

UNLOCK YOUR

WHAT YOU CAN AND CAN'T CHANGE ABOUT YOUR PERSONALITY



Workbook

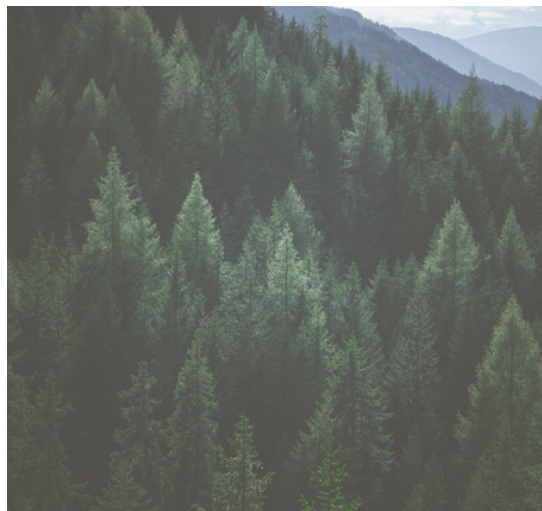


Hi, I'm Dr. Slade

Change is really hard. But as we all know, it is necessary that we make changes if we want to become healthy and happy in our lives and relationships.

Understanding C.O.R.E. has the potential to revolutionize and radically change the way we understand and feel about ourselves and the important people in our lives. In order for that to happen, however, it has to be more than just a peripheral read. It has to get down into the very fibers of our brains and influence how we see and interact with one another.

The purpose of this workbook is to provide a tool to help you incorporate what you are learning about your C.O.R.E. personality so that you can make changes in your life.



C O R E

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**Want Things Settled
Emotionally**

An Overview of the



Cs are Motivated by Comfort and Connection

Predictable Aspects of Comfort:

- Fuss over emotional details.
- Like predictability; proactively structure their lives so that they are comfortable and flow well.
- Natural people pleasers.
- Willing to put in effort for comfort.
- Intentional with words and actions; most everything has meaning.
- Feel things deeply.

Predictable Aspects of Connection:

- Need to feel seen and understood.
 - born of a fear of not being safe.
 - sensitive and in tune with the emotional environment.
 - want to matter without taking risk; often confuse safety to mean lack of risk.
- Everything is connected.
 - take time to respond.
 - internal then external processors.
- Live in the past.
- Social drain.
- Hate conflict.

Unique Contributions to Society

- Cs are the "feelers" in our society. They bring comfort and connection to mankind. They are naturally conscious of the emotional climate and are willing to put in the time, effort, and intention to connect to help things be comfortable and to feel good.
- Cs have a tremendous innate capacity to be sensitive and available, feeding the need that every person has to feel like they matter.
- They thoughtfully accommodate others in their willingness to self-sacrifice.
- They are able to see connections of which others may not be aware. Cs connect us to the past.
- They help ease tension as they strive to work with momentum rather than against it,

An Overview of the



Os are Motivated by Enjoyment

Some Aspects of Fun/Enjoyable/Diverting/Pleasant:

- Are spontaneous/game for anything.
- Bring enjoyable, positive energy.
- Have a low tolerance for negative emotion, conflict, hassle, and boredom.
- Have a fear of missing out (FOMO).

Live in the Present:

- Have a difficulty planning.
- Get over things quickly.
- Can be forgetful.

People:

- Tend to naturally get and enjoy positive attention.
- Often have a positive impact on almost any social setting they are in.
- Tend to be pleasers and can feel like it is their job to make everyone happy.

Optimism:

- Love figuring out how to make things work.
- Believe anything is possible.
- Can find it difficult to move on from an idea (details).

Unique Contributions to Society

- Os are the fun optimists among us. They bring enjoyment, positivity, and pleasant energy to society. They liberally compliment and provide positive reinforcement. They like most people and bring a buoyant, light-hearted energy that is very enjoyable to be around.
- They are great at breaking tension. They help us find common ground.
- Naturally see possibility and potential in people, ideas, opportunities, etc. Combined with their infectious energy, this helps generate interest and rally the troops.
- They bring hope and faith to society; they believe in and bring belief to humanity.
- They are spontaneous and flexible.
- They have a positive impact on people. They are the anti-cortisol of society.

