



DISCflex™

DISCflex™ Essentials

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Summary & Sources

What Does This mean?

Your score and comparison are presented in a bar chart. The chart shows your score and comparison to the average score of all participants. The chart also shows the distribution of scores for all participants. The chart is color-coded by score range.

Compare your behaviors

Understanding the differences between your behaviors and the behaviors of others is a key to success. This chart compares your behaviors to the behaviors of others. The chart is color-coded by behavior type.

A pie chart with five segments in different colors (red, yellow, green, blue, purple). Below it is a bar chart with five bars of different heights and colors (red, blue, green, yellow, purple).



Overview of DISCflex™

DISCflex™ Reports are one of the best (and most widely used) profiling vehicles to assess a person's overall behavioral tendencies. By completing a DISCflex™ Assessment you reveal the elevations of four DISCflex™ Factors - Dominance, Influence, Steadiness, and Compliance. The DISCflex™ Essentials Report explains how the individual DISCflex™ Factors govern the choices you make and to a large extent control your decision making processes. The four factors also have significant upon your teambuilding abilities and play a role in how you form relationships. In addition, these also influence how people perceive you, how you interact and communicate with others.

Self and 3rd Party Insight

The DISCflex™ Essentials Report is based on self-perception. The questions you answered about yourself in the DISCflex™ assessment are only part of the picture you should have access to regarding your behavior. By including the option of providing third party insight (i.e. the current perceptions of co-workers, family, and friends), we can provide a highly customized 360-like vehicle for your review. But remember, it is a "snapshot in time."

Goals

This compendium will assist you in uncovering your strengths in your business life, will provide ways to mitigate your weaknesses, and will provide valuable Coaching Advice on how best to "become a chameleon on a rainbow," being able to adapt to any professional situation. The goal is to provide you with a complete guide to understanding your behavior and your coworkers' perception of how you interact with them. Therefore, after you become more knowledgeable by going through this report, it is a good idea to retake the assessment or, at the very least, send it out to others for subsequent third party inputs to gauge whether you have changed what you wanted to - especially through other people's perception.

Make Notes and Take the Opportunity to Be Introspective

As you go through the report, you will see coaching advice and tips to enhance your self-awareness and skills. To increase your appreciation of your impact on others, we encourage you to take ample notes about what you need to work on to become more effective at influencing others. Most important, your four DISCflex™ Factors affect how people perceive you and react to you, oftentimes making the critical difference in whether your coworkers and peers will trust you or will make the decision about whether to follow your lead. As you read, please incorporate the coaching advice into your behaviors by thinking back on prior situations and thinking about what you might do differently if a similar situation arises. This "prethinking" will help you in "rehearsing" how to change your attitude, emotional involvement, words, or actions in the future and will most certainly assist you in understanding your behavioral tendencies and strengths more clearly.

Disclaimer: The intent of this report is that it is not to be used for hiring decisions, nor is it appropriate for decisions regarding promotions or any other performance-based inquiries. This report can be used for professional development recommendations in tandem with our patent-pending eLearning, coaching and training solutions, as well as for Blended Learning.

What is a DISC Assessment?

We are often asked "What is a DISC Assessment?", "How do I pass a DISC Assessment?", or "Can I fail a DISC Assessment?" A DISC Assessment is not a test, so it is impossible to fail. So what does a DISC assessment measure? DISC assessments measure your different levels of each of the four DISC Factors:

Dominance: Your need for **control** and your source of **ambition**. Whenever you are feeling self-motivated, you are using your 'D' factor.

Influence: Your need for **communication** and your source of **persuasion**. Whenever you are feeling talkative, you are using your 'I' factor.

Steadiness: Your need for **planning** and your source of **thoughtfulness**. When you are being strategic or go out of your way to help someone, you are using your 'S' factor.

Compliance: Your need for **structure** and your source of **organization**. When you become extremely focused on completing your tasks, you are using your 'C' factor.

