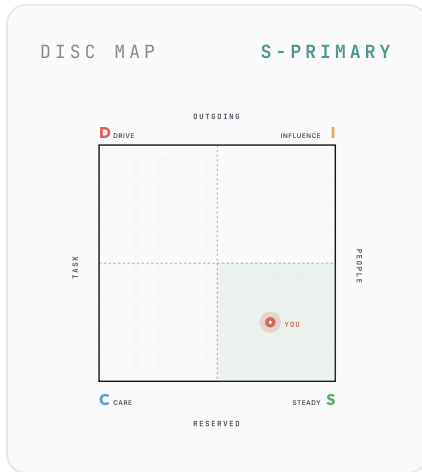


TYPE S · STEADINESS QUADRANT · 32% OF POPULATION

# The Supporter.

A measured, people-first assessment report on how you show up, hold the room, and sustain the people who count on you.

*“Take your time. I’m not going anywhere.”*



D  
**30**  
DRIVE

I  
**59**  
INFLUENCE

S · PRIMARY  
**65**  
STEADY

C  
**57**  
CARE

PRIMARY  
**Steadiness**

PACE  
**Measured**

PRIORITY  
**People**

PREPARED FOR

**Kevin Weller**

REPORT APRIL 19, 2026

TYPE CODE WT-S-001

INSTRUMENT WT DISC V2

## 02 Your DISC Profile

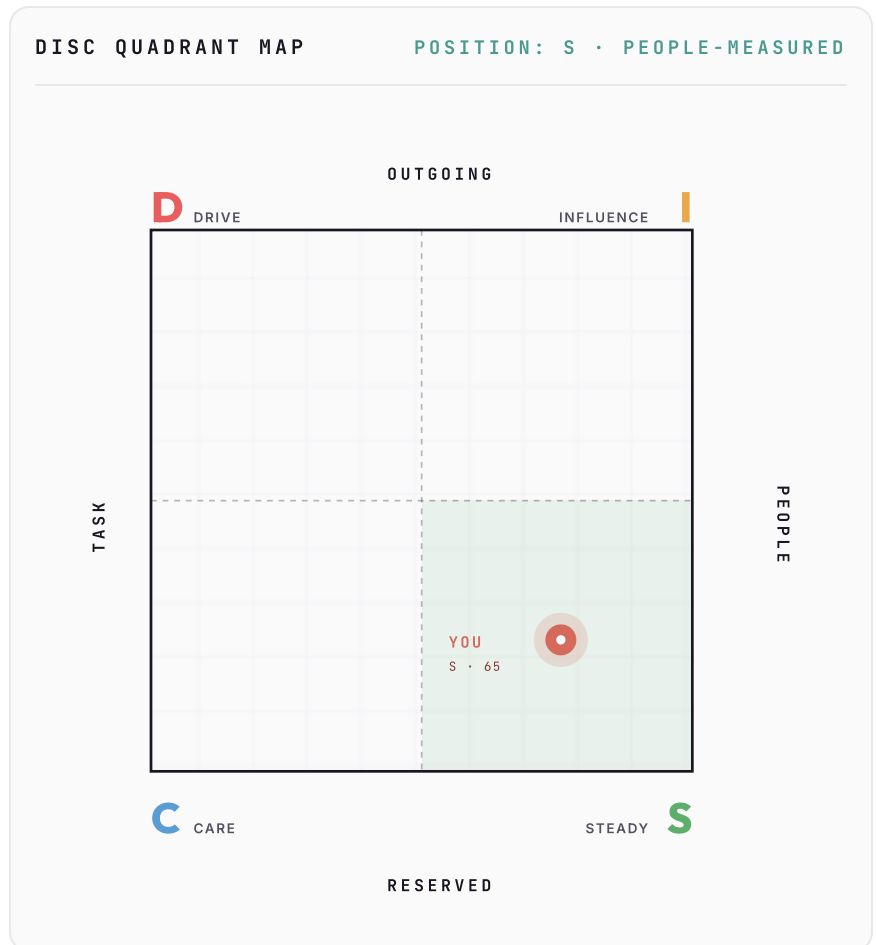
TWO AXES, FOUR QUADRANTS, ONE POSITION

You default to calm when everyone else is panicking. You read the room before you speak. When you say you'll do something, you do it.

DISC maps behavior on two axes: pace and priority. You move at a measured rhythm and pull inward. You orient toward people, not tasks. That combination places you in the Steadiness quadrant. It is the rarest operating shape in leadership rooms and the one every team quietly depends on.

