

● DISC TYPE: DI

Luke Thomas

Your Personal DISC Personality Profile

A comprehensive guide to understanding your unique DI personality — how you communicate, lead, collaborate, and grow.

PROFILE TYPE

DI — Initiator

PRIMARY STYLE

Dominance (D)

SECONDARY STYLE

Influence (I)

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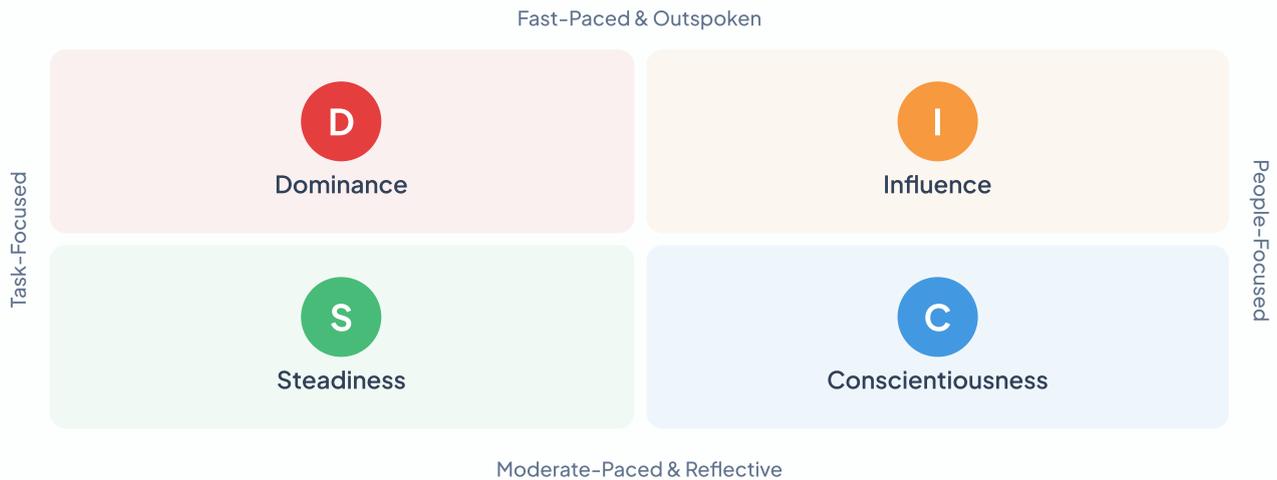
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Understanding DISC

DISC is a behavioral assessment framework that maps personality along two key axes: **pace** (fast vs. moderate) and **focus** (task vs. people). These dimensions create four primary personality types, each with distinct communication styles, motivations, and work preferences.

The DISC Model

DISC maps behavior along two axes: pace (fast vs. moderate) and focus (task vs. people).



D Dominance

Direct, results-oriented, decisive, competitive, and self-confident. D-types focus on accomplishing goals and making quick decisions.

I Influence

Enthusiastic, optimistic, collaborative, and expressive. I-types focus on building relationships and influencing others.

S Steadiness

Patient, reliable, team-oriented, and calm under pressure. S-types focus on cooperation and creating a stable environment.

C Conscientiousness

Analytical, detail-oriented, quality-focused, and systematic. C-types focus on accuracy, expertise, and competency.

Overview



Luke Thomas

Product
Crystal Knows



● Initiator

You tend to be decisive and energized by ideas, favoring action over analysis.

- Dynamic
- Visionary
- Spontaneous

ABOUT

You tend to be outgoing and driven, and may expect your colleagues to keep up with your fast pace. You are likely to handle stressful situations well, and can use your natural charisma to persuade and motivate your teammates to work towards creative solutions.

Personality Traits



Personality Story

You approach problems with a sense of urgency and a drive to find new angles. Your thinking is spontaneous, and you rarely feel held back by the need for complete information before making a decision. You enjoy challenging the status quo, often seeking ways to bypass unnecessary rules to get things moving. Your mind is always scanning for opportunities to innovate, and you're quick to share bold ideas, even if they haven't been fully vetted yet.

