A VERY Different White Paper

Nursing Care

based on Personality Masteries

Version 1.00

As a nurse are you . . .

- **Feeling overwhelmed, stressed and frustrated?**
- **Feeling that people don't appreciate all that you do?**
- **Struggling to get your patients to follow through with the instructions you give them for care and wondering if doctors and insurance companies see what you see?**
- **Seeking . . . searching . . . for ways to balance out all of the very competing demands of all those we serve in many different ways?**

Our Goal

Hi, we are part of the Life Masteries Institute and our hope is that this white paper will assist you in answering the above questions . . . and a whole lot more. Our goal is that this white paper and our network would help you to learn how to help us, as nurses to think differently and assist those around us to do that as well.

A Little History

We are a group of nurses and others who are strongly connected and concerned about nurses who specialize in helping them with tools, resources, encouragement, training and mentoring of nurses and those who greatly care about nurses.

We have developed or really **engineered a unique process** just for nurses to assist them in leveraging certain tools and systems empowering nurses to accomplish a lot more, in less time all while reducing stress and frustration.

What we've found, is that we as nurses, often wish our patients, doctors and others throughout the medical field would think differently . . . as we believe this would make our lives so much easier.

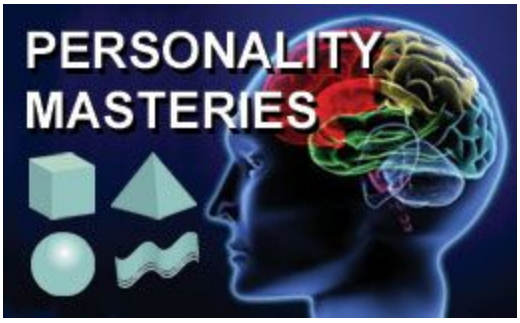
Just to be clear . . . we are not saying the above isn't true . . . what we are saying is that we've learned by us learning to think differently that as we think differently that we're finding others around us are all learning how to think differently and do so quickly. This is really good for everyone's overall mental and physical health as well.

We have come together with the hopes that this white paper will help you serve, all those we serve, in a more effective way . . . both for them and for us as well.

Before we answer the original questions, we need to build a foundation for how to ask our patients or our potential patients a couple of fun questions. These questions give us the ability to quickly and easily determine their personality.

Personality Masteries ~ Resource A01

The following fun, easy and simple exercise will help you as nurses quickly determine a patient or potential patient's personality. This allows you and our staff to better understand how to communicate to the patient, how to connect, relate and serve them. The better every member of our team does that, the greater the servicing experience will be. This will help those we serve to better follow our direction and will help them to refer more people to us.



How Is This So Effective?

Personality Masteries will assist every team member to deeply understand each patient or potential patient. How? Well, when we better understand our own personality at a very deep level and understand those around us, we simply engage in a far more effective way. Learning becomes a part of what we all do each and every day. Everyone will learn to handle different personality types and learn to bring on new patients in a more effective manner and then care for patients in a way they want to be cared for.

This tool is so effective that patients will often share this with family and friends which encourages greater engagement and participation from their family and friends in a fun and exciting way. This then produces more referrals.

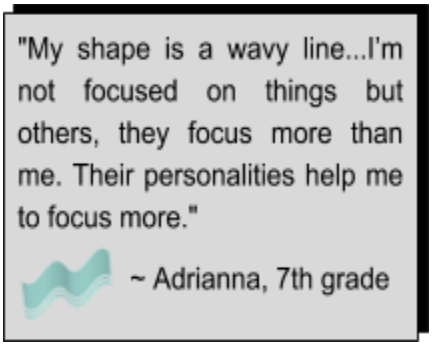
Before We Dig In . . . A Few Questions . . .

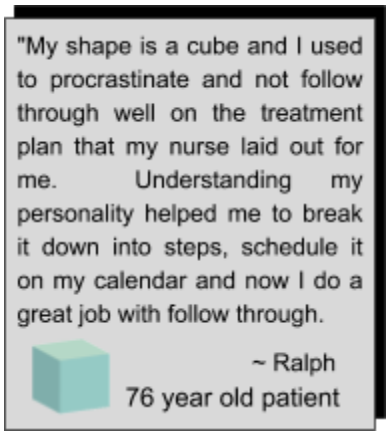
1. What is the biggest challenge you have with patients currently?

