



Jane Little

Children's DISC Report + Cognitive

Friday, January 3, 2025

Introduction to the Child's DISC Report



A Note to Parents and Caregivers:

The Children's Report was developed for children ages 8-12 to introduce the concept of personality using DISC Personality theory. Written in simple language, this report was designed to help young people understand who they are and why they and the people around them think and act the way they do.

As with any subject, an adult can have a major impact on a child's understanding especially when it comes to a complex

issue like personality. Involve yourself by going through this profile page-by-page with your child.

It is beneficial for you to know and understand your own style as well. Please complete your own DISC assessment to understand your personal DISC parenting style. Examining your style and the styles of other family members will give you great insight. Together, you and your child can learn to understand and appreciate each other's differences and similarities and work together toward greater compatibility!

A Note to Your Child:

The Children's Report will lead you on an adventure of self-discovery. We are going to explore your personality, the things you like or dislike; what you enjoy or don't enjoy; how you talk to others and how you would like others to talk to you.

Over the years, great thinkers have tried to understand human personality. Personality style tells us about our outlook on life; it helps us understand how we respond to people and tasks. It helps us understand how we see relationships, challenges, changes, details and make decisions. In order to understand personality, great thinkers have had to simplify it. So they have grouped personality into four different areas, called "styles," to make it easier to understand.

This report will teach you about the four basic personality styles of all people and then show you how these four styles blend to make your personality unique. Once you understand what makes you different from some people, yet similar to others, a new language of personality will be revealed to you--**the personality language called DISC.**

The information in this report was taken from the responses you gave to the questions you answered. Just remember, there are no right or wrong/ good or bad answers, just as there are no right or wrong/ good or bad personality styles. Personalities are as unique as fingerprints; everyone has one, all are different. Every personality is valuable.



The results of your assessment are on the following pages. This report should be reviewed with a parent, teacher or guardian. Remember, there is no "right" or "wrong" when it comes to personality styles. All styles have their own strengths and positive qualities.

Overview of DISC Behavioral Styles

What are Personality Styles?

Personality = How you respond to people and tasks!

What you need to know:

- There are four basic Personality Styles identified by great thinkers
- These have become known as DISC Personality Styles
- Each letter D.I.S.C stands for a different way people behave
- All people are a combination of all four styles
- All Personality Styles are good and have good qualities, and they all have things that they can work on to become even better.



D stands for:

DETERMINED

A Determined person:

- Does not give up easily
- Knows what they want
- Likes to be the leader
- Tries hard to win
- Can be daring or fearless
- Is self-assured
- Is not shy
- Can be competitive



I stands for:

INFLUENCING

An Influencing person:

- Truly loves people
- Enjoys talking and sharing
- Wants to be noticed
- Changes their mind quickly
- Can make you laugh
- Is trusting with others
- Is enthusiastic
- Is great at persuading people



S stands for:

STEADY

A Steady person:

- Is kind to everyone
- Is patient and friendly
- Will be respectful
- Often tries to please others
- Will join others in fun
- Will be loyal
- Enjoys group activities
- Likes to take ownership



C stands for:

CONSCIENTIOUS

A Conscientious person:

- Really enjoys tasks
- Likes to be organized
- Will concentrate and think
- Knows the details and facts
- Finds solutions
- Can be independent
- Likes to find a routine
- Can be sensitive

Your DISC Style Blend



Conscientious/Determined Style Blend

Jane is a CD style

Jane can be strong-willed and often has firm opinions about people and events. Jane likes and respects rules and will often see things as either "right" or "wrong". Jane is usually organized and appreciates an environment that is neat and orderly. Jane is able to take the lead and focuses on accomplishing goals.

