quietly after taking in the entire imagery including sights, sounds, smells (scents), taste, and touch of the calm place. What do you notice?



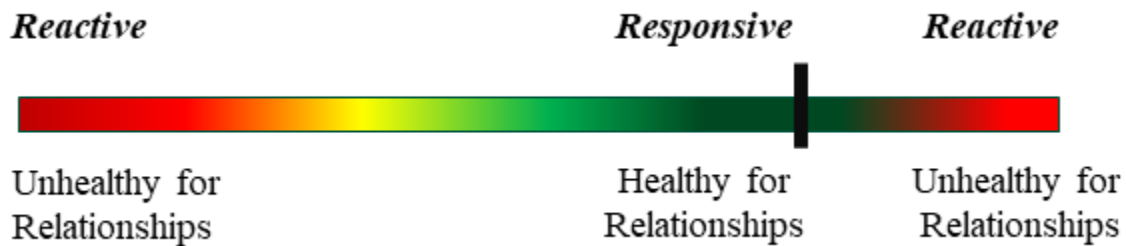


## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.8

#### YOUR DIMENSIONS OF EXPRESSION SCORES

Dimension of Expression 8	Your Self-Assessment Score
Caring-Concerned vs Ambivalent	Very Caring-Concerned



Individuals scoring *Very Caring-Concerned* are exceptionally empathetic and selflessly dedicated to the well-being of those around them. They consistently go out of their way to provide emotional support, understanding, and assistance to others, demonstrating genuine care and concern in their actions and interactions. The following characteristics further describe individuals in this category:

- **Empathy:** Individuals in this category demonstrate a strong capacity for empathy. They can understand and share the feelings, perspectives, and experiences of others, showing genuine care and concern for their well-being.
- **Sensitivity:** They often exhibit heightened emotional sensitivity. They are attuned to the emotional nuances and signals of others, allowing them to respond with understanding and support.
- **Altruism:** People in this category demonstrate a strong sense of altruism. They are motivated by a genuine desire to contribute to the well-being of others and actively seek opportunities to make a positive difference.
- **Conflict Resolution:** They excel in conflict resolution and mediation. They can navigate interpersonal conflicts with sensitivity, seeking resolutions that meet the needs and emotions of all parties involved.
- **Balanced Compassion:** Individuals in this category strike a balance between caring for others and maintaining a level of self-awareness. They are considerate and concerned for the well-being of those around them while also recognizing the importance of self-care.





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.8

#### YOUR DIMENSIONS OF EXPRESSION SCORES

- **Mindful of Boundaries:** These individuals understand the importance of setting boundaries to maintain their own well-being while offering care to others. They are mindful of not overextending themselves to the point of burnout.
- **Open to Communication:** Their communication style is open and supportive, creating a safe space for others to express their thoughts and feelings. They offer a listening ear and words of comfort when needed.
- **Reliable Support:** These individuals offer reliable and consistent support to their loved ones, especially during times of need. They are dependable sources of emotional assistance.
- **Consistent Outreach:** Others experience people in this category as reachable, capable, and willing to lend a hand when needed. They are there when you need them.
- **Trustworthy:** People in this category are often sought after for friendship. They are dependable, caring, and can be counted on to follow through.

SEE TIPS ON NEXT PAGE





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.8

#### YOUR DIMENSIONS OF EXPRESSION SCORES

##### Tips for Enhancing Responsiveness in This Dimension of Expression

- **Embrace self-care moments:** While you're incredibly dedicated to caring for others, it's important to embrace moments of self-care. Allow yourself time to rest and recharge, so you can continue providing unwavering support without depleting your own emotional resources.
- **Set clear personal boundaries:** Maintain your well-being by setting clear personal boundaries. This ensures that you don't overcommit or overextend yourself. By having these boundaries in place, you can continue to provide your exceptional care and concern without feeling overwhelmed.
- **Practice compassionate assertiveness:** Sometimes, assertiveness is key to maintaining healthy relationships. Practice assertiveness with empathy and compassion. You can express your thoughts, needs, and boundaries while ensuring that others feel heard and understood.
- **Foster your emotional resilience:** Enhance your emotional resilience to better support yourself and others through challenging times. This means developing coping strategies, self-awareness, and stress management techniques that help you maintain your caring and concerned nature even in difficult circumstances.
- **Acknowledge the impact of your support:** Recognize the positive impact you have on the well-being of others. This acknowledgment can fuel your dedication to caring and concern, reminding you of the meaningful difference you make in people's lives.
- **Nurture your emotional empathy:** Take time to care for your self-empathy with time dedicated to your well-being. Take a walk, swim, garden, pray, think good thoughts, relax, hydrate, and find renewal through exercising your five senses.
- **Be aware of possible burnout:** Plan for times of emotional renewal. Laugh, cry (if needed), contemplate, reflect, and ask yourself the hard questions of life.
- **Cultivate a support network:** Look after those who are most supportive of you and want the best for you. Invite them into your inner circle for care and nurture.



