



ONLINE
DISC
PROFILE

DISC BASIC™

TEAM BEHAVIORAL TENDENCIES REPORT

A Team Evaluation of Behavioral Styles

Report For: Sample Report
Date: 11/20/2025



HOW TO USE THIS REPORT

Intensity Scoring Legend - DISC Style intensity is a measure of how you will likely display the specific behavior when interacting and communicating with others in most situations.

- **Low Intensity** - Low Intensity scores indicate the ABSENCE of this behavior in MOST situations.
- **Low Moderate** - Low Moderate Intensity scores are only SOMETIMES observable in SOME situations.
- **Moderate Intensity** - Moderate Intensity scores do not mean "mild." Moderate means the behavior is flexible and may or may not become observable based upon the requirements of the specific situation.
- **High Moderate** - High Moderate Intensity scores are frequently observable in many situations.
- **High Intensity** - High Intensity scores will be clearly observable, displayed more often and seen in most situations.

INTENSITY LEGEND
HIGH INTENSITY
HIGH MODERATE
MODERATE INTENSITY
LOW MODERATE
LOW INTENSITY

TEAM APPLICATION EXERCISE: INTEGRATED BEHAVIORS

Meet as a team to complete this exercise. Suggested time: 15-30 minutes.

DEBRIEF: DISCUSS THE FOLLOWING ITEMS AS A GROUP

1. What are the top three scores? These are the behaviors that this team exhibits MOST STRONGLY.
2. What are the bottom two to three scores? These are the behaviors that this team exhibits LEAST STRONGLY.
3. What implications do these facts have for the team? What are the strengths and weaknesses.
4. Do any individuals exhibit highs and/or lows that are opposite from the overall team highs and lows? Who? How might these individuals be regarded by the team? How might these individuals perceive the team's approach and/or effectiveness?
5. Are there any "ground rules" that the team should consider following as a group in the future, given what has been discussed?

TEAM MEMBER	Careful Decision Making (s/i)
Tish Fray	83
Aaron Kauffman	73
Tim Schwanz	26
Sarah Stamm	73
Adam Stamm	64
Rick Stamm	89
Susan Stamm	19
Rachel Rank	19
Kristin Emerson	79
Jeannie Brill	38
Brian Miller	34
TEAM AVERAGE	54
TEAM MEDIAN	64

Low: Impulsive
 High: Cautious



Careful Decision Making (s/i)

Careful Decision Making, how this person approaches decisions and actions, measures how the strength of this individual’s degree of patience and slower pace are influenced by the strength of their extroversion and a desire to socially interact and accommodate others.

- Individuals more S-driven in this area will likely display a great deal of care and consideration when interacting with others.
- Individuals more I-driven in this area will likely engage with others in an easy-going, carefree, and energetic manner.

TEAM MEMBER	Reasoning (c/i)
Tish Fray	83
Aaron Kauffman	66
Tim Schwanz	11
Sarah Stamm	91
Adam Stamm	56
Rick Stamm	89
Susan Stamm	18
Rachel Rank	21
Kristin Emerson	90
Jeannie Brill	22
Brian Miller	20
TEAM AVERAGE	52
TEAM MEDIAN	56

Low: Intuition-based
 High: Evidence-based



Reasoning (C/I)

Reasoning, how this person thinks through and solves problems, measures how the strength of this individual’s desire for accuracy, structure, rules, and standards is influenced by the strength of their desire to interact, engage, and trust others.

- Individuals more C-driven in this area will likely follow structure, rules, and standards to a high degree in supporting team members (i.e. I’ll help you within the constraints of protocol and rules).
- Individuals more I-driven in this area will likely focus more on engaging and encouraging the team with feelings and intuition, with less emphasis on the expected protocol and rules.

TEAM MEMBER	Change Resistance (S/D)
Tish Fray	83
Aaron Kauffman	34
Tim Schwanz	46
Sarah Stamm	34
Adam Stamm	71
Rick Stamm	76
Susan Stamm	20
Rachel Rank	19
Kristin Emerson	70
Jeannie Brill	59
Brian Miller	66
TEAM AVERAGE	53
TEAM MEDIAN	59

Low: Drives Change
 High: Reluctant to Change

INTENSITY LEGEND
HIGH INTENSITY
HIGH MODERATE
MODERATE INTENSITY
LOW MODERATE
LOW INTENSITY

Change Resistance (S/D)

Change Resistance, how someone engages with change, measures how the strength of this individual’s level of patience, caution, and slower pace are influenced by the strength of their desire to lead, command, and direct activities focused on immediate results and solutions.