At work, you show up with infectious energy and a strong presence. Colleagues see you as the one who gets conversations started and keeps the momentum going. You're comfortable taking the lead in meetings, often steering discussions toward ambitious goals. People notice your willingness to take risks and your ability to motivate others to rally behind a vision, but they may also see that you sometimes skip over details or lose interest in routine tasks.

You earn respect by setting a fast pace and pushing for results that others might not have considered possible. Your confidence and willingness to speak your mind help you build trust quickly, especially when you back up your opinions with action. People value your ability to inspire teams and keep projects moving forward, even when the path is unclear. Over time, your reputation for championing new ideas and making things happen cements your credibility.

Your growth edge lies in balancing your drive for action with greater attention to follow-through and detail. You may find it challenging to slow down or stick with tasks that feel repetitive, which can sometimes leave loose ends. Learning to pause and consider the potential consequences of quick decisions will help you avoid costly missteps. Developing patience with structure and process, even when it feels restrictive, will make your leadership more effective and sustainable.

Behavior



Behavior

You naturally take the lead in conversations and feel at ease sharing your ideas with others. You are comfortable making quick decisions, even when not all the details are clear, and you often look for creative solutions that go beyond the usual rules. Your approach brings energy and innovation to group settings, helping you inspire others to think differently.

- Finding ways around the rules
- Feeling comfortable making decisions with limited information
- Elevating new ideas
- Comfortably functioning as the primary speaker in a group

Strengths & Energizers



Strengths

You naturally trust your intuition and adapt easily, allowing you to improvise when situations change. Your charisma helps you persuade others, and you confidently connect with new people. When the moment calls for it, you step up and take charge, guiding those around you with assurance and energy.

- Trusting intuition and ability to improvise
- Using charisma to persuade others
- Confidently approaching new people
- Taking charge of situations when needed



Energizers

You feel energized when you can share bold ideas and engage others with your enthusiasm. Quick-thinking situations and opportunities to perform or take the spotlight motivate you, especially when you can win people over with your charm. You thrive in environments where creativity, lively interaction, and a bit of friendly competition are part of the experience.

- Opportunities to perform and entertain
- Thinking on his feet
- Bold ideas
- Winning other people over

Communication Style

Speaking

You often think out loud and may shift topics quickly to spark momentum

- Speak up with bold ideas and keep the energy high in discussions
- Jump into brainstorming sessions and steer conversations toward future opportunities
- Interrupt if you have a strong opinion—I respect direct, fast-paced exchanges

Writing

You often prefer concise, action-focused writing that energizes others to respond quickly

- Start your emails with the main point and action you want taken
- Use energetic, informal language to spark momentum and keep things moving forward
- Add a bold idea or quick story to grab attention, even if it's unpolished

Listening

You often listen for big-picture themes and may tune out excessive details

- Show you're engaged by building on ideas quickly and sharing your own perspective fast
- Signal agreement or disagreement early so the conversation keeps its momentum
- Interrupt with bold suggestions if inspiration strikes; I process best in lively exchanges

In Meetings

You often drive meetings forward and may overlook details in pursuit of results

- Jump in with bold ideas early and help steer the discussion toward action
- Keep the energy high by encouraging quick brainstorming and lively debate
- Challenge the group to set ambitious goals, even if the path isn't fully clear

Drainers & Blind Spots

Drainers

You feel drained when you have to follow numerous rules or navigate rigid processes that limit your freedom. Being required to research detailed data or work within strict guidelines can leave you feeling frustrated and held back. You thrive in environments where you can act independently and move quickly, so too much structure or restriction tends to sap your energy.

- Following lots of rules
- Lack of freedom and independence
- Researching data
- Feeling held back by process

Blind Spots

You tend to prefer flexibility over strict routines, which can make it challenging to stick with predictable processes or formal rules. At times, you may jump to conclusions before gathering all the necessary information. Staying focused on a single task might also be difficult, as your attention is often drawn to new ideas and possibilities.

