



DISC-M

A DISCstyles™ Online Report

Report For: **Sandra Davis**

Style: **CS/SC**

Focus: **Work**

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The DISC model has been used by over 50 Million people and has been found to be very accurate in its ability to reflect how we prefer to interact with others. Like ingredients in a cake, everyone possesses some degree of each of these 4 primary behavioral factors. The intensity of each factor and how they combine and interact with each other define and power our unique behavioral style. See your unique DISC graph displayed throughout this report.

Introduction to your DISC-M Report

Congratulations on completing your DISC Assessment! Differences in styles have been noted as far back as Ancient Greece... And many of the popular assessments you see today, represent these differences in terms of colors, birds, animals and gems. This report is not designed to put you in a "box", nor does it judge or evaluate you.

Having access to the information contained in this report will give you a better understanding of yourself and others...the one skill everyone can immediately put into action in their lives. We would like you to remember that there is No RIGHT or WRONG style to be – and all styles are needed. DISC is a NEEDS MOTIVATED OBSERVABLE behavioral style system, and no two people are exactly alike, even if they have the same primary style. DISC is NOT psychological – rather it describes the OBSERVABLE behaviors we all can see and helps explain WHY that style prefers doing things their way.

Your DISC graphs, and the related text in your report, provide a quick and easy way for a DISC-literate person to identify and understand the observable behavior people bring with them the moment they walk into the room! Your DISC report is wonderful short-hand tool used by the person trained in "the language of DISC, to quickly identify and understand how similar or dissimilar you are to them, how you are likely to behave when there are big picture PROBLEMS to manage, PEOPLE to Influence, PACE of the environment to steady, and PROCEDURES to Comply with! Each bar on your unique DISC graphs tells a story and spells out the intensity of your needs, emotions and fears" that makes you unique.

Defining your DISC Style

DISC is an acronym for the following words:

- 1) D - Dominance
- 2) I – Influence
- 3) S - Steadiness
- 4) C – Compliance

In the DISC Model there are FOUR PRIMARY STYLE TYPES and each one focuses on an area of life. Your overall Style is a combination of the four types, however you have one that is your preferred Primary Style that comes naturally to you.

The FOUR AREAS OF LIFE the style types focus on:

- D Style - Big Picture **Problems** to Dominate
- I Style - **People** to Influence
- S Style - **PACE** of the work or home environment to Steady
- C Style - **Procedures** /Rules to COMPLY to or with

Style differences are always what cause us to love some people, or resist others... we are all different, it is just human nature. Imagine holding a rubber band that you can stretch and pull into many different shapes. But when you stretch it and let go, the rubber band returns to its original shape. In the same way that your style often shifts depending on the situation and your level of comfort you feel. Within this personalized DISC report, you will find the tools to help you become more conscious about the impact of your style, and what is driving your behavior in order to increase your productivity and success with people, and for knowing when and how to adapt. Remember for "things to change first I must change".

Note: In order to get the most from this report, please read the distinctions in each report page's introduction.

General Characteristics

The narration below serves as a general overview of your behavioral tendencies. It sets the stage for the report, which follows, and provides a framework for understanding and reflecting on your results. We've occasionally provided some coaching ideas so that you can leverage your strengths whenever possible to maximize your personal success.

You tend to make decisions slowly and carefully, only after consideration of all variables and input from others. Of the many patterns of behavioral styles, your scores put you among a minority of the population (a positive minority) who show the trait of careful and deliberate decision making when it comes to important decisions. We specify "important," because you may make routine decisions rather rapidly.

Your response pattern indicates that you tend to hide your emotions. You are generally quiet in a group unless asked for input, or if the topic is one of high importance to you. Our advice is to move out of that comfort zone and be a bit more verbal. It will benefit the team, because many will not have considered the issues as deeply as you have. Your input will raise the quality of the conversation. And you will benefit by being perceived as a more open and interactive person.

Your response pattern on the instrument indicates that you appreciate the security of efficient systems and procedures, and strive to maintain or improve them to the highest possible standards. This also might mean that you spend more time thinking about various processes and procedures than others on the team, and as a result, may act as an oracle for those who are uncertain. They ask you because they know you'll have the correct answer, but you may wonder why they didn't learn the correct procedure in the first place.

You tend to judge others by objective standards, and prefer to be evaluated by specific criteria, preferably provided in writing. For you, things are more clear and well-defined when written down. When evaluation time comes, your preference is a list of specific criteria, or a rubric that is specific and unambiguous.