An Overview of the



Rs are Motivated by Resolution

Resolution/Getting Things Done:

- List makers.
- Have several things moving forward at once.
- Impatient.

Action:

- Act quickly.
- Tend to feel stuck if they can't resolve something.
- Control: "If I just do it I can get it done!"
- Expect others to be ready to move when they are.

Low Tolerance for Hassle:

- Hassle and details are usually less important than getting things done.

Live in the Future:

- Get over things quickly. "Ain't nobody got time for that."
- Normally have some sort of simple and efficient plan.
- Others can feel run over.

Reactive:

- Quick to think on their feet; act and speak before they think.
- Feel strongly.
- Single focus.
- Big, bold, and loud.
- High tolerance for emotion.
- Initially defensive. They meet resistance with equal or greater resistance.
- Jump to conclusions.

Unique Contributions to Society

- Rs bring movement to the world and help us get things accomplished.
- They keep track of and keep us on top of things, and bring hustle and momentum.
- They are excellent at focusing on specific objectives and naturally provide propulsion toward accomplishing goals.
- They provide the energy that functions as the engine to create movement and change.
- Rs bring clarity to situations; don't get stuck in complicated emotions or logistics.
- Rs are straightforward and unfiltered in communication that requires others to address things.

An Overview of the



Es are Motivated by Exactness

Perfecting:

- Tend to either be all or nothing and will avoid until they think they can do it right.
- Have a high tolerance for negative emotion. Ability to slog through and persevere.
- Ruminates and do lots of "should-ing."
- Like to be in control of making sure things are done correctly.
- Like to have a plan so they can be prepared for whatever might arise.
- Willing to invest time, money, and resources for what they deem to be quality.

Process:

- Detail-oriented on how to improve something.
- Maintain a powerful, serial focus on one thing until it is complete.

Authority: There's a right way -- and then there's all other ways.

- Often black & white, all-or-nothing, in their thinking.
- Slow to trust another's opinion.
- Others who think differently than Es need to justify or validate their opinion.

Emotional Climate

- Don't like feeling out of control of their emotions.
- Tend to be physically still.
- Feel intensely about what they think.
- Typically private by nature and slow to warm up.
- Want things to make sense and be organized mentally.
- Logical.

Unique Contributions to Society

- Perhaps the greatest contribution Es make to society is quality.
- They help humanity remember and learn from the past.
- Es have tremendous mental fortitude and the tenacity to stick with the nitty-gritty details necessary to do difficult and complex things.
- They help society understand how and why things work and fit together. They bring expertise, precision, discipline, and control into society.
- They provide dispassionate decision-making and perspective.
- They help society be prepared for what needs to be done now and in the future.
- Their thoroughness brings confidence to situations and decisions and instills that confidence in others. They apply steady pressure to humanity to do things well.
- Es bring enormous amounts of loyalty and identity to society.

What is your C.O.R.E. Value?

What are the unique contributions that you bring to society?

List the strengths of your type below.

Include your thoughts about how they show up in your life.

Do you recognize them?

ex. (O) Seeing the potential in people/things: People tend to come to me when they are feeling discouraged about something. I can usually help them see the bright side of a situation and to feel a little more hopeful.

Every temperament type adds a unique value to humanity.

Each type comes with inherent strengths and weaknesses.

You might not like some of the characteristics of your C.O.R.E. temperament. Humans often tend to find and focus on the negatives because we struggle with our weaknesses, but we also have strengths. None of us are broken! When someone isn't mindful enough to bring their unique strengths to society, their weaknesses become disproportionately noticeable. One of the most helpful aspects of C.O.R.E. is that it helps you identify your strengths so that you can put them to use for the benefit of yourself, your loved ones, your community, and society as a whole.

Journal Your Thoughts

Take some time to journal about the value of your C.O.R.E. and what it means to you.