With people, Jane can be:

Opinionated	A decision maker
A leader	Analytical
Intense	Focused
Neat	Detailed
Dependable	Disciplined
Task oriented	Calculating



Your DISC Style Blend Continued



To grow, Jane could:

Try to be more patient
Listen to the ideas of others
Learn to be aware of others' feelings
Not be so hard on yourself and others
Not worry so much, try to go with the flow
Accept that things don't always have to be perfect

At school, Jane can be:

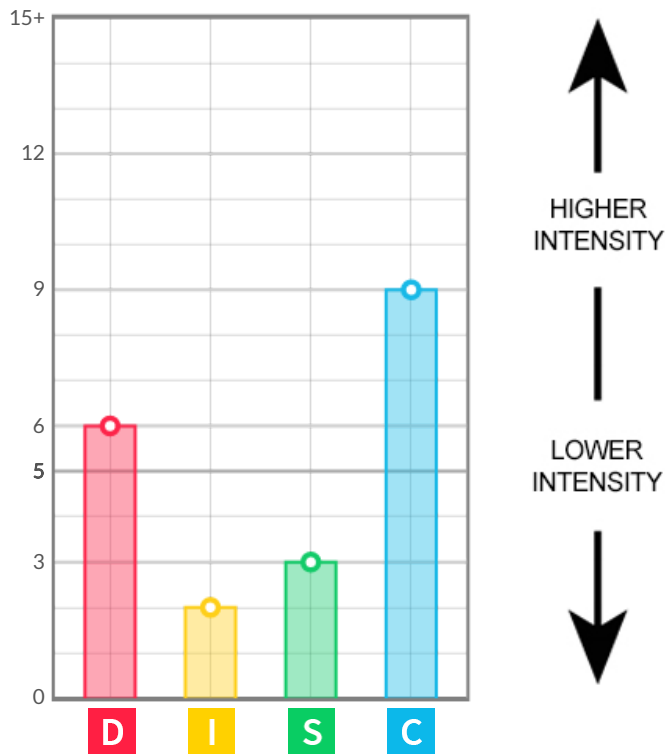
Goal oriented	Productive
A problem solver	A hard worker
A challenger	A leader
Independent	Competitive
Determined	Solitary/likes to work alone
Detail oriented	Organized



Tips for Parents, Guardians, and Teachers:

Help Jane slow down and relax
Avoid power struggles with Jane
Help Jane to be a team player
Encourage Jane to share what they are feeling
Explain to Jane that mistakes do not mean failure
Praise Jane's high-quality work

Your DISC Graph



Your DISC Graph

Your DISC Graph is the best way to see your personality traits all at once.

As you can see, all of your personality traits are used - Determined, Influencing, Conscientious, Steady - but some are more expressed than others.

The higher the score, the more intensely that trait will be expressed. The lower the score, the less intensely that trait will be expressed.

- Values between 0-3 are considered **very low** energy investment
- Values between 4-5 are considered **lower to average** energy investment
- Values between 6-8 are considered **above average** energy investment
- Values between 9-12 are considered **high** energy investment
- Values between 13+ are considered **very high** energy investment

The higher the points are on your graph in a style, the more positively you feel about that style. Ultimately, the higher you score on the children's graph in a particular style, the more energy you will invest in achieving the outcomes represented by that dimension.

Improving Communication

Use the information provided to help you improve communication.

Jane's communication style is primarily "Conscientious".



Phrases that you can use to encourage the "Conscientious" child:

- "I like the quality of work you do"
- "I like that you work so hard"
- "I like that you are careful"
- "You concentrate really well"
- "You can do it on your own with no help"

The Conscientious Child with:

- **The D Adult:** You are alike in that you both can focus on the goal or task. You like to move more quickly than the C child, so make sure that you are giving him/her time to think things through. Let them see that what is being done is correct. Slow your pace to answer questions and provide information.
- **The I Adult:** You are focused on fun and interaction. The C child is much more solitary than you are, preferring to work alone rather than within a group. Slow down your pace and accept this child's cautious nature. He/she needs to internalize, to think things through thoroughly, and to be correct.
- **The S Adult:** You are both resistant to change. The C child is much more detail oriented than you are. Their logical manner appears cool to your more feeling-oriented focus. Learn to accept that they need more time alone and prefer working alone; it isn't personal and doesn't mean they are rejecting you.
- **The C Adult:** You are alike in your attention to detail and your ability to give your full attention to what needs to be done. Be careful not to be too critical, and be willing to compromise. You can both be indirect in your communication, so work on trying to verbalize rather than internalize your feelings.

