

The DISCstyles™ DISC-M Online Report

Personalized Report For:

Sample Report

Focus: Family

12/13/2011

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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 the DISCstyles™ Online Report

Congratulations on your decision to take the DISC Online Assessment.

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.

With this personalized DISC report, you have the tools to help you become a better you and help you behave more maturely and productively. Then you can develop and use more of your natural strengths, while recognizing, improving upon and modifying your limitations. This report does not deal with values or judgments. Instead, it concentrates on your natural tendencies that influence your behavior.

Our DISC Online System focuses on patterns of external, observable behaviors using scales of directness and openness that each style exhibits. Because we can see and hear these external behaviors, it becomes much easier to “read” people. This model is simple, practical, easy to remember and use.

BEHAVIORAL STYLES

Historical, as well as contemporary, research reveals more than a dozen various models of our behavioral differences, but many share one common thread: the grouping of behavior into four basic categories. *The DISCstyles System* focuses on patterns of *external, observable* behaviors using scales of directness and openness that each style exhibits. See the table below. Because we can see and hear these external behaviors, it becomes much easier to “read” people. This model is simple, practical, and easy to remember and use. See page five of this report for a summary of each of the styles.

STYLE	TENDENCIES
Dominance	Tends to be direct and guarded
Influence	Tends to be direct and open
Steadiness	Tends to be indirect and open
Conscientious	Tends to be indirect and guarded

Part I Understanding Yourself

General Characteristics

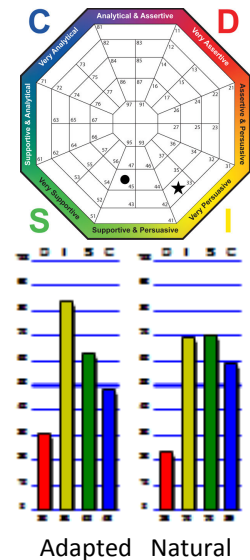
The narration below serves as a general overview of your behavioral tendencies. It sets the stage for the report which follows, and provides a framework for understanding and reflecting on your results. We've occasionally provided some coaching ideas so that you can leverage your strengths whenever possible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

Your pattern of responses shows that you tend to be patient with others, although you set high expectations for them. This trait comes from a combination of your sincerity and your strong desire for quality control. You provide the best performance you can on a daily basis, and you expect no less from others on the team. You may be disappointed when others don't meet those standards. Instead of complaining to others, a more proactive response might yield better results from such peers.

You place high expectations on yourself and others and are able to coach others into being more effective at reaching goals. Some people present high expectations with an ultimatum, "Get it done, or else..." You present your high expectations in the spirit of, "Here's how we can work together to get there, and I'll start..." This positive attitude can help others increase their involvement and effectiveness.

You score like others who tend to be more modest than egocentric, but also have the ability to become assertive when necessary for emphasis or communication. This means that you may surprise people at times when you take a firm stand on an issue, after initially being more open-minded. When you see quality suffering because of a decision or direction, you'll take a firm and assertive position and push for higher standards.

You set high personal standards for yourself and persuade others by demonstrating competence. This strength can be of value to the team because you lead by doing, rather than by delegating. That is, you set the example by rolling up your sleeves and demonstrating the work that needs to be done. You won't ask others to do something that you're not willing to do yourself. Others on the team should have respect for the leadership style that you show.

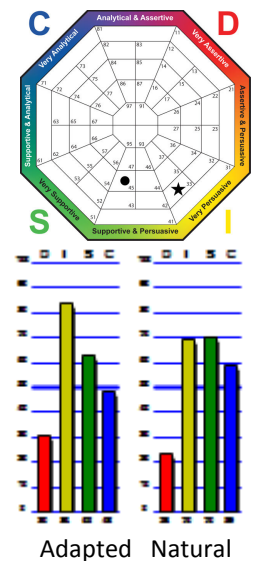


You demonstrate a high degree of competence in your areas of expertise, and continuously strive to improve your skills and knowledge base. This trait comes from a few sources: your high interest in quality control, your natural curiosity, and your patience in learning and doing things the right way. When you succeed in an area, you tend to raise the bar and subsequently try to improve. This makes you an excellent role model for others on the team.

You tend to be rather friendly and easy-going in your interactions with others, often demonstrating a positive sense of humor. This can be appropriately disarming in situations that are potentially tense. You have the ability to make a quip or comment that breaks the tension in a tight situation. In a positive climate, you maintain your spirit by feeding on your energy and sincere interest in others.

Sample, your response pattern to the instrument indicates that you are an excellent listener, and you are able to get along with a variety of people in many situations. This is a strength that should assist you in the workplace and in your personal life. This trait comes from your enthusiasm, and your sincere interest in others. You are able to maintain high standards, and at the same time be flexible when necessary.

