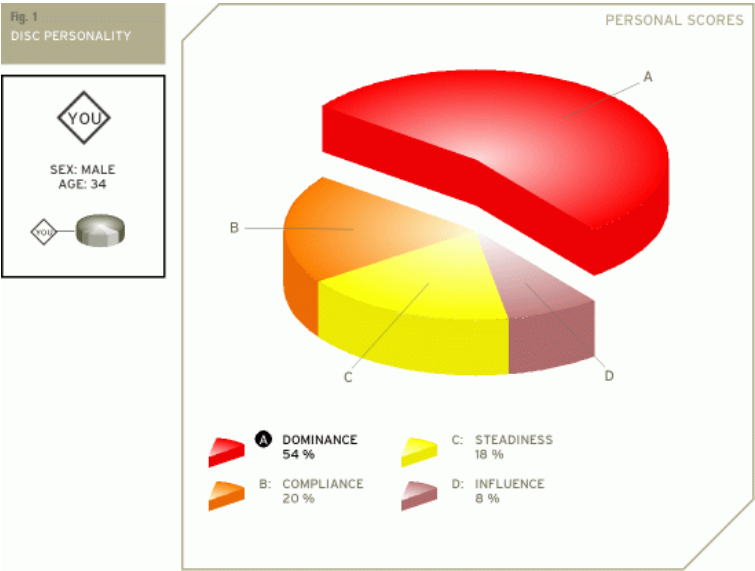


# Your DISC Personality Report

## Introduction

Your specific distribution of scores on the DISC personality test is an indication of your unique personality. You can think of this as your DISC Personality 'DNA'. In the pie chart below you see your distribution of scores.

The highest percentage is likely to be your most dominant personality factor, the second highest your next most dominant personality factor and so on. As such for you the DISC factors are ordered as: Dominance, Compliance, Steadiness, Influence.



## DISC Personality Model

To help you understand the DISC model of personality here are definitions of the four factors measured.

<b>Dominance</b>	Describes the way you deal with problems, assert yourself and control situations.
<b>Influence</b>	Describes the way you deal with people, the way you communicate and relate to others.
<b>Steadiness</b>	Describes your temperament - patience, persistence, and thoughtfulness
<b>Compliance</b>	Describes how you approach and organize your activity, procedures and responsibilities.

## Your DISC personality type

Your unique sequence of scores characterizes you in a specific way. The positive impact you are likely to make on people is:

*You have a strong inner motivation to assertively create and implement new ideas. You handle pressure well - you strive for excellence and expect others to do the same. You are innovative but tend to avoid risk taking.*

## DISC Patterns or Profiles

**What are the general characteristics of the D Personality Style?** The D Personality Style tends to be direct and decisive, sometimes described as dominant. They would prefer to lead than follow and tend toward leadership and management positions. They tend to have high self-confidence and are risk takers and problem solvers, which enables others to look to them for decisions and direction. They tend to be self-starters.

**What does the D Personality Type contribute to a team?** They think about big picture goals and tangible results. They are bottom-line organizers that can lead an entire group in one direction. They place great value on time frames and seeing results. The D may challenge the status quo and think in a very innovative way.

**What are the possible weaknesses of the D Personality Style?** They tend to overstep authority, as they prefer to be in charge themselves. At times they can be argumentative and not listen to the reasoning of others. They tend to dislike repetition and routine and may ignore the details and minutia of a situation, even if it's important. They may attempt too much at one time, hoping to see quick results.

**What is the greatest fear of D Personality Types?** The D Personality Type craves to be in control of the situation, and therefore fears the idea of being taken advantage of by others.

**What motivates the D Personality Style?** The D is highly motivated by new challenges, setting and achieving goals, and seeing tangible results. They appreciate receiving verbal recognition from others as well as rewards. They enjoy power and authority to take risks and make decisions. Freedom from routine and mundane tasks is important. Since repetition is frustrating for the D, changing environments in which to work and play can be highly motivating.

**What is the ideal environment for the D Personality Type?** They like to focus on the future and the big picture, and like non-routine challenging tasks and activities. They are motivated by projects that produce physical, trackable or tangible results. They enjoy being in charge or having the freedom to make decisions for themselves and may crave freedom from controls, supervision and details.

**What does the high D Personality Style desire?** D personalities desire freedom from others' rules. They gravitate towards authority, personal freedom, and opportunity for advancement. They desire recognition, awards, and prestige for their work and ideas. In the work environment, D Personality Types, focus on promoting growth and a "bottom line" approach.

**What should one remember to do when working with D Personality Types?** When working with a D, be direct, to the point, and brief. Focus on tangible points and talk about "what"

instead of "how". Focus on business instead of social topics and try to be results-oriented. Make suggestions for how to achieve the goal instead of talking about why it won't work. Try to think like a D, be confident and focus on problem solving.

**What should one remember not to do when working with a D Personality Type?** When working with a D, it's important not to focus too much on the problems, the negative points, and the small details. They are big picture thinkers and may perceive you as negative. When speaking, try to speak confidently. Avoid repeating yourself or rambling. Don't make generalizations or statements without support. Focus on the topic and do not be too sociable, as they want to get right to the point.

**What is a high D DISC Style likely to do when working with details or when analyzing information?** Because the D Style wants to look forward and think in bigger terms, they tend to ignore the information and analysis of past experiences and the details of what new projects may entail. They may ignore potential risks, not weigh the pros and cons, and not consider the opinions of others. They will likely offer innovative and progressive ideas and systems but will need someone else to break down the project and work with the specifics.

**What positive characteristics does the D Personality Type possess when in teams?** They will likely be very autocratic managers in a team environment and rise to the top during crisis moments. They will provide direction and leadership, push groups toward decision-making, will maintain focus on the goals, and will push for tangible results. They can sometimes intimidate groups because of their directness and lack of social interest around others. They are generally optimistic thinkers but may have personality conflicts with others they perceive as negative. They function well with heavy workloads and when under stress, and welcome new challenges and risks without fear.

**What are personal growth areas for D Personality Types?** They may be perceived as always speaking and not listening to others. The D may need to strive to listen more actively, be attentive to other team members' ideas, and to strive for consensus instead of making decisions alone. Instead of making only broad, decisive statements, be careful to explain the "whys" of your proposals and decisions. The D can be controlling and domineering at times and will need to watch their tone and body language when feeling frustrated or stressed out. The D can be all business and goals, therefore may need to focus more on developing personal relationships, and recognizing the opinions, feelings, and desires of others. It may take some intentionality to be friendlier and more approachable.