In a meeting where voices are rising, you are the one checking whether the quieter person in the corner has something to say. When a friend hits a crisis at 2am, they call you because they know you will pick up and stay calm. Under pressure you slow down instead of speed up, and that is exactly what the team needs.

D-types are your polar opposite: fast, blunt, task-driven. They push, you absorb. I-types share your people orientation at a faster pace. They energize rooms, you calm them. C-types share your measured pace but focus on accuracy and systems. They perfect processes, you perfect environments.



AXIS 01 · PACE

**Fast / Measured**

You pull inward, process before you speak, and move at the rhythm of relationship, not deadline.

AXIS 02 · PRIORITY

**People / Task**

Decisions run through a relationship filter. The ripple on every person comes before the answer on the page.

**D** DOMINANCE  
Push & drive **30**

**I** INFLUENCE  
Warm & expressive **59**

**S** STEADINESS · PRIMA...  
Patient & loyal **65**

**C** CONSCIENTIOUSNESS  
Careful & exact **57**

# 03 At A Glance

YOUR OPERATING SHAPE IN ONE SPREAD

MOTTO

**“Take your time. I'm not going anywhere.”**

SUPERPOWER

**You make people feel safe enough to be honest.**

KRYPTONITE

**You say yes to everything until you have nothing left.**

SPIRIT ANIMAL

**Golden Retriever: loyal, patient, always there, never forgets.**

TOP 5 DRIVES

05

TOP 5 FEARS

05

TOP 5 STRENGTHS

05

01 Maintaining stability in relationships

02 Making others feel safe and seen

03 Preserving routines that work

04 Being genuinely needed by people

05 Building deep trust over time

01 Sudden change that disrupts stability

02 Conflict that damages relationships

03 Being overlooked after years of service

04 Losing the people who depend on you

05 Being forced to choose between people you care about

01 Unshakable reliability under pressure

02 Reading emotional undercurrents others miss

03 Creating environments where people open up

04 Executing consistently without needing recognition

05 Absorbing chaos so others can focus

20 WORDS · TYPE SIGNATURE

Patient · Dependable · Loyal · Warm · Steady · Accommodating · Empathetic · Consistent · Nurturing · Calm · Conflict-averse · Self-sacrificing · Agreeable · Grounding · Gentle · Predictable · People-pleasing · Stubborn · Understated · Enduring

## 04 Your Portrait

THE INTERNAL SHAPE OF A SUPPORTER ON A REGULAR DAY

---

**You arrive ten minutes early and sit where you always sit. Not at the head of the table, never at the head, but in the spot where you can see everyone.**

**B**efore the meeting starts, you have already noticed that Raj looks tired, that Elena brought a different bag today, and that the new hire is sitting with her hands in her lap, not sure where to look. You make a mental note to check in with each of them later.

Your internal monologue is a constant background scan: Is everyone okay? Does anyone need something? Am I making this situation better or worse by being here? Most people have an inner critic. You have an inner caretaker, and it never takes a day off. Your own needs register as background noise, easily overridden by anyone else's request. Somewhere along the way you learned your job is to keep the emotional temperature of every room at exactly 72 degrees. You have been doing it for so long you forgot it was a choice.

Mother Teresa spent decades building the world's most reliable system of care, not through grand gestures but through showing up in the same place, at the same time, doing the same work, for people who had nobody else. That relentless consistency is your signature too. You do not make a splash. You make a foundation.

What you bring to every group you belong to is something no other type can replicate: safety. People relax around you. They say things to you they would not say to anyone else. They trust you with the real version of themselves because you have never punished them for showing it.

The cost is invisible to everyone but you. You absorb friction, swallow frustration, and rearrange your life around other people's needs with such practiced ease that nobody realizes it is happening. Including, sometimes, you.

The people closest to you would say this: "I did not realize how much they were holding together until the one time they stopped."

## 05 Core Strengths

FIVE PATTERNS THE PEOPLE AROUND YOU RELY ON

### 01

STRENGTH

#### The Human Thermostat

You regulate the emotional temperature of every room you enter without anyone realizing it. When tension rises, you absorb it. When someone feels excluded, you pull them in. When energy turns chaotic, you slow it down with a calm word or quiet question. It is a reflex, operating beneath your awareness.

##### IN PRACTICE

*A team meeting derails when two colleagues argue about scope. You say, "It sounds like you both want the same outcome but disagree on timing. Can we map out both timelines and compare?" The temperature drops ten degrees in five seconds.*

### 02

STRENGTH

#### Institutional Memory

You remember the human details: who was promised a promotion two years ago, why the last reorg failed, which vendor burned the team in 2019, what the original intent of a policy was before three managers rewrote it. You are the living archive of every commitment and every lesson learned.

