



Essentials

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What is a DISC Assessment?

DISCflex™ assessments are used to evaluate your overall behavioral tendencies. By completing a DISCflex™ Assessment you reveal the elevations of four DISCflex™ Factors - Dominance, Influence, Steadiness, and Compliance, on a scale from 0-100. Based on those DISC Factor scores, we came up with DISC Patterns to quickly identify which factor(s) you display most often. Please note: there are no right or wrong answers and there is no perfect score or pattern!

Let's quickly define what DISC stands for before we delve into the details.

Dominance is your need for **control** and your source of **ambition**.

Whenever you are feeling self-motivated, you are using your 'D' factor.

Influence is your need for **communication** and your source of **persuasion**.

Whenever you are feeling talkative, you are using your 'I' factor.

Steadiness is your need for **planning** and your source of **thoughtfulness**.

When you go out of your way to help someone, you are using your 'S' factor.

Compliance is your need for **structure** and your source of **organization**.

When you become extremely focused on completing your tasks, you are using your 'C' factor.

Goals

This report will assist you in uncovering your strengths and will provide ways to mitigate your weaknesses. The report 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. The DISC eLearning was designed to help you practically apply what you have learned. It is a good idea, therefore, after you become more knowledgeable by going through the course materials, that you should retake the assessment.

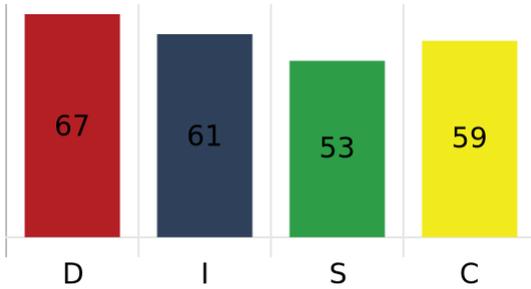
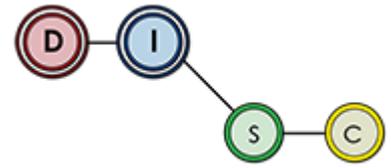
Flexing Your Behavior

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 to 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. While 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.

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.

My DISCflex™ Pattern

Your behavioral style shows elevated Dominance and Influence patterns. You typically will take charge and make decisions but will do so with a people focus. People look to you for guidance, as your actions are persuasive and motivate others.

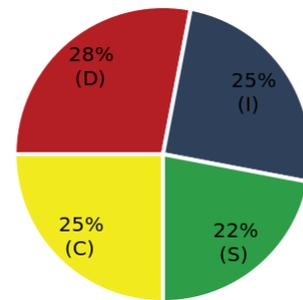


What does that mean?

You are result oriented and determined to complete your goals. Your decisions are able to persuade and motivate others. This allows you to excel in team environments as you are able to act as a leader or authoritative figure. You initiate action and are not scared of conflict as you will 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 and Influence Factors. 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

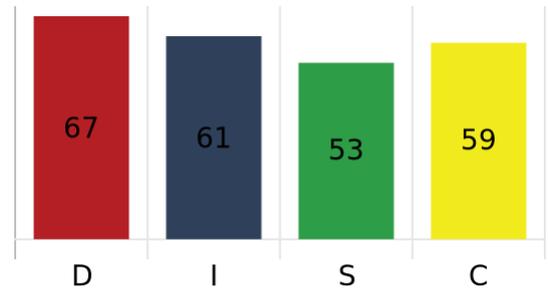
- Ambitious
- Negotiation
- Strategizing
- Planning

Potential Challenges

- Focus
- Giving up control
- Want results now
- Time management

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
- Social Interaction
- Control
- Working toward goals with others
- Being able to work at a steady pace
- Structure

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
- Isolation
- Confined to structure
- Making individual decisions
- Inconsistencies
- Unknown expectations

