# DISC Career Management

## An Evaluation of Behavioral Styles & Occupations

Report For: **Jame Smith**

Self Style**: ID/ID** Observer

Style:

Date: **4/4/2020**

MY MAJOR 123
DISC

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## Why is Independently Tested Accuracy of this Assessment Important?



A recent review revealed **a significant majority of assessments available today were absent the studies & reporting to confirm their accuracy**. Of the small minority which claimed reporting, the significant majority of those were conducted privately; oftentimes by the assessment provider itself, rather than an objective and scientifically qualified third party. However, we are leading by example in this otherwise unregulated industry. How are we doing this? By submitting our assessments to an objective, independently conducted battery of tests: Construct Validity, Reliability, and Disparate Impact - all by a qualified scientific authority (*Assessment Standards Institute*). Our goal? Ensuring the trust and confidence of our users by producing the industry's most accurate and class protected assessments. Please turn to the last page of this report to learn more on this topic, and the steps we've taken to safeguard the scientific accuracy of this assessment.

# Introduction: DISCstyles™ Career Management Report

**Congratulations on your participation in the DISCstyles Assessment used to analyze your Communication Preferences and Behavioral Style for your Career Management.**

This report is the result of your assessment.

**Jame,** the first part of the report focuses on your communication preferences and behavioral style. While this information is extremely valuable, the second section with the title of "Application" increases the value of your report exponentially.

Finding your career direction begins in defining a critical element – Your Occupational Behavioral Style. Research suggests that specific behavioral styles are attracted to specific occupations. Understanding your career choices, mastering the process of career or job selection, and applying this knowledge for job satisfaction consists of three basic steps:

1. **Knowing your natural behavioral tendencies,**
2. **Determining the behavioral demands of the job,**
3. **Understanding the results of adapting your natural style to "fit" the job's needs OR select the career or jobs that require your natural style, or both.**

**The DISCstyles™ Career Management Report** helps you make and plan your **career decisions**. This report **clarifies the job expectations, discovers the reasons for any inner conflict, and helps in the understanding of the stressors experienced in your past job(s) or present workplace**. In addition, it provides a **list of occupations** and the **O*NET (Job) Codes** that utilize the behavior that is the closest match to your natural behavioral style.

This report is as much prescriptive (tips and tools for interpersonal communications and career management) as it is descriptive (getting you to understand and appreciate your own DISC style).

Today's workplace is in constant change and careers are evolving to keep pace. It will not be unusual for **people to change career 4-5 times during their working lives**. Furthermore, research indicates that more than 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied with their work.  Research suggests that **50-80% of all employed adults are in the wrong job or career**.

Given these realities, it becomes more important than ever for you to be prepared to make informed career decisions based on a solid understanding of your behavioral style and your natural traits. With increased understanding of the talents you bring to the workplace, you can maximize your ability to succeed and achieve career satisfaction in an ever-changing environment.

# Introduction: DISCstyles™ Career Management Report, continued

Career satisfaction, happiness, and success are possible–if you know how to make it happen!
With your personalized and comprehensive DISC report, you have tools to help you understand how behavioral styles gravitate to certain jobs and how you can become more effective in making informed decisions for your career management.

This report does not assign personal values, interests, aptitude, IQ or work history. Instead, it concentrates on your tendencies that influence your behavior and helps you to recognize the preferences and strengths you bring to the job. Establishing the best career path is a result of learning what jobs require the "real you" for that natural "job fit."

Our DISC model focuses on patterns of external, observable behaviors using the scales of directness and openness each style exhibits. Because we can see and hear these behaviors, understanding people and even job behavioral needs becomes easier. This DISC model is simple, practical and easy to remember. The Four Basic DISCstyles Overview section of this report provides a summary of the styles.

## BEHAVIORAL STYLES

Historical and contemporary research reveals dozens of models for understanding behavioral differences in people. Many share one common thread – the grouping of behavior into four basic categories. Your report will be referring to those four categories as the DISC styles. The DISC concept measures the four dimensions of normal behavior and determines:

| 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 |

■ How you respond to problems and challenges.

■ How you influence others to your point of view.

■ How you respond to the pace of the environment.

■ How you respond to rules and procedures set by others.

**Jame**, there is no "best" style nor is there a "worst" style. Each style has its unique strengths and opportunities for continuing improvement and growth. Any behavioral descriptions mentioned in this report are tendencies for your style group. Depending upon the blending of DISC styles and the intensity level of the DISC traits, some descriptions of a pure DISC Style may not specifically apply to you.

It has been said that people spend more time planning their vacations than they invest in planning or managing their own careers. Your participation in this career management process demonstrates your active interest in your own success.

# Part I Understanding Yourself

## General Characteristics

*Jame, the narration below serves as a general overview of your behavioral tendencies. Your report provides a framework for understanding and reflecting on your results. It also includes ideas to help you leverage your strengths to maximize your personal success and career satisfaction.*

You can be very charming when persuading others in a favorable climate, but also rigid when confronting a hostile situation. Jame, this can be a two-edged sword, especially if you are required to shift gears quickly from charming to confrontational. Those who score like you may balance this trait successfully by defaulting toward the charming side, but still presenting a firm position. You can object to an idea while maintaining a smile.

You can react, adjust, and modify your behavior in a variety of situations. People who score like you have a high degree of perceptiveness, and they use this to guide their own responses, sometimes moment by moment. As the climate lightens, you have the ability to turn up the charm, and as the climate becomes more tense, you are able to take a more matter-of-fact approach.

You function at a faster pace than most people and tend to be a multi-tasker. This theme emerged in your responses to the instrument and is a strength that could propel you into a variety of leadership positions, should you choose to follow that path. Due to your rapid problem-solving ability and verbal skills, you are able to juggle many projects without anything hitting the ground. However, be aware that some people who score like you have difficulty saying "no" to requests, and sometimes spread themselves too thin.

People who score like you tend to make quick and firm decisions. They process information rapidly and often act decisively. Once a decision is made, they usually stick to it and will build a case to support it.

# Part I Understanding Yourself

## General Characteristics (continued)

You are able to think quickly on your feet, often providing new and unique solutions, sometimes developed spontaneously. This ability comes from two combined traits: a high level of decisiveness, and excellent verbal skills. This rare combination allows you to speak smoothly and effectively while simultaneously planning what to say next.

You are poised, confident, and very articulate in front of groups, either large or small. While this is something you are certainly aware of, our coaching would encourage you to leverage this trait to maximize its benefit. The ability to present an idea to a large group is valuable to any organization.

Your response pattern shows that you have the ability to influence others using both charm and a firm hand in delegating tasks and responsibilities. You have the ability to work hard and play hard, even in the midst of difficult assignments. When the going gets tough for the team, you have the ability to maintain a positive spirit for the group, especially when in front of others. You also have the ability to present firm deadlines, and to make rapid decisions when changes are necessary.

Jame, your pattern of responses to the instrument indicates that you have very strong verbal and persuasive skills. Consequently, you can likely provide insight on a number of decisions, and have your influence make a difference. Thus, you have probably gotten what you wanted in many situations. However, you may become disappointed sometimes when you don't get your way.

# Your Strengths

## What You Bring to the Organization

**Jame**, you are likely to display your strength characteristics rather consistently. These qualities tend to enhance your effectiveness within the workplace. Your work style tendencies provide useful insight as you perform the duties required by your position's job description. These tendencies are the talents and preferences you bring to your job.

Check your two most important strengths and your two most important work style tendencies and transfer them to the **Summary of Your Style** on page 15.

### *Your Strengths:*
- You are able to juggle many projects and activities simultaneously, while maintaining a keen awareness of the status of each.
- You are able to make decisions quickly and to take the credit or blame for the outcome of decisions.
- You have excellent presentation skills when dealing with groups. You bring a poised, confident, and engaging message to any audience.
- You tend to set high goals, then work hard with people to achieve those goals.
- You have the ability to use discipline in an appropriate manner, often effecting win-win situations.
- You demand a high performance from yourself and others.
- You are a very active agent in all that you do.