You like working independently, but have the ability to manage workloads and delegate responsibilities when necessary. Your multifaceted operational style allows for success in a variety of situations. Your interest in people drives you to be involved with others, and your high level of patience helps you follow through on details of a project. In addition, your high quality control standards allow you to make adjustments in your own work style in order for things to get done correctly.



YOUR STRENGTHS What You Bring to the Organization:

You are likely to display your strength characteristics rather consistently. For the most part, these qualities tend to enhance your effectiveness within your organization. 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:

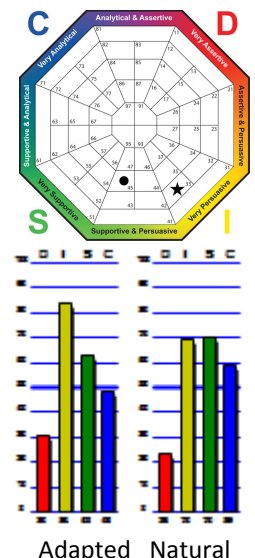
(As shown on the Natural DISC Graph)

- You show a strong ability to clarify complex issues, to define the essence of a problem or solution, and to predict the broad impact of important decisions.
- You are a cooperative team player who respects organizational policies and protocol. You are able to get along with a variety of other behavioral styles.
- You are a reflective, critical thinker, able to comprehend complex or abstract systems, assist with solutions, and get others on board with the project.
- You are skilled in dealing with details (e.g., precise standards, data, and fine print) with accuracy and confidence.
- Due to your combination of people skills, patience, and objective reasoning, you have the ability to logically negotiate cooperation from others, rather than demanding it.
- You combine people skills, patience in working with others, quality control, and attention to details in a versatile blend of talent and expertise.
- You are able to remain objective in emotional situations.

Your Work Style Tendencies You Bring to the Job:

(As shown on the Adapted DISC Graph)

- You are perceived by others on the team as a good listener.
- You show a high degree of persistence in working on projects, especially over the long haul.
- On the job, you have a strong need to be patient, polite, and create an environment of good-will for internal and external stakeholders.
- Your empathetic nature and sensitivity toward people may lead others to seek you out as a coach or counselor, or ask to assist them with a personal or team problem.
- You meet new people easily and prefer networking with others rather than working in solitary conditions.
- You tend not to force your own ideas on others with edicts, but rather by offering considered suggestions.
- 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.



Your Motivations (Wants) and Needs

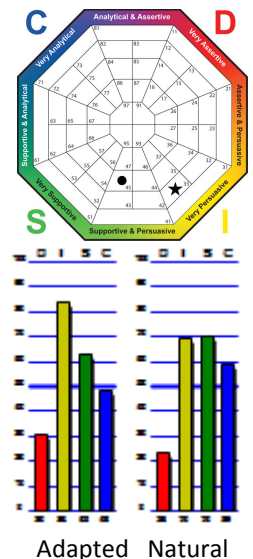
What motivates you? People are motivated by what they want? What do you really want? Our behaviors are also driven by our needs. Each style has different needs. If one person is stressed out, they may need quiet time alone; another may need social time around a lot of people. Each is different and simply meeting their needs. 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 supervisor, manager, or board who practices a democratic leadership process.
- Evidence that a new process has been successful in similar applications.
- Identification with the organization, team, and others with whom a spirit of work responsibility has been established.
- A work culture that is supportive of family activities and commitments.
- Flexibility to circulate and talk with a variety of people.
- Projects and assignments that provide interpersonal contact, and an opportunity to help both internal and external stakeholders.
- Acceptance as a positive and supportive member of the organization and team.

People With Your Style Preferences Tend to Need:

- Increased authority to delegate routine tasks and procedures.
- A reliable and competent support staff, especially when the work culture is under pressure.
- Work assignments requiring high degrees of precision and accuracy, to capitalize on your high detail orientation.
- Complete explanations of processes, and the internal systems used.
- To feel valued for your contributions to the team's success.
- Participation in team efforts and activities.
- Reassurance that the long hours spent on a project are worthwhile in building a successful outcome.



Communication Tips for Others

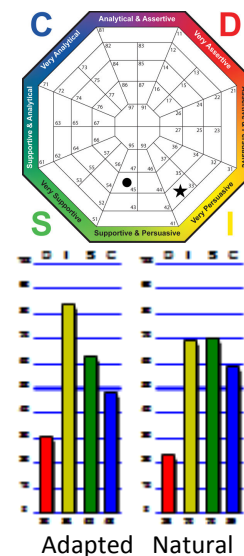
The following suggestions can help others who interact with you understand and be aware of your communication preferences. To use this information effectively, share it with others and also discuss their preferences. Check the two most important ideas when others communicate with you (do's & dont's) and share them with others you live or work closely with.