Improving Communication Continued

Jane as a Conscientious Style

Use the graph provided to help you improve communication with Jane:

Characteristics of C Children	Tips	More Explanation
Cs don't like to make mistakes, are self-critical, and desire to follow the letter of the law.	Help them to understand that mistakes make it easier to learn and be good at something.	C style children can be very self-critical. They take policies or rules as literal "absolutes" in life. Explain to them that mistakes are good and help build essential skills. Work with them to be more forgiving of themselves and more flexible about their viewpoint; this will help build their self-esteem.
Cs like predictable routines.	Allow your child to develop and keep routines.	Routines are very comforting for a C style. He/She knows what to expect and when. The repetition gives this child a sense of organization and allows the C to perfect tasks. This is very important to your highly task-oriented child!
Cs can be serious.	Help your child to be spontaneous and have fun.	Encourage your high C child to have unstructured time where he/she can feel free to be spontaneous and have fun. Gently encourage him/her to try new things, make believe, create, build, invent, move and enjoy the company of others, young and old.
Cs analyze others.	Help your child understand it is not his/her place to monitor others.	C children are eager to scrutinize other children's behavior and then tattle to adults. C children are constantly analyzing and observing others; they go by the book and try to "correct" things they see wrong. Thank them for being observant, but help them understand tattling and criticizing others.
Cs can be creative.	Encourage your child to create, draw, paint, build and design.	Cs are often some of the most talented and imaginative people. The mind of a C is always thinking, researching, conceiving, planning, judging and reasoning. Their attention to detail and quality comes through crafts, design, music and art work.
Cs can be very self-disciplined.	Encourage your child to focus his/her efforts in one discipline (art, music, science, sports).	C children can excel in a particular field early in life since they have the self-discipline and follow through for it. Encourage your child to choose one discipline that he/she likes and help them reach their expert status.
Cs can be reserved, independent, introspective and quiet.	Don't put them in situations that would put their privacy at risk or make them feel uncomfortable.	High C children can be guarded about extending friendship quickly. He/She must establish trust and even then, may be cautious about opening up or letting loose. Give your child time and space, and don't expect more than your C can handle.

Intensity of Your DISC Style



The Intensity of your D style

Your D energy is: MODERATE

This scale provides an approximate intensity range.

Refer to Your DISC Graph to see your actual score.

D stands for Determined: a determined person does not give up easily, they know what they want, they like to be the leader, and they will try hard to win. There is a little "D" in all of us. How much "D" do you think is in you? Look at your graph to find out.

Check out the chart provided for a description of your style intensity.

The higher your "D" style, the more active and aggressive you will tend to be. The lower the "D" style, the greater the tendency for you to want to think about things before taking action.



The Intensity of your I style

Your I energy is: LOW

This scale provides an approximate intensity range.

Refer to Your DISC Graph to see your actual score.

I stands for Influencing: an influencing person truly loves people. They enjoy talking, laughing, sharing and being out in front of others. They are happy and tend to be involved in social activities. There is a little "I" in all of us. How much "I" do you think is in you? Look at your graph to find out.

Check out the chart provided for a description of your style intensity.

The higher your "I" style, the more outgoing and talkative you will tend to be. The lower the "I" style, the more introverted and quiet you will tend to be. High "I"s tend to be faster paced while Low "I"s are relatively slower.

Intensity of Your DISC Style



The Intensity of your S style

Your S energy is: MILD

This scale provides an approximate intensity range.

Refer to Your DISC Graph to see your actual score.