- May resist formal structures and rules
- May reach conclusions with too little data
- May have a difficult time staying focused on one task
- May have trouble following consistent, predictable routines

Under Stress



Stress Escalation Pattern

1

Pushing the Pace

When stress begins to build, you become more insistent on quick decisions and may push others to keep up with your preferred pace. You are less patient with drawn-out discussions and may interrupt to move things forward. Your energy becomes more intense, and you expect others to match it.

- Interrupting others during meetings
- Speeding up conversations to reach decisions faster
- Pushing for immediate action on new ideas

2

Taking Over

Under moderate stress, you become noticeably more controlling and may override others' input to keep things moving. You are quick to dismiss concerns or details that slow progress, and your impatience with hesitation becomes obvious. Your communication grows more forceful, and you may dominate discussions.

- Overriding team decisions without consensus
- Dismissing concerns about risks or obstacles
- Dominating group conversations and sidelining quieter voices

3

Steamrolling Others

When stress becomes severe, you bulldoze over others' ideas and refuse to consider alternative viewpoints. You may become openly argumentative, disregard agreements, and push your own agenda regardless of the team's needs. Your impatience can turn into frustration, leading to conflict and damaged relationships.

- Arguing with colleagues over direction or decisions
- Ignoring team agreements and acting unilaterally
- Shutting down input from others and insisting on their own way

Immediate Recovery

- Step away and spark a quick, upbeat conversation with someone who energizes you to instantly shift your mindset.
- Channel your stress into action by identifying one bold step you can take right now to move a project or idea forward.
- Refocus your energy by pitching a new idea or vision to a colleague, using your natural enthusiasm to reignite your motivation.

Structural Prevention

- Build regular brainstorming sessions into your schedule to channel your energy into generating bold ideas and inspiring others.
- Set up recurring check-ins with a trusted peer to quickly discuss new opportunities and keep your momentum focused on high-impact goals.
- Delegate routine or detail-heavy tasks to others so you can stay focused on leading ambitious projects and driving results.

Working With Me

Best Ways to Communicate With Me

You often prefer fast, energetic exchanges and may lose focus if conversations drag.

- Start with the vision or goal, then share only the essential details needed.
- Keep messages upbeat and direct; match my energy and move the conversation quickly.
- Use chat or quick calls for fast feedback—I respond best in real time.

How to Give Me Feedback

You often respond best to feedback that feels like a chance to win bigger

- Lead with the big idea and how your feedback can drive bigger results
- Be direct and upbeat—skip long explanations and get to the point quickly
- Frame feedback as a challenge or opportunity for you to make an impact

What I Need From Teammates

You often thrive when teammates keep the pace fast and the vision big

- Speak up with your own bold ideas and match my energy in discussions
- Challenge me directly if you disagree, but keep the conversation upbeat and future-focused
- Give me room to improvise and take the lead on ambitious projects

Giving & Receiving Feedback

Receiving Feedback

Do This

- State your main point first, then offer details if I ask for them
- Frame feedback as a challenge or opportunity to improve and win bigger
- Match my energy—keep the conversation lively and avoid sounding too formal

Avoid This

- Delivering feedback in a rigid, overly structured format with lots of steps
- Dwelling on past mistakes instead of focusing on future possibilities
- Comparing my work directly to others; I may tune out or push back

Giving Feedback

Do This

- Give feedback quickly and directly, focusing on the main outcome first
- Share bold suggestions for improvement—your energy motivates others to take action
- Skip the small talk and get right to what matters most

Avoid This

- Delaying feedback until everything is perfect; momentum matters more than polish
- Overloading others with process steps or rigid rules; it may stifle creativity
- Comparing someone's work to peers; this can undermine trust and spark defensiveness

Relationships



As a Leader

You lead with high energy and bold vision, inspiring your team to embrace ambitious goals and new opportunities. Your spontaneous approach and persuasive charisma keep people motivated and eager to follow your lead. You set a fast pace, encouraging others to think creatively and act decisively.

STRENGTHS

- Motivating teams with contagious enthusiasm and optimism
- Driving action through bold vision and decisive leadership
- Encouraging creative thinking and embracing new opportunities

WATCH FOR

- May overlook important details when moving quickly
- Can resist formal structures or routine processes
- Risk of making decisions with insufficient information



As a Teammate

You bring energy and bold ideas to your team, confidently sharing your opinions and inspiring others to think bigger. Your spontaneous nature helps the group adapt quickly, and you motivate peers to take action on ambitious goals. You tend to take the lead when needed, often pushing the team toward creative solutions and forward momentum.