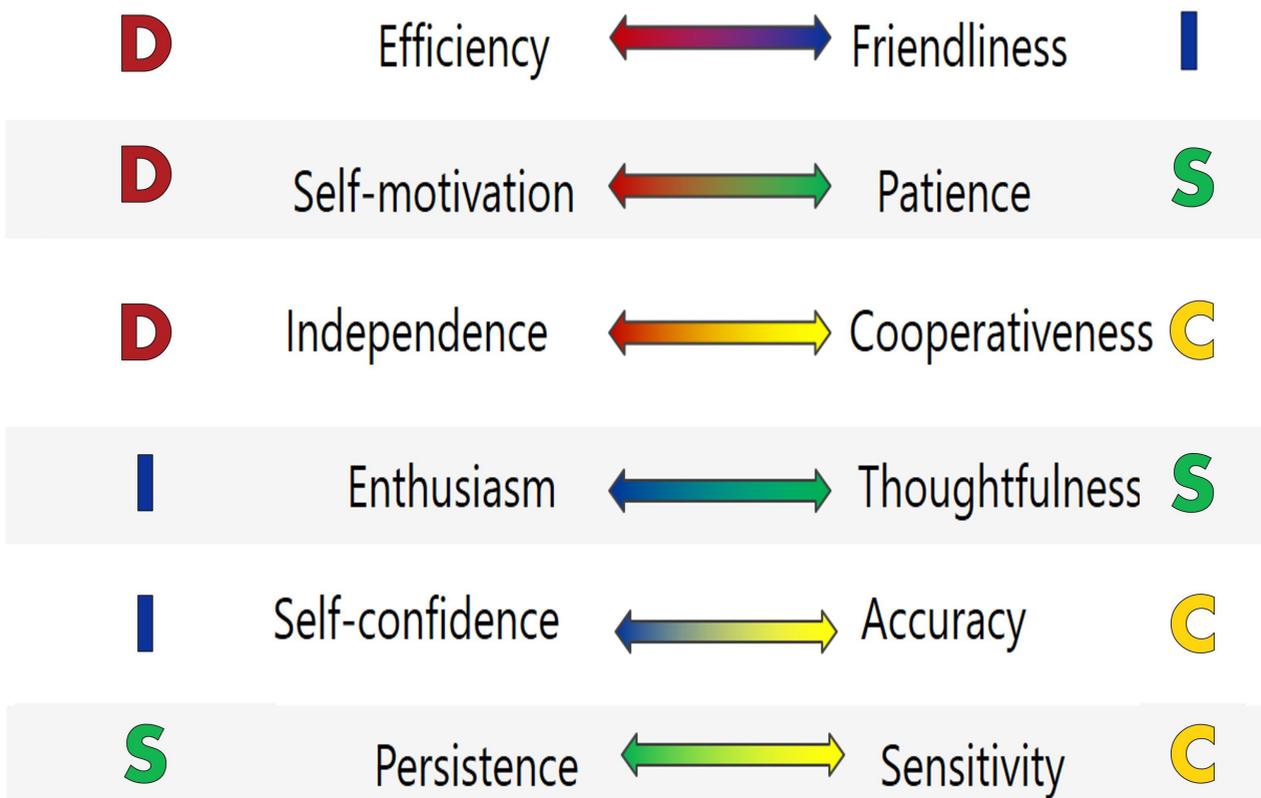
Introduction to Sub-factors

DISCflex Sub-factors™ describe the relationship between two DISC Factors. Simply put, a Sub-Factor is your natural tendency to use one DISC Factor over another. There are 12 Sub-Factors on 6 different specturms (see below). Each Sub-Factor Spectrum is made up of two strengths, one for each DISC Factor being measured. The larger the gap between your scores for the two Factors, the harder it might be for you to flex from your Driving (natural) Factor to your Opposing Factor.

Flexing your behavior to focus more on one side of the Spectrum may require you to consciously focus less on the other side. For instance, to become more *efficient*, you may have to focus on giving up some *friendliness*, and vice-versa. Your focus can (and should) change situationally, whether intentionally or unintentionally. The goal is to be aware of your natural tendencies and be able to intentionally adjust your behavior to whichever Factor would provide a more beneficial outcome.

Before looking at your results on the following pages, take a look at the 6 spectrums and figure out which end of each spectrum you lean towards most often. Circle the 3 skills that are easiest for you, and put a star next to the 3 skills you need to work on most. If you feel you can use both skills interchangeably, put a circle in the middle of the spectrum. Then see how your results compare to your assessment results on the following pages.

