



ONLINE
DISC
PROFILE

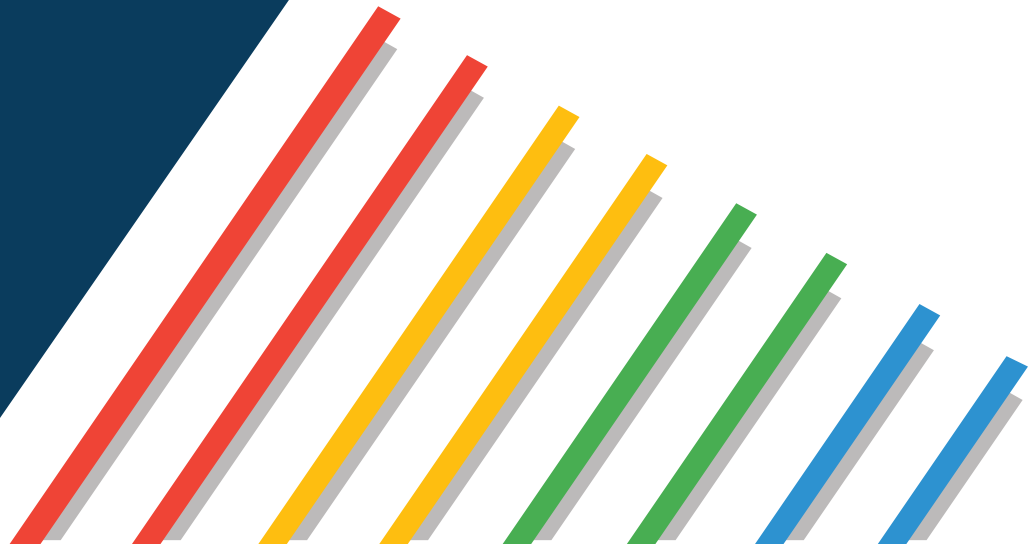


DISC BASIC™ SUMMARY

An Evaluation of Behavioral Styles

Sample Report

Style: Sc
Date: 3/20/2024



CONTENTS

INTRODUCTION TO THE DISC BASIC SUMMARY REPORT3

UNDERSTANDING YOURSELF.....4

Sample's BEHAVIORAL PATTERN VIEW7

UNDER STRESS10

NEXT STEPS.....12

INTRODUCTION TO THE DISC BASIC SUMMARY REPORT

Congratulations Sample on taking the DISC Basic Summary Assessment.

Many of us grew up believing in the wisdom of treating others the way we would like to be treated—the Golden Rule. We soon realized that another practical rule to live by seemed to be what Dr. Tony Alessandra calls The Platinum Rule® —treat others the way THEY want to be treated.

