



DISC Benchmark Profile

A Benchmark Profile for **Accountant**

Personalized Report For: Sample Report

9/1/2016

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Inside This Report

How to use this Report

The Fitness report evaluates job candidates by first measuring and then identifying how the candidate's typical behavioral style matches the behaviors required by job. Use this report to identify and measure how each candidate's behavioral style matches the job requirements.

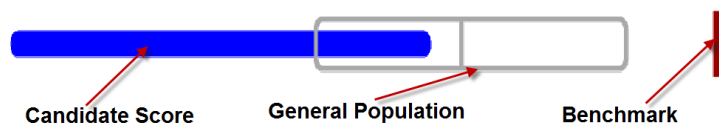
Understanding Integrated Behavioral Fitness

Integrated Behavioral Fitness combines all four dimensions of DISC and uses the behavioral similarities and/or differences to maximize behavioral effectiveness on the job. In this report, all four dimensions of DISC behavior have been integrated in one overall measure of fitness when comparing an individual to a targeted job profile.

Job Profile Fitness

The fitness rating is scored on a scale between 1% and 100%. The fitness rating represents the strength of the relationship between the candidate's behavioral style and the behavioral requirements of a specific job.

The higher the fitness rating, the more able the candidate's natural behavioral style can be applied to the task of getting the job done consistent to the job profile.



Candidate Profile

The Candidate Profile is an overview of specific behavioral elements relevant to the candidate.

Job Profile

The Job Profile is an overview of specific behavioral elements relevant to the job

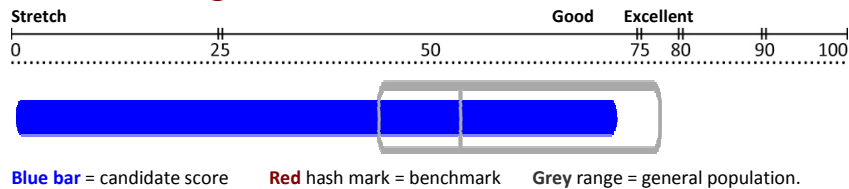
Applying Fitness Rating

A sequential step by step approach to applying your fitness rating score.

Job Profile Fitness: Sample Compared to Accountant



Fitness Rating: 71%

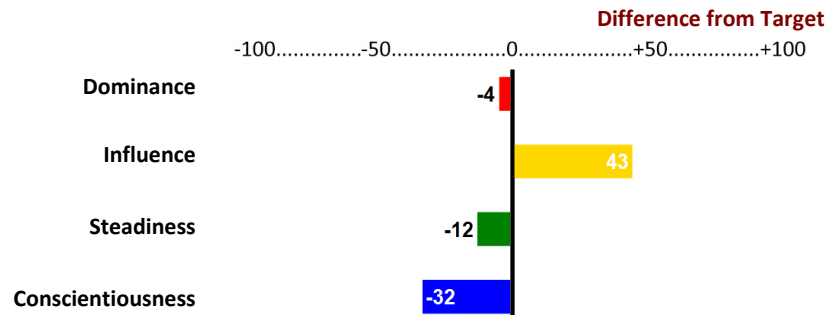


Behavioral Style: Coach

Description of difference from target (right)

Values closest to (0) zero indicate a greater fitness for the specific role.

Values furthest from the target indicate a lower fitness for the specific role.



Sample Style Fast Facts:

Integrated Fitness Rating: **71%**
 Style Category: **Stabilität**
 Style Name: **Coach**
 % of General Population with same style: **20%**

Candidate Most Effective When

- A job culture where there is little hostility, confrontation, anger, or pressure.
- A balance between some stable, predictable work activities and some variety and change on a regular basis.
- A work culture that allows for your natural interest in helping others learn and grow professionally.

Strengths Candidate Brings to Job

- You are optimistic and motivated to be an excellent team player, able to defer your ego when working with others who may prefer having more control of the situation.
- You meet new people easily and prefer networking with others rather than working in solitary conditions.
- You show a high degree of persistence in working on projects, especially over the long haul.

Accountant Style Fast Facts:

Integrated Fitness Rating: **100%**
 Style Category: **Conscientiousness**
 Style Name: **Formalist**
 % of General Population with same style: **15%**

Ideal Candidates Most Effective When

- Established practices, procedures, and protocols.
- A workplace relatively free of interpersonal conflict and hostility.
- Clear lines of authority and areas of responsibility, with minimal ambiguities.