Sandra, your motto could be, "There is a right way and a wrong way to complete all projects. Let's complete it the right way." You score like those who read instructions on new appliances and computers. Whether at home or at the office, you like to do things correctly. When writing, rarely do you have the need for spell-checking or proofreading for grammar.

You tend to evaluate others by how well they implement and execute procedures, standards, and quality action. You hold others accountable to the same high standards that you maintain for yourself. Those who demonstrate these high standards (as you know, they are somewhat rare) are individuals that you will tend to hold in esteem.

Sandra, people who score like you may tend to get bogged down in details during the decision-making process, thinking that there may be more information forthcoming that might impact the choice. It's true that there will almost always be more information available if we continue to wait; however, there is also a time at which the collection of data must stop and the decision must be made. Be aware of this when facing a series of data-driven decisions.

Your response pattern on the instrument indicates that you persuade others by careful attention to detail, and through facts, data, and logic, rather than emotion. People can depend on you to present a case that is logical and supportable. This is the primary strength that you bring to a team or organization when at the decision-making table.

Your Strengths

You are likely to display your strength characteristics rather consistently. For the most part, these qualities tend to enhance your effectiveness at work. Work Style Preferences provide useful insights as you work in a job or as you work together on a team or family project.

They are the talents and tendencies you bring to your job. Check the two most important strengths and the two most important work style tendencies and share them with others you live or work closely with.

Your Natural Strengths:

(As shown on the Natural DISC Graph)

- You are not an extremist and tend to be supportive of team efforts.
- You provide valuable input on projects by considering possible pitfalls that others on the team may have overlooked.
- You are tactful in explaining ideas that may impact others on the team.
- You take your responsibilities seriously and exercise your authority in a sincere and conscientious manner.
- You demonstrate a high degree of technical specialty and skill in your area of expertise.
- 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.

Your Work Style Tendencies You Bring to the Job:

(As shown on the Adapted DISC Graph)

- You may get bogged down in details due to your tendency to keep the "data gate" open too long. You always worry that there may be more information forthcoming that can impact the direction of the decision.
- You persuade others on the team by careful attention to detail, and through facts, data, and logic.
- You set high performance standards for yourself and others, and expect everybody to meet those standards.
- You like your workspace to be neat, well organized, and tidy, with everything in its place.
- 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.
- You are highly conscientious and can be relied on to follow through on detailed projects and complex assignments.

Your Motivations (Wants) and Needs

What motivates you? People are motivated by what they want? What do you really want? Our behaviors are also driven by our needs. Each style has different needs. If one person is stressed out, they may need quiet time alone; another may need social time around a lot of people. Each person is different and is simply getting his or her needs met.

The more fully our needs are met, the easier it is to perform at an optimal level. Check the two most important motivators (wants) and the two most important needs and share them with others you live or work closely with.

You Tend to Be Motivated By:

- A home life that is supportive of work demands.
- The assurance that changes are made thoughtfully, carefully, and only when proven to be necessary.
- Complete explanations of systems and processes that impact the work environment.
- Appreciation for the competence and work ethic demonstrated over the long haul.
- A link to some of the traditions that have built success in the past.
- High quality control standards that are respected by all members of the organization, not just by a few people.
- Work projects of a highly specialized nature that support your natural curiosity and detail orientation, as well as allow you to demonstrate your skill and competence.

People With Your Style Preferences Tend to Need:

- An increased urgency to take advantage of opportunities.
- Work assignments requiring high degrees of precision and accuracy, to capitalize on your high detail orientation.
- Options for increasing the efficiency of certain methods or procedures.
- Greater participation in team efforts and activities which would provide you with a broader perspective and greater ability to see the "big picture."
- Sufficient time for effective planning, especially prior to change.
- A method to be introduced to new groups of people or business associations.
- Job descriptions which are presented clearly (preferably in writing), with no ambiguities.

Communication Preferences

The following suggestions can help others who interact with you to understand and become aware of your communication preferences.

To use this information effectively, share it with others and also discuss their preferences. Check the two most important “do’s and don’ts” when others communicate with you and share them with others you live or work closely with.

When Communicating with *Sandra*, **DO:**

- Outline individual tasks and responsibilities in writing.
- Give Sandra time to verify the issues and potential outcomes.
- Make an organized appeal for Sandra's support and contributions.
- Be sensitive to possible areas of disagreement as Sandra may not be verbal about them.
- Sandra will follow through, so you should be certain to follow through on your part.
- List pros and cons to suggestions you make.
- Ask 'how' oriented questions to draw out Sandra's opinions.