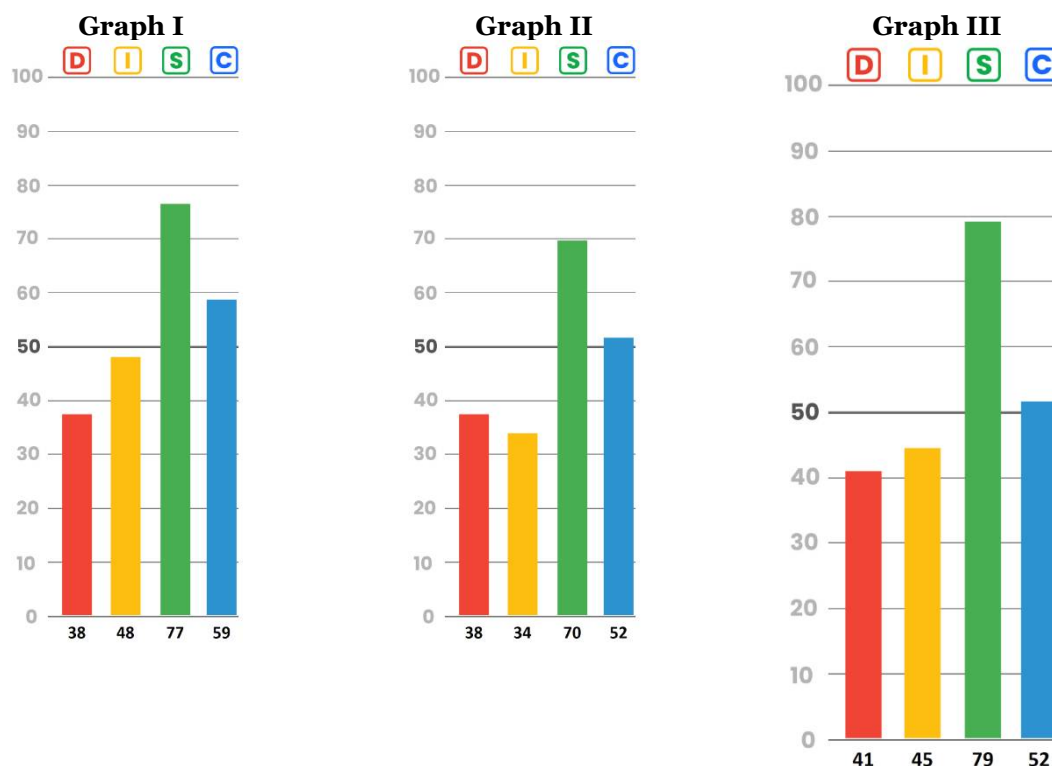
With your DISC Basic Summary report, you have the tools to help you become a better you and help you behave more maturely and productively. Then, you can develop and use more of your natural strengths while recognizing, improving, and modifying your limitations. This report does not deal with values or judgments. Instead, it concentrates on your natural tendencies that influence your behavior.

THE FOUR DISC BEHAVIORAL STYLES

Historical and contemporary research reveals more than a dozen models of our behavioral differences. However, many share one common thread: behavior grouping into four basic categories. The DISC model focuses on patterns of external, observable behaviors using scales of directness and openness that each style exhibits. Because we can see and hear these external behaviors, it becomes much easier to “read” people. This model is simple, practical, and easy to remember and use.



UNDERSTANDING YOURSELF



During the assessment, you answered which words described you most and least. The first two graphs show your answers. Graph three shows your combined results which is what we will focus on in this report.

DISC BASIC COMPOSITE GRAPH FOR Sample Report

If you have scores under 10 or over 90, these are extended scores where the behavior becomes a need. If expressing that behavior isn't possible, you'll likely create situations where that behavioral need can be met.

As you review your DISC graph, notice the higher and lower bars. When a bar is above the midrange (50), we consider that this is a style in which you are somewhat invested. It will be easy for others to notice this behavior when interacting with you. The higher the bar, the more invested you are in that style.

STYLE OVERVIEW

DISC describes you based on your observable behavior which can provide insights for others regarding your communication preferences and how you will likely interact with and respond to them.

Through this report you have an opportunity to discover (observe and evaluate) your behavioral responses in various environments. You can explore your reactions to a variety of situations and contexts, including the actions and reactions of others, to determine the most effective communication strategy or course of action.

YOUR BEHAVIORAL STYLE: Planner

Planners bring a high degree of follow-through to their role. They do what they say they will do and rarely under-deliver. Planners are not extremists in a behavioral sense, and as a result, have the ability to assimilate with a wide variety of people. They prefer areas of specialized expertise and skill, and they will demonstrate consistent performance. They are sometimes seen as the 'glue' that holds a group together successfully. They may be slower to adapt to change, until they adjust to the idea and see the change as positive.

Below are some key behavioral insights to keep in mind and share with others to strengthen your relationships.