- Where in your life do you recognize your C.O.R.E. strengths showing up?
- What compliment(s) do you receive from others that indicate that these strengths really do exist in you?
- Where could you lean into your strengths a little more?
- Is there an area of your life where you might be hiding the value of who you are?

ex. (C) People tell me that I am calming to be around. I don't do that well when I'm stressed, though. I hide when I want to help.



What are your limitations?

What are some of the things about yourself that have been frustrating for you throughout your life? How have you dealt with them in the past?

ex.(R) I hate how people sometimes think that I am too intense or that I fly off the handle easily. In the past I have ended up apologizing a lot when I hurt someone's feelings.



One of the realities of being human is that there are aspects within each of us—because of our C.O.R.E. temperament—that are incongruent with being healthy.

The weaknesses and limitations that we are born with lead many of us to be unsatisfied and even frustrated with our personality.

Almost everybody I work with initially expresses that they wish they were another temperament. The reality is that if you were someone else, you would be just as frustrated with their weaknesses as you are with yours.

While these limitations are not our fault, if we want to be healthier and happier in our lives and relationships, it is our responsibility to develop habits to help us manage them in a healthy way.

Journal Your Thoughts

There is a very big difference between trying to change the way that you are and learning to **work around the things you can't change** so that you can do the things you want and need to do in your life.

Take some time to think about some of the struggles you have that come as a natural part of who you are at your C.O.R.E.

How does it help you to know that these things are not broken?

What are some ways you can use your strengths to manage the difficulties of your C.O.R.E. Personality?

ex. (E) I notice that I do have a strong tendency to think the way that I think something should be done really is the best, and sometimes I even think it's the only way to do it right. Sometimes my kids feel a lot of disapproval as a result. Understanding that this is how my E brain naturally thinks helps me feel less bad about this tendency and empowered to manage it better. If I use my E strength to focus on overtly stating that something is "my opinion and that there may be other effective ways to do it," I can get better at managing this dynamic.



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Understanding your C.O.R.E. limitations can help you also understand why it may be hard for you to incorporate some of the skills and habits that you know (or that others have told you) could make your life easier.

Of course, understanding isn't enough to suddenly change unhealthy into healthy.

If we want the fruits of healthy behavior, we have to be willing to do the things that produce that. Understanding why healthy behavior isn't happening doesn't automatically produce the good results. It takes effort to create and maintain skills, processes, and/or partnerships.

Skills, Processes, & Partnerships

To help manage some of the limitations that keep you from being your healthiest and happiest you, it is helpful to develop skills, processes, and/or partnerships.

Just because healthy doesn't line up with our temperament doesn't change what is healthy. If we want the results of healthy behaviors and cognitions, we have to do them!

Skill: a learned and practiced tool or technique.

Process: a systematic series of actions directed to some end.

Partnership: accessing the strengths of other people to help you do things that don't come naturally to you.

Helpful Things to Keep in Mind

There is a wide range of things you can do to create new, healthier ways of managing the limitations of your temperament. The things you choose to incorporate will be unique to you and your experiences.

However, there are some things that are likely more helpful for you and your personality than they would be for others.

Here are a few thoughts to keep in mind that might help as you are creating new habits:



Ask Yourself:

Am I creating comfort or avoiding discomfort? Am I just getting things settled, or am I settling them well?

One of the most difficult aspects of being a C is the very real fear of *being unsettled or uncomfortable*—especially emotionally!

Keep in mind: Instead of avoiding discomfort, a healthy C creates comfort! By leaning into discomfort, or allowing things to remain unsettled a little longer, you may be increasing your capacity to experience even greater comfort and a potential for deep connection on the other side of that temporary discomfort.



Ask Yourself:

Am I creating positive emotion or avoiding negative emotion?

The O brain hates to experience any kind of negative emotion or to be bored. Hassle and details are unpleasant and boring to the O—which makes it difficult for them to want to stick with certain tasks. Processes and partnerships can really help here!

Keep in mind: It's OK to have fun! Planning fun into your day (process) and doing things with someone can help you to stick with the hassle of mundane tasks.