S stands for Steadfast: a steadfast person is very kind, patient and friendly. They are very respectful, good listeners and enjoy pleasing others, but would rather not lead or be in front of others. There is a little "S" in all of us. How much "S" do you think is in you? Look at your graph to find out.

Check out the chart provided for a description of your style intensity.

The higher your "S" style, the more resistant to change you will tend to be. The lower the "S" style, the more flexible and open to change you will tend to be.



The Intensity of your C style

Your C energy is: HIGH

This scale provides an approximate intensity range.

Refer to Your DISC Graph to see your actual score.

C stands for Conscientious: a conscientious person truly enjoys tasks. They like to be organized and can concentrate for long periods of time in order to figure out a project or find a solution to a problem. There is a little "C" in all of us. How much "C" do you think is in you? Look at your graph to find out.

Check out the chart provided for a description of your style intensity.

The higher your "C" style, the greater your respect for, and the more likely you are to follow, rules and regulations. The lower the "C" style, the higher your chances of not wanting to follow the rules.

Using DISC to Improve Relationships

1) Remove emotional roadblocks that create misunderstanding

There are times when your child can be a challenge. That's ok—they feel the same way about you! DISC promotes interpersonal empathy that diffuses anger, resentment, and misunderstanding. After both of you have taken your DISC assessment, talking with your child about your personalities can be an eye-opening and confirming experience. When you both understand that differences are based on your natural personality, it's more difficult to feel anger towards the other person.



Realizing that behavior comes from an instinctual place can prevent negative emotional reactions and behavior. Better yet, when you know the best ways to communicate, your conversations will be more productive, open and effective. To avoid your child's big red buttons, remember to ease their biggest fears: D's don't want to lose control, I's need to feel liked, S's need to feel secure, and C's don't want to be criticized.



2) Accept your differences

Parents that share the same personality as their child have an advantage when it comes to relationship building. It's easier to understand your child, how they think, and how they feel. Conflict is still possible, of course, especially if you and your child both share dominant D personality styles. However, understanding comes easier when you share common traits. For those who don't, it takes more

work. When you have knowledge of DISC, you understand that if you have an I personality, you may be frustrated with one-word explanations from your child. Or, if you are a C, your I child may drive you crazy by changing their mind, making messes and being late.

Remember that you can't change the nature of your child's personality, and you can't force them to be someone they are not. You can work to augment their style; but ultimately, you need to work with their style, rather than against it. Appreciate the fact that differences in personality require different approaches, and be willing to adapt your style.

3) Reinforce your child's strengths

There are dirty dishes in the sink and clothes strewn all around the bedroom. None of the chores are done and your child is weaving a creative narrative on the phone. In another home, a daughter has delegated all her chores to her younger sister. Another home reveals a child who has yet to do his chores because he's still working on the color-coded flow chart of tasks they created to organize their responsibilities. Yes, these things are going to frustrate you, but don't let them get in the way of seeing what's amazing about the expertise and mastery of your child. Look at their DISC style closely and you'll see that every personality style has amazing and admirable strengths and limits. Concentrate on maximizing their strengths and working within their limitations, knowing that what appears to be limiting them now may someday make them strong, capable and even successful adults if you can figure out how to channel and positively encourage their strengths.

Cognitive Introduction



What are Cognitive Thinking Styles?

Once you have absorbed new information through your primary sensory preference (auditory, visual, or kinesthetic) you must process it in your mind to try and make sense of it.

Everyone has their own unique way of thinking or processing new information. By trying to understand your own thinking patterns and preferences, you can reveal the ways you learn best.

The LITE model is a unique tool for assessing your thinking style so that you may enhance your learning experiences.

Cognitive styles are the preferences that individuals have for thinking, relating to others, and for various learning environments and experiences. According to Noah Webster, "cognitive" or "cognition" refers to the faculty of knowing; the act of acquiring an idea. This will help explain one of the many thinking style models in existence today.