DISC Profile:

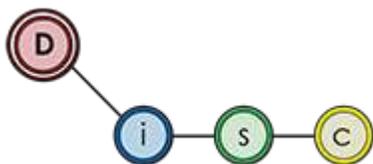
Our algorithm takes your answers to all the questions and instantly creates your DISCflex Profile. Your DISCflex Profile is based off of your highest factor(s) and will allow anyone trained in DISCflex to quickly identify with your general behavioral style. Each profile can be broken down easily once you remember which attributes belong to which factor. Not everyone has the time to memorize these factors and what each of them means, so we also generate your DISCflex Report.

DISCflex Report:

Once your DISCflex Profile is established our system will automatically generate a DISCflex Report that can be downloaded directly to your computer or printed. Your DISCflex Report will give you detailed information about your DISCflex Profile and how it will impact your behavior in different settings or situations. Your DISCflex Report will vary slightly from other people with your same general DISCflex Profile because our system takes all 4 of your factor scores into account when generating your report. For instance, you and your colleague might both be a "High I" as your profile, but the other 3 factors may vary. In this scenario, even though you both have an elevated I, your DISCflex Reports will read differently. Your report will also provide tips and beware about how to avoid your potential weaknesses in situations that may get you into trouble.

Flexing Your Behavior:

Once you have read your report and become familiar with your behavior style and how it can affect the people around you, the next step is to start flexing. Flexing refers to internally monitoring your behavior and choosing how you interact or react in situations. For example, an extrovert may need to "dial down" their Influence factor and talkative impulses during a meeting to make sure the team stays focused on the task at hand. An introvert may need to "dial up" their Influence factor during a meeting to make certain that their views and opinions are heard and taken into account. Flexing refers to the conscious adjustment in behavior, whereas the term *morphing* refers to the change in your natural behaviors over time due to flexing.

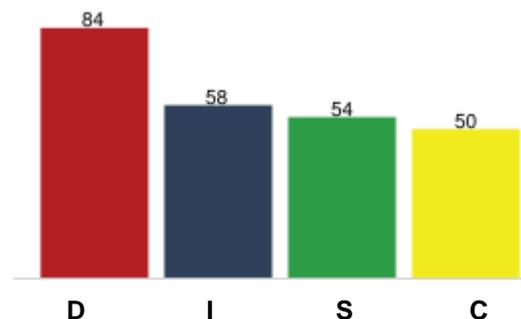


My DISCflex™ Pattern

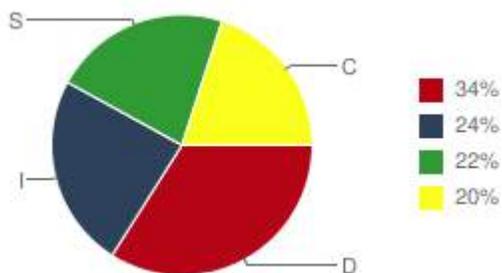
You have an elevated Dominance pattern. You are strong willed, self-motivated, and determined in your actions. You like to be in a leadership role and will typically take charge and make decisions very quickly.

What does that mean?

You love to be constantly challenged and rely on your decision making to solve problems. You are able to initiate action and lead others by taking charge. Routines bore you and you strive to accomplish your own vision. You can challenge others thoughts or ideas and are not afraid to argue your point of view.



Compare your behaviors



Looking at the big picture, you are able to see your behavioral style is governed most by your Dominance Factor. The pie chart indicates a clearer overall picture - a snapshot - of all four factors in your behavioral pattern. When you compare and contrast the bar versus pie chart to your coworkers, you can gauge your behavioral style's strengths and weaknesses, enabling you to see what things separate your actions from others. You can use this to recognize how to incorporate behaviors in the different situations you come across in life.