Ask Yourself: Am I managing what gets on my radar?

The R brain *hates* to feel stuck. However, sometimes it is helpful to pause for just a moment and make sure you manage the things you are focused on.

Keep in mind: While it's true that Rs tend to be motivated and feel good about getting things done, it's also true that in all the doing, it's sometimes necessary to stop, remember where you are going, and recognize the things you might want to stop doing.



Ask Yourself: Am I persevering or avoiding?

Es' confidence and self-concept comes from being able to do things well. Es see themselves as competent and want to be seen as competent. Because of this, they tend to avoid situations that threaten that competence (by over committing, being rushed or pushed, put on the spot, etc.).

Keep in mind: Avoidance does not increase competence. To be healthy, sometimes you have to do things before you feel ready, and most of the time, because of who you are, you will still end up doing them well.

Brainstorming

Skills, Processes, & Partnerships

What is a limitation you want help with?

ex. shutting down in conflict and difficult conversations

Is there a strength you have that helps you compensate?

ex. I have the ability to bring comfort to situations

What skill, process, or partnership do you think would help?

ex. I can take a break when I am stressed and remember that connection is worth the discomfort.

How I incorporate skills and process into my own life:

"As a primary O, one of the skills that I utilize to help me with the difficulty I have maintaining movement and momentum is not to end whatever I am doing at a hard stop. If I am working on a project and need to stop, I will start and do a little bit of the next step in the project. I have found that doing this helps me feel like whatever I'm working on is still moving. It is so much easier for my O brain if there is some momentum already going."

-Dr. Slade



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We are all much happier and more effective when we are being the best “us” that we can be.

C.O.R.E. Affirmations

Affirmations are positive statements said with confidence about a perceived truth. They are a really useful tool for helping you rewire your negative beliefs into a more positive mindset.

Why do affirmations work?

Neurons that fire together wire together! What you think about is what you empower. Affirmations are exercise for the mind.

Just like a muscle, the more you use it, the more powerful it becomes. The more a neuron is fired, the thicker—literally thicker—that neurological road becomes. The brain is eager and responsive, and it will use whatever it has to work with—so why not give it something that will help you feel the way you want to feel?

Affirmations are most effective when they are written in the same language that the brain speaks: *brief, specific, positive, and present tense.*

Criteria for Creating Effective Affirmations

- Brief
- Specific
- Positive
- Present Tense
- **Repeated**



Positive affirmations can help you rewire the limiting beliefs you might have about your personality.

AFFIRMATIONS for your C.O.R.E.

When written well, any affirmation is useful. However, there are some positive affirmations that are particularly helpful for different types:

Helpful Affirmations for the C

- I matter.
- Being sensitive is a good thing.
- I am enough—the right amount of me (to combat "I am too much.")
- People care about what I say.
- I have things to offer.
- Process: Focus on sensory input.
How does it feel? Where do you feel it? Is there a scent or something you can use that evokes the feeling of the new belief?

Helpful Affirmations for the R

- I control my anger.
- The way that I am feeling will not last forever.
- It's ok to be assertive and powerful.
- It's ok to take the lead.

Helpful Affirmations for the O

- I follow through on things.
- It's ok to look on the bright side.
- It's ok to be playful, to have fun.
- Optimism adds value to the world.
- I can have fun responsibly. I can be responsible and still have fun.
- Closeness (intimacy) is worth fighting for.

Helpful Affirmations for the E

- I leave every situation better because I was there.
- I see others as good people who are trying their best.
- There is more than one good way to do most things.
- I prioritize relationships.

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Cognitive Distortions by Type



Cognitive distortions are limiting core beliefs that filter how we perceive ourselves and our interactions with our environment. They greatly influence our feelings of sadness, feed our anxiety, and make it difficult to see the value in ourselves.

While temperament does seem to influence cognitive distortions, it isn't the only variable.