When Communicating with *Sandra*, **DON'T:**

- Be rude, abrupt, or too fast-paced in your delivery.
- Make decisions for Sandra.
- Offer assurances and guarantees that you can't fulfill.
- Leave things up in the air, or decide by chance.
- Leave an idea or plan without backup support.
- Be vague about what's expected of the group.
- Fail to follow through. If you say you're going to do something, do it.

Potential Areas for Improvement

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

Often we are unaware of these and they become our blind spots. Check the two most important areas you are committed to improving and share them with others you live or work closely with.

Potential "Blind Spots" - Areas for Awareness and Improvement:

- You could demonstrate more flexibility regarding new ideas and innovations.
- You may sometimes use facts, figures, and details as a "security blanket" to avoid confrontation or hostility.
- You may be perceived as slow in making decisions and tentative when it comes to making changes.
- You could broaden your perspective by interacting with a wider variety of people.
- You may be perceived by some as rigid, inflexible, and overly strict regarding procedures and options.
- You may tend to spend more time than necessary on certain details, for fear of being seen as underprepared.
- You could benefit from a greater degree of self-confidence and an increased sense of urgency to accomplish activities on a tighter timeline.

DISCstyles eGraphs for Sandra Davis

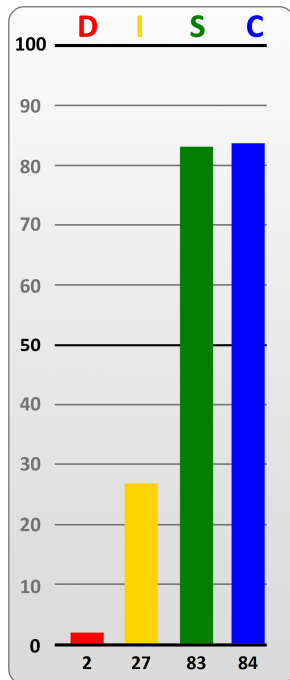
Your **Adapted Style** indicates that you are known using more of the behavioral traits of the CS style(s) in your selected Work focus. Your **Natural Style** graph indicates that you instinctively tend to use more of the behavioral traits of the SC style(s).

The Adapted Style - Graph I shows how you perceive the behaviors you think work best for you in your selected focus (work, social or family) and can change when you change roles or situations.

The Natural Style - Graph II is more consistent over time and may also show up under stress. If you question it, ask others who know you if they agree or not with your report. They may see your default" style more often that you realize – especially when at home. Your DISC Graph II is affected by the choices you make and any *significant emotional events* in your life. Learning the DISC language gives you awareness - and more options.

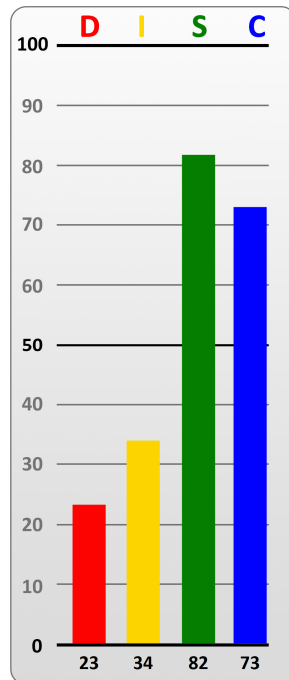
SIMILAR PATTERNS: When these two graphs look similar, it is a WYSIWYG - "*What You See Is What You Get*" and your style tends to be very consistent. If one or more of your DISC graph points is more than 30% higher or lower than your Natural graph points and you are feeling under constant stress (especially in your "I" or "S" dimensions), it means you are having to adapt you behaviors significantly at work. So, make sure the others who work with you feel it is important too.

Adapted Style Graph I

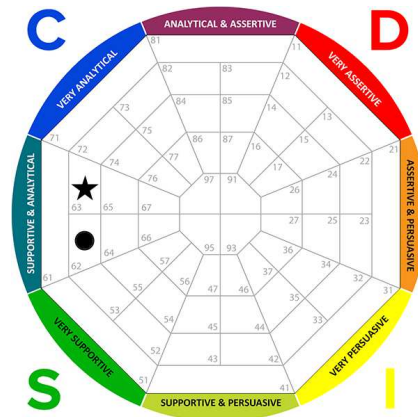


Pattern: CS (1266)
Focus: Work

Natural Style Graph II



Pattern: SC (2265)



● = Natural Behavioral Style

★ = Adapted Behavioral Style

READING A DISC GRAPH: The numbers 0-100 on the left margin and the four number sequences underneath each graph gives a numerical comparative display of how you invest your life energy and what's most important to you. Points above 50% (the midline) show your primary and secondary priorities. The four-digit number at the bottom (e.g. 3416) reflects the left segment numbers on the Word Sketch charts. They are useful as a quick way to describe your graph in the fewest number of words. Use and share your DISC graph with others so they know how you like being treated and what they can expect – and celebrate – with you! To gain more behavioral flexibility in your life, study and practice using the Word Sketch Chart's behavior descriptors. For further questions or personal coaching, contact your assessment provider or a PeopleSmart Coach.

