

The Supporter's Handbook.

A DISC ASSESSMENT REPORT · PURE STEADINESS PROFILE

A diagnostic read of your steadiness profile, with specific practice for the week ahead.

PREPARED FOR

Kevin Weller

DATE April 19, 2026 TYPE Pure S RARITY 32% of population

D

30

DOMINANCE

I

59

INFLUENCE

S

65

STEADINESS

C

57

CONSCIENTIOUS

REPORT CONTENTS

- Full diagnostic assessment
- 3 Blind Spot fixes you can run this week
- Reflection prompts for deeper insight
- 5 Core Strength action callouts
- 4-Week Growth Plan, 28 day boxes
- Recovery checklist for stress spirals

How to read this report

Read cover to cover first as a diagnostic. Then work one section per week. The callouts marked with a teal check are the practice you do. The rose emphasis blocks are what you do not skip.

SECTION ONE · DIAGNOSTIC BASELINE

Your DISC Profile

DISC plots two axes: outgoing vs. reserved on the vertical, task vs. people on the horizontal. Your profile lands firmly in the bottom-right Steadiness quadrant, reserved and people-oriented. This section is the map you will reference as the handbook continues.

VERTICAL AXIS · PACE

Reserved



You move at a deliberate rhythm and pull inward. This is not slowness. It is precision tuned for people.

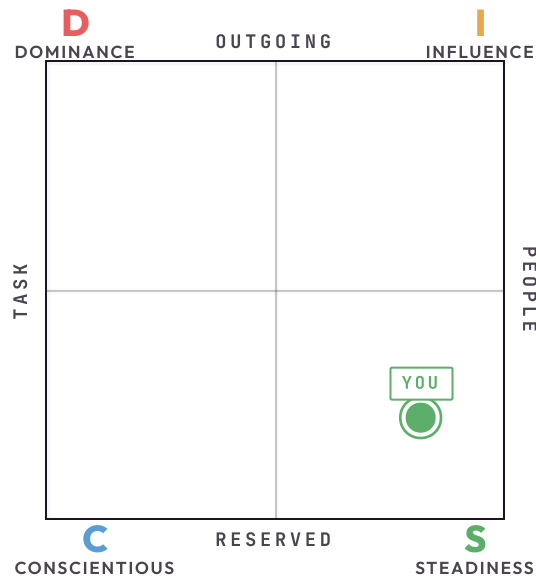
HORIZONTAL AXIS · PRIORITY

People-Oriented



Relationships register before outcomes. You evaluate every decision through a human impact filter.

QUADRANT MAP · YOU SIT IN THE BOTTOM-RIGHT (PEOPLE + RESERVED)



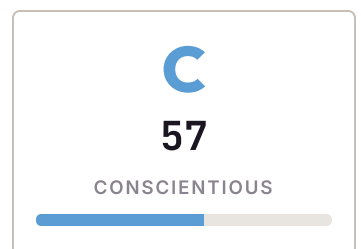
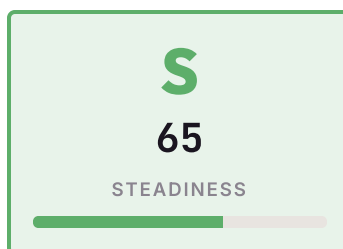
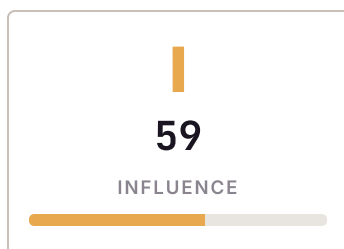
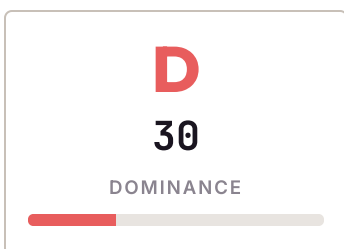
D • Dominance
Outgoing, task-driven. Your polar opposite.

I • Influence
Outgoing, people-focused. Shares priority, not pace.