Likely Cognitive Distortions for the C

- Feeling like other people don't want them around, don't care what they have to say.
- Awfulizing—expecting bad things to happen; if one thing is wrong, everything is wrong.
- Other people are insensitive.
- Project their own insecurities and think that other people see them that way.
- If something is uncomfortable, it's wrong.
- Emotional Reasoning: Rely on feelings to dictate the temperature of everything, so if something doesn't feel right, it's wrong.
- Overgeneralization—I feel it; therefore, it is.
- Mindreading.
- Jumping to conclusions.
- Personalization—they see themselves as the cause.

Likely Cognitive Distortions for the O

- Personalization—if other people aren't happy, it's my fault. It's my job to make others happy.
- I need everyone to like me. If people don't like me, I suck.
- It's not OK for me to be unhappy. I have to be on all of the time.
- Emotional Reasoning—Life should be happy all the time. Negative emotion is a reason to ditch. Emotional "Teflon."
- The Fortuneteller Error—Anticipating that things will turn out badly or be boring, and feeling convinced that their prediction is an already established fact.
- Should Statements—Try to motivate themselves with "shoulds" and "shouldn'ts," "musts," and "oughts."

Likely Cognitive Distortions for the R

- Blaming—It's everyone else's fault (born from meeting resistance with resistance.)
- Jumping to conclusions
- Control Fallacies—Get on board, or get out of the way/I know my own brain; I know exactly what I want, and you're not going to change it.
- Overgeneralization—Hassle is a bad thing/waste of time/if it's a hassle, it's not worth it.
- Other people's emotions and hassle = lack of resolution.
- Snap judgments are firm—it's a hassle to reconsider.
- Should Statements—This shouldn't be so complicated/You should just be able to let it go.
- Global Labeling—The past doesn't affect me (comes from living in the future).
- Overgeneralization/Magnification—Whatever is on the radar is all that there is.
- Exaggeration: Whatever is on the screen takes up the whole screen

Likely Cognitive Distortions for the E

- Overgeneralization—I think it, therefore, it is.
- Rationalization—Picking out a single negative detail and dwelling on it exclusively so that their vision of all reality becomes darkened, like the drop of ink that discolors the entire beaker of water.
- Should Statements—lots of should-ing. I should have done that. I should have said that....
- All or nothing—My way is the right way. If you disagree with me, you're wrong.
- Control Fallacies—In order for something to be done right, I have to do it.
- Overgeneralization—Seeing a single negative event as a never-ending pattern of defeat.
- Always being right—I'm willing to listen to what you have to say, but you're going to have to convince me/I know my own brain; I know exactly what I want, and you're not going to change it.

C.O.R.E. in Relationships

A HUGE percentage of the conflicts that occur in relationships are the result of misinterpretation. By accurately interpreting things, a tremendous amount of conflict and relational difficulties can be remedied. Understanding C.O.R.E. dramatically increases the accuracy of our interpretations of others' behaviors, which dramatically increases our ability to work with instead of against them.

What is the C.O.R.E. Value that your spouse/partner/child brings to your relationship?

List their C.O.R.E. strengths below.

Include your thoughts about how these strengths show up in the way they live their life. What is the value they add to your life because of their C.O.R.E.?

ex. (R) Forgives quickly: I love that my partner gets over things so quickly.

ex. (O) Rosy Outlook: I love that my partner interprets things so positively.



Are there things that are difficult about your relationships that might be related to C.O.R.E.?

How might understanding this help improve and strengthen your relationship?

ex. (R) His intense responses aren't meant to be mean or hurtful.

ex. (C) Her sensitivity isn't her trying to make my life complicated.

“ By understanding how temperament works, you will be able to capitalize on strengths and think differently about the difficulties in your relationship.

Ask the following questions to your spouse, child, or loved one. Consider how their answers might be influenced by their C.O.R.E. Personality Type. Then, do your best to learn from these answers!

- Close your eyes and picture your perfect day. What does it look like?
- If you could describe yourself with one word, what would it be? Why?
- What would you say is your biggest fear when it comes to social/public settings?
- What helps you to feel loved and understood in communication?
- What is a personality trait that you wish you could change in yourself?
- What is a personality trait that you love about yourself?
- What is something that I can do to help you feel loved, appreciated, and understood?