STRENGTHS

- Inspiring teammates with enthusiasm and optimism
- Driving group momentum toward ambitious goals
- Encouraging creative thinking and quick adaptation

WATCH FOR

- May overlook important details or skip necessary steps
- Can dominate conversations and overstep boundaries
- Risk of making decisions too quickly without full information



As a Direct Report

You approach your manager with confidence and a drive to make an impact. You thrive when given ambitious goals and the freedom to pursue creative solutions, often sharing bold ideas and seeking quick feedback. You prefer high-level direction and may push for action rather than getting caught up in details or routine tasks.

STRENGTHS

- Bringing energy and enthusiasm to ambitious projects
- Confidently sharing creative ideas and opinions
- Taking initiative and motivating others to act

WATCH FOR

- May resist formal structures and detailed instructions
- Can reach conclusions with too little supporting data
- Risk of overstepping boundaries or challenging authority

Working With Other Types

D Working with Dominant Types

When working with highly driven, results-focused colleagues, your energy and creativity can spark innovation while their decisiveness ensures follow-through. The main friction comes from competing for control, but combining your vision with their focus can accelerate progress.

Do This

- Present bold ideas with a clear path to results
- Give space for independent decision-making and control
- Back up opinions with practical examples or outcomes

Avoid This

- Dominating discussions without allowing for direct input
- Overcomplicating conversations with excessive storytelling
- Pushing for change without showing tangible benefits

I Working with Influential Types

With other energetic, people-oriented collaborators, you can generate excitement and motivate teams. However, if you both push your own agendas, ideas may outpace execution—balancing inspiration with action helps everyone stay on track.

Do This

- Share enthusiasm and brainstorm new ideas together
- Make time for informal, energizing conversations
- Encourage collaborative decision-making to keep momentum

Avoid This

- Interrupting or overshadowing their contributions
- Focusing only on your own goals during group work
- Letting discussions drift without actionable next steps

S Working with Steady Types

Supportive, steady teammates provide the reliability your fast pace sometimes lacks. While your ambition can inspire movement, respecting their need for stability ensures smoother cooperation and stronger team trust.

Do This

- Slow down to listen and ask for their input
- Show appreciation for their steady support
- Clearly explain the reasons behind rapid changes

Avoid This

- Pushing for quick decisions without consensus
- Overwhelming them with too many new initiatives
- Dismissing their need for stability and predictability

C Working with Conscientious Types

Analytical, detail-oriented colleagues can help turn your bold concepts into high-quality outcomes. The challenge is balancing your improvisational style with their need for structure, but together you can achieve both innovation and excellence.

Do This

- Provide logical reasons and data to support your ideas
- Respect their need for accuracy and thoroughness
- Be patient during detailed discussions or planning

Avoid This

- Glossing over details or skipping key facts
- Pushing for snap decisions without analysis
- Using overly casual or imprecise language

Collaboration Superpowers



Energizing Bold Action

You spark momentum by confidently driving teams toward ambitious goals. Your willingness to take charge and act quickly keeps projects moving forward, especially when others hesitate. Without you, teams might stall or lose enthusiasm for big ideas.

- Jumping in to lead a stalled brainstorming session
- Pushing a hesitant team to commit to a launch date
- Rallying others to pursue an ambitious new project



Persuading With Charisma

You inspire and win others over with your energy and persuasive communication. Your natural charisma helps the team embrace new ideas and overcome resistance to change. Without you, teams might struggle to build excitement or secure buy-in for bold initiatives.

- Convincing skeptical colleagues to support a creative solution
- Energizing a team meeting with contagious enthusiasm
- Presenting a bold vision that motivates others to take action



Championing Fresh Perspectives

You push others to see possibilities beyond the obvious and encourage risk-taking. Your openness to new ideas and quick thinking help teams break free from routine and consider innovative approaches. Without you, teams might miss out on creative solutions or stick too closely to the status quo.