### *Your Work Style Tendencies That You Bring to the Job:*
- You are poised, confident, and very articulate in front of large or small groups.
- You are able to think quickly on your feet -- you can react, adjust, or modify your behavior in a variety of situations.
- You excel at promoting ideas, opportunities and people.
- You are able to delegate, while maintaining control over activities within the project.
- You are decisive and like to get things done quickly and efficiently.
- You tend to be a "multi-tasker," capable of juggling several projects simultaneously.
- You set high operational goals for yourself and others and expect all involved to provide maximum effort.

## Your Motivations (Wants) and Needs

What motivates you? People are motivated by what they want or need. People are motivated to avoid their fears. **Behaviors are driven by these motivators**. Each style has different fears, wants, and needs. The more fully our motivators are met, the easier it is to perform naturally with minimal effort. Your assessment has analyzed your behavioral wants and needs. Knowing these motivators helps you understand the "why" behind how you behave (react and respond). **Jame**, this section indicates what wants and needs must be met for optimal performance.

Check your two most important motivators and your two most important needs. Transfer your selections to the **Summary of Your Style** on page 15.

### *You Tend to Be Motivated By:*
- Opportunities and encouragement to try new ideas and take risks.
- Work activities involving contacting, leading, and directing people.
- Results that can be seen quickly and measurably.
- New experiences and a variety of activities.
- Social or public recognition for accomplishments and successes.
- Freedom to express opinions.
- Wielding authority equal to the responsibility you are given.

### *People With Patterns Like You Tend to Need:*
- To know the limits of your authority.
- Appreciation for the hard work you bring to the team.
- To focus attention and conversation more on the immediate work tasks, and less on socializing.
- To be more aware of your impact on other people, especially in pressure situations.
- Opportunities for involvement with a wide variety of people, both in and out of the organization.
- Systems or utilities to assist in record-keeping or office organization.
- To be presented with the expected outcome of a project or assignment, and to be evaluated on that outcome.

# Your Motivations - Ideal Work Environment

Everybody is motivated – however, they are motivated for their own reasons, not someone else's reasons. By understanding your motivations, you can create an environment where you are most likely self-motivated. You will invest your natural energy in just being "you" instead of using up your energy by trying to behave in a way that is not naturally comfortable.

Select your two most important environment factors and transfer your selections to the **Summary of Your Style** on page 15.

### *You Tend to be Most Effective in Environments that Provide:*
- Lots of interpersonal contact, many disparate activities, and an occasional surprise situation.
- Responsibilities requiring a high degree of decisiveness.
- A system of evaluation based on the results achieved, rather than the process used to achieve the results.
- Participatory leadership and management.
- Assignments involving the motivation and persuasion of a network of people.
- A workplace that frees you from many details and heavy supervision.
- Direct answers to questions.

## The I Style

### Under Stress - Perceptions, Behavior and Needs for the I

*Stress is unavoidable. The perceptions of our behavior may have a significant impact on our effectiveness - both in how we perceive ourselves and how others perceive us. The way we behave under stress can create a perception that is not what we intend. The descriptions below of perceptions by others may seem somewhat extreme at times (especially if our behavior is an over-extended strength that becomes a weakness or limitation). As you understand these perceptions more clearly, you are able to modify your behavior to maximize your own effectiveness and ensure that others see you as you intend.*

### *Potential Self Perception:*
- Charming
- Thinks quickly on solutions
- Mover & shaker
- Many simultaneous activities

### *Under Stress, May be Perceived  by Others:*
- Impatient
- Knee-jerk decisions and vacillation
- Bends the rules too frequently
- Irritable

### *Under Stress You Need:*
- Action and interaction
- A quick pace for stimulation and excitement
- To get credit

### *Your Typical Behaviors in Conflict:*
- You are quite uncomfortable with conflict, aggression and anger. You do whatever you can do to avoid them. If possible, you may physically avoid an environment filled with conflict or anger. If that is not possible, you will probably seek to use your natural humor and story-telling ability to reduce the level of tension. If neither approach works, you may attempt to ignore the conflict. Given your strong focus on relationships, however, this tactic is rarely successful.
- Your anger is generally a response to a personal attack or, possibly, the failure of someone to support you when you were really counting on that person's support. Of course you may interpret a comment intended to refer to a task-related problem as a personal attack, especially if it concerns your contribution to the problem.
- You may experience a desire to get even if someone thwarts a major component of your personal agenda; however, you are not very likely to follow through. You may choose to overlook the matter in order to preserve the relationship or you may simply lash out in anger.

### *Strategies to Reduce Conflict and Increase Harmony:*
- Take time to clarify the commitments and expectations of others. Do not make any assumptions about what others will do. Always get a specific commitment.
- Recognize that you can never resolve a conflict by avoiding it. Risk damaging a relationship or losing someone's approval by stating your feelings and clarifying your expectations. Be sure, of course, to listen attentively to the responses of others.
- You have a tendency to "think out loud." Others may take these "brainstorming" ideas as actual commitments and become upset when those "commitments" are not completed. So, let others know in advance when you are only exploring ideas and options and not committing to actions.

# Communication Tips and Plans 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 & don'ts) and transfer them to the **Summary of Your Style** page.*

## *When Communicating with Jame, DO:*
- Motivate and persuade Jame by pointing out objectives and expected results.
- Put the details in writing, but don't plan on discussing them too much.
- When you disagree, take issue with the methods or procedures, not with the person.
- Stay on track. Hit the major points first, and get to the main point quickly.
- Plan to talk about things that support Jame's dreams and goals.
- Be certain to conclude the communication with modes of action and specific instructions for the next step.
- Give Jame the opportunity to express opinions and make some of the decisions.

## *When Communicating with Jame, DON'T:*
- Let the discussion with Jame get caught in dreams too much, otherwise you'll lose time.
- Get bogged down in facts, figures, or abstractions.
- Forget or lose things necessary for the meeting or project.
- Engage in rambling discussion, and waste Jame's time.
- Confuse or distract Jame from the issues at hand.
- Leave loopholes or vague issues hanging in the air.
- Don't stick too rigidly to the agenda.

## Communication Plan with the DOMINANT Style

| CHARACTERISTICS: | SO YOU… |
|---|---|
| Concerned with being #1 | Show them how to win, new opportunities |
| Think logically | Display reasoning |
| Want facts and highlights | Provide concise data |
| Strive for results | Agree on goal and boundaries, the support or get out of their way |
| Like personal choices | Allow them to "do their thing," within limits |
| Like changes | Vary routine |
| Prefer to delegate | Look for opportunities to modify their workload focus |
| Want others to notice accomplishments | Compliment them on what they've done |
| Need to be in charge | Let them take the lead, when appropriate, but give them parameters |
| Tendency towards conflict | If necessary, argue with conviction on points of disagreement, backed up with facts; don't argue on a "personality" basis |

## Communication Plan with the INFLUENCING Style

| CHARACTERISTICS | SO YOU… |
|---|---|
| Concerned with approval and appearances | Show them that you admire and like them |
| Seek enthusiastic people and situations | Behave optimistically and provide upbeat setting |
| Think emotionally | Support their feelings when possible |
| Want to know the general expectations | Avoid involved details, focus on the "big picture" |
| Need involvement and people contact | Interact and participate with them |
| Like changes and innovations | Vary the routine; avoid requiring long-term repetition by them |
| Want others to notice THEM | Compliment them personally and often |
| Often need help getting organized | Do it together |
| Look for action and stimulation | Keep up a fast, lively, pace |
| Surround themselves with optimism | Support their ideas and don't poke holes in their dreams; show them your positive side |
| Want feedback that they "look good" | Mention their accomplishments, progress and your other genuine appreciation |