The 6 Sub-Factor Spectrums



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.

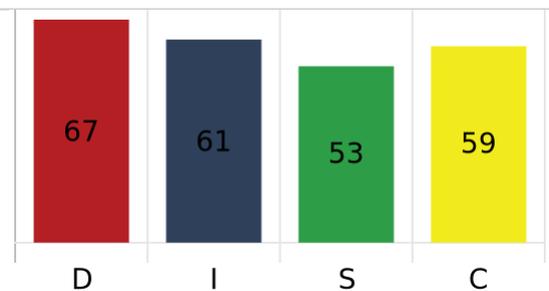


- Anticipate when you might become impatient. Visualize yourself as a patient person.
- Calm down and rationalize the situation, look at the big picture.
- Empathize with people around you.
- Prepare a plan for when patience is needed.
- Remember that good things take time to happen.
- Find your patience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

Your Scores

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

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.

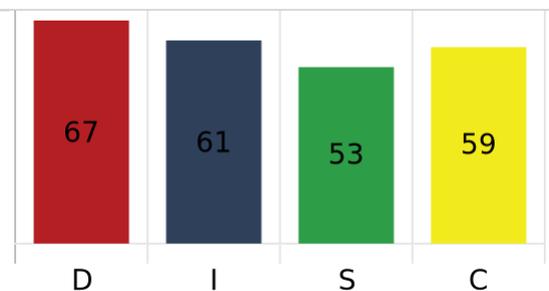


- Be positive about what you can achieve with other people.
- Be enthusiastic about working together.
- Make sure everybody understands why you're cooperating.
- Set ego aside and focus on team goals.
- Open the lines of communication and have mutual respect.
- Be accepting of others and changes that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

Enthusiasm

With your Influence factor greater than your Steadiness factor, this gives you the Sub-factor Enthusiasm. You have high energy and enjoy looking at the positive side of a situation. You enjoy sharing your views with others and are able to motivate them with your passion.



- Eagerness
- Passion
- Interest
- Conviction
- Excitement
- Gusto

Opposing Sub-factor

Thoughtfulness

Thoughtfulness is the opposing sub-factor to Enthusiasm. You may get so excited to do something, that you don't put enough time or thought into it. Be aware of your actions and "Dial Up" your S Factor to the appropriate level to ensure enough thought is going into your actions.

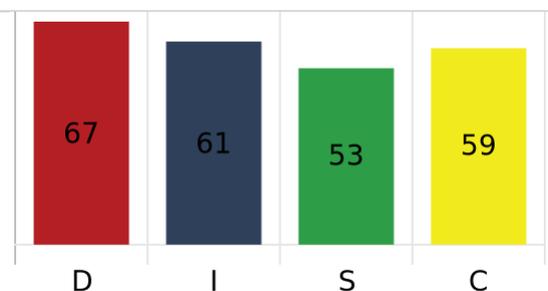


- Make eye contact, keep an open stance and read nonverbal cues.
- Listen with a view to understanding.
- Defer judgement, focus on the positive.
- Be humble when receiving praise, be liberal when giving praise.
- Don't set high expectations on others.
- Make an effort to observe what is happening around you.

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.



Why is 3rd-Party Feedback Important?

3rd-Party Feedback is an important tool that helps you better understand your relationship with others. Seeing how other people view your behavior can help you identify "Blind-Spots" in your behavior. Your self-perception can be skewed to reflect how you *would like to believe* you act, but gathering feedback from others can confirm or contradict your self-perception. Using this information, you can take a step back and try to understand *why* others might see your behaviors the way they do.

How does 3rd-Party Feedback work?

Your 3rd-Party Assessors are asked to take a 22 Question Assessment about your behavior. The information on the following 3rd-Party Pages is based on the feedback provided by your assessors. If only one person completed the assessment (within each group) you will see only one person's opinion, but if two or more people have taken the 3rd-Party Assessment you will see the aggregate of their responses. The 3rd-Party Results paint a picture of how people perceive you that will get clearer with more people's feedback.

How do I invite more 3rd-Party Assessors?