##### IN PRACTICE

*A new VP proposes restructuring the support team. You pull them aside and share that the same structure was tried three years ago and collapsed from a workflow bottleneck. You even have the old process document saved on your desktop.*

### 03

STRENGTH

#### The Trust Builder

Trust is not something you demand or negotiate. It is something you deposit, one small act at a time, over months and years. You follow through on every commitment. You never repeat private conversations. You remember what matters to people and you act on it.

##### IN PRACTICE

*A new hire confides in you three weeks in that they are considering quitting. They have not told their manager or HR. They told you because you checked in twice, remembered their dog's name, and showed them the expense system without making them feel stupid.*

### 04

STRENGTH

#### The Quiet Executor

You do not announce what you are working on. You do not update the team Slack with progress reports. You do not ask for recognition or air cover. You just deliver. Quietly, consistently, on time, every time. Your reliability becomes infrastructure everyone builds on without acknowledging.

##### IN PRACTICE

*The quarterly report is due Friday. You spent Tuesday through Thursday compiling data, formatting tables, cross-checking numbers, and fixing three errors nobody else caught. The report ships clean, on time, under your name nowhere.*

### 05

STRENGTH

#### The Safe Harbor

In a world full of people performing confidence and competing for attention, you offer something rare: a place where people can stop performing. You do not judge. You do not one-up. You do not redirect to yourself. You just listen. Holding space for someone falling apart while staying steady is exhausting work that looks like doing nothing.

##### IN PRACTICE

*A colleague gets devastating feedback and walks in visibly shaken. You close the door, clear your afternoon, and listen for forty-five minutes without suggesting a fix. When they leave, they say, "I don't know what you just did, but I feel like I can handle this now."*

## 06 How You Operate

COMMUNICATION & DECISION-MAKING IN DAILY LIFE

---

### 06.1 · COMMUNICATION

#### **Warm, measured, re-framed for the room.**

Your emails start with “Hi, hope you're doing well” because you mean it. You ask about the recipient's weekend, their project, their family, because you genuinely want to know. Your messages are warm, complete sentences with careful punctuation. You proofread before sending and consider how every line might land.

You take longer to respond than D or I types, not because you are slow but because you are composing thoughtfully. Each sentence passes through an internal filter: Could this be misread? Will this upset anyone? Is there a gentler way to say this? By the time you hit send, the email has been through three invisible drafts.

In meetings, you listen more than you speak. You arrive early, sit somewhere unobtrusive, take notes. Your body language is open and encouraging. When you do speak, it is measured, practical, and often reframes the discussion around the people it affects. “Have we thought about how the team will feel about this?” is a sentence you have said in some form hundreds of times.

Your phrases: “No worries,” “Happy to help,” “Take your time,” “Whatever works for you.” Your verbal tics all make space for the other person.

### 06.2 · DECISION MAKING

#### **Slow, inclusive, durable.**

You decide slowly because every decision passes through a relationship filter other types do not have. Before you choose, you calculate the ripple on every person who might be affected. Will this upset Sarah? Will Marcus feel left out? Is there a path where everyone gets something?

Your threshold is not certainty of data. It is certainty of harmony. You want to know the decision will not break anything important, especially relationships. D-types decide at 80 percent confidence. I-types decide on enthusiasm. You decide when you can picture every person in the room and none of them are hurting.

Decisions you make stick. You build the consensus before you announce the call, so nobody gets blindsided and nobody pushes back. What looks slow from the outside is durable from the inside.

The worst version is paralysis. Two people you care about want opposite things, and any choice picks a side, so you do not choose. You defer, delay, accommodate both until the situation resolves itself or someone else forces the call. Your growth edge: not every decision requires unanimous approval. Sometimes the most caring thing is to make the hard call so nobody else has to carry the ambiguity.

## 07 Under Stress

THE FOUR-PHASE ARC OF AN S-TYPE STRESS RESPONSE

### 07.1 · THE FOUR-PHASE ARC

The S stress response does not look like stress to anyone watching. That is what makes it dangerous.

In the first phase, you become more accommodating, not less. You say yes to the extra ask. You cover for the person who dropped the ball, at work, at home, in your friend group, wherever the gap shows up. You stay late without being asked, or you stay up late after the kids are asleep, finishing what nobody else will. From the outside, you look like you are operating at peak capacity. From the inside, you are running a deficit.

In the second phase, the accommodation turns hollow. You still say yes, but the warmth drains out. Your responses get shorter. "Sure." "Fine." "Whatever works." You stop volunteering for anything new. You still show up, still deliver, still smile, but the smile no longer reaches your eyes. People close to you notice a flatness. You cancel plans you would normally keep.