## Communication Plan with the STEADY Style

| CHARACTERISTICS | SO YOU… |
| --- | --- |
| Concerned with stability | Show how your idea minimizes risk |
| Think logically | Show reasoning |
| Want documentation and facts | Provide data and proof |
| Like personal involvement | Demonstrate your interest in them |
| Need to know step-by-step sequence | Provide outline and/or one-two-three instructions as you personally "walk them through" |
| Want others to notice their patient perseverance | Compliment them for their steady follow-through |
| Avoid risks and changes | Give them personal assurances |
| Dislike conflict | Act non-aggressively, focus on common interest or needed support |
| Accommodate others | Allow them to provide service or support for others |
| Look for calmness and peace | Provide a relaxing, friendly atmosphere |
| Enjoy teamwork | Provide them with a cooperative group |
| Want sincere feedback that they're appreciated | Acknowledge their easygoing manner and helpful efforts, when appropriate |

## Communication Plan with the CONSCIENTIOUS Style

| CHARACTERISTICS | SO YOU… |
| --- | --- |
| Concerned with aggressive approaches | Approach them in an indirect, nonthreatening way |
| Think logically | Show your reasoning |
| Seek data | Give data to them in writing |
| Need to know the process | Provide explanations and rationale |
| Utilize caution | Allow them to think, inquire and check before they make decisions |
| Prefer to do things themselves | When delegating, let them check procedures, and other progress and performance before they make decisions |
| Want others to notice their accuracy | Compliment them on their thoroughness and correctness when appropriate |
| Gravitate toward quality control | Let them assess and be involved in the process when possible |
| Avoid conflict | Tactfully ask for clarification and assistance you may need |
| Need to be right | Allow them time to find the best or "correct" answer, within available limits |
| Like to contemplate | Tell them "why" and "how |

## Potential Areas for Improvement

Everyone has some possible struggles, limitations, weaknesses, or areas for improvement.  Often it is simply an overextension of strengths, and thus, viewed as **weaknesses** or even **blind spots.**

*For example, a High D's directness may be a strength in certain environments, but
when overextended or used to the extreme, the High D may tend to be bossy.*

*Select the two most important you are committed to improve upon and transfer them to the **Summary of Your Style** on page 15.*

***Potential Weaknesses and Possible Blind Spots for Your ID Style, Jame, and Perceptions Others May Have for Your ID Style.***

- You may lack follow-through, expecting others to pick up the loose ends.
- You may become somewhat angry or belligerent when under pressure, or when threatened.
- You may be a selective listener, at times hearing only what you want to hear.
- You may lose interest in a project or initiative once the challenge is gone.
- You could be a bit more willing to share talents in order to help others develop professionally. You may tend to be a bit too self-serving.
- You could increase your sensitivity toward others.
- You may become impatient, especially when dealing with slower-moving or slower-thinking people.

## Summary of Jame Smith's Style

*Communication is a two-way process. Encourage others with whom you interact to complete their own DISCstyles Assessment (not necessarily the Career Management Report; select the version most appropriate for each person) and then share the Summary Sheets with one another. By discussing preferences, needs, and wants with your coworkers, those with whom you socialize, or even family members, you will be able to enhance these relationships and turn what might be a stressful relationship into a more effective one just by understanding and applying the DISCstyles information.*

**YOUR STRENGTHS: WHAT YOU BRING TO THE ORGANIZATION**

1._____

2._____

**YOUR WORK STYLE TENDENCIES**

1._____

2._____

**YOUR MOTIVATIONS (WANTS)**

1._____

2._____

**YOUR NEEDS**

1._____

2._____

**YOUR MOTIVATIONS: IDEAL WORK ENVIRONMENT**

1._____

2._____

**COMMUNICATION DO'S & DON'TS**

1._____

2._____

**POTENTIAL AREAS FOR IMPROVEMENT**

1._____

2._____

Consider investing in the **DISCstyles Mini Report** as a gift for the person or people you want to understand better through quality relationship strategies

# WORD SKETCH Adapted Style

***DISC is an observable "needs-motivated language" based on the concept that emotions and behaviors are neither good nor bad.*** *Behaviors reveal the needs that motivate our actions. We all have perceptions of how we need to react and respond in a specific environment to foster more productive relationships.*

***Jame****, the chart below is your personal **"ADAPTED STYLE" DISC Graph** displayed as a Word Sketch. The highlighted descriptors below indicate the behavioral traits you exhibit based on how you **perceive the demands of your environment**. Use it with examples to describe "why" you do what you do and "what" is important to you in your situation.*

| | 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 |
| Observable | 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 |

| | D | I | S | C |
|---|---|---|---|---|
| 6 | argumentative<br>daring<br>demanding<br>decisive<br>domineering<br>egocentric | emotional<br>enthusiastic<br>gregarious<br>impulsive<br>optimistic<br>persuasive | calming<br>loyal<br>patient<br>peaceful<br>serene<br>team person | accurate<br>conservative<br>exacting<br>fact-finder<br>precise<br>systematic |
| 5 | adventurous<br>risk-taker<br>direct<br>forceful | charming<br>influential<br>sociable<br>trusting | consistent<br>cooperative<br>possessive<br>relaxed | conscientious<br>courteous<br>focused<br>high standards |
| 4 | assertive<br>competitive<br>determined<br>self-reliant | confident<br>friendly<br>generous<br>poised | composed<br>deliberate<br>stable<br>steady | analytical<br>diplomatic<br>sensitive<br>tactful |
| 3 | calculated risk<br>moderate<br>questioning<br>unassuming | controlled<br>discriminating<br>rational<br>reflective | alert<br>eager<br>flexible<br>mobile | own person<br>self-assured<br>opinionated<br>persistent |
| 2 | mild<br>seeks consensus<br>unobtrusive<br>weighs pro/con | contemplative<br>factual<br>logical<br>retiring | discontented<br>energetic<br>fidgety<br>impetuous | autonomous<br>independent<br>firm<br>stubborn |
| 1 | agreeing<br>cautious<br>conservative<br>contemplative<br>modest<br>restrained | introspective<br>pessimistic<br>quiet<br>pensive<br>reticent<br>suspicious | active<br>change-oriented<br>fault-finding<br>impatient<br>restless<br>spontaneous | arbitrary<br>defiant<br>fearless<br>obstinate<br>rebellious<br>sarcastic |

# WORD SKETCH Natural Style

***DISC is an observable "needs-motivated language" based on the concept that emotions and behaviors are neither good nor bad.*** *Behaviors reveal the needs that motivate our actions. We all have specific reactions and responses that come naturally to us.*

***Jame****, the chart below is your personal* ***"NATURAL STYLE" DISC Graph*** *displayed as a Word Sketch. The highlighted descriptors in your chart indicate the behavioral traits you* ***naturally exhibit.*** *Use it with examples to describe "why" you do "what" you do.*

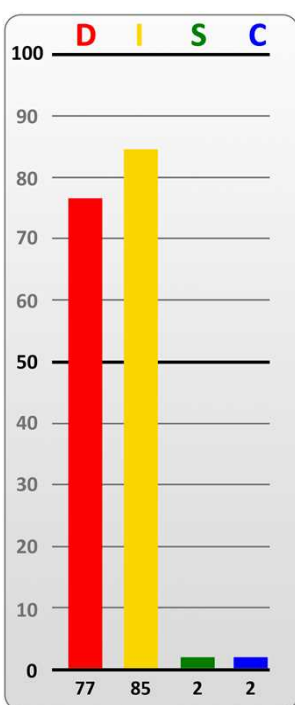| | **D** | **I** | **S** | **C** |
|---|---|---|---|---|
| **DISC Focus** | Problems / Tasks | People | Pace (or Environment) | Procedures |
| Needs | Challenges to solve, Authority | Social relationships, Friendly environment | Systems, Teams, Stable environment | Rules to follow, Data to analyze |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