You can invite additional 3rd-Party Assessors anytime by logging into your User Account and clicking the **"Invite 3rd-Party Guests"** button. Download your report again to get the latest 3rd-Party Results.

Why are there 3 different groups?

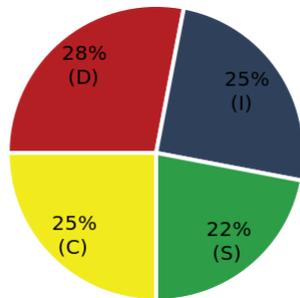
We break the feedback into 3 different groups to see how you behave in different environments. For example, some people behave very differently at work than they do at home, and that's okay. The important thing is to use this feedback to "look in the mirror" and see if other people perceive you the way you want to be perceived, and taking steps to adjust your behavior when there are discrepancies.

You will have the option to mark each assessor as a Co-worker, Family, or Friend. Be sure to classify your 3rd-Party Assessor into the correct group to get the most accurate information in your report. If a person fits into more than one group, simply select the best fit for the individual and their results will populate into that group's results.

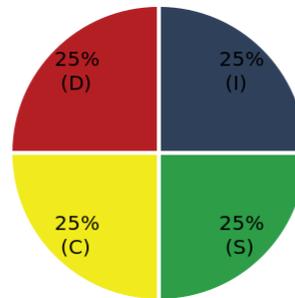
Do the 3rd-Party Assessments affect my whole DISCflex Report?

No. The feedback we gather from 3rd-Party Assessors will only affect the 3rd-Party Pages of this report. The rest of this report is based solely from your self assessment results.

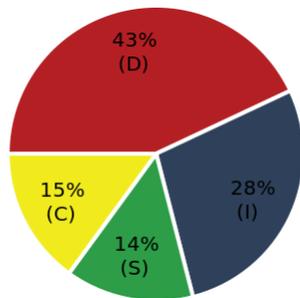
How You See Yourself



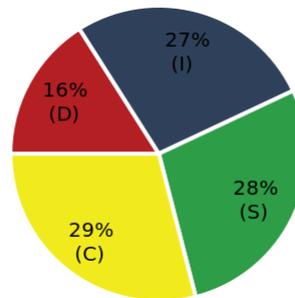
How Co-workers See You



How Family Sees You



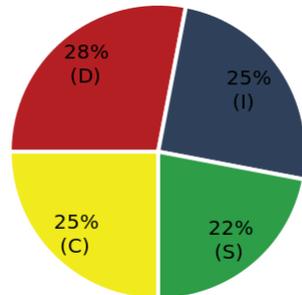
How Friends See You



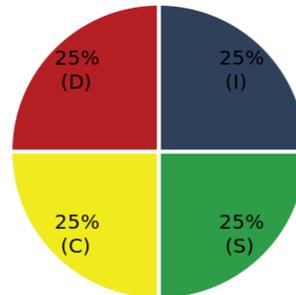
DISC Factor	Self-Perception	3rd-Party Perception		Variations
Dominance	67	Co-workers	61	-6
		Family	98	31
		Friends	38	-29
Influence	61	Co-workers	62	1
		Family	65	4
		Friends	64	3
Steadiness	53	Co-workers	62	9
		Family	33	-20
		Friends	66	13
Compliance	59	Co-workers	62	3
		Family	34	-25
		Friends	70	11

3rd-Party Details - Co-workers

How You See Yourself



How Co-workers See You



DISC Factor	Self-Perception	Co-workers Perception	Variances
Dominance	67	61	-6
Influence	61	62	1
Steadiness	53	62	9
Compliance	59	62	3

How Co-workers May Describe You

Your co-workers have indicated that your behavioral style shows a DISCflex pattern that is balanced across the factors. You tend to look at the situation for guidance in what behavior should control your actions and communications. You are methodical and can be persuasive, motivated, thoughtful, or go into execution mode as the situation requires. Co-workers may see you as a 'Jack of all Trades'.

How Co-workers might describe your Strengths and Challenges...