- Suggesting unconventional strategies during project planning
- Encouraging a team to experiment with a new process
- Challenging groupthink in a high-stakes discussion

Work & Career



Ideal Environments

Bold Project Launches

You thrive in environments where you can kick off ambitious projects and rally others around a compelling vision. Quick decision-making and the chance to leave your mark keep you energized and engaged.

High-Energy Collaboration

You do your best work in lively teams that encourage spirited debate, creative brainstorming, and open sharing of ideas. Fast-paced interactions and opportunities to influence others bring out your strengths.

Autonomous Leadership Roles

You excel when given the freedom to take charge, improvise, and shape direction without being held back by rigid rules or micromanagement. Independence and the ability to act on your instincts fuel your ambition.



Draining Environments

Rigid Hierarchies

You lose momentum in environments where strict chains of command prevent you from taking initiative or sharing bold ideas freely.

Endless Routine Tasks

You feel drained when your days are filled with repetitive tasks that offer little room for creativity or spontaneous action.

Overly Detailed Processes

You become frustrated in environments that demand exhaustive planning and slow decision-making, leaving little space for quick thinking or ambitious moves.



Career Path Fit

Excellent

Startup Founder

Allows you to take charge, inspire others with bold ideas, and thrive in a fast-paced, high-energy environment where quick decisions are essential.

Strong

Sales Director

Lets you use your charisma and confidence to win over new clients, motivate your team, and pursue ambitious targets.

Strong

Creative Director

Gives you the freedom to elevate big-picture ideas, energize creative teams, and confidently pitch new concepts to clients.

Good

Event Host & Emcee

Allows you to perform, connect with diverse audiences, and keep the energy high while thinking on your feet.

How Others Perceive You

First Impressions

You come across as energetic and ambitious, quickly taking the lead in conversations and sharing bold ideas. Others notice your confidence and tendency to keep things high-level, often skipping over the details. Your presence is hard to ignore, and people are drawn to your spontaneous, future-focused style.

Perception Gaps

How you see yourself vs. how others may experience you.

Spontaneity

YOU THINK

I'm keeping things exciting and flexible

OTHERS SEE

→ They can come across as unpredictable or hard to pin down

Big-Picture Focus

YOU THINK

I'm inspiring others by aiming high and thinking boldly

OTHERS SEE

→ They may seem to overlook important details or skip necessary steps

Confidence in Sharing Opinions

YOU THINK

I'm contributing valuable ideas and moving things forward

OTHERS SEE

→ They can come across as dominating conversations or not leaving space for others



Common Misreads

You are often mistaken as dismissive or impatient when you move quickly and push for bold ideas without dwelling on details.

- Confusing directness with rudeness
- Mistaking big-picture focus for lack of discipline
- Interpreting quick decisions as reckless behavior



Hidden Strengths

You often surprise others with your ability to inspire action in tough situations, quickly adapting to new challenges and rallying people around bold ideas.

- Inspiring rapid action during moments of uncertainty
- Spotting opportunities others overlook under pressure
- Motivating teams to embrace ambitious goals

Personal Growth Roadmap

1

When Action Outpaces Reflection

💡 Your drive to make quick decisions can lead to missed risks or overlooked consequences.

You thrive on decisive action and moving projects forward, often jumping into new opportunities with confidence. While this keeps momentum high, it can also mean you miss important details or fail to anticipate obstacles. Others may feel rushed or worry that key issues are being ignored. Slowing down to reflect before acting can help you avoid costly missteps. Balancing your boldness with a moment of pause will strengthen your results.

🎯 Action Items

- ✔️ Pause for five minutes before finalizing a major decision to review possible risks
- ✔️ Ask one trusted colleague to challenge your assumptions on a current project
- ✔️ Write down three potential consequences before committing to a new initiative

2

When Charisma Becomes Overpowering

💡 Your persuasive energy can unintentionally silence quieter voices or create resistance.

Your natural charisma helps you win people over and drive enthusiasm, but it can also overshadow others' input. In group settings, you may dominate conversations or unintentionally steer decisions your way. This can make teammates feel unheard or reluctant to share dissenting opinions. Recognizing when to step back and invite other perspectives will help you build stronger, more committed teams.