Ideal Candidates for Job Bring

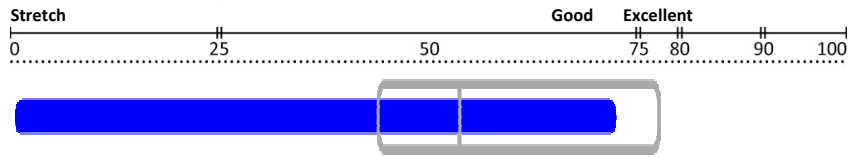
- You are highly conscientious and can be relied on to follow through on detailed projects and complex assignments.
- Naturally time-sensitive, you keep a careful eye on the organizational clock and maintain a keen awareness of timelines.
- You will take calculated, educated risks only after a thoughtful analysis of the facts and data, and after you have examined all options and potential outcomes.

Job Profile Fitness Continued: Sample Compared to Accountant



Behavioral Style: **Coach**

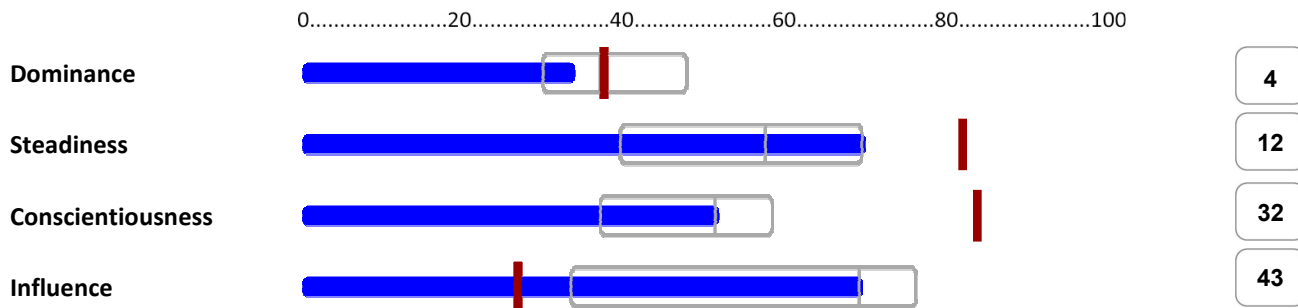
Fitness Rating: 71%



Blue bar = candidate score Red hash mark = benchmark Grey range = general population.