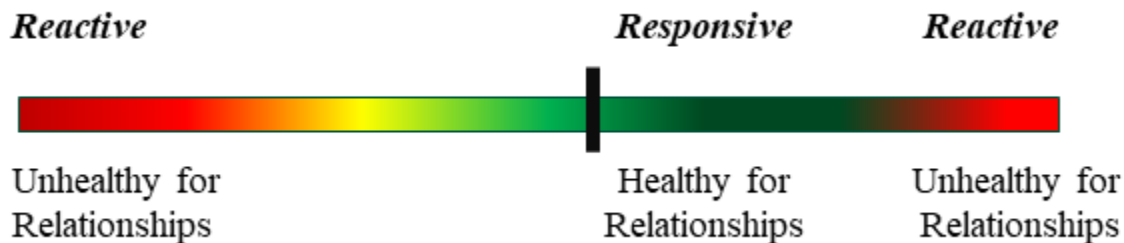


## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.9

#### YOUR DIMENSIONS OF EXPRESSION SCORES

Dimension of Expression 9	Your Self-Assessment Score
Resolved vs Overwhelmed	Moderately Resolved



Individuals scoring *Moderately Resolved* maintain a balanced level of determination and emotional composure. They demonstrate self-discipline and follow-through but do not display an extreme level of resolution. They can handle stress and challenges with a degree of effectiveness and may offer support to others while still acknowledging the complexities of life. The following characteristics further describe individuals in this category:

- **Balanced Resolve and Adaptability:** Individuals in this category display a balanced level of resolve. They are determined and committed to their decisions but also demonstrate adaptability. They are open to considering alternative viewpoints and can adjust their plans when necessary.
- **Effective Decision-Making:** Their ability to balance resolution with flexibility makes them effective decision-makers. They can set and pursue goals with determination while remaining receptive to feedback and adjusting their approach as needed.
- **Well-Considered Decision-Making:** Their decision-making process is thoughtful and well-considered. They take the time to weigh various options and perspectives before making a decision, and they value input from others.
- **Flexibility and Openness:** These individuals are flexible when faced with change or new information. They show openness to new ideas and are willing to modify their plans when it makes sense. This adaptability enables them to navigate evolving situations effectively.





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.9

#### YOUR DIMENSIONS OF EXPRESSION SCORES

- **Self-Conviction and Collaboration:** They exhibit self-conviction in their decisions but maintain an openness to other points of view. They can strike a balance between their own beliefs and the input of others, making them effective collaborators and team players.
- **Collaborative Approach:** Individuals in this category tend to be open to collaboration and teamwork. They recognize the value of incorporating diverse perspectives and working with others to achieve common goals.
- **Balanced Self-Confidence:** Their self-confidence is balanced. They believe in their abilities and decisions without coming across as overbearing or dismissive of others' input.
- **Goal-Oriented with Adaptability:** They maintain a strong focus on achieving their goals but do so with adaptability. This means they are goal-oriented while remaining open to evolving strategies and approaches.