Strengths

- Determined
- Negotiation
- Strategizing
- Pioneering

Potential Challenges

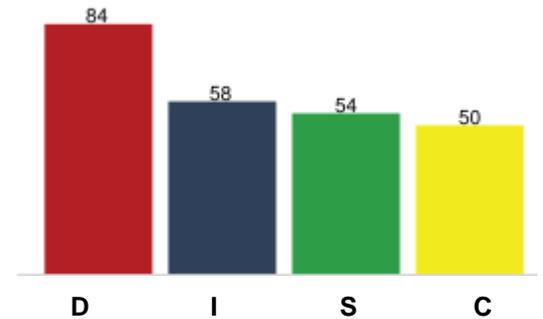
- Focus
- Giving up control
- Prioritization
- Deciding too quickly

Motivators

Ready to get motivated? We've highlighted some key things that get your blood pumping. You will find that some of these motivators happen on an unconscious level. Use these to explore other motivators you have within yourself and that guide you to certain decisions and actions.



- Results
- Challenges
- Being the leader
- Working toward goals with others
- Being able to work at a steady pace
- Multi-tasking



Stressors

When you get angry or frustrated, it's due to one of your stressors. This list provides some of the deeper stress factors that happen in your brain and cause you to act in a negative manner. When you let your stressors get to you, always know that you are at risk of causing conflict within yourself and your relationships with others. Understanding your stressors can help you prevent this.



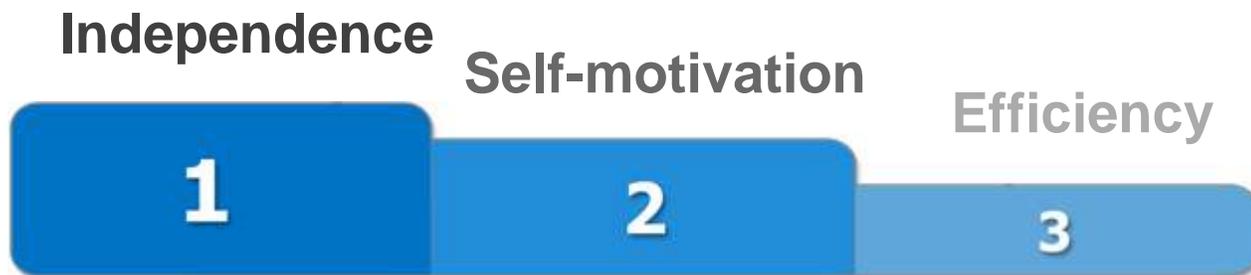
- Rules
- Details
- Not being in control
- Making individual decisions
- Inconsistencies
- Maintaining Organization

Sub-factors Overview

DISC Sub-factors™ describe the relationship between two DISC Factors. Anytime you make the choice to behave, you make the choice to use a factor. If you want results, you use your D. Speaking to people in friendly terms means your I is in play. Loyal? You picked your S to govern the situation. Deciding to stick to the rules means your C is dominating. Which factor of the two is the most "overriding" determines the subfactor. Your top three sub-factors indicate which behavioral tendencies you are naturally inclined towards. These rule your behavior, while the opposing subfactors are the behaviors you typically use the least. We think that being able to use all the subfactors consciously for the correct situation builds behavioral strength. At the very least, you should know where your natural tendencies lie. Your behavioral tendency will fall somewhere on this spectrum, and you need to utilize your sub-factors to "Drive" toward success. Be careful to choose your subfactors wisely, making certain you don't always override your Opposing Sub-Factors. Consciously choosing to always "dial up" or "dial down" your behavior will bring you balance on this behavioral spectrum.

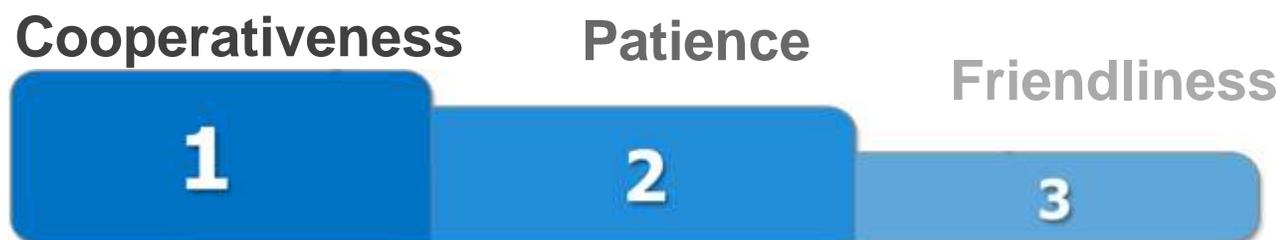
Driving Sub-factors

Driving Sub-factors™ are your natural behavioral tendencies. When used properly these natural tendencies can provide great results, but be careful not to dominate your opposing sub-factor. Be aware of the situation and "dial" your behavior to match it.