Cognitive Thinking Styles are based on a few simple principles worth remembering:

- People are different.
- Different thinkers are motivated to learn in different ways.
- Different learners will respond differently to a variety of instructional methods. Individual differences among us should be respected.
- People with different styles can be equally intelligent.

Research has shown that thinking characteristics can be grouped into four patterns or "styles." People with similar thinking styles typically prefer similar types of homework, exams, study environments, and are motivated to learn and retain information in similar ways.

The four different modes of thinking are broken down in the following manner:

L = These people are organized, direct, practical, factual, and efficient. We call them **Literal Thinkers**.

I = These people are imaginative, sentimental, perceptive, and adaptable. We call them **Intuitive Thinkers**.

T = These people are analytical, logical, deliberate, and thorough. We call them **Theoretical Thinkers**.

E = These people are curious, realistic, innovative, and challenging. We call them **Experiential Thinkers**.

Thinking Style Overview

All Four Thinking Styles at a glance

Literal Thinkers

- Practical in their thought; Likes organization
- Keeps his/her thoughts and workspace well organized
- Is very direct, literal in his/her communication
- Views things in terms of their usefulness
- Thinks in a linear manner
- Likes tangible rewards
- Doesn't look for hidden meaning in conversation
- Likes to complete one task before moving on to the next

Theoretical Thinkers

- Thorough in their thought; does the research
- Every situation deserves thorough analysis
- Is a seeker and gatherer of information
- Looks beyond the obvious
- Can sort through information objectively
- Is well versed in subjects of interest
- Wants to explore all options before deciding
- Thinks rationally and logically

Intuitive Thinkers

- Sensitive in their thought; Cares about feelings
- Believes that life and learning are personal experience
- Tunes into feelings and attitudes around them
- Learns from others in a friendly, cooperative way
- Uses their imagination to make learning real
- Asks for personal opinions from others before deciding
- "Reads" into what is said
- Is unpredictable and spontaneous

Experiential Thinkers

- Original in their thought; Takes risks
- Believes only what he/she can experience
- Willing to learn a new skill if it's beneficial
- If a routine sets in, he/she will move to another project
- Is intrigued by the unknown. - believes in taking risks
- Constantly tests environment and challenges authority
- Is passionate about convictions
- Is independent and likes to have control of his/her life

Cognitive Thinking Style

High Style: Intuitive



Jane's dominant thinking style is "Intuitive"

The dominant Intuitive Thinker has the natural ability to think intuitively. With so much insight into human nature and feelings, this thinker has a gift for reading people and understanding the human side of cut-and-dry issues.

If you were troubled, you would want an Intuitive Style helping you work through your problem. They can get to the heart of the matter by accurately interpreting subtle body language, expressions and tones.

The Intuitive looks beyond facts, data, and details. Valuing relationships above all, they bend over backwards to keep everyone happy and conflict free. As a result, he/she is usually liked by all and is passionate about making a difference in the lives of others. Life and learning for the Intuitive are intensely personal experiences.

Remember, a Intuitive Thinker tends to be:

- Emotional
- Subjective
- Interpretive
- Sensitive
- Sociable
- Understanding
- Caring
- Empathetic
- Imaginative
- Sentimental
- Adaptable
- Impressionable
- Flighty
- Colorful
- Media-Oriented
- Idealist
- Good Negotiator

General Characteristics

The Intuitive Thinker general characteristics:

- senses, experiences, expresses, cooperates, imagines, appreciates, interprets, and communicates
- is ruled by emotions and feelings; wears heart on sleeve; volunteers feelings easily
- can easily get discouraged by a teacher's criticism
- likes personal attention from a teacher
- draws upon past feelings when deciding, and looks seriously at past consequences
- helps others out of friendship rather than needing to get the task done
- does well on tests where he/she has the opportunity to explain in his/her own words
- learns from others by watching and talking informally
- explains knowledge through stories, metaphors, and personal experiences
- prefers reading interpretations of ideas rather than the ideas themselves
- adjusts easily to changes in routines
- can have many projects in the works at once; goes back and forth between projects
- is not affected by a messy work space
- may have difficulty with objective tests
- gets bored with details and "busy work"
- likes to learn about human nature; work with people