SEE TIPS ON NEXT PAGE





## Welch Responsive Temperament Assessment (WRTA)

### Results Report: Section 2.9

#### YOUR DIMENSIONS OF EXPRESSION SCORES

##### Tips for Enhancing Responsiveness in this Dimension of Expression

- **Embrace constructive feedback:** Be open to feedback from others, and see it as an opportunity for growth. Listening to different perspectives can help you make even more well-considered decisions and refine your goals effectively.
- **Regularly reevaluate goals:** Set aside time at regular intervals to reevaluate your goals and plans. Life is constantly changing, and your flexibility is an asset. Make sure your objectives align with your current circumstances.
- **Diversify your knowledge:** Broaden your knowledge and perspectives by seeking information from various sources. This can provide you with a wealth of ideas and insights to make well-informed decisions.
- **Empower others:** Encourage collaboration and empowerment within your relationships or social circles. Recognize that the strengths of others can complement your determination, and shared goals can be achieved more efficiently as a team.
- **Learn new skills:** Invest time in acquiring new skills or knowledge outside your immediate expertise. This diversification can enhance your adaptability and open up new opportunities for well-considered decisions.
- **Observe your adaptable behaviors:** Make note of your tendency to keep your options open during decision-making. Delay decisions until you and your companion are well-versed in the information and details surrounding the decision.
- **Contemplate all possible outcomes of your decision:** After researching and giving ample time for reflection, continue with a period of time for full contemplation before making a final decision. Gather information from professionals and those most knowledgeable about the plausible facts and outcomes of your decision.
- **Enjoy your balanced emotion:** Congratulate yourself for a “Moderately Resolved” way of balancing your responsive emotion. Consider ways to additionally strengthen healthy resolved vs. overwhelmed features of your emotional patterns.





## **WELCH RESPONSIVE TEMPERAMENT ASSESSMENT (WRTA)**

### **Section 3: Your Couple's Comparison Analysis**







## Welch Responsive Temperament Assessment (WRTA) Results Report Section 3: Your Couple's Comparison Analysis

### INTRODUCTION

#### **COUPLE'S COMPARISON:**

In addition to graphs and narrative showing your individual profile, your results report also includes Temperament Distribution and Dimensions of Expression Graphs combining your self-assessment ("Self-Assessment") with the assessment of you by your companion, which we will call your "Companion-Assessment." Your Self-Assessment and Companion-Assessment Temperament Distribution Graphs are displayed side-by-side. The composite Dimensions of Expression Graph, on the other hand, is shown as a single graph but with two separate lines: one depicting your Self-Assessment and the other depicting your Companion-Assessment.

Together, these combined graphs are called the Couple's Comparison. The Couple's Comparison provides additional insight for a couple since they can now locate from where their disputes and conflict may be originating. In many cases, one's perspective can be quite different from their companion's perspective. This difference of opinion can certainly be helpful when trying to solve a practical problem. The best work teams and the most intimate of relationships benefit from participants who are able to blend divergent viewpoints to solve a vexing problem.

But when your perspective on the *responsive* or *reactive* ways you express your temperament are different from your companion's and you are completely unaware of this dichotomy, it can quickly lead to relational breakdown. For example, if you see yourself as responsively agreeable but your companion experiences you as reactively aggressive, even seemingly mundane and trivial conversations can result in hurtful conflict. Wouldn't it be empowering to know where your perspectives on your temperament expression are different from your companion's? This knowledge, along with practical methods for managing the reactivity your companion experiences from you, can be invigorating for a relationship mired in conflict.

It can be helpful to talk about any differences in perspective with your companion when you are both in a calm and peaceful state. If you don't believe you can engage in this discussion with your companion without defensiveness erupting and emotions escalating, arrange to have the discussion in the presence of a neutral, third-party skilled at listening, balancing input, and promoting problem-solving rather than blaming. This could be a psychologist, counselor, life-coach, clergy member, or other mental health specialist.

#### **Processing Instructions**





## Welch Responsive Temperament Assessment (WRTA) Results Report Section 3: Your Couple's Comparison Analysis

### INTRODUCTION

Below are some suggested ways to process the Couple's Comparison both individually and with your companion: This processing includes prompts for you and your companion to discuss similarities and differences in perspective in a cordial and collaborative fashion. If one or both of you don't believe you can engage in this discussion with your companion without defensiveness erupting and emotions escalating, arrange to have the discussion in the presence of a neutral, third-party skilled at listening, balancing input, and promoting problem-solving rather than blaming. This could be a psychologist, counselor, life-coach, clergy member, or other mental health specialist.