Opposing Sub-factors

Opposing Sub-factors™ are the behavioral tendencies you naturally use the least. These are tendencies you need to consciously focus on "dialing up". Be aware of the situation and "dial" your behavior to match it.



Driving Sub-factor

Independence

With your Dominance factor greater than your Compliance factor, this gives you the Sub-factor Independence. You take pride in being able to accomplish things on your own. You act as a visionary by being able to create your own rules and ways of doing things.



- Self-determined
- Objective
- Free
- On your own
- Private
- Self-reliant

Opposing Sub-factor

Cooperativeness

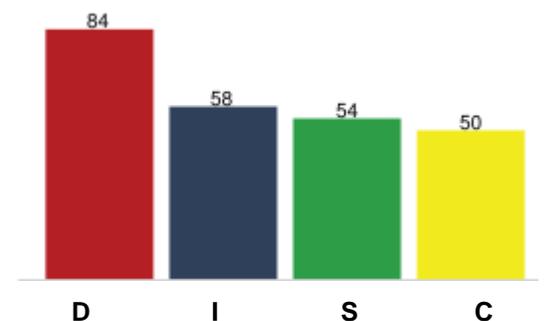
Cooperativeness is the opposing sub-factor to Independence. Working independently is good, but be sure that you are keeping the big picture goals of your team or organization in mind. "Dial Up" your C Factor to ensure you are cooperating within established standards and with the appropriate parties.



- Be positive about what you can achieve with other people.
- Be enthusiastic about working together.
- Make sure everybody understands why you're cooperating.
- Set ego aside and focus on team goals.
- Open the lines of communication and have mutual respect.
- Be accepting of others and changes that happen. Build trust by being open.

Your Scores

Take another look at your scores. The greater the gap between two factors, the harder it will be for you to flex from your Driving Sub-factor to your Opposing Sub-factor. The more you practice dialing up your opposing factor the easier it will become to situationally flex. The goal is to utilize the appropriate behavior depending on any given situation.



Driving Sub-factor

Self-motivation

With your Dominance factor greater than your Steadiness factor, this gives you the Sub-factor Self-motivation. You always like to be on the move and think of ways to get things done. By creating new plans and ideas, you do not need other people to tell you what to do because you are the one that looks to take action.



- Active
- Energetic
- Forceful
- Creative
- Full of life
- Lively

Opposing Sub-factor

Patience

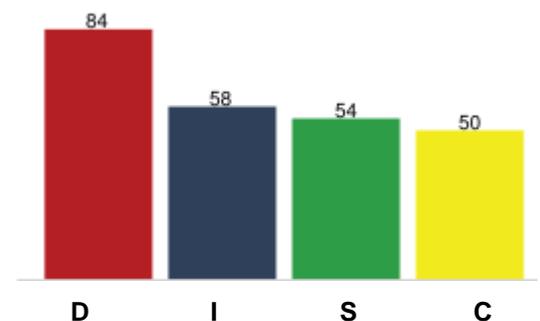
Patience is the opposing sub-factor to Self-Motivation. Sometimes it is a good idea to step back, assess the situation, and gather feedback from others before moving forward. Be sure to "Dial Up" your S Factor in order to listen and think objectively before taking action.



- Anticipate when you might become impatient. Visualize yourself as a patient person.
- Calm down and rationalize the situation, look at the big picture.
- Empathize with people around you.
- Prepare a plan for when patience is needed.
- Remember that good things take time to happen.
- Find your patience patterns and recognize your triggers.