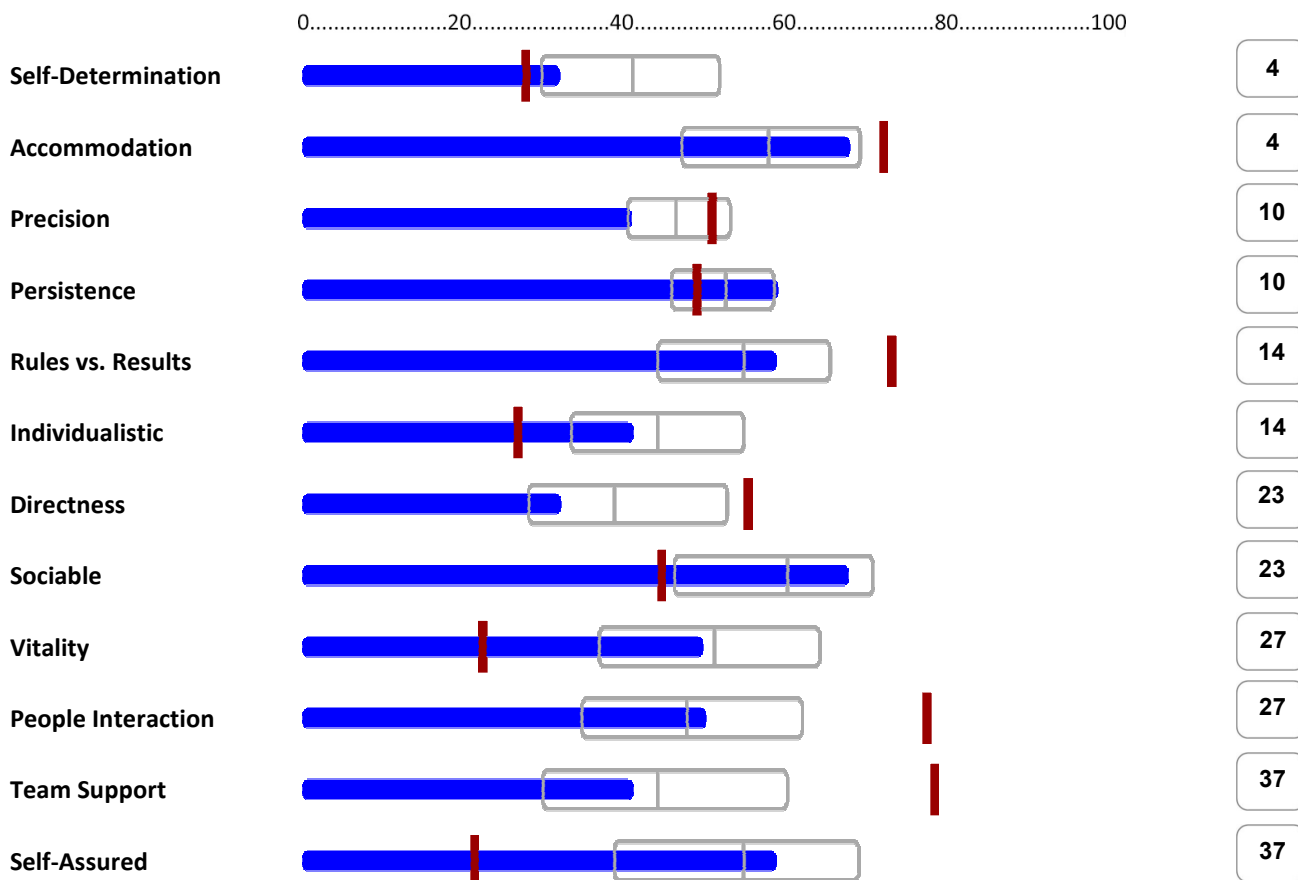
(4) DISC Factor Comparison: Sample

Difference from Target



(12) DISC Factor Comparison: Sample

Difference from Target

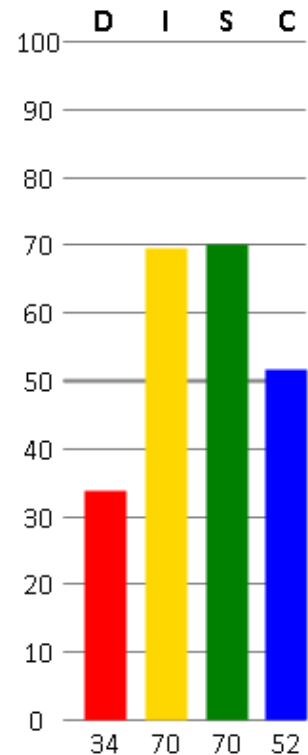


Sample's Behavioral Style: Overview

Sample's Behavioral Style: **Coach**

Coach Style Overview

- Emotional characteristic: Wants to be seen as warm and open by others.
- Goals: Building personal connections and positive feelings.
- How others are valued: Favorable recognition of others; finds the basic decency in them.
- Influences group: Through personal relationships and being open to others' ideas, problems and needs.
- Value to the organization: Will bring stability to group efforts with predictable actions and will possess good listening skills.
- "Watch-out-for": Can become too tolerant and may avoid needed direct confrontations.
- When under pressure: Can become too accommodating, trusting and sharing too much with others.
- Fears: Having to pressure others or being seen or blamed as the source of pain or problems by others.



Sample Strengths:

- Your excellent listening style stands as a model for others to observe and follow.
- You are able to negotiate conflicts into win-win situations.
- You are able to reach goals by working with and supporting the efforts of others on the team.