# DISCstyles eGraphs for Jame Smith

Your **Adapted Style** indicates you tend to use the behavioral traits of the **ID Style** in your work environment based upon the demands of that environment. Your **Natural Style** indicates that you **naturally** use the behavioral traits of the **ID Style.**
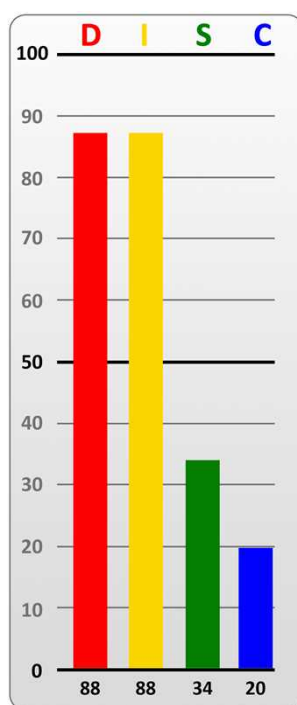
**Jame**, your **Adapted Style,** the graph on the left, is **your perception of the behavioral tendencies** you use in your work environment. This graph may change when you change roles or situations. The graph on the right is your **Natural Style** and indicates the intensity of your instinctive behaviors and motivators. It is often a better indicator of the **real you and your automatic or instinctive behaviors.** Your **Natural Style** is how you act when you feel comfortable in your environment and are not attempting to adjust or mask your style. Your **Natural Style** traits are those you exibit in **stressful situations** and tend to be fairly consistent over time
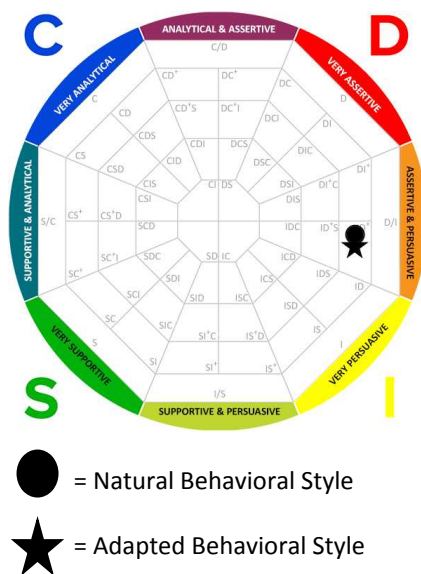
**Adapted Style - Graph I**          **Natural Style - Graph II**



**Pattern**: ID (5611)
**Focus**: Work

**Pattern:** ID (6621)

● = Natural Behavioral Style

★ = Adapted Behavioral Style

If the two graphs are **similar,** it means you also tend to use your **natural behaviors in your environment.** If your **Adapted Style differs from your Natural Style,** your environment may cause **stress** the longer you remain in that environment because you are using traits that are not as comfortable or natural.

The higher or lower each D, I, S, and C point is on your graphs, the greater or lesser your needs-motivated behavior impacts your results at work and with others around you. Once aware, you can adapt your style.

**Adapting behavioral traits is most effective with awareness and practice.**

# 12 Behavioral Tendencies - Summary

The primary styles - **D, I, S, and C** - are each influenced by the other three styles in our behavioral expression. You are not just **one** of these styles; you are the result of all four combining and affecting each other. The following behavioral tendencies are scored based on the way your DISC styles combine and influence one another. On this page you'll see all 12 Behavioral Tendencies in Summary, and the following pages deliver more detail about each of these measurements.

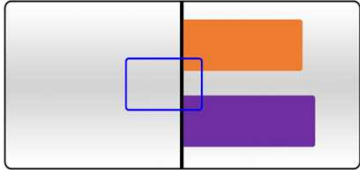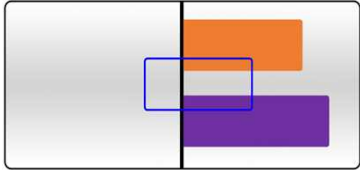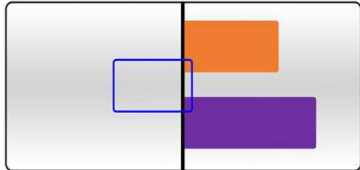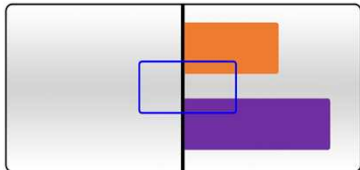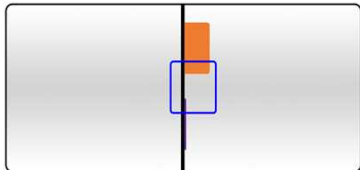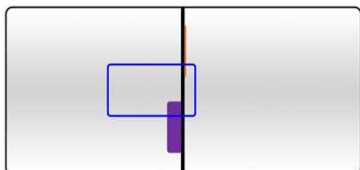| Behaviors | Natural | Adapted |
|---|---|---|
| **Providing Instruction**<br>*How this individual dictates directions and expectations.* | Directive & Compulsive | Directive & Compulsive |
| **Expressing Openness**<br>*How this individual is most comfortable expressing themselves.* | Social | Social |
| **Personal Drive**<br>*How this individual's own goals move things forward.* | Self-Driven | Self-Driven |
| **Customer & Team Interaction**<br>*How this individual engages with customers and stakeholders, internal and external.* | Engaging | Engaging |
| **Work Process Alignment**<br>*How this individual focuses on process to follow through on work.* | Situational | Situational |
| **Self-Reliance**<br>*How this individual works within a team.* | Situational | Situational |
| **Building Rapport**<br>*How this individual focuses when interacting with others.* | Situational | Situational |
| **Accuracy**<br>*How this individual focuses on correctness and exactness.* | Situational | Situational |
| **Change Resistance**<br>*How this individual resists engaging with change.* | Drives Change | Drives Change |
| **Careful Decision Making**<br>*How this individual approaches decisions and actions.* | Impulsive | Impulsive |
| **Prioritizing**<br>*How this individual determines the order for dealing with items or tasks based on established rules and structure.* | Results | Results |
| **Reasoning**<br>*How this individual uses evidence to think through and solve problems.* | Intuition-based | Intuition-based |

# 12 Behavioral Tendencies – Details & Graphs

**For each of the 12, you will see a graph and personalized statement for your Natural and Adapted style.**
**These scores and statements reveal which of your style combinations are most observable and describe how you express that tendency based on your DISC blend.**
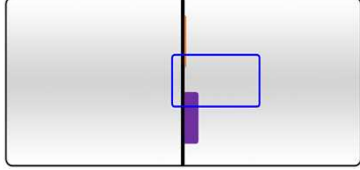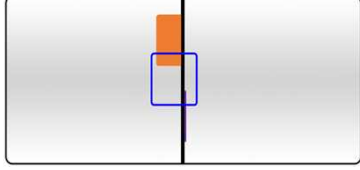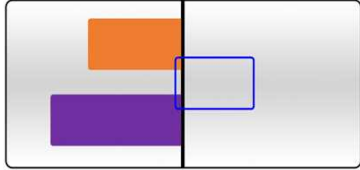
**Interpretation Notes:**
1. **Frequency Observed**: The behavioral tendencies are presented in the order from Most Frequently Observed to Least Frequently Observed.
    - o **HI** – Clearly observed in most situations, seen more often
    - o **HM** – Frequently observed in many situations
    - o **MOD** – May or may not be observed depending on the situation
    - o **LM** – Sometimes observed in some situations
    - o **LOW** – Absence of the behavior in most situations
2. **Direction of your score** – As the graph **moves to the right or left**, it shows how you will likely express the behavior. If the graphs are near the center, the result is a balancing behavioral effect that will depend on the situation.
3. **General Population Comparison** – The **blue box** represents the general population in this behavioral tendency. Approximately 68% of people score in this range.

|  | **Situational** |
|---|---|
| **Providing Instruction**<br><br>**Natural (HI):** You are assertive, direct and results-focused, likely to resist set expectations, preferring to set your own course and outline directions for others to follow. Sometimes providing more detail and engaging with others for additional thoughts can lead to greater outcomes.<br><br>**Adapted (HI):** Consistent with natural style | Reserved & Detailed      Directive & Compulsive<br> |
| **Expressing Openness**<br><br>**Natural (HI):** You are very comfortable when interacting with others, quick paced and focused on personal connections, and may tend to embellish to capture attention. You are likely to be most confident and comfortable when interacting with others, and are likely to trust information passed along through people you trust. Remember, sometimes having the support documentation is important too.<br><br>**Adapted (HI):** Consistent with natural style | Structural      Social<br> |

**Situational**

## Personal Drive

**Natural (HM):** You are somewhat self-determined, often focused on taking actions that achieve results and goals. You will likely be driven to action based on your own needs and motivations and are likely a self-starter. Be aware that it can be appropriate to support and help others as well.