When Communicating with Sample, DO:

- Provide testimonials from people he sees as important and prominent.
- Sample will follow through on his part, so be certain to follow through on your part.
- Provide logical and practical evidence.
- Be certain to conclude the communication with some modes of action and specific next steps for all involved.
- Be certain that individual responsibilities are clear, in writing, and that there are no ambiguities.
- Give him time to verify the issues and potential outcomes.
- Break the ice with a brief personal comment.

When Communicating with Sample, DON'T:

- Be disorganized or sloppy.
- Offer promises that you can't keep.
- Be vague about what's expected of the group.
- Be unrealistic with deadlines.
- Rush the issue or the decision-making process.
- Get in the habit of manipulating ideas quickly.
- Push too hard.

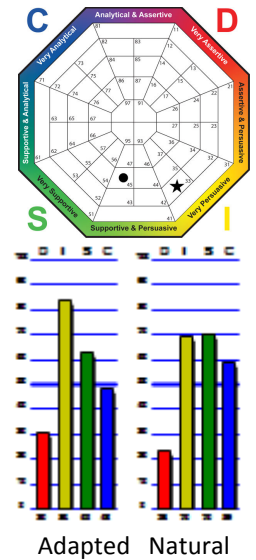


Potential Areas for Improvement

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. Check the two most important areas you are committed to improve upon and share them with others you live or work closely with.

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

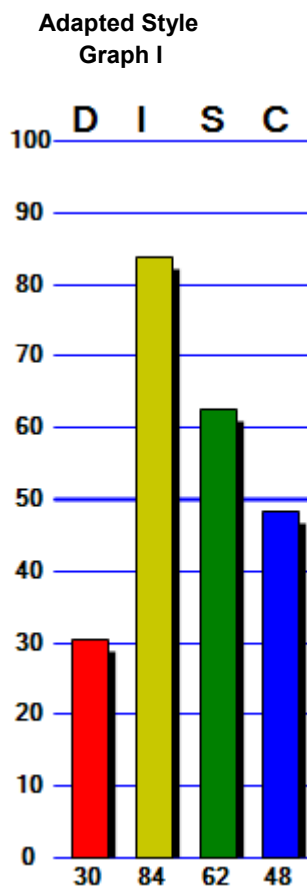
- When under pressure, you may become overly sensitive to criticism and/or become bogged down in details.
- You may demonstrate a "superior" attitude, especially toward those whom you perceive as having lower skills, or lower attention to quality.
- You may tend to trust people a bit too much and may suffer setbacks as a result.
- You may hold on too tightly to past tradition in procedures and processes, thus requiring a complete explanation of details before changes are made.
- You may sometimes show unreasonable expectations of the capability or capacity of others.
- You may provide a false sense of buy-in to others on the team, then may sometimes resist passive-aggressively.
- Because of your desire for completeness, you may encounter some difficulty in meeting deadlines.



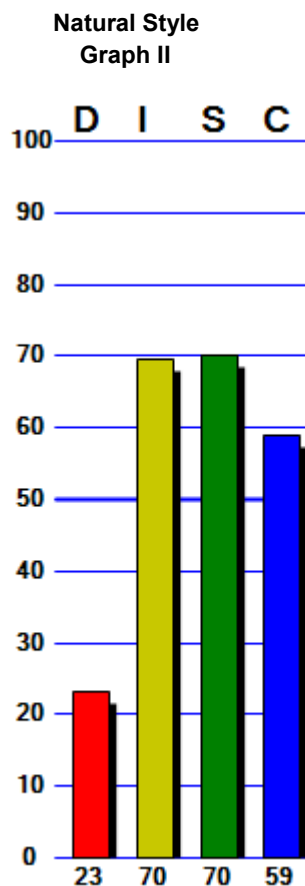
DISCstyles eGraphs for Sample Report

In your selected focus of **Family**, your Adapted Style DISC Graph shows you tend to use the **Is** behavioral traits most often and your Natural Style DISC Graph shows you naturally tend to use the behavioral traits of the **Slc** style(s).