- ☐ **Personal direction:** Likes to maintain stability with a minimum of disruptive change
- ☐ **Strengths offered:** Stable, steady, quality performance on all tasks with a willingness to assist anyone on any project
- ☐ **General characteristics:** Excellent listener and stabilizer who brings composure to all interactions
- ☐ **Contributions to others:** Reliable and consistent performance, and a consistent readiness to help others
- ☐ **Getting along with others:** Prefers sincere, quality relationships and demonstrated competency by those around them
- ☐ **When stressed:** May defer to a power figure or group direction and prefer to avoid sudden change
- ☐ **Keep in mind:** Unlikely to take risks and will quietly resist change, especially if it is abrupt or unclear
- ☐ **Additional notes:** Excellent stabilizing presence for the team, but may resist change quietly when they could be more expressive with concerns

GENERAL CHARACTERISTICS: Planner

The narration below serves as a general overview of your behavioral tendencies. We're going to explore how you see yourself. As you read the narrative, make note of the things you agree with and the things you disagree with.

It's important to be open to feedback, even if it seems off at first. Before you dismiss anything you disagree with, talk to someone who knows you well. Share the information with them and see if their perspective sheds any new light on the things you initially disagree with.

You tend to make decisions through logic, rather than emotion. This can be very important in negotiation situations. When others may get emotionally involved, you tend to remain factual, deliberate, and objective.

You persuade others with patience and persistence rather than emotion and coercion. Logic, facts, data, examples, and supporting evidence are the tools of your persuasion toolkit. This gives you a remarkable ability to persuade others without "jumping on the desk" and shouting enthusiastically. Your internal enthusiasm is fueled when you deliver the message in a direct, patient and factual manner.

Sample, you score like those who have a high degree of self-discipline. This comes from three primary traits: your somewhat strong tendency toward risk avoidance, your high degree of patience, and your overall detail orientation. These three traits in combination are somewhat rare, but they converge in ways that provide a versatile strength for you. This strength can be used in both personal and business ventures.

You tend to provide an objective and vocal opinion when you feel strongly about an issue or procedure. The interesting point here, Sample, is that while you may remain somewhat quiet through much of the team's deliberation, you have the ability to present your case with vigor when you have an idea. This may sometimes take team members by surprise.

You show excellent emotional control, even during tense situations. In some cases/circumstances you tend to be more quiet than talkative, and more reflective than spontaneous. This allows you to take the emotions down a notch or two, and let others vent while you analyze the situation internally. This also gives you an analytical edge over others who may be reacting only from an emotional level.

Sample, your response pattern to the instrument indicates that you may tend to be most productive when working alone and undisturbed, or in rather self-contained small groups or teams. In some ways, you may become your own best ally on a project. Your risk-taking nature tends to allow you to function somewhat independently from the group, and your attention to detail is best amplified in an undisturbed climate. Letting others know, in a polite way, that you need some personal space in getting the job done can lead to a win-win situation for both you and the team.