**Adapted (HI):** You are self-determined, focused on taking immediate actions that achieve immediate results and goals. You will likely be driven to action based on your own needs and motivations and are likely a self-starter. Be aware that it can be appropriate to support and help others as well.

Others-driven          Self-Driven

## Customer & Team Interaction

**Natural (HM):** You are somewhat engaging, charming, persuasive, and influential, often connecting with others in a way that builds trust and confidence. You are more likely to focus on engaging with the others to create a relationship, interacting with them to build a friendship to ensure they will come back to work with you directly. Sometimes business should be just business.

**Adapted (HI):** You are quite engaging, charming, persuasive, and influential, frequently connecting with others a way that builds trust and confidence. You are more likely to focus on engaging with the others to create a relationship, interacting with them to build a friendship to ensure they will come back to work with you directly. Sometimes business should be just business.

Supporting          Engaging

## Work Process Alignment

**Natural (MOD):** Your process and follow through is balanced between keeping things methodical and steady and upholding quality standards to be sure what you are doing is accurate and precise. There may be times when you process information and then follow through based on an equal emphasis on accuracy and consistency. These two, when balanced, will ensure great outcomes.

**Adapted (MOD):** Consistent with natural style

Accuracy          Consistency

## Self-Reliance

**Natural (MOD):** You balance results and interaction, getting things done efficiently, but also involving others to get this accomplished as effectively as possible. You are likely to be productive and efficient whether working independently or in collaboration with others, depending on the circumstances and variables of the work.

**Adapted (MOD):** Consistent with natural style

Collaborative          Directive

|  | **Situational** |
|---|---|

### Building Rapport

**Natural (MOD):** Your interactions are driven by both a desire to connect with others socially, and to get the work done and reach results.  If you can do both at once, that's great!

**Adapted (MOD):** Consistent with natural style

Results-Focused          Relationships-Focused

### Accuracy

**Natural (MOD):** Your plans are a combination of careful deliberations to ensure quality outcomes, and systems and processes that allow forward movement in a steady environment. You are likely aware of both predictability and precision when making plans. You will like have more positive outcomes when using balanced planning.

**Adapted (MOD):** Consistent with natural style

Predictability                    Precision

### Change Resistance

**Natural (LM):** You are likely to be more firm in times of change, preferring to lead and direct activities focused on results and solutions. You are likely to respond/interact in change by driving action and facing it head on as it comes. You may even want to change things just to see how it can be different. Sometimes keeping things consistent is good too.

**Adapted (LOW):** You can be resolute and determined in times of change, desiring to have the authority to command and direct activities and reach immediate results and solutions. You are likely to respond/interact in change by driving action and facing it head on as it comes. You may even want to change things just to see how it can be different. Sometimes keeping things consistent is good too.

Drives Change                Reluctant to Change

| | **Situational** |
|---|---|

## Careful Decision Making

**Natural (LM):** You are somewhat impulsive based on feelings rather than taking the time toconsider the risks and consequences. You are likely to make decisions spontaneously and emotionally, trusting your gut and going with what feels right. Sometimes it is important to see if it makes sense too, not just feels good.

**Adapted (LOW):** You act more impulsively based on intuition and feelings rather than taking the time to carefully consider the risks and consequences. You are likely to make decisions spontaneously and emotionally, trusting your gut and going with what feels right. Sometimes it is important to see if it makes sense too, not just feels good.

Impulsive           Cautious

## Prioritizing

**Natural (LOW):** You frequently focus specifically and directly on results now and take actions that target immediate accomplishments, likely unconcerned with the established guidelines. You will likely prioritize and focus on the results and the bottom line. While the end result is certainly a key component of what should take priority, be sure you are also aware of the rules and constraints of your situation.

**Adapted (LOW):** Consistent with natural style

Results           Rules

## Reasoning

**Natural (LOW):** You frequently rely on your intuition and interactions with others to make decisions, and value external validation and social acceptance. You are likely to think things through based on emotions over logic and trusting your gut. Be aware that balanced thinking looks at both the emotions and the logic.

**Adapted (LOW):** Consistent with natural style

Intuition-based           Evidence-based

# Behavioral Pattern View

The BPV has eight behavioral zones. Each zone identifies a different combination of behavioral traits. The peripheral descriptors describe how others typically see individuals with your style. Plots on the outer edges of the BPV identify that one factor (DISC) of your style will dominate the other three. As you move towards the center of the BPV, two and eventually three traits combine to moderate the intensity of your style descriptors within a specific behavioral zone. +The plus sign indicates that the preceding style score is higher, moving you closer to that style zone (i.e. CD+S: The D score is stronger than in CDS so it plots closer to the D behavioral zone).
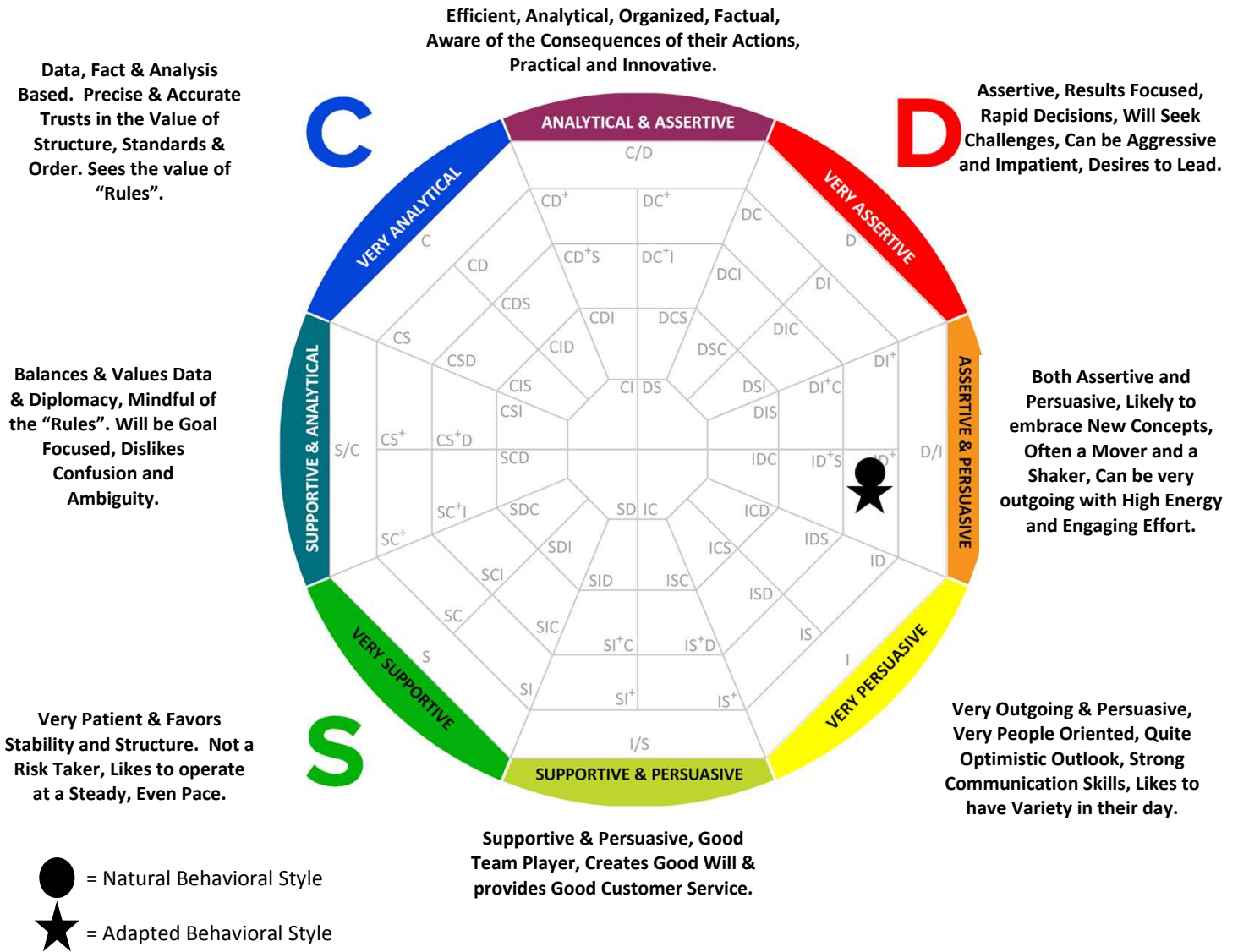
## THE SCORING LEGEND