1. Take a look at the side-by-side comparison of your self-assessed primary temperament (one with the highest percentage on the DISC pie graph) with that of your companion.
  - a. Do both of you agree or disagree on your primary temperament?
    - i. If you both agree:
      1. Are the percentage distributions reasonably close (less than +/-3 percentage points)?
        - a. If the percentage distributions from the Self-Assessment and the Companion-Assessment for the primary temperament are more than 3 percentage points apart, ask your companion to explain why they think that might be
      2. Self-identify what your top strength and your top weakness is from your primary temperament as defined in the DISC temperament table in the Section 2 Introduction
      3. Ask your companion to identify your top strength and top weakness
      4. Compare your answers and discuss
    - b. Examine the Couple's Comparison Dimensions of Expression Graph
      - i. What dimensions, if any, do you see complete agreement in?
        1. Complete Agreement means both points of the Self-Assessment and the Companion-Assessment are in the same green colored area of the line graph towards the same trait. This indicates you both see you as *responsive* or *reactive* with the same intensity with that trait in that dimension.
      - ii. What dimensions, if any, do you see partial agreement in?





## Welch Responsive Temperament Assessment (WRTA) Results Report Section 3: Your Couple's Comparison Analysis

### INTRODUCTION

1. Partial Agreement means both points of the Self-Assessment and the Companion-Assessment are in the same general area of the line graph so that you both see you as *responsive* or both see you as *reactive* toward the same trait, even if the intensity of *responsiveness* or *reactivity* is different. As an example, if in Dimension 1, you self-assess as *Very Responsive towards Outgoing* and your companion assesses you as *Moderately Responsive towards Outgoing*, you are both in Partial Agreement.
- iii. What dimensions, if any, do you see disagreement in?
  1. Disagreement means either your Self-Assessment indicates *responsive* towards one trait and the Companion-Assessment indicates *reactive* towards the opposite trait (regardless of intensity - very, moderately, etc.), or the Self-Assessment indicates *reactive* towards one trait and the Companion-Assessment indicates *responsive* towards the opposite trait.
- c. Have a discussion with your companion about the dimensions you have Complete Agreement on, Partial Agreement on, and/or Disagreement on. Ask non-judgmental, open-ended questions of your companion (requires more than a yes or no answer). For example, let's say you see yourself as *Moderately Responsive towards Agreeable* while your companion sees you as *Very Reactive towards Aggressive*. A good question to pose would be, "In what ways have you experienced me as very aggressive?" Try to remain objective and calm. Remember, the goal here is not to debate perspective but to actively listen to your companion and ensure they are heard and understood. You don't necessarily have to agree with your companion to do that. Besides, in their response they will likely give you practical ways for you to reduce and manage your *reactivity*.





## **Welch Responsive Temperament Assessment (WRTA)**

### **Results Report**

#### **FREQUENTLY ASKED QUESTIONS (FAQS)**

##### **Can I retake the WRTA?**

In most cases, we recommend not retaking the WRTA for a number of reasons. First, most psychological assessments generally contain a disclaimer that the assessment should only be taken once. This is because self-assessments are most accurate and helpful when the person answers with little or no deliberation or analysis. In other words, first “gut reactions” are best and most reliable. When a person thinks too much about their answer before answering, they risk skewing the true picture by pondering pros and cons and talking themselves into a particular, preferred or more favorable answer. This tendency increases dramatically when a person revisits the questions and retakes the assessment.

Another reason we recommend not retaking the WRTA is due to the structure of the assessment and what it measures. When a person is presented with their results and unfavorable reactivity is present, the person immediately wants to improve their situation and have less reactivity and more responsiveness. This may cause the person to erroneously conclude, “If I work on having less reactivity, my WRTA score will improve.”

The WRTA measures the intensity of each category of the DISC model within a person’s temperament as well as the tendencies this mixture of intensities generates in the individual to lean toward one end or the other of a particular dimension of expression. The DISC intensities and Dimensions of Expression tendencies are generally enduring and not likely to change significantly over time. What does change, with focused effort and intervention, is the person’s ability to manage and dilute their reactivity in any given relationship situation. The tendency will always exist, and will likely be captured in future WRTA results, even though the impact of a person’s reactivity is softened and muted, thereby making their relationships more productive.