C • Conscientious
Reserved, task-driven. Shares pace, not priority.

S • Steadiness
Reserved, people-focused. Home base.

FOUR-FACTOR SCORES



SECTION TWO · QUICK REFERENCE

At A Glance

The shorthand version of you. When you need to hand someone a summary of who you are and how you operate, this page is that summary.

“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.



WHAT DRIVES YOU

- Maintaining stability in relationships
- Making others feel safe and seen
- Preserving routines that work
- Being genuinely needed by people
- Building deep trust over time

WHAT YOU FEAR

- Sudden change that disrupts stability
- Conflict that damages relationships
- Being overlooked after years of service
- Losing the people who depend on you
- Being forced to choose between people you care about

WHERE YOU SHINE

- Unshakable reliability under pressure
- Reading emotional undercurrents others miss
- Creating environments where people open up
- Executing consistently without needing recognition
- Absorbing chaos so others can focus

20 WORDS THAT DESCRIBE YOU

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



WHAT TO DO WITH THIS

The rose-tinted words are warning signals, not insults. This week, pick the one that makes you most uncomfortable and ask yourself when it last showed up. Note the situation, the person, and the cost. You are building the data set you need for Section 7.

SECTION THREE · THE LONG VIEW

Your Portrait

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.

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. Before 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, because somewhere along the way you learned that your job is to keep the emotional temperature of every room you enter at exactly 72 degrees.

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.

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.'



WHAT TO DO WITH THIS

Identify the three people most likely to say that sentence about you. Do not contact them. Instead, sit with the discomfort of that quote being true. The handbook is going to ask you to redistribute some of what you are holding. You need to know exactly what you carry before you can hand pieces back.

REFLECTION PROMPT

Recall the last time someone asked 'how are you?' and you answered 'fine' when you were not fine. What would you have said if you felt safe enough to be honest?

SECTION FOUR · WHAT YOU BRING

Core Strengths

Five signature strengths, each paired with a coaching beat. You already know you have these. The handbook's job is to tell you how to deploy them deliberately.

01 STRENGTH ONE The Human Thermostat

You regulate the emotional temperature of every room you enter without anyone realizing it is happening. When tension rises, you absorb it. When someone feels excluded, you pull them in. When the energy turns chaotic, you slow it down with a calm word or a quiet question. This is not a skill you learned in a workshop. It is a reflex, operating constantly beneath your awareness.

Teams with an S-type in the room have measurably fewer blowups, less interpersonal friction, and higher retention. The irony is that nobody credits the thermostat when the temperature is comfortable.

EXAMPLE IN THE WILD

A conversation derails when two people in your circle start arguing about the plan. Everyone tenses. You say, calmly, '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.



WHAT TO DO WITH THIS

Keep doing it, and start naming it. At the end of the next meeting you regulate, say to yourself: "I just absorbed that." The habit of naming protects you from the invisible cost. If you never see the work, you cannot set a limit on it.

02 STRENGTH TWO Institutional Memory

You remember everything. Not facts and figures, though you are good at those too, but the human details. Who promised what to whom two years ago. Why the last big attempt at change failed. Which relationship burned out in 2019 and why. What the original intent of a rule or tradition was before three other people rewrote it.

You are the living archive of every commitment, every relationship, and every lesson learned. When someone announces a 'bold new direction' that is actually the same idea that collapsed in 2021, you are the one who quietly says, 'We tried that. Here is what happened.' Groups, families, and circles that ignore their S-types keep making the same mistakes.

EXAMPLE IN THE WILD

Someone new to your circle proposes an arrangement you have seen before. You pull them aside privately and share that the same structure was tried three years ago and fell apart for a specific reason. You even know exactly where the breakdown was.



WHAT TO DO WITH THIS

Before the next big decision the people around you are about to make, write three sentences: what was tried before, why it failed, what would be different now. Offer it unprompted. Your recall is an asset. Stop waiting to be asked.