**D = Dominance:** How you deal with Problems and Challenges
**I = Influence:** How you deal with People and Contacts
**S = Steadiness:** How you deal with Pace and Consistency
**C = Conscientious/Compliance/Structure:** How you deal with Procedure and Constraints

**Efficient, Analytical, Organized, Factual, Aware of the Consequences of their Actions, Practical and Innovative.**

**Data, Fact & Analysis Based. Precise & Accurate Trusts in the Value of Structure, Standards & Order. Sees the value of "Rules".**

**Assertive, Results Focused, Rapid Decisions, Will Seek Challenges, Can be Aggressive and Impatient, Desires to Lead.**

**Balances & Values Data & Diplomacy, Mindful of the "Rules". Will be Goal Focused, Dislikes Confusion and Ambiguity.**

**Both Assertive and Persuasive, Likely to embrace New Concepts, Often a Mover and a Shaker, Can be very outgoing with High Energy and Engaging Effort.**

**Very Patient & Favors Stability and Structure. Not a Risk Taker, Likes to operate at a Steady, Even Pace.**

**Very Outgoing & Persuasive, Very People Oriented, Quite Optimistic Outlook, Strong Communication Skills, Likes to have Variety in their day.**

**Supportive & Persuasive, Good Team Player, Creates Good Will & provides Good Customer Service.**

● = Natural Behavioral Style

★ = Adapted Behavioral Style

# PART II Application of DISC Styles

Understanding your own behavioral style is the first step to being more effective in managing your career. All the knowledge in the world doesn't mean much if you don't know how to apply it in real-life situations. This section of your report explains these practical applications.

To begin to use the power of behavioral styles, invest time and practice in knowing how to apply the DISC concept and knowledge to people, environments, and jobs.

**THIS APPLICATION SECTION INCLUDES:**

- Overview of the Four Basic DISCstyles
- What is Behavioral Adaptability
- Tension Among the Styles
- Making Career Decisions and Planning Your Career Path
- Job Indicator Section
- Job Selection Process

The purpose of this process is to help you minimize your regrets and maximize your success. An important element of the process is to help you acknowledge talents you know you have and discover talents you may not have known you have. In addition, this process will help you find new ways or words to use when talking about yourself to others. This process will also help you to relate more effectively with others.

**The better you understand yourself, the better you will be at getting what you want.  In fact, what you don't know about yourself could keep you from getting what you want.**

This process will give you priceless insight. This insight will help you to know when and where to use your talents. Knowing this will become one of your most valuable assets.

To understand the tension that may exist with the expectations placed on you by your job's needs, you can refer to the **Tension Among The Styles** section upcoming in the following pages. (Pgs. 27-28)

The final section of your report explains the process of **defining a career path** using the suggested resources in combination with the **specific job titles** generated as most appropriate for your communication style and behavioral strengths.

# Overview of the Four Basic DISCstyles

Below is a chart to help you understand some of the characteristics of each of the Four Basic DISC Styles so you can interact with each style more effectively. These behavioral tendencies are indicative of those with the High or Pure **D, I, S,** or **C** Styles. Tendencies are tempered by the blending of other styles, which changes the behavioral. Knowing the high tendencies is useful in describing how a person is likely to behave, and how the person is likely to be perceived in a given environment.

|  | HIGH DOMINANT STYLE | HIGH INFLUENCING STYLE | HIGH STEADY STYLE | HIGH CONSCIENTIOUS STYLE |
|---|---|---|---|---|
| PACE | Fast/Decisive | Fast/spontaneous | Slower/Relaxed | Slower/Systematic |
| PRIORITY | Goal | People | Relationship | Task |
| SEEKS | Productivity Control | Participation Applause | Acceptance | Accuracy Precision |
| STRENGTHS | Administration Leadership Pioneering | Persuading Motivating Entertaining | Listening Teamwork Follow-through | Planning Systemizing Orchestration |
| GROWTH AREAS | Impatient Insensitive to others Poor listener | Inattentive to detail Short attention span Low follow-through | Oversensitive Slows to begin action Lacks global perspective | Perfectionist Critical Unresponsive |
| FEARS | Being taken advantage of | Loss of social recognition | Sudden changes Instability | Personal criticism of their work efforts |
| IRRITATIONS | Inefficiency Indecision | Routines Complexity | Insensitivity Impatience | Disorganization Impropriety |
| UNDER STRESS MAY BECOME | Dictatorial Critical | Sarcastic Superficial | Submissive Indecisive | Withdrawn Headstrong |
| GAINS SECURITY THROUGH | Control Leadership | Playfulness Others' approval | Friendship Cooperation | Preparation Thoroughness |
| MEASURES PERSONAL WORTH BY | Impact or results Track records and products | Acknowledgments Applause Compliments | Compatibility with others Depth of contribution | Precision Accuracy Quality of results |
| WORKPLACE | Efficient Busy Structured | Interacting Busy Personal | Friendly Functional Personal | Formal Functional Structured |

# What Is Behavioral Adaptability?

Adaptability is your willingness and ability to adjust your approach or strategy based on the particular needs of the job, the situation, or a relationship at a particular time. It is something applied more to yourself (to your patterns, attitudes, and habits) than to others.

No one style is naturally more adaptable than another. For any situation, the strategic adjustments that each style needs to make will vary. The decision to employ specific adaptability techniques is made on a case-by-case basis: you can choose to be adaptable with one person, and not so with others. You can choose to be quite adaptable with one person today and less adaptable with that same individual tomorrow. Likewise, **you can be adaptable to a job's requirements, if necessary.**

**Adaptability is how you manage your own behaviors.**

You practice adaptability each time you slow down for a **C** or **S** style; or when you move a bit faster for the **D** or **I** styles. It occurs when the **D** or **C** styles take the time to build the appropriate responses and reactions with an **S** or **I** style; or when the **I** or **S** style focus on facts or get right to the point with **D** or **C** styles.

Adaptability is adjusting your own behavior to make other people feel more at ease with you and adjusting your own natural preferences to meet the demands of a job and work environment.

Adaptability does **not** mean "imitation" of the other person's style, **Jame**. It **does** mean adjusting your openness, directness, pace, and priority in the direction of the other person's preference, while maintaining your own identity. Adaptability does **not** mean that you must change who you are in order to be successful in a job, **although it does mean that you will be using energy to perform in a way that it is not naturally comfortable.**

A person who maintains **high adaptability for extended periods may not be able to avoid stress and inefficiency.** There is the danger of developing tension from the stress of behaving in a "foreign" style. Usually, this is temporary and is worth it to gain rapport with others, but it may be undesirable for job satisfaction.