In the third phase, the resentment surfaces sideways. Not as confrontation, because you still cannot do that, but as passive resistance. You become quietly stubborn. You dig in on positions that seem irrational to others because they represent the last boundary you have not surrendered. "Fine. I will just do everything myself" becomes your internal mantra. The silent treatment replaces conversation.

In the final phase, which may take months or years to reach, the dam breaks. Every swallowed frustration, every absorbed insult, every "it's fine" that was not fine erupts in a single volcanic moment that shocks everyone who knows you. For a brief, terrifying window, you sound like a D-type: confrontational, raw, explosive. And then it is over, and the guilt floods in so fast that you spend the next week apologizing for the one time you told the truth about how you felt.

#### TRIGGERS

- Sudden, unannounced changes to plans or routines
- Being forced to take sides in someone else's conflict
- Broken promises from someone you trusted completely
- Being taken for granted after months of invisible work
- Pressure to make fast decisions without time to think

#### WARNING SIGNS

- Responses become shorter but remain unfailingly polite
- Stops volunteering for new tasks or responsibilities
- Says "I'm fine" in a tone that means the opposite
- Cancels plans they would normally never cancel
- Physical symptoms appear: headaches, stomach tension, fatigue

#### RECOVERY PATH

- Tell them exactly what to expect next and then follow through
- Affirm their value privately: "I see what you do and it matters"
- Reduce the number of demands on them, even temporarily
- Give them processing time without pushing for immediate resolution
- Address the root cause, not just the symptoms, so they see real change

## 08 Growth Edges

THE THREE PATTERNS WORTH UNLEARNING

### 01

EDGE · BLIND  
SPOT

#### The Yes Trap

You say yes to things you do not want to do because the discomfort of saying no feels worse than the cost of saying yes. The math you run: if I say no, they will be upset, and their upset becomes my problem. So you say yes, absorb the cost, and add it to a ledger of resentment nobody else knows exists. The individual yeses were all small. They compound.

##### THE FIX

This week, when someone asks you for something, say "Let me check my schedule and get back to you by end of day." Do not answer in the moment. The buffer gives you space to evaluate without the pressure of their expectation on your face.

### 02

EDGE · BLIND  
SPOT

#### The Invisible Martyr

You do enormous work nobody sees, then feel hurt that nobody sees it. But you refuse to make it visible because asking for recognition feels needy. You give, you are overlooked, you resent, you give more. The hardest truth: you are training people to take you for granted. By never saying "I did this," you are teaching everyone that your effort is free and requires no acknowledgment.

##### THE FIX

Once a week, tell one person close to you three things you took care of. Not a brag, not a complaint, just a factual note. "This week I handled X, carried Y, and made Z easier." A partner, a friend, a manager, a sibling. Start training the people around you to see what you actually do.

### 03

EDGE · BLIND  
SPOT

#### The Change Fortress

Your resistance to change looks like stubbornness from the outside. It is a protection mechanism. You built your life around predictability because predictability is how you manage emotional safety. When someone proposes change, your first instinct is not "how will this work?" but "what will this break?" The cost is stagnation. You stay in jobs too long, routines too long, not because they are good but because they are known.

##### THE FIX

Identify one small routine you have outgrown, a commute route, a weekly meeting, a workflow that no longer serves you, and change it deliberately this week. Practice tolerating the discomfort of "new" in a low-stakes context so it does not paralyze you in high-stakes ones.

## 09 4-Week Growth Plan

A SEQUENCE DESIGNED FOR YOUR PACE

WEEK

### 01 Awareness

DAILY PRACTICE

Set a phone alarm labeled “What did I agree to today?” When it goes off each evening, write down every commitment you made since morning: tasks accepted, favors granted, plans adjusted for someone else. Do not judge. Just count. By day seven, you will see the pattern clearly.

WEEKLY EXERCISE · THE RESENTMENT INVENTORY

At the end of each day, write one sentence completing this prompt: “I wish someone knew that I \_\_\_\_.” It might be “I wish someone knew that I stayed an extra hour to fix the report,” or “I wish someone knew that I cancelled my plans to help.” Collect seven. Read them together on Sunday. That is the weight you are carrying.

WEEK

### 02 Practice

DAILY PRACTICE

Choose one request each day and practice the buffer response: “Let me think about that and get back to you.” It does not matter if the answer is ultimately yes. The goal is to break the automatic agreement reflex and create space between the ask and your answer. Track how it feels to pause.