03

STRENGTH THREE

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, no matter how small. You never repeat private conversations. You show up when you say you will. The result is that people open up to you in ways they do not open up to anyone else. The people who count on you tell you the real reason they are looking to change something big. This is not luck. It is the compound interest of thousands of kept promises.

EXAMPLE IN THE WILD

A new hire confides in you, three weeks into the job, that they are struggling and 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 how to navigate the expense system without making them feel stupid.

**WHAT TO DO WITH THIS**

Make a list of the five people who trust you most. Pick one and ask them this week: "What is something you've told me that you haven't told anyone else?" You need to realize how much confidence you already hold.

04

STRENGTH FOUR

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 or extended deadlines. You just deliver. Quietly, consistently, on time, every time. While louder types are marketing their contributions, you are the reason the project actually ships. The D-type gets credit for the bold strategy. The I-type gets credit for the enthusiastic launch. You get a brief 'thanks' in a group email. And you deliver again next month.

EXAMPLE IN THE WILD

The quarterly report is due Friday. The D-type wrote the exec summary Monday. The I-type presented early findings Wednesday. You spent Tuesday through Thursday compiling the data, formatting the tables, cross-checking the numbers, and fixing three errors nobody else caught. The report ships clean, on time, under your name nowhere.

**WHAT TO DO WITH THIS**

Start a one-page weekly note to someone who should know what you carry, the person whose view of your effort shapes your life: a manager, a partner, a parent. "This week I handled X, completed Y, and supported Z." Factual. Not a brag. Training the people around you to see what you actually do is maintenance on the relationships that matter.

05

STRENGTH FIVE

The Safe Harbor

In a world full of people performing confidence and competing for attention, you offer something increasingly rare: a place where people can stop performing. You do not judge. You do not one-up. You do not redirect the conversation to yourself. You just listen. This is not passivity. It is a skill that requires enormous emotional bandwidth. Holding space for someone who is falling apart while keeping yourself steady is exhausting work that looks, from the outside, like doing nothing. The people who have leaned on you know the truth: your presence is the reason they survived the hard parts.

**WHAT TO DO WITH THIS**

Identify your safe-harbor ceiling. How many listening sessions per week can you hold before you are depleted? Write the number. When a fifth person approaches in a heavy week, say: "Can we do it Friday instead of today?" That is sustainable care.

SECTION FIVE · DAILY MECHANICS

How You Operate

Communication patterns and decision-making. The machinery of how you show up every single day, whether you notice it or not.

C Communication Style

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 take longer to respond than D-types or I-types because you are composing thoughtfully. You run each sentence through an internal filter: Could this be misread? Will this upset anyone? By the time you hit send, the email has been through three invisible drafts.

In conversations, you listen more than you speak. When you do speak, it is measured, practical, and often reframes the discussion around the people it affects. 'Have we thought about how everyone will feel about this?' is a sentence you have said in some form hundreds of times. The phrases you use most: 'No worries,' 'Happy to help,' 'Take your time,' 'Whatever works for you.' Your verbal tics are all variations of making space for the other person.



COACH'S NOTE

Your warmth is a strength. Your hedging is not. For one week, audit your outgoing emails and cross out every "just," "sorry to bother," and "whenever you get a chance." The message still lands. You just take up the space you already earn.

D Decision-Making

You decide slowly. Not because you lack intelligence but because every decision passes through a relationship filter that other types do not have. Before you choose, you calculate the ripple effects on every person affected. You need more information than D-types (who decide at 80%) and more time than I-types. Your threshold is not certainty of data but certainty of harmony.

The best version of your decision style is thoughtful, inclusive, and sustainable. Decisions you make tend to stick because you have already built consensus. The worst version is paralysis. Two people you care about want opposite things, any choice picks a side, so you do not choose.

Your growth edge: not every decision requires unanimous approval. Sometimes the most caring thing you can do is make the hard call so that nobody else has to carry the ambiguity.



COACH'S NOTE

Pick one decision you have been deferring for more than two weeks. Give yourself 48 hours. Decide. Write down the worst-case relational outcome. Then observe what actually happens. The gap between predicted harm and actual harm is the raw material of every boundary you will build.