2. What are some ideas you have had for improving patient care, but haven't had the time / resources to follow through?

3. Imagine . . . having the right systems in place to help patients better follow through with the treatment plan and every patient and their family members sharing with everyone they know the level of patient care they received from us.

The personality assessment takes seconds to ask, is fun, engaging and very accurate, will work at any age level, works across any ethnic group and any social / economic group of people.

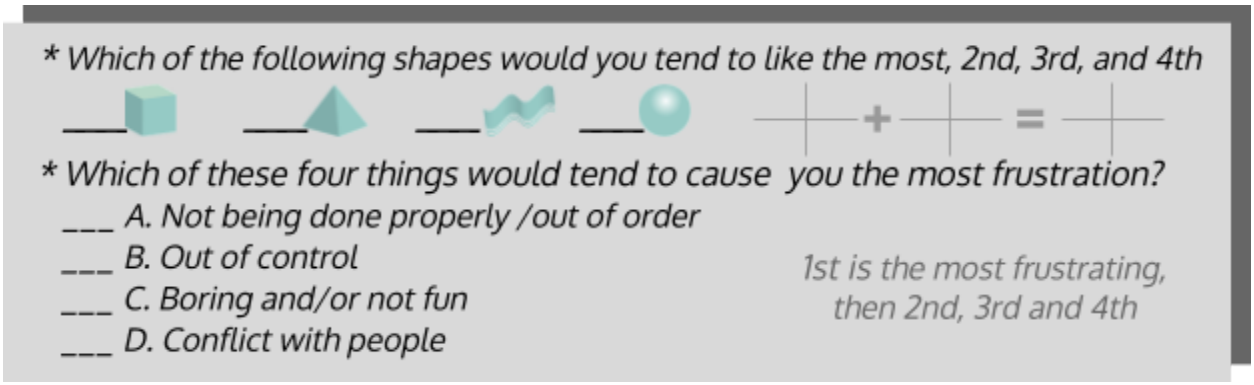




There are many different ways this can be approached. It can be as simple as asking them these fun simple questions as part of the patient interview process. It can be part of the form or could be verbally asked of each patient.

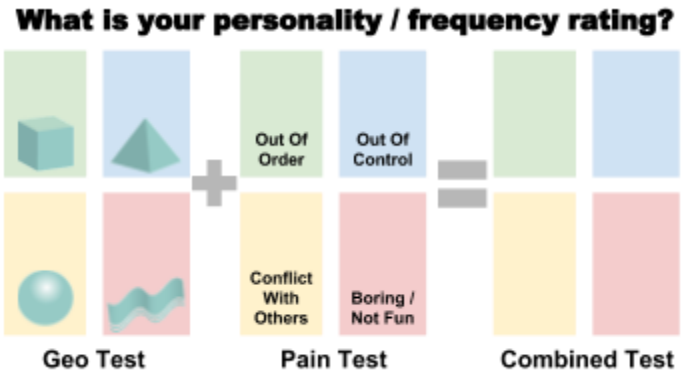
For Example . . .
"We have a few fun questions we ask patients which help us to better understand their personality. As we better understand your personality we gain a clearer picture on how to best communicate with you and provide the best care possible for you."

NOTE: If you use any of the symbols / materials in any printed materials all that is required for you to do that is to place the © and the www.DNAforPEOPLE.com by whatever is used and then email info@lifemasteries.org and just give them a heads up. Because they are a non profit organization, there is no cost to do this.



To determine someone's personality, it's very simple. The following will provide a quick guide to determine their personality. The lower the number the stronger that personality is. 1 means that personality or frequency will be the highest / strongest. When added together below the lower the number the higher the frequency is.

Please take your numbers from the above questions and place them below. Add the Geo + Pain test numbers together to come up with a combined score. Talk with your certified personality mentor for additional details.

