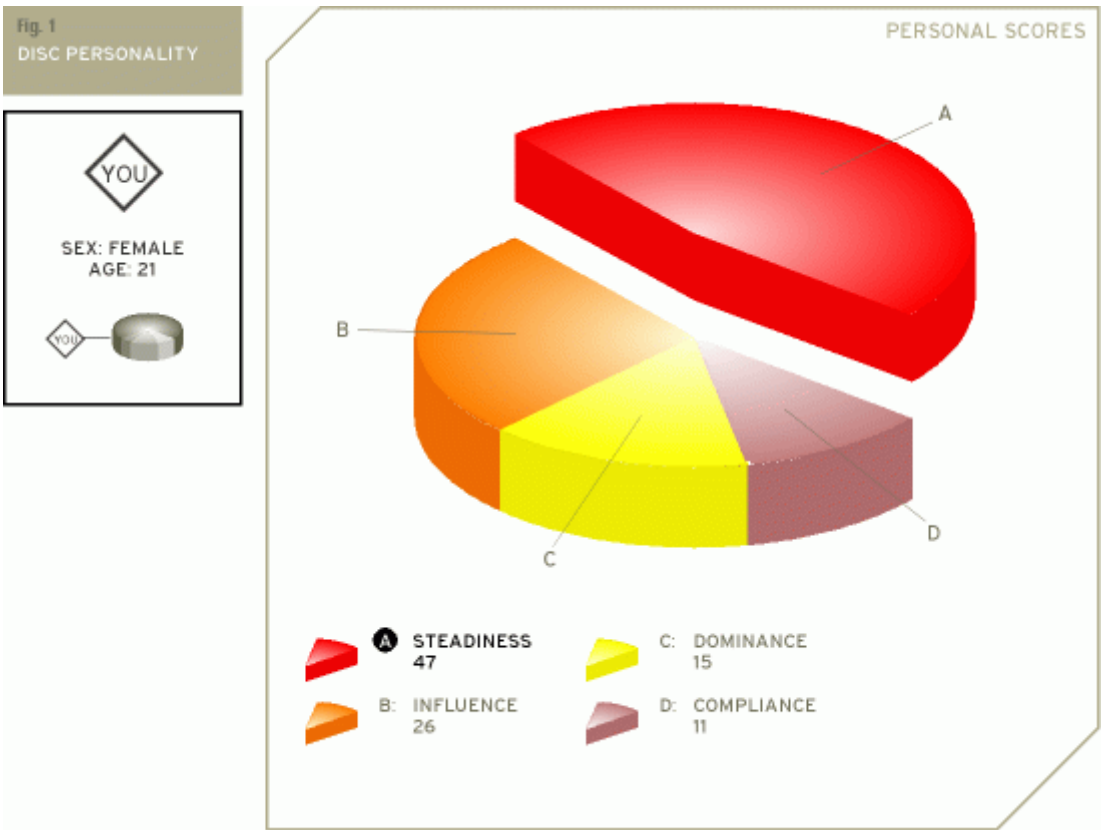


Your **DISC Personality** Report

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: Steadiness, Influence, Dominance, Compliance.



DISC Personality Model

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

Dominance

Describes the way you deal with problems, assert yourself and control situations.

Influence

Describes the way you deal with people, the way you communicate and relate to others.

Steadiness	Describes your temperament - patience, persistence, and thoughtfulness
Compliance	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 enjoy interacting with and helping people. You are open to new ideas and procedures. Although you are calm and controlled you still project enthusiasm and optimism. Your natural supportive, listening and empathetic behavior makes you a good coach. Someone people turn to when they need help or advice.

DISC Patterns or Profiles

As you will appreciate, there are literally thousands of different combinations of scores. Therefore to help interpretation, communication and understanding, DISC Personality Model experts have defined - through statistical analysis of the score combinations - fifteen DISC 'Patterns' or 'Profiles'.

The 'Profiles' are often given names. The objective of these names is to give a single descriptive term that captures the essence of that Profile. Names often used are Achiever, Coach, Evaluator, Counselor, Creative, Individualist, Inspirational, Investigator, Objective Thinker, Perfectionist, Persuader, Practitioner, Enthusiast, Results-Oriented or Specialist

To understand the DISC theory even further descriptions are given for people who score comparatively high and comparatively low on each of the four DISC dimensions.

Dominance

Comparatively High

Here are some traits and behaviours that describe people who are **comparatively high** in **Dominance**:

- enjoy competition and challenge.
- are goal orientated and want to be recognised for their efforts.
- aim high, want authority and are generally resourceful and adaptable.
- are usually self-sufficient and individualistic.
- may lose interest in projects once the challenge has gone and they tend to be impatient and dissatisfied with minor detail.

They are usually direct and positive with people, enjoying being the centre of attraction and may take it for granted that people will think highly of them.

They may have a tendency to be rather critical of others. Consequently, other people may tend to see them as being rather domineering and overpowering.

Comparatively Low

Here are some traits and behaviours that describe people who are **comparatively low** in **Dominance**:

- tend to want peace and harmony.
- prefer to let others initiate action and resolve problems.
- are quiet and indirect in their approach to most situations.
- are usually cautious and calculate risks carefully before acting.

They are generally well liked because of their mild and gentle nature. Other people will tend to see them as being patient, calm, thoughtful and a good listener.

Influence

Comparatively High

Here are some traits and behaviours that describe people who are **comparatively high** in **Influence**:

- are strongly interested in meeting and being with people.
- are generally optimistic, outgoing, and socially skilled.
- are quick at establishing relationships.

Sometimes their concern for people and people's feelings may make them reluctant to disturb a favourable situation or relationship.

Comparatively Low

Here are some traits and behaviours that describe people who are **comparatively low** in **Influence**:

- are usually socially passive.
- quite frequently have an affinity for things, machinery and equipment.
- are generally comfortable working alone.
- frequently have a tendency to be analytical and once they have sorted the facts out they communicate them in a straightforward direct way.
- tend to take little at face value.

They may well have learned and developed good social skills but they only bring these into play when logic dictates such tactics.

Steadiness

Comparatively High

Here are some traits and behaviours that describe people who are **comparatively high** in **Steadiness**:

- are usually patient, calm and controlled.
- have a high willingness to help others particularly those they consider as friends.

Generally they have the ability to deal with the task in hand and to do routine work with patience and care.

Comparatively Low

Here are some traits and behaviours that describe people who are **comparatively low** in **Steadiness**:

- tend to enjoy change and variety in their work and non-work life.
- are expansive by nature and tend not to like routine and repetitive work/activities.

They enjoy stretching themselves intellectually and physically.

Compliance

Comparatively High

Here are some traits and behaviours that describe people who are **comparatively high** in **Compliance**:

- are usually peaceful and adaptable.
- tend not to be aggressive.
- tend to be cautious rather than impulsive.
- avoid risk-taking.
- act in a tactful, diplomatic way and strive for a stable, ordered life.
- are comfortable following procedures in both their personal and business life.

They prefer sticking to methods that have proved successful in the past. They have a high acceptance of rules and regulations.

Comparatively Low

Here are some traits and behaviours that describe people who are **comparatively low** in **Compliance**:

- are independent and uninhibited.
- resent rules and restrictions.
- prefer to be measured by results and are always willing to try the untried.

Free in thought, word and deed, they long for freedom and go to great lengths to achieve it.

They feel that repetitive detail and routine work is best "delegated" or avoided.

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