Your Scores

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Driving Sub-factor

Efficiency

With your Dominance factor greater than your Influence, this gives you the Sub-factor Efficiency. You are driven to accomplish your task the most effective way possible. You are able to focus on the project at hand and will not be distracted by personal aspects of a situation.



- Productivity
- Performance
- Effective
- Know-how
- Organized
- Competency

Opposing Sub-factor

Friendliness

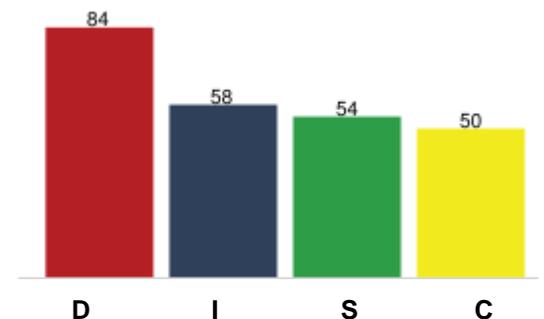
Friendliness is the opposing sub-factor to Efficiency. You may need to focus on building better relationships. When you are stressed and in "work mode" don't forget to be polite to those around you. "Dial Up" your I Factor to the proper level of friendliness that the situation calls for.



- Engage in conversation and listen more than you talk.
- Be positive when you talk to people.
- Invite people to spend time with you.
- Remember the Golden Rule.
- Practice humility.
- Be genuinely interested in learning from and about other people.

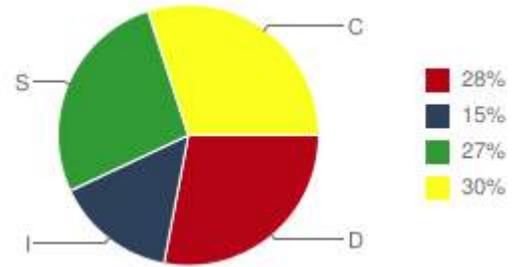
Your Scores

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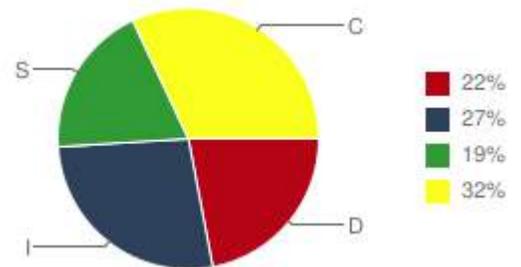
Co-workers may see you as...

- Patient
- Leader
- Practical
- Thoughtful
- Regimented
- Productive
- Reserved
- Systematic
- Decisive
- Attentive
- Adaptable
- Poised



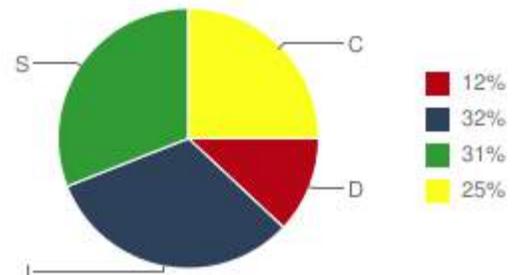
Family may see you as...

- Technical
- Focused
- Organized
- Cooperative
- Regimented
- Productive
- Talkative
- Curious
- Decisive
- Attentive
- Composed
- Persistent