Sample Potential Areas For Improvement:

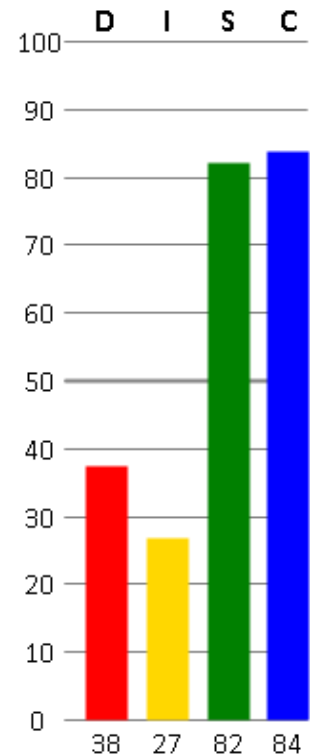
- You may hesitate to correct or discipline those who report to you, for fear of offending someone.
- You may tend to take constructive criticism personally, possibly losing focus as to how it relates to the task.
- You may have difficulty with quick decision making because of your need to consider the "people side" of all issues.

Job Profile (Benchmark): Accountant Overview

Behavioral Style: **Formalist**

Formalist Style Overview

- Emotional characteristic: Internally focuses energy on holding themselves to exacting standards and doing things right; may appear reserved and restrained.
- Goals: To achieve stable and reliable accomplishments.
- How others are valued: The consistent ability to be precise and accurate.
- Influences group: Through detailed and accurate input to team efforts.
- Value to the organization: Will embrace and support high quality and expected standards.
- “Watch-out-for”: Rely too much on past procedures; can become rule bound.
- When under pressure: May revert to too much diplomacy and overly careful maneuvering.
- Fears: Aggressive, risky and confronting interactions; superficial personal relationships.



Accountant Strengths:

- You take your responsibilities seriously and exercise your authority in a sincere and conscientious manner.
- You are patient in working with others on the team and demonstrating detailed methods for completing a project.
- You have an excellent, considerate, analytical listening style.

Accountant Potential Areas For Improvement:

- You may be perceived as slow in making decisions and tentative when it comes to making changes.
- You may be perceived by some as rigid, inflexible, and overly strict regarding procedures and options.
- You could demonstrate a bit more spontaneity and take yourself a bit less seriously.

Applying Fitness Rating

A behavioral style itself is not so much what the individual thinks or says about a person, thing or idea. It's your observation of how that individual tends to **act** toward people, things and ideas.

Your behavioral style fitness rating places a candidate's fitness compared to a specific job benchmark. A three-level rating system is used ranging from stretch to excellent to further clarify the fitness rating.

A candidate's fitness % rating is viewed as their style's behavioral "distance" from the job style target.

1st Consider the fitness rating score like a score you are familiar with on a scale from 1 to 100. The higher the fitness rating score, the more confident you can be that the desired behaviors you want for a specific job will be observable with this candidate.

2nd Remember that in human relationships, opposite attract because each person has something that other feels will be desirable. However, in the behavioral style fitness rating, attracting opposites is not our goal. Our goal is to reduce the behavioral uncertainty between the behaviors of a candidate and the targeted behaviors for a specific job.

3rd A fitness rating of .75% means that the candidate and the job profile share .75% of the target behaviors whereas 25% of the behavioral style is different. To understand which behaviors are similar or different, look at the 12 factors and four factor details on page 4 of this report.

Please note: When interpreting behavioral style ratings, the lower the fitness rating, the more you can expect the candidate will revert to their natural behavioral style under stressful work conditions caused by the natural demands of the job.

4th There are certain job profiles that are very unique and not easily found in the workplace. While a candidate's job profile rating may appear lower than desired, the candidate job profile rating may be the "best of the worst" scores.

In these situations, you may need to take two actions: (1) focus on specific attributes of the candidate (use either the (12) factor analysis or (4) factor analysis on page 4) that **must** fit the job profile and (2) use other work structures, reminders or support for the candidate in those areas that the candidate falls far from the target behavior (see the 12 factors).

5th The general percentile ranking measures the similarity rating for this specific job against the general working population. The general percentile ranking of 85%, for example, means the candidate similarity rating is higher than the scores of 85% of the general working population.

6th Excellent Fitness Ratings means the employee/candidate will spend less energy adapting their behaviors to the behavior required of the targeted job role.

A **Good** Fitness Rating means the employee/candidate will need to be reminded from time to time of their behavioral effectiveness in their role.

A **Stretch** Fitness Rating means the employee/candidate will need to facilitate their behavioral effectiveness through consistent timely feedback about their behavioral effectiveness.