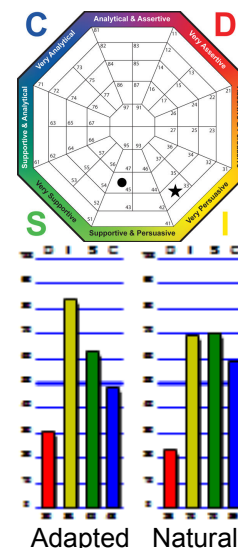
Your **Adapted Style** is shown on your graph displayed on the left. It is your perception of the behavioral tendencies you think you do (and should) use in your selected focus (work, social or family). This graph may change when you change roles or situations. The graph shown on the right is your **Natural Style** and indicates the intensity of your instinctive behaviors and motivators. It is often a better indicator of the “real you” and your “knee jerk”, instinctive behaviors. This is how you act when you feel comfortable in your home environment and are not attempting to impress or carry out a specific work role. It is also what shows up in stressful situations. This graph tends to be fairly consistent throughout your life, even in different environments. However, with DISC-literacy and awareness, you can change any style tendencies when you understand yourself and how you tend to respond in different situations. The question about change is, “When will you be changing your personal style tendencies?”, “For how long?”, “With whom?”, and “In what situations do you want to make this change?”



Pattern: Is (2643)
Focus: Family



Pattern: Slc (2554)



NOTE: Your results graphs will appear on a smaller scale throughout the report for your quick reference.

If the two graphs are similar, it means that you are comfortable using your natural behavioral tendencies in that environment. If your Adapted Style is different from your Natural Style, you may be experiencing a sense of stress if you feel this change in your natural way of doing things is needed over a long period of time.

Ask yourself or others you work or live around, “What situations might cause you to change from your naturally most comfortable behavioral patterns and style?” Then either apologize for or explain your actions in the past. You can also make a conscious choice to notice how you want to show up and then adapt your behaviors. The four-digit numbers (under the graphs) represent your segment numbers in DISC order and dictate the adjectives highlighted on the Word Sketch which follows. The higher or lower each D, I, S, C point is on your graphs, the greater or lesser your needs-motivated behavior impacts your results at work and on the others around you. Once aware, you can adapt your style. Can you change? Of course! You do it every day depending on your situations. However, permanent behavioral change comes only with awareness and practice. Study and practice using the **Behavioral WORD SKETCH Chart** in this report to gain behavioral flexibility. For further questions or personal coaching when you want to make lasting change, please contact your consultant.

WORD SKETCH Natural Style

There are many different ways people get results in each the four areas of life:

Dominating Problems - Influencing People - Steadying the Pace - Compliance to Procedures.

This chart provides adjectives to use in a Word Sketch of how you see yourself naturally approaching the four FOCUS areas of life when you are relaxed and in your ideal setting – OR under pressure! The intensity of your behaviors will shift up or down with each situation, how you see it, and the needs that motivate you at that time. Use it to see yourself objectively and as others may see you.

D **I** **S** **C**

DISC Focus →	PROBLEMS/TASKS	PEOPLE	PACE (of environment)	PROCEDURES
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 competetive determined self-reliant	confident friendly generous poised	composed deliberate stable steady	analytical neat sensitive tactful
3	calculated risks 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

Change and behavioral flexibility comes with awareness... and practice.

Additional Resources

Thank you for taking your DISCstyles DISC-M profile. We hope you have found it informative and highly satisfactory. You have just scratched the surface of what's available for your own personal insight and professional development. The goal of this profile is self-and-other-understanding. The accuracy of your report is directly proportionate to how instinctively and accurately you were able to reflect upon and report your own behavioral tendencies. Please remember that behavioral terms are simply descriptions of the observable actions carried out to maintain control in the four areas of life – Problems, People, Pace, and Procedures. Should you feel your report is completely inaccurate and have checked it with others who know you well, please email us your information to PeopleSmartSolutions@gmail.com to request another.

There are many other different and valuable Assessments and study workbooks available to increase your own effectiveness in leadership, management, sales, customer service, emotional intelligence, listening, time management, change management, and negotiations roles plus Values.

All the “Effectiveness Profiles” include in-depth workbooks along with your personalized report. Your growth will be accelerated when you take advantage of your ability to send a free link to others who know, manage, or work with you requesting that they also profile you. Their anonymous feedback to you of how you occur for them is priceless – and creates a valuable report – not normally available.

View the entire catalog along with samples of each report at <http://www.MyProfiles123.com>.

Since you are already known by everyone else by the behaviors that come into a room with you, your own ability to be authentic, self-aware, and self-confident will help everyone else to grow themselves. The more you share your insights from this report with others who know, live and work around you, the more connected, understanding, and appreciative of each other you will be.

A free opt-in newsletter is available from www.PeopleReadingTips.com and full certification and training plus Sales and Leadership applications for in-house use of the DISC profiles is also available from the team at PeopleSmart Solutions. Call us at +1-619 309 6444 (Pacific Time).

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