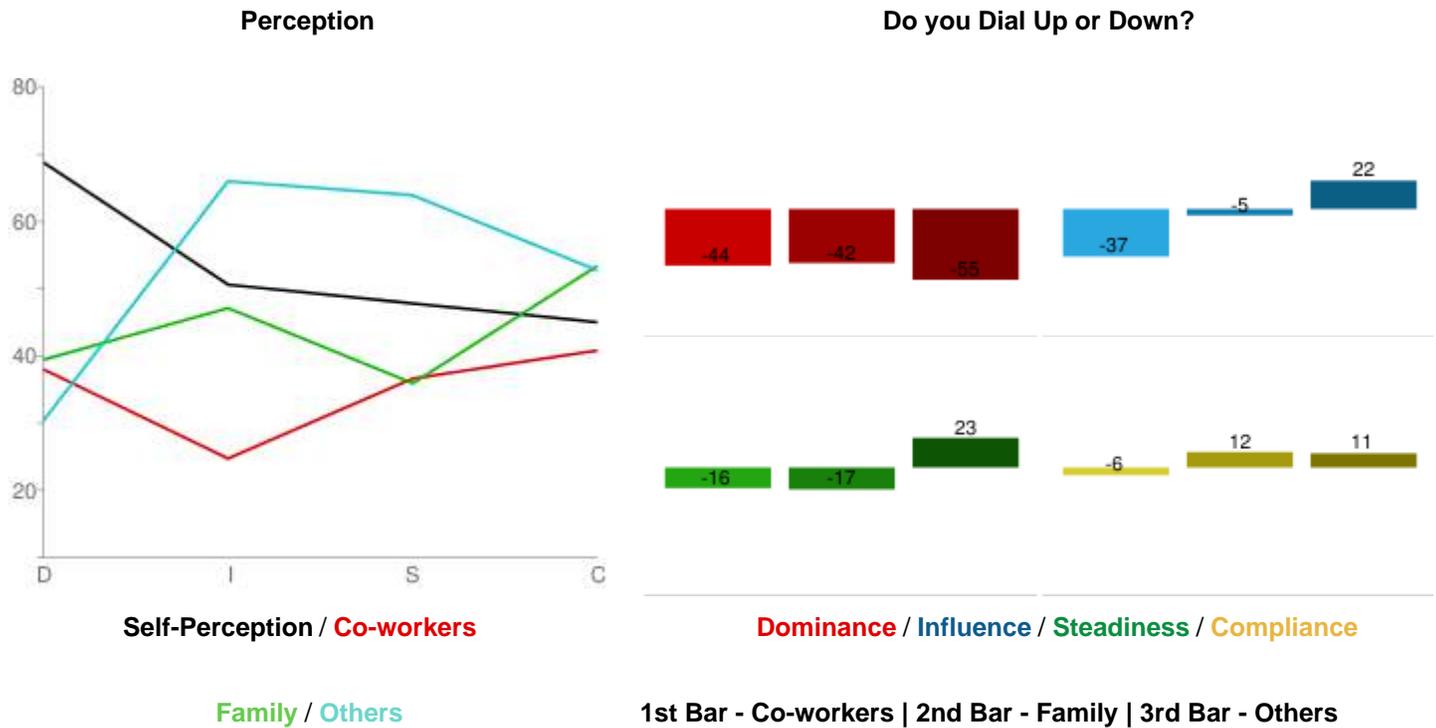


Others may see you as...