🎯 Action Items

- ✔️ Ask each team member for input before sharing your own solution in meetings
- ✔️ Count to five after making a point to allow others space to respond
- ✔️ Privately check in with a quieter colleague to ask for their perspective

3

When Big Ideas Leave Details Behind

💡 Your focus on bold goals can cause you to overlook important follow-through and specifics.

You excel at inspiring others with ambitious visions and creative solutions, but you may lose interest when it comes to the routine steps needed to deliver results. This can leave projects unfinished or force others to pick up the slack. Teams may feel frustrated if they have to manage the details without your support. Paying attention to the execution phase will help ensure your ideas become reality.

🎯 Action Items

- ✔ Break one current project into specific action steps and set deadlines for each
- ✔ Schedule a weekly check-in to review progress on ongoing tasks
- ✔ Delegate routine details but follow up to ensure completion

4

When Confidence Overrides Collaboration

💡 Your assertiveness can cause you to take charge even when others expect shared leadership.

You instinctively step up to lead and share your opinions, which helps drive progress. However, this can sometimes make others feel overruled or undervalued, especially when they are meant to co-lead or contribute equally. If you always take the reins, teammates may disengage or withhold their best ideas. Practicing shared leadership will help you build trust and unlock greater team potential.

🎯 Action Items

- ✔ Invite a colleague to co-lead a meeting or project this week
- ✔ Ask for feedback on your leadership style from two team members
- ✔ Acknowledge another person's idea publicly before sharing your own

The One Thing

“Your next big win depends on letting others catch up.”

You thrive on energy, bold ideas, and moving fast. Your charisma and quick thinking pull people into your vision, but sometimes your pace leaves others behind or key details overlooked. The true power of your leadership comes when you pause just long enough for others to join in and contribute. Give your team a moment to catch their breath and share their perspective. You will get further, faster, when everyone is running with you instead of racing to keep up.

Enneagram

Enneagram

7

7: The Adventurer

As a Type Seven, Luke tends to be enthusiastic, adventurous, and spontaneous. Luke is likely people-oriented and generally enjoys pursuing new relationships.

Wings

Wing 6 Loyalist

7%

Wing 8 Challenger

93%

Your Enneagram wings show the neighboring types that influence your core type. Your Wing 8 is the stronger influence. This wing is a major influence for you. Your 8 wing intensifies Type 7 with boldness, decisiveness, and a stronger will, making you more willing to push through obstacles.

Centers

Instinctive Control & Boundaries

Feeling Image & Connection

Thinking Planning & Security

The three Centers Instinctive (Body), Feeling (Heart), and Thinking (Head) show how you habitually process the world. Your results suggest your Thinking (Head) Center is strongest, so you tend to orient yourself through ideas, analysis, and planning before you act.

Development Index

5.0
/10

Moderate

Your Development Index reflects how consistently you operate from the healthier patterns of your Enneagram type rather than its more reactive defenses. This development level summarizes how often you tend to access the healthier qualities of your type compared to the times when you fall back into more automatic and protective patterns.

Stress & Growth



Stress ≡ Type 1

Your Stress Type highlights patterns that can show up when you feel overwhelmed, cornered, or running on fumes. As a Type 7, stress pulls you toward Type 1 (The Reformer), which can show up as harsh self criticism, rigidity, or doubling down on control instead of staying light and flexible.