- Individuals more S-driven in this area will likely be willing to help others in change, but slower to accept or resist quick changes, and may appear unwilling – they likely need more information to adjust.
- Individuals more D-driven in this area will likely be more committed to quick movement and changes, provide their own ideas and ways of doing things, and will be less likely to bend to others’ expressed desires or needs, including slowing down momentum.

TEAM MEMBER	Prioritizing (C/D)
Tish Fray	83
Aaron Kauffman	27
Tim Schwanz	31
Sarah Stamm	52
Adam Stamm	62
Rick Stamm	77
Susan Stamm	18
Rachel Rank	21
Kristin Emerson	81
Jeannie Brill	43
Brian Miller	51
TEAM AVERAGE	50
TEAM MEDIAN	51

Low: Results
 High: Rules



Prioritizing (C/D)

Prioritizing, how this person determines the order for dealing with items or tasks, measures how the strength of this individual's need to precisely follow established structural and procedural guidelines, standards, and procedures is influenced by their need for direct, focused, "results-now" actions that target immediate accomplishments.

- Individuals more C-driven in this area will likely have a strong need to pursue objectives with guidance and reliance upon established structure, rules, organizational protocols, and policies.
- Individuals more D-driven in this area will likely exhibit a more direct, immediate "results now" focus that will not likely be restrained by established protocols, procedures, and policies.

TEAM MEMBER	Self-Reliance (D/I)
Tish Fray	50
Aaron Kauffman	89
Tim Schwanz	30
Sarah Stamm	89
Adam Stamm	43
Rick Stamm	62
Susan Stamm	50
Rachel Rank	50
Kristin Emerson	59
Jeannie Brill	29
Brian Miller	18
TEAM AVERAGE	52
TEAM MEDIAN	50

Low: Collaborative
 High: Directive



Self-Reliance (D/I)

Self-Reliance, how a person works within the team, measures how the strength of this individual's direct, assertive, and results-oriented communication style is influenced by their desire to build relationships and interact, connect, and relate with others.

- Individuals more D-driven in this area will likely be more direct, authoritarian, and straight-forward with communication.
- Individuals more I-driven in this area will likely be engaging and suggestive in communication with a desire to interact socially and with more collaboration.

TEAM MEMBER	Work Process Alignment (s/c)
Tish Fray	49
Aaron Kauffman	57
Tim Schwanz	65
Sarah Stamm	32
Adam Stamm	58
Rick Stamm	50
Susan Stamm	51
Rachel Rank	48
Kristin Emerson	39
Jeannie Brill	66
Brian Miller	64
TEAM AVERAGE	53
TEAM MEDIAN	51

Low: Accuracy
 High: Consistency



Work Process Alignment (s/c)

Work Process Alignment, how this person focuses on process to follow through on work, measures how the strength of this individual’s degree of patience, predictability, and slower pace are influenced by their need for accuracy, precision, and structure.

- Individuals more S-driven in this area will likely provide support to others with methodical follow-through and a consistent approach to the team’s direction, regardless of rules.
- Individuals more C-driven in this area may push back against the team’s direction if not in alignment with expectations or protocol.

TEAM MEMBER	Planning Orientation (C/S)
Tish Fray	51
Aaron Kauffman	43
Tim Schwanz	35
Sarah Stamm	68
Adam Stamm	42
Rick Stamm	50
Susan Stamm	49
Rachel Rank	52
Kristin Emerson	61
Jeannie Brill	34
Brian Miller	36
TEAM AVERAGE	47
TEAM MEDIAN	49

Low: Predictability
 High: Precision



Planning Orientation (C/S)

Planning Orientation, how this person focuses their attention when making plans, measures how the strength of this individual's need for structure, accuracy, order, and precision is influenced by their slower pace, patience, and level of team accommodation.

- Individuals more C-driven in this area will likely desire to operate in a “perfect” environment supported by accurate data and thorough preparation and planning.
- Individuals more S-driven in this area may maintain steady-paced progress, strong support, consideration, and accommodation for the team's overall direction, desiring predictability over perfection.

TEAM MEMBER	Building Rapport (I/D)
Tish Fray	50
Aaron Kauffman	11
Tim Schwanz	70
Sarah Stamm	11
Adam Stamm	57
Rick Stamm	38
Susan Stamm	50
Rachel Rank	50
Kristin Emerson	41
Jeannie Brill	71
Brian Miller	82
TEAM AVERAGE	48
TEAM MEDIAN	50

Low: Result-Focused
 High: Relationship-Focused



Building Rapport (I/D)

Building Rapport, how this individual focuses when interacting with others, measures how the strength of this person’s preference for social interaction and people connection is influenced by their assertiveness and need for immediate results.