**Realize that it takes energy to adapt; to act in a way that is not natural. Adapting for a specific job description for 8 hours a day and for 40 hours a week can be exhausting.**

Effective adaptable people meet other peoples' needs. Through practice, they are able to achieve a balance: strategically managing their adaptability by recognizing when a modest compromise is appropriate, or when the nature of the situation calls for them to totally adapt to the other person's behavioral style, they do so. Adaptable people know how to negotiate relationships in a way that allows everyone to win. They are **tactful, reasonable, understanding, and non-judgmental.**
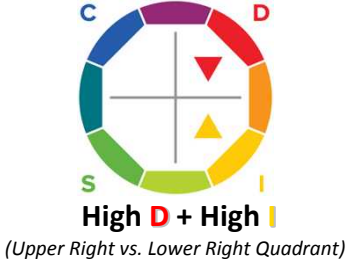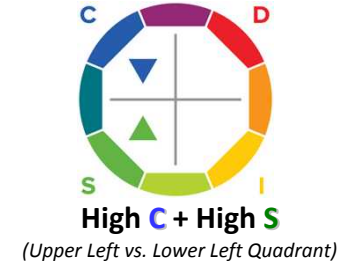
Your adaptability level influences how others judge their relationship with you and affects your job performance. Raise your adaptability level with others and trust and credibility go up; lower your adaptability level and trust and credibility go down. Adaptability enables you to interact more productively with difficult people and helps you to avoid or manage tense situations. Adaptability is valuable information to remember for job interviews! With adaptability you can treat other people the way THEY want to be treated.

**Remain mindful of the difference between
adapting for interacting effectively with people
and adapting to a job day-in and day-out.**

# Tension Among the Styles

| Potential Tensions/Disconnects | Plot Points Example |
|---|---|
| **Double Tensions of Patience vs. Urgency AND People versus Task**<br><br>**Pattern 1:** The High S's preferred Patient & Slower Pace with a Primary Focus on People rather than on results and task can conflict with the High D's Sense of Urgency and a focus on Tasks and Results and Now. | <br>**High S + High D**<br>*(Lower Left vs. Upper Right Quadrant)* |
| **Double Tensions of Patience vs. Urgency AND People versus Task**<br><br>**Pattern 2:** The High C's lack of Urgency with a Primary Focus on Tasks/Results can conflict with the High I's higher Urgency with a Primary Focus on People vs. Results and Tasks. | <br>**High C + High I**<br>*(Upper Left vs. Lower Right Quadrant)* |
| | |
| **Patience vs. Urgency Tensions:**<br><br>The High S's innate patience can conflict with the High I's Sense of Urgency. | <br>**High S + High I**<br>*(Lower Left vs. Lower Right Quadrant).* |
| **Patience vs. Urgency Tensions:**<br><br>The High C's focus on exercising patience to assure accuracy and avoid errors can conflict with the High D's focus on results, do it NOW solutions, and immediate action. | <br>**High C + High D**<br>*(Upper Left vs. Upper Right Quadrant)* |

## Tension Among the Styles, continued

| Potential Tensions/Disconnects | Plot Points Example |
|---|---|
| **People versus Tasks Tensions:**<br><br>The High D's focus on Results, Tasks, and Action can conflict with the High I's Focus on People, Feelings and Sociable Correctness. | <br>**High D + High I**<br>*(Upper Right vs. Lower Right Quadrant)* |
| **People versus Tasks Tensions:**<br><br>The High C's focus on Data, Analysis, Accuracy, and Precision can conflict with the High S's Focus on People, Teamwork, Personal Connection and a Feeling of Family. | <br>**High C + High S**<br>*(Upper Left vs. Lower Left Quadrant)* |

# Making Career Decisions and Planning Your Career Path

The DISCstyles™ Career Management Report helps you make career decisions. Your report clarifies the job expectations, discovers the reasons for any possible inner conflict, and also helps in the understanding of the stressors experienced in past jobs or in your present workplace.

In addition, you will have a list of occupations (job titles) and **O*NET (Job) Codes** for jobs that are the **closest match to YOU.** (Your Communication Preferences and Behavioral Strengths; in other words, your DISC Style.)

The **Job Indicator Section** (which follows) has been designed to stretch your imagination and give you ideas to research and learn more about.

**Jame, knowing that this section presents a listing of jobs that are a suitable match to your natural style of ID you will want to review these potential jobs and decide which of them also appeals to your individual skills, values, job zone (education level), personal criteria and lifestyle.**

Remember, the list of possible careers is designed to promote thoughts about jobs that perhaps you had not considered before, give you realistic ideas, and help you make informed decisions after gathering the additional information available to you within the O*NET site, which you will be directed to on the next page. It is worth noting that you will find additional job titles related to the specific jobs on your list during your information-gathering process through the "Crosswalk" options.

Within the O*NET site, you will notice that some jobs have the following symbol:
The symbol indicates jobs with a **Bright Outlook.**

**Each "Bright Outlook" occupation matches at least one of the following criteria:**
- *Projected to grow much faster than average through 2024*
- *Projected to have 100,000 or more job openings through 2024*
- *Designated as a new and emerging occupation in a high growth industry*

Your career listing on the following pages will have "Job Zone" indicators, defined below:

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*O*NET Job Zone Definition*

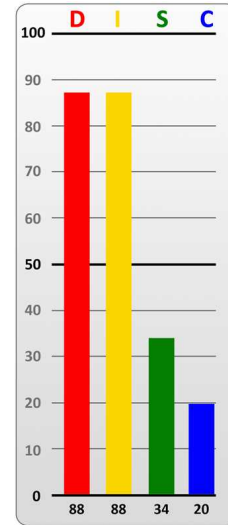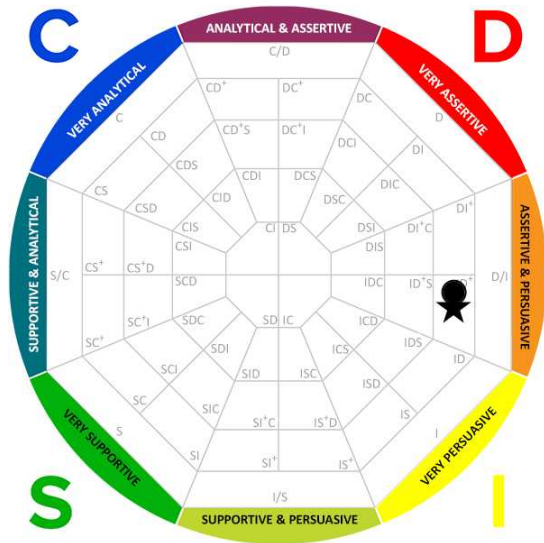*Each occupations has a Job Zone Number (1, 2, 3, 4, or 5)*

The table below lists the five zones and its assigned experience, education, and on-the-job training.

| JOB ZONE | EDUCATION, EXPERIENCE, ON-THE-JOB TRAINING ASSIGNED TO ZONES |
|---|---|
| 1 | May require high school diploma or GED |
| 2 | High school diploma; may require some vocational training or job-related course work |
| 3 | Training in vocational schools, related on-the-job experience, or associate's degree |
| 4 | Four-year bachelor's degree, 2-4 years of work experience, or both |
| 5 | Bachelor's degree, graduate school, or both, plus experience |

---

*Research has identified 322 jobs that employ more than 95% of the workforce. Out of these 322 jobs, 71 jobs require a high school education only; and 251 require two or more years of higher education.*

30

## Job Indicator Section

The career listing presented in this section are among the best-matched jobs to
**YOUR Natural Communication Preferences and Behavioral Strengths (DISC Style)**
and are derived from the latest issue of the *Occupational Information Network.*
(O*NET database developed for the US Department of Labor by the National O*NET Consortium.)

**BPV Natural Segment # 23** ●

**(ID Pattern)**

| D | I | S | C |
|---|---|---|---|
| 88 | 88 | 34 | 20 |

Broadly speaking, the basic DISC styles gravitate toward specific career categories.
Realizing that you are a **blend of styles, actual job titles** begin on the next page.