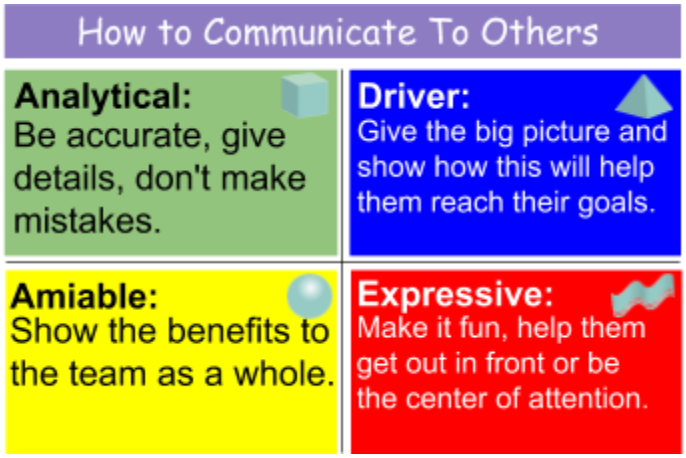


1. Moving Patients To Action

Have you ever wondered why some patients follow through with what you direct them to do . . . and others don't? Imagine . . . if you could get quick buy in from patients and ALL your patients followed through.

Now . . . don't get us wrong, we'll probably never have 100% follow through, but what we're about to share, can significantly increase the percentage of those who do follow through. When that happens, not only will you and your staff have less stress and feel more fulfilled, but your patients will achieve greater results and feel better health wise, which equates to serving our clients longer and them referring more people they know to us. **That's all great for the patient, their family, us as nurses, the doctor and everyone else who provides care of the patient!**

Personality Masteries (PM) has been developed by Life Masteries Institute and Legacy Partners which are non-profit organizations helping businesses and community based organization to better work together. PM is the science of understanding someone's personality in 55 seconds. Once we know a patient's personality we are able to communicate with them in a far more effective manner.

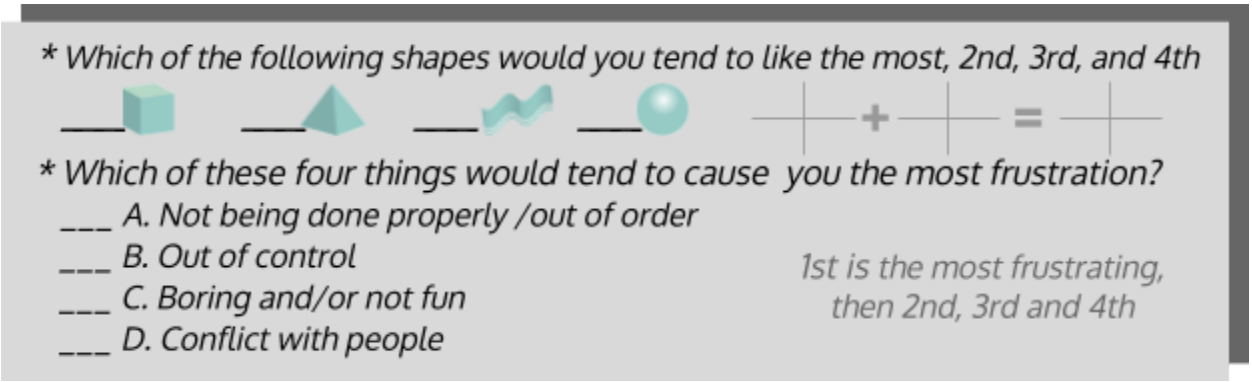


In addition to improving communications with our patients we will also know how to best motivate them based on their personality. The thing that's tricky about motivation of people to do something is that what motivates, inspires or gives one personality pleasure . . . will actually cause a different personality to be unmotivated or cause them pain.

When we communicate the treatment plan to our patients, in their personality, they will better "hear" us and will be far more motivated to follow through. The better they follow through the better for everyone and the more referrals they will provide to our practice.

2. Fun / Fast Way To Identify Someone's Personality

The Geo Personality test combined with the Pain Quadrant test provides a very deep and comprehensive test which takes 55 seconds to do and is fun and interesting for the patient.