- Individuals more I-driven in this area will likely be easily engaged in social interaction, connecting with others with a focus on keeping the atmosphere energetic and exciting.
- Individuals more D-driven in this area will likely be more explicit, concise, straight-forward, and task-focused in communication efforts.

TEAM MEMBER	Personal Drive (D/S)
Tish Fray	17
Aaron Kauffman	66
Tim Schwanz	54
Sarah Stamm	66
Adam Stamm	29
Rick Stamm	24
Susan Stamm	80
Rachel Rank	81
Kristin Emerson	30
Jeannie Brill	41
Brian Miller	34
TEAM AVERAGE	47
TEAM MEDIAN	41

Low: Others-Driven
 High: Self-Driven

INTENSITY LEGEND
HIGH INTENSITY
HIGH MODERATE
MODERATE INTENSITY
LOW MODERATE
LOW INTENSITY

Personal Drive (D/S)

Personal Drive, how the individual's goals move things forward, measures how the strength of this person's direct, assertive, and "results now" oriented behaviors are influenced by their patience and steady, calming energy.

- Individuals more D-driven in this area will likely be self-sufficient, more urgent, less patient, and driven to move forward quickly toward achieving a successful result now.
- Individuals more S-driven in this area will likely have a more collaborative, reliant-on-others approach, tend to be more patient and steadier, valuing careful planning before acting in order to ensure long-term success.

TEAM MEMBER	Providing Instruction (D/C)
Tish Fray	17
Aaron Kauffman	73
Tim Schwanz	69
Sarah Stamm	48
Adam Stamm	38
Rick Stamm	23
Susan Stamm	82
Rachel Rank	79
Kristin Emerson	19
Jeannie Brill	57
Brian Miller	49
TEAM AVERAGE	50
TEAM MEDIAN	49

Low: Reserved & Detailed
 High: Directive & Compulsive

INTENSITY LEGEND
HIGH INTENSITY
HIGH MODERATE
MODERATE INTENSITY
LOW MODERATE
LOW INTENSITY

Providing Instruction (D/C)

Providing Instruction, how the individual dictates directions and expectations, measures how the strength of their direct, assertive, and “results now” focus is influenced by their need to precisely follow established structural and procedural guidelines while pursuing objectives.

- Individuals more D-driven in this area are action-oriented in solving problems and challenges with less regard for structure, guidelines and rules in achieving results.
- Individuals more C-driven in this area are more compliant and protocol-driven in attaining results and solutions, doing things the “right way,” according to established protocol.

TEAM MEMBER	Customer & Team Interaction (I/S)
Tish Fray	17
Aaron Kauffman	27
Tim Schwanz	74
Sarah Stamm	27
Adam Stamm	36
Rick Stamm	11
Susan Stamm	81
Rachel Rank	81
Kristin Emerson	21
Jeannie Brill	62
Brian Miller	66
TEAM AVERAGE	46
TEAM MEDIAN	36

Low: Supporting
 High: Engaging

INTENSITY LEGEND
HIGH INTENSITY
HIGH MODERATE
MODERATE INTENSITY
LOW MODERATE
LOW INTENSITY

Customer & Team Interaction (I/S)

Customer & Team Interaction, how this individual engages with customers and stakeholders (internal and external), measures how the strength of their people-focused extroversion is influenced by their degree of patience, slower pace and team focus.

- Individuals more I-driven in this area will likely be dynamic, lively, and spirited in their interactions and activities.
- Individuals more S-driven in this area will likely reflect more thoughtfulness and care when crafting both words and actions, steady through interactions and activities.

TEAM MEMBER	Expressing Openness (I/C)
Tish Fray	17
Aaron Kauffman	34
Tim Schwanz	89
Sarah Stamm	9
Adam Stamm	44
Rick Stamm	11
Susan Stamm	82
Rachel Rank	79
Kristin Emerson	10
Jeannie Brill	78
Brian Miller	80
TEAM AVERAGE	48
TEAM MEDIAN	44

Low: Structural
 High: Social



Expressing Openness (I/C)

Expressing Openness, how this individual is most comfortable expressing themselves, measures how the strength of this individual's extroversion and desire for personal connection with others is influenced by their need for structure, detail, and accurate evidence prior to taking action.

- Individuals more I-driven in this area are likely to be more confident and surer of themselves with less regard for group expectations and conventions.
- Individuals more C-driven in this area are more compliant with social norms, may be insecure, and will likely behave in ways that match expectations of "right" versus "wrong".