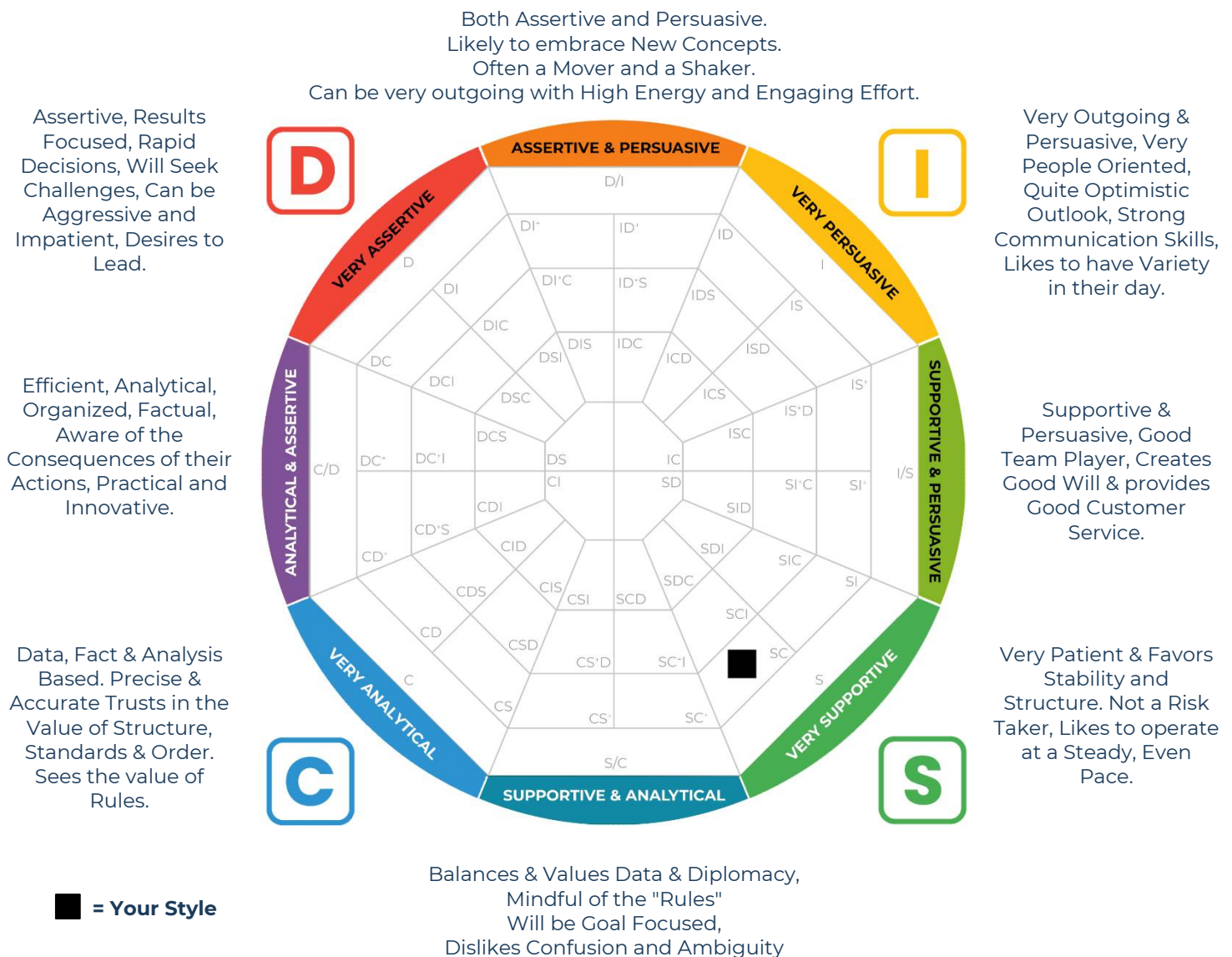
You may be somewhat suspicious of new ideas or innovations, until you have an opportunity to do your own investigation and research. This may be a bit of a two-edged sword: you are a bit of a risk-taker, but you prefer those risks to be calculated. That is, once you're convinced that the risk is worth taking, you'll jump in and give it a try. Until that time, the suspicion flag flies high.

You are persistent and tenacious when it comes to solving complex problems. Along with your competitive spirit comes a high degree of patience when dealing with detailed problems and situations. Your high attention to quality control also motivates you to solve problems accurately.

Sample's BEHAVIORAL PATTERN VIEW

The DISC model measures two dimensions that create four core styles and eight behavioral zones. Each zone identifies a different combination of behavioral traits.

The peripheral descriptors describe how others typically see individuals with your style. Plots on the outer edges of the map identify that one factor (DISC) of your style will dominate the other three. As you move towards the center of the map, two and eventually three traits combine to moderate the intensity of your style descriptors within a specific behavioral zone.



YOUR MOTIVATORS: WANTS AND NEEDS

Motivation is the enthusiasm or willingness to do something. Everybody is motivated; however, all people are motivated for their own reasons, not somebody else's. Simply, people are motivated by what they want.