Strengths

- Proactive
- Sociable
- Considerate
- Focused

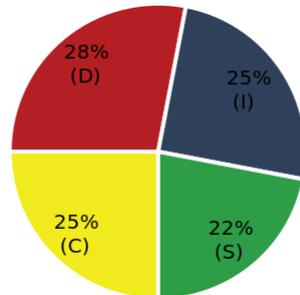
Potential Challenges

- Decision making
- Overthinking situations
- Overly confident
- Stressed easily at times

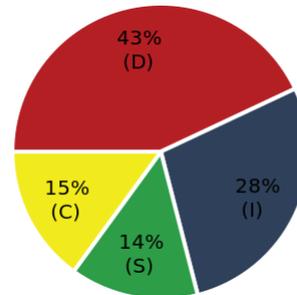
**It is important to note that your 3rd Party Assessors did not select any of these specific adjectives during the assessment process. We take this feedback with a grain of salt! **

3rd-Party Details - Family

How You See Yourself



How Family See You



DISC Factor	Self-Perception	Family Perception	Variances
Dominance	67	98	31
Influence	61	65	4
Steadiness	53	33	-20
Compliance	59	34	-25

How Family May Describe You

Your family members have indicated that 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.

How Family might describe your Strengths and Challenges...

Strengths

- Determined
- Sociable
- Spontaneous
- Creative

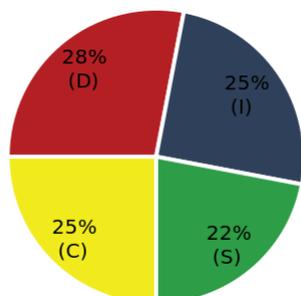
Potential Challenges

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

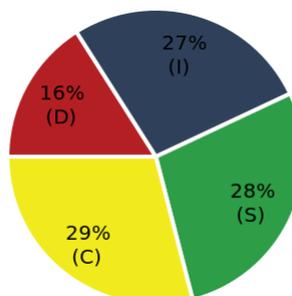
It is important to note that your 3rd Party Assessors did not select any of these specific adjectives during the assessment process, so take this feedback 'with a grain of salt'.

3rd-Party Details - Friends

How You See Yourself



How Friends See You



DISC Factor	Self-Perception	Friends Perception	Variiances
Dominance	67	38	-29
Influence	61	64	3
Steadiness	53	66	13
Compliance	59	70	11

How Friends May Describe You

Your friends have indicated that your behavioral style shows elevated Influence, Steadiness, and Compliance patterns. You are able to persuade others, plan well, and build strong relationships. You make patient decisions by following rules and guidelines but will take the time to figure out how decisions made will impact everyone. You are very loyal.

How Friends might describe your Strengths and Challenges...