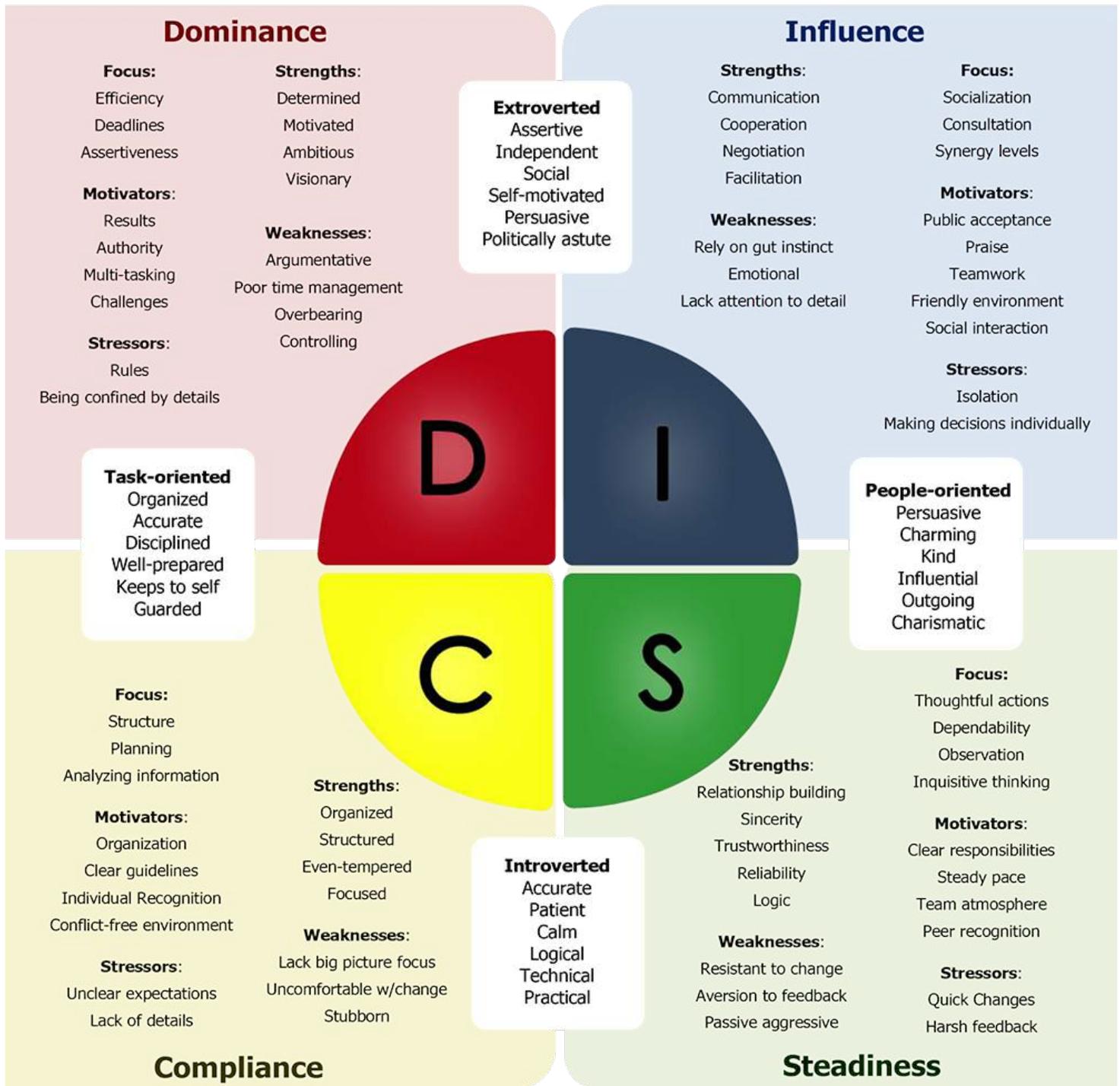
- Charming
- Charismatic
- Kind
- Persuasive
- Regimented
- Productive
- Delightful
- Personable
- Helpful
- Sincere
- Composed



Third Party Variances



DISC Factor	Self-Perception	Third Party Perception	Variiances	% Difference
Dominance	84	Co-workers 40	-44	110%
		Family 42	-42	100%
		Others 29	-55	190%
Influence	58	Co-workers 21	-37	176%
		Family 53	-5	9%
		Others 80	22	28%
Steadiness	54	Co-workers 38	-16	42%
		Family 37	-17	46%
		Others 77	23	30%
Compliance	50	Co-workers 44	-6	14%
		Family 62	12	19%
		Others 61	11	18%



How to Dial Up & Dial Down

DIAL UP

DIAL DOWN

DOMINANCE

INFLUENCE

STEADINESS

COMPLIANCE

Do, not say
Set SMART goals
Use the subconscious mind
Try something new
Watch the leader

Act quickly
Take risks
Change your pace
Be the leader

Control and monitor your self-talk
Be enthusiastic
Learn to mirror and match
Extend invitations to others
Share your knowledge
Work on teams
Talk to people
Get others' opinions
Become more convincing
Practice public speaking