Our behaviors are also driven by our needs. Each style has different needs. If one person is stressed, they may need quiet time alone; another may need social time around a lot of people. Each has different ways to meet their needs. The more fully our needs are met, the easier it is to perform at an optimal level.

YOU TEND TO BE MOTIVATED BY:

- ☐ Up-to-date facts and figures for use in analysis and critical thinking.
- ☐ Independence from direct supervision or control in the creative or analytic processes.
- ☐ Colleagues with whom you can identify and share information of a complex and important nature.
- ☐ A minimum presence of unnecessary change, and sufficient time to modify procedures when change does occur.
- ☐ Recognition of your analytical ability and leadership capability. This doesn't have to come in the form of awards, but perhaps as an occasional verbal reminder that your contributions are valued.
- ☐ Clear lines of communication and responsibility.
- ☐ The existence of as few barriers, bottlenecks, and snags in the system as possible.

PEOPLE WITH PATTERNS LIKE YOU TEND TO NEED:

- ☐ Freedom from responsibility for the quality control of other stakeholders.
- ☐ An occasional revalidation of your contribution to the team or organization at large.
- ☐ Appreciation for your skills, and freedom to do the job with few interruptions.
- ☐ A supervisor who delegates by using specifics, not ambiguities.
- ☐ Streamlining of some systems and procedures to allow additional time for complex analysis.
- ☐ A supportive team that is tolerant of the occasional blunt or critical remark.
- ☐ Consistent time schedules and well-informed deadlines.

YOUR COMMUNICATION NEEDS

The following suggestions can help others who interact with you understand and be aware of your communication preferences. To use this information effectively, share it with others and also discuss their preferences.

CHOOSE HOW YOU WANT OTHERS TO COMMUNICATE WITH YOU:

- ☐ Give Sample time to verify the issues and assess potential outcomes.
- ☐ Be candid, open, logical, and patient.
- ☐ Be certain that individual responsibilities are clear, and that there are no ambiguities.
- ☐ Sample will follow through, so be certain to follow through on your part.
- ☐ Motivate and persuade Sample by pointing out objectives and expected results.
- ☐ List pros and cons to suggestions you make.
- ☐ Do your homework, because Sample's homework will already be done.

CHOOSE YOUR COMMUNICATION PET PEEVES:

- ☐ Be sloppy or disorganized.
- ☐ Try to develop "too close" a relationship, especially too quickly.
- ☐ Forget or lose things necessary for the meeting or project.
- ☐ Engage in rambling discussion, and waste Sample's time.
- ☐ Manipulate or bully Sample into agreement.
- ☐ Be domineering or demanding.
- ☐ Threaten with position or power.

Sample, now that you have identified and selected your preferred ways to communicate, share these insights with those around you.

UNDER STRESS

UNDER STRESS - PERCEPTIONS, BEHAVIOR AND NEEDS FOR THE Sc

Stress is unavoidable. The perceptions of our behavior may have a significant impact on our effectiveness - both in how we perceive ourselves and how others perceive us. The way we behave under stress can create a perception that is not what we intend. The descriptions below of perceptions by others may seem somewhat extreme at times (especially if our behavior is an over-extended strength that becomes a weakness or limitation). As you understand these perceptions more clearly, you are able to modify your behavior to maximize your own effectiveness and ensure that others see you as you intend.