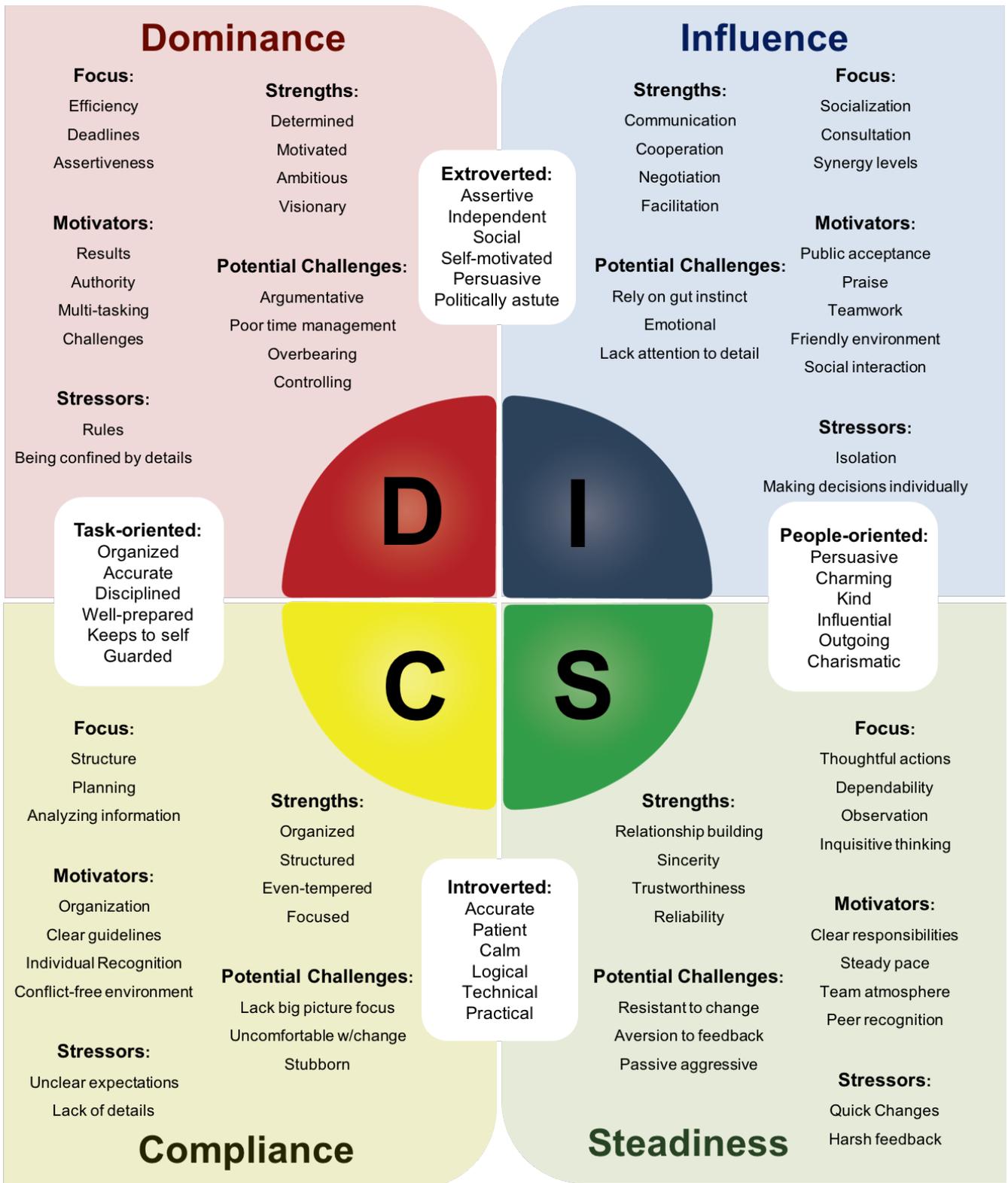
Strengths

- Easy Going
- Sociable
- Considerate
- Focused

Potential Challenges

- Motivation
- Prioritization
- Determination
- Decision making

It is important to note that your 3rd Party Assessors did not select any of these specific adjectives during the assessment process, so take this feedback 'with a grain of salt'.



Dialing DISC Quick Reference



<p style="writing-mode: vertical-rl; transform: rotate(180deg);">How to Dial Up & Dial Down</p>	<p>DIAL UP</p>	<p>DOMINANCE</p> <ul style="list-style-type: none"> Don't say it. Do it! Set goals Use the subconscious mind Try something new Watch the leader Act quickly Take risks Change your pace Be the leader 	<p>INFLUENCE</p> <ul style="list-style-type: none"> Control and monitor your self talk Be enthusiastic Learn to mirror and match Extend invitations to others Work on teams Talk to people Get others' opinions Become more convincing Practice public speaking 	<p>STEADINESS</p> <ul style="list-style-type: none"> Stick to what you're doing (commitment & consistency) Have a purpose when you speak Plan Define what you're doing (responsibilities, accountability and authority) Eliminate distractions 	<p>COMPLIANCE</p> <ul style="list-style-type: none"> Prioritize your tasks Structure your day Know the guidelines Create appropriate quality standards Plan a major project Outline the boundaries Ask an expert (or perceived expert) Refer to the instructions
	<p>DIAL DOWN</p>	<p>DOMINANCE</p> <ul style="list-style-type: none"> Take a time out Listen to others Let others speak for themselves Wait to provide feedback Follow the rules 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 	<p>INFLUENCE</p> <ul style="list-style-type: none"> Close yourself off from interactions during certain times of the 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 biases 	<p>STEADINESS</p> <ul style="list-style-type: none"> 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 	<p>COMPLIANCE</p> <ul style="list-style-type: none"> 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