WORD SKETCH Natural Style

DISC is an observable, “needs-motivated” system. Based on the fact, that emotions and behaviors are normal and neither “good” nor “bad”, once you know the **needs** that motivate that person’s primary style, it is much easier to “read” and understand them compassionately. We can tune into what’s important to them, be more interested and give them the type of attention they like.

Use the chart of your NATURAL DISC eGraph as a descriptive “Word Sketch” to share what, when, and why you do what you do, including the way you tend to: **(D)**ominate **Problems**, **(I)**nfluence other **People**, **(S)**teady the **Pace**, and **(C)**omply to **Procedures** and Rules. A bracketed segment in each column shows the intensity of your level of need in each of the four areas of life. Your DISC Style is considered “high” when in Level 4 and above, and low when below the midline. Review this chart often and ask others to “find themselves” on it too. Laminate and take it with you or keep by the phone to ask questions and start conversations. You’ll be amazed at what you learn!

	D	I	S	C
DISC Focus	Problems / Tasks	People	Pace (or Environment)	Procedures
Needs	Challenges to solve, Authority	Social relationships, Friendly environment	Systems, Teams, Stable environment	Rules to follow, Data to analyze
Emotion	Decisive, risk-taker	Optimistic, trust others	Patience, stabilizer	Cautious, careful decisions
Fears	... being taken advantage of/lack of control	... being left out, loss of social approval	... sudden change/loss of stability and security	... being criticized/loss of accuracy and quality
6	argumentative daring demanding decisive domineering egocentric	emotional enthusiastic gregarious impulsive optimistic persuasive	calming loyal patient peaceful serene team person	accurate conservative exacting fact-finder precise systematic
5	adventurous risk-taker direct forceful	charming influential sociable trusting	consistent cooperative possessive relaxed	conscientious courteous focused high standards
4	assertive competitive determined self-reliant	confident friendly generous poised	composed deliberate stable steady	analytical diplomatic sensitive tactful
3	calculated risk moderate questioning unassuming	controlled discriminating rational reflective	alert eager flexible mobile	own person self-assured opinionated persistent
2	mild seeks consensus unobtrusive weighs pro/con	contemplative factual logical retiring	discontented energetic fidgety impetuous	autonomous independent firm stubborn
1	agreeing cautious conservative contemplative modest restrained	introspective pessimistic quiet pensive reticent suspicious	active change-oriented fault-finding impatient restless spontaneous	arbitrary defiant fearless obstinate rebellious sarcastic

Character Virtues

Character virtues are those positive character traits (human qualities) we are born with. Each of the four primary DISC styles has VIRTUE STRENGTHS they have developed from a young age they naturally use in certain situations. The following table gives examples of 6 VIRTUE STRENGTHS often observed in each of the four primary styles. When looking to adapt your style read the virtue definition and practice demonstrating the virtue. In what situations would you need to be more friendly, patient, assertive or diligent?

'D' STYLE Strength Virtues	'I' STYLE Strength Virtues	'S' STYLE Strength Virtues	'C' STYLE Strength Virtues
Courage	Enthusiasm	Loyalty	Diligence
Assertiveness	Optimism	Patience	Perseverance
Determination	Trust	Peacefulness	Righteousness
Confidence	Friendliness	Tolerance	Perceptiveness
Independence	Generosity	Consideration	Integrity
Idealism	Cheerfulness	Cooperation	Conscientious

Virtue Definitions

The D Style:

Courage is embracing life fully without holding back, doing what must be done even when it's difficult or risky.

Assertiveness is telling the truth about what is just, setting clear boundaries.

Determination is persevering until we meet our goals and the power of intent that drives our dreams.

Confidence is a sense of assurance that comes from having faith in ourselves and in life.

Independence is making our own choices confidently without undue influence from others.

Idealism is daring to have big dreams and then acting as if they are possible.

The I Style:

Enthusiasm is acting wholeheartedly with eagerness without holding back.