Prospective Patient

For prospective patients, if they have been to other care providers in the past, they will probably have been asked many if not all the same questions that you ask. If we are to present ourselves as being different in how we care for our patients, asking them creative and fun questions which have deep meaning is a great way to set ourselves apart immediately. This will increase our chances of creating a caring experience they have never dreamed of.

Current Patient

When everyone on our team communicates with consideration of both our personality, the personality of our patient and even the personalities of loved ones . . . everything improves! Our patient feels more deeply connected to us in their minds and heart, which helps them to better trust us, which leads to follow through on treatment plans and care. This leads to less stress in the office, on our team, with our patients . . . which leads to a far more productive and profitable working environment and better care of our patients. See following page for a tool / resource to use with patients and their family.

FUN Patient / Family Personality Game

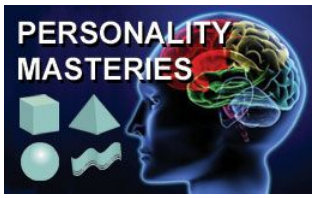
We partner with a non profit organization, Life Masteries Institute(LMI). Over the last two decades LMI has developed the most amazing and FUN personality assessment.

We enjoy using this because patients and their family members have fun answering a couple of fun questions.

In addition to it being fast, easy and fun it also helps us to better provide care for each of our patients and to communicate with family members and any friends who may be involved in the treatment plan.

Each personality type likes to be communicated in a very different way and actually view patient care from very different perspectives.

Our passion is not only to provide the very best medical care but also connect in other ways that will help the patient and everyone we come in contact with to have the best possible experience with all that we do.



Name: _____

[ ] - Patient, [ ] - Family Member, [ ] - Friend

If family member or friend please share your relationship and/or connection to the patient.

_____

_____

_____

** Which of the following shapes would you tend to like the most, 2nd, 3rd, and 4th*

___ ___ ___ ___

** Which of these four things would tend to cause you the most frustration? 1st is the most frustrating, then 2nd, 3rd and 4th*

___ *A. Not being done properly /out of order*
___ *B. Out of control*
___ *C. Boring and/or not fun*
___ *D. Conflict with people*

Now . . . what does this mean? We can share what this may mean to the patient, family members and/or friends a number of different ways. Please check which of the following would be most valued by you? Check all that apply.

- ❑ Please incorporate insights / consideration as part of the treatment plan.
- ❑ Please share thoughts / insights one on one and/or with family / friends.
- ❑ Please provide written report / thoughts.
- ❑ Please have LMI email results.
- ❑ Please provide results through our cell phones.
- ❑ Other: _____

3. Family Support

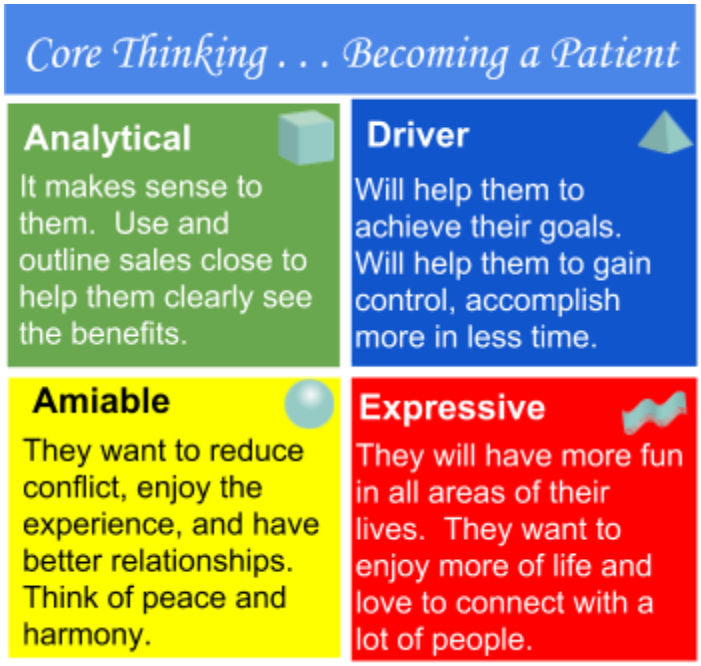
Obviously we know, as nurses who important family members are to the support of the care that we give. Personality Masteries and the short geo and pain test which are given create a great deal of curiosity which makes it much easier to get all those involved in the care, to also do the personality game as well. :-)

Have you ever felt as a nurse that if you pleased the patient with a certain type of care that family members or others would not be happy?