Strengths:

- Staying optimistic when others are negative
- "Reading into" the communication of others
- Negotiating effectively
- Mediating when two sides are at odds
- Cooperating with others to achieve a goal
- Networking during social gatherings

May have difficulty with:

- Remembering precise details and facts
- Receiving any type of criticism
- Keeping schedules and deadlines
- Focusing on the task at hand
- Giving in to peer pressure
- Aggressive personalities

In a group:

- Contribute understanding, imagination, and optimism to the group
- Sense what others need
- Adapt to change, different situations, and different people
- Bring harmony to a group in the midst of conflict
- Are supportive of another's role in the project

Working alone (example: reading):

- Likes to use imagination and increase communication skills through reading
- Try to interpret the overall theme of a book
- Relate to the experiences of characters
- Enjoy colorful metaphors; can take three or four meanings from a passage

- Keep an open mind when reading
 - Enjoys fiction, literature, poetry, novels, self-help, psychology, sciency fiction, magazines, editorials, and biographies
-

How You May Improve Learning

As you make your way through your educational experience or in the workplace, you will develop learning preferences and learning strategies that work for you. You may discover that studying with someone else might help you (cooperative orientation), but may restrict your friend (independent orientation). Some thrive on structure; others could care less about organization. Some want tangible rewards (a good grade, a pay raise); others will be motivated by acceptance, respect and recognition (positive feedback, more responsibility, awards).

The following outlines the learning strategies that typically work for Intuitive Thinking Styles:

- Create opportunities to study in a group or with another person (but not another random style--you may get off track).
You are a "dependent" learner; you need to be pushed or pulled by someone else.
- Ask for frequent feedback from leaders, but develop a thicker skin regarding criticism. Don't let discouragement or rejection get the best of you.
- Choose projects that allow you to use your creativity and imagination. You will excel in these areas.
- Choose oral exams, essays, and opportunities to elaborate. Black/white, yes/no formats restrict you.
- Get in the habit of keeping a calendar, a schedule, and exact records of important things you need to accomplish, or you may likely forget them.
- Pay more attention to a lecturer's content and less attention to his/her presentation skills.
- When writing papers, begin with broad concepts and then narrow down to more detailed information. If you try to pick out details first, you may have difficulty.
- Practice objective thinking. Take your feelings and opinions out of your work when necessary.

Cognitive Thinking Style

Second Highest Style: Theoretical



Jane's dominant thinking style is "Theoretical"

The dominant Theoretical Thinker has the natural ability to think logically. Decisions are not made until he/she has weighed pros and cons and researched all available alternatives. Don't be surprised if you get a detailed response to a simple question or if their answer follows through points A, B, and C. Even subjective communication is backed up with solid facts.

The Theoretical Style will preoccupy him/herself with analyzing and evaluating all situations, concepts, and ideas. This often leads him/her on quests for more information, facts, and reliable sources. For this process, this thinker needs a good

amount of uninterrupted time.

The Theoretical Style student would rather not do a project at all if there is no time to do it completely.

Remember, a Theoretical Thinker tends to be:

- Analytical
- Evaluative
- Argumentative
- Rational
- Logical
- Well informed
- Methodical
- Proficient
- Conceptual
- Theoretical
- Intelligent
- Scholarly
- Knowledgeable
- Objective
- Resistant to Change

General Characteristics

The Theoretical Thinker General Characteristics:

- Analyzes, evaluates, deliberates, researches, gathers information, theorizes, conceptualizes
- Needs quiet to work and think
- Likes to talk about broad concepts, i.e. "freedom" and "technology"
- Seems detached from emotions when learning
- Thrives under a teacher who's an expert in the field
- Likes to know information came from a credible source
- Learns well through lectures
- Enjoys reading for pleasure; is an avid reader
- A consumer of information and printed material
- Will debate subjects he/she feels convicted about
- Builds on previous learning experiences and makes sweeping connections between concepts
- Holds high expectations of self and others
- May appear to be lost in thought or daydreaming
- Is enthusiastic--learns for learning's sake
- Excels in standardized tests
- Can write thorough and knowledgeable essays
- Gravitates toward research term papers
- Reads thoroughly; does not "skim" over topically
- Chooses words with precision and deliberation
- Won't change without good, logical reasons
- Wants to know the underlying principle or "moral of the story" when evaluating

Learning Strategies

The following outlines the learning strategies that typically work for Theoretical Thinking Styles:

- Don't make every paper a thesis. In other words, be thorough, but remember time constraints. You are driven to research your topic, gather information, and connect themes. Know when to quit gathering information and to just do it.
- Make sure you have the time to complete an assignment. If necessary, get an extension on assignments. Most theoretical thinkers would rather not do an assignment than do one incompletely.
- When reading a book, pause after each chapter or major concept, and organize your thoughts. Ask yourself, "What is the moral of the story?" Then write on an index card the major theme and finer points in outline form. Later, use those cards to study. You have a great need for closure. The cards will help you "close" a concept before you move to the next.
- Keep your responses and explanations brief. Remember, not all situations call for exact details and involved analysis. In casual conversation and rushed situations it is better to stick to the facts. Ask yourself, "What is at the heart of what I want to convey?" Then, edit your responses based on what is most important.

Your Strengths:

- Keeping emotion out of your work
- Knowing where to go for information; collecting information
- Creating theories from fact
- Breaking an idea into separate parts
- Thinking carefully before acting

You May Have Difficulty With:

- Following the same routine daily
- Living up to self-imposed standards
- Knowing when the job is done
- Changing without logical reasons
- Accepting others point of view

In a Group, You:

- Contribute objectivity, analysis, and logic to the group
- Do the research beforehand; you enjoy and are skilled at gathering information
- Analyze the situation and figure out what needs to be done
- Are good at researching, discovering, and choosing between options

Working Alone, You(example: reading):

- Want to read what is logical
- Like works that increase your knowledge
- Like to research sources and authors
- Ask, "Why was this written? How can I get more information?"
- Enjoy conceptual works grounded in fact
- Like to be connected to theories; to understand broad themes; to study philosophy, science, and math

Cognitive Conclusion

Thinking Style Wrap up

Being Aware...

This report has provided you with a way to recognize and appreciate your main style of processing new information. There are four main Cognitive Thinking Styles (Literal, Intuitive, Theoretical, and Experiential) and you have received information on your dominant cognitive preference.

Maximize Strengths; Minimize Weaknesses...

It's that simple. If you know where your thinking excels, you can capitalize on those aspects, use your mind to do what it enjoys doing most. If you took your car to your dentist to get an oil change, it would take your dentist much longer to figure out what to do than if you took it to a mechanic. Your mind has a distinctive skill set that it has sharpened over the years. Find out what that is, and use it. Once you pinpoint and appreciate your strengths and limits, you can minimize or maximize them in all types of learning situations.

Know Yourself...

To know yourself sometimes requires that you stand outside of yourself and observe, objectively in a critical way. Your report has indicated that you prefer one thinking style. It is up to you to decide if it is "like" you or it is "not like you".

Further Reflection

1) Do you agree or disagree with the characteristics attributed to your dominant style? If you disagree, with what aspects in particular?

2) Where does your thinking excel? Do you excel at any particular subjects or test types? Why do you think that is? Please begin by explaining, "I know I am good at..."

3) Where might your thinking be limited? Think about the question, "I know I have difficulty when it comes to..."

4) What strengths do you bring to a group project?

5) What types of material do you prefer to read?

6) What learning strategies do you currently practice?