Growth ≡ Type 5

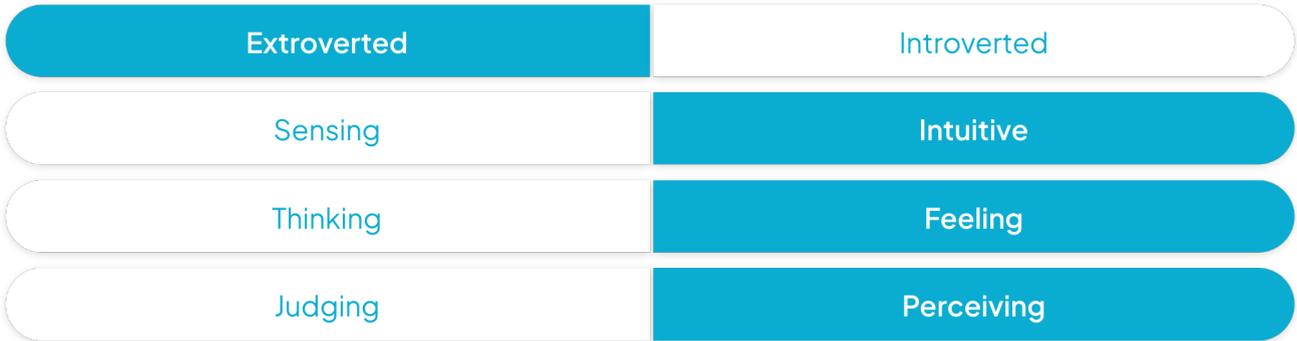
Your Growth Type highlights qualities that emerge when you feel supported, grounded, and more fully yourself. In growth, Type 7 moves toward Type 5 (The Investigator), becoming more focused, deep, and present, and more able to commit, follow through, and stay with one path instead of chasing every option.

16 Personalities

16 Personalities



As an ENFP, Luke tends to be energetic, adaptable, and inventive. Luke generally likes to think up new, creative ideas and share them with other people.



Top Values

Top Values

1 Creativity

It is important to him to have new ideas or to create new things.

2 Spirituality

It is important to him to have spiritual beliefs and to believe that he is part of something greater than himself.

3 Achievement

It is important to him to challenge himself and work hard to improve.

4 Independence

It is important to him to make his own decisions and do things his way.

5 Health and Activity

It is important to him to be healthy and physically active.

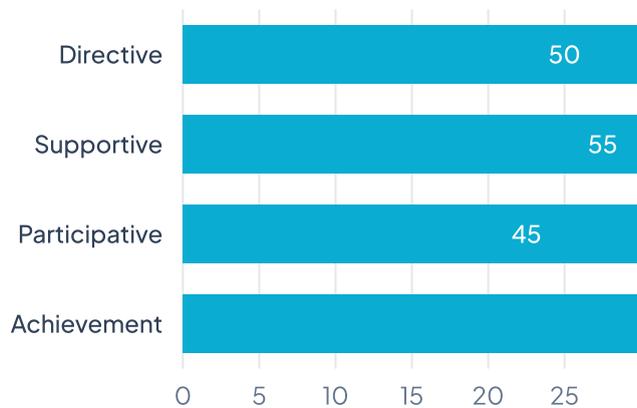
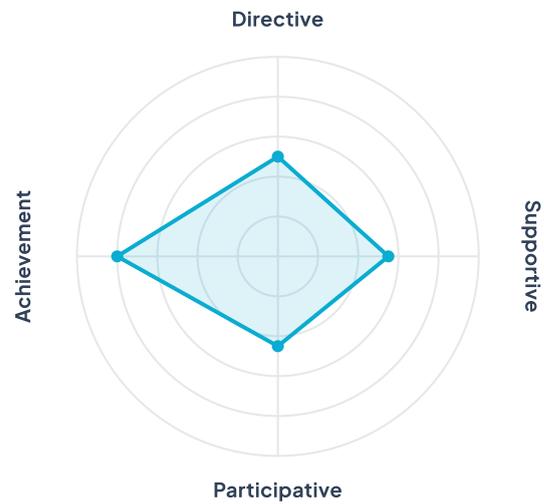
Leadership Style

Leadership Style

Driven Influencer

You lead with relentless drive and visible ambition, pushing toward big goals with urgency and confidence. You set a high bar, rally others with energy and conviction, and measure success by momentum and results. This style often shows up in competitive environments where winning, growth, and fast execution are central.

- Sets aggressive targets and pushes for wins
- Measures success by speed, growth, and outcomes
- Drives performance through energy and conviction
- Thrives in competitive, high-stakes environments





Prepared for Luke Thomas · DI Personality Profile · Crystal DISC Assessment

This report is based on the DISC behavioral assessment framework. Content informed by Crystal personality insights.