Have you ever wondered if there was a science behind that?

Actually Personality Masteries reveals the answers to the mystery. What causes one personality pleasure (the feeling of happiness - feeling good) actually will cause another personality pain (the feeling of anger, frustration - pain.) We often like people who are like us (personality wise) but fall in love with people who are opposite of us. What causes on personality pleasure will actually cause another personality pain. We get to choose our friends but not our family members so Personality Masteries will unlock mysteries which have been hidden.

By learning everyone's personality we can then understand what people are thinking / feeling but often fearful of saying and/or do not even know themselves.



"I picked the pyramid. I have discovered that I may run people over, including my wife and kids. I now understand how to be more understanding and others around me better understand my need / desire to drive things forward. What's interesting is our nurse used to give me a lot of details, and I hated it. Now she gives me the big picture and I do so much better in following through and I listen to him a lot better now."

~ Matt

4. Doctors

Often there is a lot of talk about the challenges that nurses have with doctors but there is a lack of practical solutions . . . both for doctors and nurses. Often we misunderstand the words that people use, their phrases, tone, etc.

Often we attribute certain things to genders, age or even nationality . . . when in fact many times it has far more to do with personality than it does anything else.

As we mentioned above, what causes some personalities pain, will actually give another personality pleasure.

Before we look at the diagram to the right . . . we need to make sure we're open minded and realize we are looking at things from a big picture, in general terms. There are many different studies on personalities. From LMI's experience, roughly 75% of men will often people analytic or driver personalities and 25% of men will be amiable or expressive. The reverse is true for women where 75% are often amiable / expressive and 25% our analytic / driver. This is often why women who are analytic and/or driver personalities have a harder time getting along with women. They seem to connect more with men than women. The same thing can be true for men.

People are complex though . . . right? When we look at people's primary, secondary, third and/or the Geo and the Pain often not matching it becomes very complex, very quickly.

There is an amazing 12 week (1 hour a week) online course which is amazing in how quickly it will teach individuals in all aspects of the medical profession so much about themselves and others. Some medical professionals have shared think the course should be required for anyone entering the medical profession in any role. It would solve so many issues and provide exceptional care.

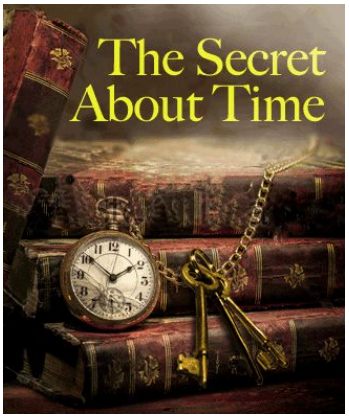
~ www.PersonalityMasteries.com/lvl1-cert ~

Bonus . . .

Personality Masteries actually will help us to better understand ourselves and all those around us as well. It will help us to improve the morale within our team which will lead to greater overall success for everyone.

This powerful information can also assist us in all other areas of our life and the lives of people around us. Here are some tips which help people in being better managers of time.

If you would benefit from additional information on time management, or The Secret About Time, let us know and we can connect you with another white paper which helps us to think about time in a very different way. When we learn to think different, we see the world, our lives and better understand how to solve problems in our lives and the lives of others.



"My shape is a ball and then a cube. I'm a mother of three teenagers and learning about personalities has helped me to reduce my stress which has improved my health. I'm working on not allowing people to take advantage of me and to better care for myself emotionally and physically better.

~ Mary

"I'm ADHD and I struggle with depression. I'm a pyramid and a ball which helps me to understand why I have so much inner conflict. It's been a life saver for me."