WEEKLY EXERCISE · THE NEEDS STATEMENT

Write down three things you need from the people closest to you, one at work, one at home, one in friendship. Needs you have never spoken aloud. Choose the smallest one and say it out loud to the person it belongs to this week. “I need you to ask me how I am doing before telling me about your day.” Start small. Start anywhere.

WEEK

### 03 Feedback

DAILY PRACTICE

Ask one person each day a specific question: “Is there something I am doing for you that I should stop doing, or something I do that you could handle on your own?” Listen for the answer that reveals where you are over-functioning. If they say “No, you are perfect,” ask again differently, because that answer usually means they are protecting you the way you protect them.

WEEKLY EXERCISE · THE MIRROR CONVERSATION

Ask a trusted friend or partner: “When I say I’m fine, do you believe me? What do you see in me that I might not see in myself?” Record their answer somewhere private. Compare what they see to what you think you are showing. The gap is your growth territory.

WEEK

### 04 Integration

DAILY PRACTICE

Each morning, identify one moment today where you will choose honesty over harmony. It can be small: telling someone you prefer a different plan, saying you need ten minutes alone before heading out, admitting you do not have capacity for an extra task this week. One honest moment a day, chosen in advance.

WEEKLY EXERCISE · THE BOUNDARY LETTER

Write a letter to yourself, one page, answering: “What is one pattern I will stop accepting in my relationships, and what will I do instead?” This is not a letter you send. It is a contract with yourself. Read it once a week for the next month. If you share it with one person you trust, it becomes real.

## 10 Next Steps

WHERE TO TAKE THIS REPORT FROM HERE

This report is a map of your operating shape. You are a Supporter, and the world relies on Supporters more than it ever admits. The work now is not to become someone else. It is to keep doing what you do best while finally learning to put yourself on the list.

Read the 4-Week Plan once. Then read it again and pick a start date. Choose one person to share this report with, someone who will recognize you in it and help you hold the practices steady. The growth will be quiet, consistent, and durable. It will look like you.

### 01 Mark a start date

Open a calendar and block the first Sunday of Week 01. Put the phone alarm in place before Monday morning.

### 02 Choose one witness

Select one person to read this report with you. A partner, a close friend, or a trusted colleague. A witness makes the practice real.

### 03 Protect the daily practices

The practices take five minutes. Guard them the way you guard everyone else's schedule.

### 04 Return in thirty days

Re-read the Growth Edges section after Week 04. The patterns will have softened. Write down what changed.

#### A NOTE FROM WIREDTYPE

Supporters are the reason organizations, families, and communities stay coherent. This report is yours. Use it at your pace. Come back when you are ready for the next layer.

AN INVITATION, NOT A PITCH

# You already know how to take care of everyone else.

The full report is a quiet, concrete guide to taking care of you, without turning into someone you are not. Same voice you have been reading. Same patience. A longer conversation about what to do on Monday, with the same care you give the people around you.

OPTION A · MOST CHOSEN

### The full profile for you.

**\$29.95** USD · one-time · yours to keep

- A longer 50-to-65-page read of your type, with the strengths, growth edges, and scripts the free report only sketched.
- A print-ready color PDF you can keep or share, with shareable profile cards for LinkedIn, Instagram, and X.
- A deeper read of how your type shows up across different contexts, plus quarterly retake, 150 AI credits, and advanced Custom Instructions.

[CONTINUE AT WIREDTYPE.COM/FULL](https://wiredtype.com/full) →

OPTION B · INTERACTION GUIDE

### A guide for one specific person.

#### Add-on

- An AI-written guide for working with one specific person. Your partner, your parent, a difficult colleague, the friend who drains you.
- Scripts, softeners, and what to say when the conversation stalls.

[WIREDTYPE.COM/GUIDE](https://wiredtype.com/guide) →

OPTION C · SHARE + CONNECT

### Send this to someone who matters.

#### Included with Full

- Send your profile to someone who matters. When they take their assessment, see where you complement each other.
- Connect unlocks once you have the Full Profile.

[WIREDTYPE.COM/CONNECT](https://wiredtype.com/connect) →



VIEW THIS REPORT ONLINE

#### Open the interactive version.

[wiredtype.com/r/xK9r2Wp4qLm8](https://wiredtype.com/r/xK9r2Wp4qLm8)



SHARE WITH SOMEONE

#### Send this to someone who matters.

[wiredtype.com/s/Pq3Lm9XnVz7kR4tBy2WfH8j6](https://wiredtype.com/s/Pq3Lm9XnVz7kR4tBy2WfH8j6)

TAKE YOUR TIME. THE REPORT IS NOT GOING ANYWHERE.