SECTION SIX · THE QUIET SPIRAL

Under Stress

Your stress response does not look like stress to anyone watching. That is what makes it dangerous. Here are the four phases, your triggers, your warning signs, and the recovery checklist.

1 Over-accommodation

You become more accommodating, not less. You say yes to the extra ask. You cover for the person who dropped the ball. You stay up later, take on more, stop asking for anything back. From the outside, you look like you are operating at peak performance. From the inside, you are running a deficit.

2 Hollow accommodation

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.

3 Passive resistance

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.

4 The eruption

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. Then the guilt floods in so fast that you spend the next week apologizing for the one time you told the truth.

TRIGGERS: WHAT SETS THE CYCLE OFF

- ! 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: PHYSICAL TELLS

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

RECOVERY CHECKLIST · CHECK A BOX EACH TIME SOMEONE PRACTICES THIS

- 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.

SECTION SEVEN · THE PATTERNS THAT HOLD YOU BACK

Growth Edges

Three blind spots. Each comes with the Fix you can try this week. These are not character flaws. They are habits with specific mechanics, and mechanics can be rewired.

01 BLIND SPOT ONE The Yes Trap

You say yes to things you do not want to do, things you do not have time for, and things that actively harm you, because the discomfort of saying no feels worse than the cost of saying yes. You have taken on entire projects, favors, or errands because someone looked stressed when they asked. You have cancelled your own plans to cover for a person who would not do the same for you.

The math you are running is: if I say no, they will be upset, and their upset will become my problem. So you say yes, absorb the cost, and add it to a ledger of resentment that nobody else knows exists. Six months later, when someone asks why you seem distant, you cannot even explain it because the individual yeses were all small. But they compound.



THE FIX · TRY THIS WEEK

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

02 BLIND SPOT TWO The Invisible Martyr

You do enormous amounts of work that nobody sees, and then you feel hurt that nobody sees it. But you also refuse to make it visible, because asking for recognition feels needy, and drawing attention to your contributions feels like bragging. So the cycle continues: you give, you are overlooked, you resent, you give more.

The hardest truth about this blind spot is that you are training people to take you for granted. By never saying 'I need help' or 'I did this,' you are teaching everyone around you that your effort is free, unlimited, and requires no acknowledgment. They are not being ungrateful. They literally do not know.



THE FIX · TRY THIS WEEK

Once a week, send a brief note to someone whose awareness of your effort matters, a manager, a partner, a parent, listing three things you did. Not a brag, not a complaint, just a factual update. 'This week I handled

03 BLIND SPOT THREE The Change Fortress

Your resistance to change is not stubbornness, though it looks like stubbornness from the outside. It is a protection mechanism. You have built your life around predictability because predictability is how you manage your emotional safety. When someone proposes a 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, relationships too long, routines too long, not because they are good but because they are known.



THE FIX · TRY THIS WEEK

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.

SECTION EIGHT · 28-DAY STRUCTURED PRACTICE

4-Week Growth Plan

Four weeks. Four themes. Each week has a daily micro-practice and a deeper weekly exercise. Check the day-box when you complete the practice. The pattern is what changes you, not any single day.

WEEK 01 Awareness Day 01, 07	WEEK 02 Practice Day 08, 14	WEEK 03 Feedback Day 15, 21	WEEK 04 Integration Day 22, 28
--	---	---	--

WEEK 01 Days 01, 07

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.' It might be 'I wish someone knew that I cancelled my plans to help.' Collect seven of these. Read them together on Sunday. That is the weight you are carrying.

MON <input type="checkbox"/>	TUE <input type="checkbox"/>	WED <input type="checkbox"/>	THU <input type="checkbox"/>	FRI <input type="checkbox"/>	SAT <input type="checkbox"/>	SUN <input type="checkbox"/>
---------------------------------	---------------------------------	---------------------------------	---------------------------------	---------------------------------	---------------------------------	---------------------------------

WEEK 02 Days 08, 14

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.