POTENTIAL SELF PERCEPTION:

- ☐ High self-discipline
- ☐ High degree of focus
- ☐ High level of determination toward goals
- ☐ Patient with others

UNDER STRESS, MAY BE PERCEIVED BY OTHERS:

- ☐ Overly blunt toward others
- ☐ Low level of empathy
- ☐ Unassertive
- ☐ Possessive with own domain

UNDER STRESS YOU NEED:

- ☐ Relationships
- ☐ Personal assurance
- ☐ Reassurances that you are liked

YOUR TYPICAL BEHAVIORS IN CONFLICT:

- ☐ You are quite uncomfortable with conflict, aggression and anger. You will do whatever you can to avoid such situations. If you are not able to physically avoid a situation involving conflict or anger, you will probably attempt to ignore it, functioning as best you can without interacting -- or interacting very superficially -- with others.
- ☐ You tend to do things to help and benefit others with the expectation that they will reciprocate in some appropriate way. However you rarely share these expectations. As a result, the other person fails to meet your expectations; leading to more repressed anger or hurt feelings on your part.
- ☐ The anger and dissatisfaction that you have been repressing builds up inside of you and eventually some (often, trivial) event will trigger an explosion, releasing a torrent of angry words and a litany of past offenses -- often in considerable detail. Once you have vented this built up emotion, you return to your normal behavior.

STRATEGIES TO REDUCE CONFLICT AND INCREASE HARMONY:

- ☐ Share your needs, feelings and expectations with your friends and coworkers.
- ☐ Be open to considering new ways of doing things and undertaking new tasks. Ask your supervisor, friends and coworkers to support you in approaching any significant change
- ☐ Be sure to clarify any instructions or communications that you do not fully understand, no matter how busy the other person may appear to be. Pay particular attention to the desired results and timeframes.

Sample Report's PLAN FOR IMPROVEMENT

Everyone has struggles, limitations, or weaknesses. Oftentimes, it's simply an overextension of our strengths which may become a weakness. For example, the directness of a High D may be a strength in certain environments, but when overextended they may tend to become bossy.

As you consider ways to continue to improve to be a better communicator, we recommend you focus on no more than two at a time, practice and strengthen them, and then choose another area to focus on and improve.

POTENTIAL AREAS FOR IMPROVEMENT:

- ☐ You may provide a false sense of buy-in to others on the team, then sometimes resist passive-aggressively.
- ☐ You may become rather stubborn once your mind is made up on a decision.
- ☐ You may dispense strong criticism, and even sarcasm, when others don't measure up to your standards.
- ☐ You may affect morale with your tendency to focus on results over attention to team members. You may need to take a softer approach at times.
- ☐ You tend to be a selective listener, hearing only what you want to hear.
- ☐ You may take some criticism personally, even if it was directed at a work process and not you.
- ☐ You may be indecisive at times and need help learning to set priorities.

*Check the two most important ideas when others communicate with you (dos & don'ts) and transfer them to the Summary of Your Style page. Choose the two most important wants and the two most important needs and transfer them to the Summary of Your Style page. Check the two most important strengths, the two most important work style tendencies and the two most important environmental factors and transfer them to the Summary of Your Style page. Check the two most important areas you are committed to improve upon and transfer them to the Summary of Your Style page and **complete the action plan for one of the improvement areas below.***

WHICH NEED ABOVE IS YOUR TOP NEED FOR IMPROVEMENT?

IDENTIFY THE SITUATIONS IN WHICH YOU NEED TO IMPROVE YOUR APPROACH.

DESCRIBE WHAT YOU COULD DO INSTEAD:

HOW WILL YOU HOLD EACH OTHER ACCOUNTABLE?

NEXT STEPS

DISC can help you understand yourself better and uncover how others may view you in the work or social environments in which you work and live. Execute your personal improvement plan on the last page and notice the effect on your important relationships.

To relate effectively to others, we have two key opportunities:

1. **First**, we can work to minimize the weaker aspects of our DISC style. Find opportunities to stretch into behaviors that don't come as easily to you.
2. **Second**, we can learn to read the styles of our peers, family, team and others. Once we know their DISC style, we can formulate ways to build trust and more comfort in these relationships.

Do you want to learn how to read the style of the people you interact with and access relationship tips to improve these relationships?

If you answered yes, you might consider upgrading this report to the complete **DISC Basic Report**. In that report, you can access all the tools needed to build better relationships.

For additional information, products, and services, please contact:



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