Optimism is having a positive and cheerful outlook.

Trust is positive expectation that all will be well.

Friendliness is reaching out to others with warmth and caring.

Generosity is giving and sharing fully and trusting that there is plenty for everyone.

Cheerfulness is looking for the good in what ever happens and seeing the bright side to life.

The S Style:

Loyalty is unwavering faithfulness and commitment to people and ideas we care about, through good and bad times.

Patience is waiting peacefully with quiet hope and faith that things will turn out all right.

Peacefulness is resolving conflict in a just and gentle way. Having inner calm and tranquility.

Tolerance is being open to differences and refraining from judgements.

Consideration is giving careful thought to the needs of others.

Cooperation is having a willingness to stand side by side and use the different gifts each of us has to offer.

The C Style:

Diligence is doing what needs to be done with care, concentration and single-pointed attention, giving our best.

Perseverance is staying the course for however long it takes.

Righteousness is impeccable integrity to what we know is right.

Perceptiveness is Clarity of insight and an understanding that is intuitive, insightful and accurate.

Integrity is keeping faith with our ideals (principles) and our agreements.

Conscientious is doing one's work or duty thoroughly.

Adapting Your Style

We all want to be a different style sometimes. The questions to ask yourself are, “which style behaviors and character virtues would you like to own for yourself, when would you use them and for how long? Remember a behavior comes from a mindset that is shaped by your beliefs and thoughts. So, adapting your style and developing character virtues will take time and practice. Here are some tips and reflection questions to help you adapt your style and for developing character virtues:

Tips

- 1) Notice when and with whom you would like to shift your behavior, or your perspective to get different results.
- 2) Remember that you have developed your behavioral patterns over a long period of time based on the interpretation you have made up for yourself. Without really changing the way you think, (often called your *Blueprint*) you will no doubt revert back to your natural style. Ask for feedback from others and give yourself time and call on the virtues of *patience* and *trust*.
- 3) Become familiar with the character virtue definitions and practice their observable behaviors.
- 4) Become familiar with the language spoken when practicing each of the character virtues.
- 5) Use the Word Sketch page to choose behaviors that you would like to use and practice these in environments that you feel safe and comfortable in at first.

Reflection Questions

1. What new practice or strategy could you use?

2. What observable behavior and attitude could you use to get your desired result?

3. Who could you team up with that you would like to learn from and imitate, that naturally demonstrates the behavior or virtue – what do you see them doing and what do you hear them saying? Notice their energy. Are you receiving it as a high, medium or low intensity?

4. What perspectives are you seeing things from?

5. What judgements do you have about yourself and others?

6. Which behavior or character virtue do you find the most difficult to use? What limiting belief do you have about this behavior or virtue? Or about yourself and others?

7. What results do you want?

REFERENCE – Character Virtues Definitions

The Virtues Project™ is a global grassroots initiative to inspire the practice of virtues in everyday life, sparking a global revolution of kindness, justice, and integrity in more than 100 countries through Facilitators, Master Facilitators, Champions and Virtues Connections. The Virtues Project empowers individuals to live more authentic meaningful lives, families to raise children of compassion and integrity, educators to create safe, caring, and high performing learning communities, and leaders to encourage excellence and ethics in the work place. It has inspired and mobilized people worldwide to commit acts of service and generosity, to heal violence with virtues.

The Five Strategies™ awaken the gifts of character, through inspiring programs, books, and materials that help us to remember who we really are and to live by our highest values. Linda Kavelin-Popov, Dr. Dan Popov and John Kavelin founded the Virtues Project in Canada in 1991. It was honored by the United Nations during the International Year of the Family as a "model global program for families of all cultures".

RESOURCES

Explore the following site for additional PeopleSmart resources and tools, DISC Certification Training in the **PeopleSmart DISC Interpretation Method™**, **DIScovering Me Program™** for Youth that includes the following assessments, lesson plans, teaching guides and resources: DIScovering Me – DISC for Self, DIScovering My Leadership Style, DIScovering My Career Path and DIScovering My Emotional Intelligence.

<http://www.PeopleSmartWorld.com>

The Platinum Rule a book by Dr. Tony Alessandra. Many of us grew up believing the wisdom of treating others the way you 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. Visit the PeopleSmart World.com online shop to buy **The Platinum Rule**

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Congratulations for taking this step towards understanding yourself and others better. This is only the tip of the iceberg in terms of the resources we have for you so, we would like to include you in occasional email invitations and newsletters. If you prefer not to receive these, or if your email changes, please email details to the above email address.

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