~ Allan, 16 year old

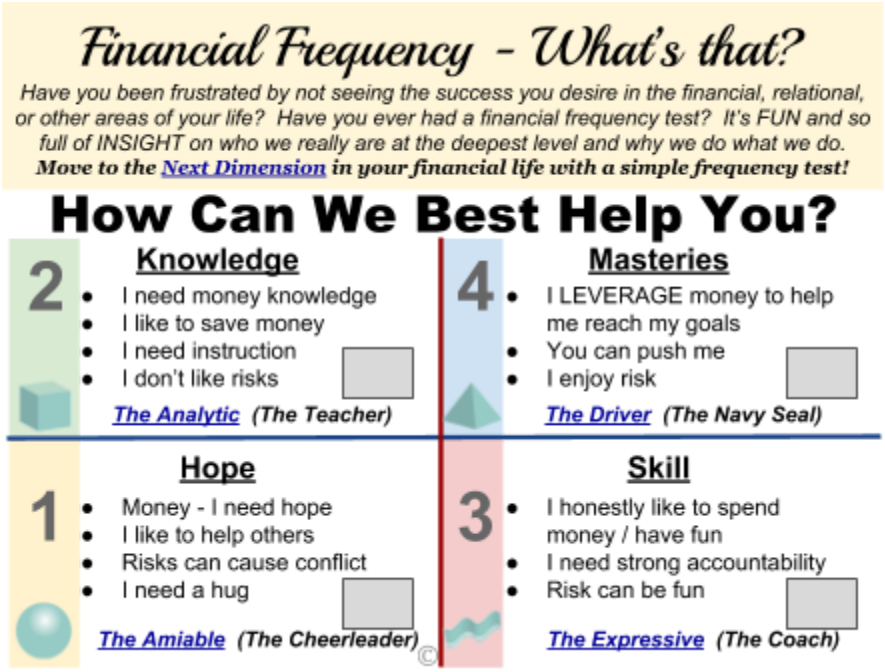
Do you have unwanted stress in your life? Each personality type has stress for different reasons.

We and others often cause one another stress without even realizing what we are doing.

For those closest to us, we may try to respond to them in a way which reduces stress . . . when in fact, we may inadvertently increase their stress.

What's interesting is that every aspect of our life is governed, in large part by how we see life. How we see life then is governed in large part by our personality. Even how we view money, manage our finances, is governed by our personality. What's tricky about this is that we tend to like other people who are like us and fall in love with people who are opposite of us.

As a result of learning about personalities, ours and others, we are able to see success in every area of life.



We are also able to quickly help our patients and their families to better understand why we are recommending things for them and how by thinking differently themselves they will feel better, have less stress, be healthier and have better relationships in every area of their lives.

My team and I trust you and your team have benefited from learning about personalities from this white paper. We have learned so much and it's helped us not only personally but also in working together as well as servicing our clients in the way they love to be serviced.

If you would like to learn more about how we may be able to help you as a nurse / other medical professional please give us a call for a free consultation.

"I found you on Facebook as a referral from my friends. I love my dad so much, but he can be hard to work with. We were having a hard time finding someone who could do in home care due to my dad's difficult personality. I love that you asked the whole family personality questions. It was fun and so enlightening. Your treatment plan along with a better understanding of personalities has changed my life and now I'm sharing this with all my friends.

~ Karen Lynn

A couple of our partners are certified in Personality Masteries and would be happy to give you a free 30 minute Personality Masteries Strategy Session as a gift from our team to you. Complete a short three minute online survey and when asked "**Referred by**" enter "**Izzy Davalos**"

www.dnaforsuccess.com/30min-strategy

~ Izzy Davalos ~

Phone / Text: 775-461-3696 // itsel@allevialiving.com

Here is one of my favorite stories. Isn't it amazing how, with a few resources in how we serve people, we can really impact the lives of all types of people at any age, anywhere in the world, in a wonderful way.

"My shape is a pyramid and wavy line because most times I don't have the patience for others. Being aware of my personality and others helps me to know who I should be friends with and who I would get along with. I get a little embarrassed, honestly, when my mom shares with all the other moms how the nurse who is caring for my grandmother, not only helps my grandmother, but also help me to better understand my personalities and why I think the way I do. She shares it with all her friends on social media."

~ Chris, 5th grade ~