MON <input type="checkbox"/>	TUE <input type="checkbox"/>	WED <input type="checkbox"/>	THU <input type="checkbox"/>	FRI <input type="checkbox"/>	SAT <input type="checkbox"/>	SUN <input type="checkbox"/>
---------------------------------	---------------------------------	---------------------------------	---------------------------------	---------------------------------	---------------------------------	---------------------------------

WEEK 03

Days 15, 21

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 in a different way, 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.

MON



TUE



WED



THU



FRI



SAT



SUN



WEEK 04

Days 22, 28

Integration

● DAILY PRACTICE

Each morning, identify one moment today where you will choose honesty over harmony. It can be small: telling a friend you prefer a different lunch spot, saying you need ten minutes alone before a hard conversation, admitting you do not have capacity for one more ask. One honest moment a day, chosen in advance.

● WEEKLY EXERCISE: THE BOUNDARY LETTER

Write a letter to yourself, one page, answering this question: '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.

MON



TUE



WED



THU



FRI



SAT



SUN



SECTION NINE · NEXT STEPS

What Happens After Day 28

01

Repeat the Awareness Week

One month out, run Week 01 again. Compare your new Resentment Inventory to the first one. The delta is the measure of your progress.

02

Share the Boundary Letter

If you wrote it in Week 04 and have not shared it, this is the month. One trusted person. Ask them to remind you of it when they see you slipping.

You already know how to make everyone else safe. The work of the next year is learning that you are allowed to be on the list of people who get cared for. The handbook ends here. The practice begins tomorrow.

END OF HANDBOOK · PURE S · KEVIN WELLER · APRIL 19, 2026

SECTION TEN · WHEN YOU ARE READY

There Is More, If You Want It

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 calm voice. More depth, more practice, more of the on-ramp you asked for when you finished the free version and wondered what was next.

BEFORE YOU DECIDE

What you can practice this week with this free report

- Run the Week 01 Awareness exercise Monday morning
- Use the Recovery Checklist the next time you feel flat
- Read the Growth Edges fixes to one trusted person
- Say one honest thing where you usually say "I'm fine"

OPTION A · MOST CHOSEN

A

Full Profile unlock

\$29.95 USD · ONE-TIME · YOURS TO

KEEP

The report you are holding, expanded into the toolkit you actually live with. Same calm voice, more depth, more practice.

- A print-ready color PDF you can keep or share, 35 to 45 pages, with the kind of layout that feels worth holding
- All 8 sections expanded: portrait, operating style, strengths, working with every type, leadership, relationships, data, and action toolkit
- 150 AI credits plus the Advanced Custom Instructions pack for ChatGPT, Claude, and Gemini
- Quarterly retake, so you can track how your steadiness shifts with life

No subscription. *Continue at wiredtype.com/full* →

GO DEEPER ON ONE PERSON

B

Interaction Guide

An AI-written guide for working with one specific person. Your partner, your parent, a difficult colleague. Paste a few details, receive a calibrated read and a script.

- Person-specific, not type-specific: the words they actually hear
- Conflict scripts, repair language, and what to avoid
- Works for family, friendship, romance, or work

1 voucher included with Full Profile.

GO DEEPER TOGETHER

C

Share and Connect

Send your profile to someone who matters. When they take their assessment, connect your profiles and see where you complement each other.

- Side-by-side strengths, blind spots, and friction points
- A shared language for the conversations you have been postponing
- Works for couples, close friends, siblings, or parent-child

Connect unlocks with Full Profile.

Two ways to take this further.

Scan to open your report on any device, or to share it with someone you care about.



VIEW ONLINE

wiredtype.com/r/xK9r2Wp4qLm8



SHARE WITH SOMEONE

wiredtype.com/s/Pq3Lm9XnVz7kR4tBy2WfH8j6

You are not upgrading to "level up." You are choosing to go deeper, in whatever direction fits your life right now, with the same patience you give everyone else.