The Perceptual Prism
RA² Interface (responsibility & accountability)
Stick to what you are doing (commitment & consistency)
Have a purpose when you speak
Plan
Define what you're doing (responsibilities, accountability, and authority)
Eliminate distractions

Prioritize your tasks
Structure your day
Know the guidelines
Create appropriate quality standards
RA² Interface (responsibility & accountability)
Plan a major project
Outline the boundaries
Ask an expert (or perceived expert)
Refer to the instructions

Take a time out
Listen to others
Let others speak for themselves
Wait to provide feedback
Follow the rules
View the Perceptual Prism
Think through situations
Get one task completed at a time
Put some energy into building trust with others
Let an argument go
Review your biases
Let someone else lead
Ask what you can do for others

Close yourself off from interactions during certain times of day
Say what you need to say once (avoid repeating yourself)
Let others talk
Do what you can for your team without asking
Find the root cause
Let things happen
Concentrate on following through
Translate ideas into an implementable action plan
Watch out for GroupThink and other biases

Be efficient
Forgive and forget
Try something new
Take a calculated risk
Be open to change
Be flexible
Think about the most important aspects of your life
Take a break
Find a mentor
Become more task-oriented

Be open minded
Question why people create rules (including benefits and consequences)
Speak up
Be creative
Take calculated risks (and make decisions)
Change your routine
Learn rapport building techniques
Confront your biases
Take initiative
Focus on behaviors
Look at the big picture

	Dominance	Influence	Steadiness	Compliance
Strengths	<ul style="list-style-type: none"> Determined Motivated Ambitious Visionary 	<ul style="list-style-type: none"> Social skills Influence & communication Cooperation Negotiation & facilitation 	<ul style="list-style-type: none"> Build strong relationships Sincerity & trustworthiness Reliable Logical 	<ul style="list-style-type: none"> Organized & structured Even-tempered Focused Responsible
Potential Weaknesses	<ul style="list-style-type: none"> Argumentative My way or the highway Overbearing Controlling 	<ul style="list-style-type: none"> Reliance on gut instinct Insecure Lack attention to detail May let deadlines slip 	<ul style="list-style-type: none"> Resistant to change Dislike giving or receiving feedback Passive-aggressive Possibility to be self-absorbed 	<ul style="list-style-type: none"> Lack big picture focus Uncomfortable with change Confined by procedures Stubborn
Motivators	<ul style="list-style-type: none"> Results Authority Multi-tasking Challenges 	<ul style="list-style-type: none"> Acceptance & praise Peaceful & friendly environment Working with others Social situations 	<ul style="list-style-type: none"> Clear responsibilities Steady pace Group environment Recognition 	<ul style="list-style-type: none"> Organizational effectiveness Defined tasks/responsibilities Recognition & reassurance Conflict-free environment
Stressors	<ul style="list-style-type: none"> Inaction Rules No decisions being made Being confined by details 	<ul style="list-style-type: none"> Isolation Lack of communication Making decisions individually 	<ul style="list-style-type: none"> Quick changes Harsh feedback Taking sudden action Unclear communication 	<ul style="list-style-type: none"> Insufficient planning Multi-tasking Not knowing expectations Lack of detail or information
Communication Style	<ul style="list-style-type: none"> Important information only No idle chatter Big picture focus 	<ul style="list-style-type: none"> Discussing information Talking through options Brainstorming 	<ul style="list-style-type: none"> Prefer meaningful communication Status updates Thoughtful dialogue 	<ul style="list-style-type: none"> Details and logical answers Cover all possibilities Clear expectations
Decision Making	<ul style="list-style-type: none"> Quick to decide & act Comfortable with risks Decisions are based on the big picture Prefer authoritative decisions 	<ul style="list-style-type: none"> Receive feedback from others before acting Rely on gut instinct Prefer to know how others would act Prefer consensus decisions 	<ul style="list-style-type: none"> Prefer practical options Hesitant to act Need contingency plan Prefer ad hoc decisions 	<ul style="list-style-type: none"> Focused on facts rather than feelings Prefers to get all the facts Prefer fact-finding over making the final decision Prefer rational decisions