**Task**
Values privacy, Factual, Works with projects, things and plans, Non-expressive of feelings, Efficient

| | **C** | **D** | |
|---|---|---|---|
| **Slower-Paced**<br><br>Diplomatic<br><br>Patient<br><br>Co-operative<br><br>Reserved<br><br>Likes to sit and stay | Accounting/Auditing<br>Engineering<br>Research and Development<br>Quality Assurance/Safety<br>Architecture<br>Computer Programming | Entrepreneurs<br>Sales – Full Commission<br>Sales Management<br>Legal/Litigation<br>Operations Management<br>Executive Administration | **Faster-Paced**<br><br>Outgoing<br><br>Candid<br><br>Voices opinions<br><br>Shows confidence<br><br>Likes to go and do |
| | **S** | | **I** |
| | Teaching/Education<br>Finance/Economics<br>Human Resources<br>Administration/Support Services<br>Retail – Customer Service<br>Manufacturing | Advertising/Marketing<br>Public Relations<br>Training/Public Speaking<br>Sales/Promotions<br>Hospitality/Tourism<br>Retail – Sales | |

**People**
Emotionally open, Animated, Huggers, Hand-shakers, Non-structured, Apt to use facial expressions

# Next Step To Your Job Selection Process

Find a wealth of related career information as you investigate your results at the following website:
**http://online.onetcenter.org**

**Notice the O\*NET Codes from your job title listing** (on the follow pages) and enter the O\*NET Codes for each job into the "Occupation Quick Search" window at http://online.onetcenter.org.



**Important Note:**
After the search displays the page with your job title information, pay particular attention to the **Alternate Job Titles** for more possibilities. In addition to learning the job description and additional details for the job titles, increase your options by scrolling to the bottom of that section and use the **Related Occupations Section.**

## Career Information for Jame Smith

| Job Zone | ONET CODE | Job Title |
|---|---|---|
| 1 | 33-9091.00 | Crossing Guards |
| 1 | 35-3031.00 | Waiters and Waitresses |
| 2 | 39-4021.00 | Funeral Attendants |
| 2 | 39-3093.00 | Locker Room, Coatroom, and Dressing Room Attendants |
| 2 | 27-3012.00 | Public Address System and Other Announcers |
| 3 | 39-6012.00 | Concierges |
| 3 | 29-2053.00 | Psychiatric Technicians |
| 3 | 39-9041.00 | Residential Advisors |
| 3 | 39-7011.00 | Tour Guides and Escorts |
| 4 | 21-1021.00 | Child, Family, and School Social Workers |
| 4 | 11-9031.00 | Education Administrators, Preschool and Childcare Center/Program |
| 4 | 11-9161.00 | Emergency Management Directors |
| 4 | 13-1041.03 | Equal Opportunity Representatives and Officers |
| 4 | 21-1091.00 | Health Educators |
| 4 | 43-4051.03 | Patient Representatives |
| 4 | 21-1092.00 | Probation Officers and Correctional Treatment Specialists |
| 4 | 39-9032.00 | Recreation Workers |
| 5 | 23-1022.00 | Arbitrators, Mediators, and Conciliators |
| 5 | 25-1011.00 | Business Teachers, Postsecondary |
| 5 | 21-2011.00 | Clergy |
| 5 | 25-1065.00 | Political Science Teachers, Postsecondary |

## Taking Ownership of Your Destiny

Many people try to imagine what would have happened had they successfully applied these principles and practices ten years ago… or even five years ago? How many people could have eliminated the process of a "trial and error" education?  How many people could have eliminated the process of "trial and error" jobs?  How many people could have reduced having stress in the workplace? How many people could have achieved career satisfaction sooner?

Well, hundreds of thousands of people over the years have used these principles and experienced dramatic improvements in their career management process and in their professional and personal relationships. People have had more satisfaction in their interactions with everyone (even with family and friends) and in their educational planning and job satisfaction. These principles help people in gaining a greater awareness of their strengths with an understanding of their needs for personal development and recognizing potential weaknesses.

**People report they no longer feel like a "square peg in a round hole."**
**They feel, behave and are treated like a person with confidence**
**and on a mission toward success.**

Remember that people with similar preferences gravitate to similar jobs and it is just as important to realize that people having different communication preferences and behavioral styles can be appreciated for the strengths they bring to the environment.

**"Different" doesn't necessarily mean "wrong!"**

For you to also share in the pleasure from experiencing these benefits, you can get started this very minute. First, think about your professional development plans and what you wish to improve within the next year... the next month... the next week... even by the end of today!

**Develop a plan to meet those goals using the principles for your**
**DISC Career Management Strategies.**

**Accept the Challenge**
This first step requires your personal commitment to this challenge and putting it to work for you. Of course, any adaptations to your communication style takes practice and you cannot realistically expect to put all of these ideas into effect immediately. However, the minute you start to better understand yourself and your environmental demands, you will start to see improvement.

**Commit to Growth**
"Change is inevitable… growth is optional."  You have the option to make a life-changing decision. Decide to keep learning about yourself, your strengths and potential weaknesses, how you make decisions, how you come across to other people, and how your style is important to your career satisfaction. Decide to learn more about the DISC styles and how to apply your knowledge in other areas beyond your career management, such as with leadership, relationships with your peers, colleagues, children, spouse and family.

*Wishing you continued success!*

# So Now What?

This report is filled with information about your style and each of the four primary DISC behavioral styles. You now have an understanding and an awareness of the four different styles and how the styles have different intensity levels to create the unique you.

**Jame**, there are many suggestions in your report for you to apply your communication preference and behavior style information. Take the next step and do the exercises if you have not yet done them.

Don't put this report on a shelf or in a file. Understanding the concept of styles and knowing your own style is one of the most valuable ways to open up a meaningful dialogue with others and to improve all your relationships. **Use your report as a reference tool.** This information is not meant to be digested in just one reading.

Have fun with making a few minor changes in your behavior and experience the results. You might be surprised! **Remember: Treat others the way** *they* **want to be treated.** You will have much more success in all your relationships!

*Jame, the information about your style preferences can be used for your total career management and continued personal and professional development:*

- ✓ Showcase Interpersonal Strengths in Résumés and Cover Letters
- ✓ Interview Preparation and Skills
- ✓ Interview Portfolio Content
- ✓ Interview "Leave-Behinds"
- ✓ Personal Branding
- ✓ Professional Bio (Social Networking)
- ✓ Job Search Strategy and Campaigns
- ✓ Time Management

- ✓ Career Transition
- ✓ Educational Planning
- ✓ Sales and Leadership Training
- ✓ Organizational Development
- ✓ Harmony in the Work Place
- ✓ Team Building
- ✓ Relationship Strategies
- ✓ Hiring / Selection / Placement Strategic Positioning and More!

## Disclaimer

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### How to Assure Assessment Accuracy? Independent & Qualified Testing at Standards Set by the APA and EEOC

> *"…this DISC assessment has one of the highest Cronbach scores in the DISC marketplace."*
> *- Assessment Standards Institute*

**The Assessment Industry's Past and Present**
Assessments have been used since the mid-20th century, initially relied upon by Fortune 500s, calculated by highly skilled PhDs and produced by only a handful of trusted developers. With the advent of the internet in the 1990s, the ability to produce, market, and sell assessments became exponentially easier and less expensive. Since then, it has developed into a kind of "global cottage industry" with hundreds of new assessment developers, producing thousands of different assessments. Each developer purporting its assessments to be scientifically accurate instruments - sold, resold and used by individuals and organizations of all kinds; including many of our largest institutions like Fortune 500s, major universities, world governments, and even military. Frighteningly, this "global cottage industry," which produces data relied upon by millions, is entirely unregulated with nothing to ensure its consumers are receiving what they are being told and sold. There are zero requirements, safeguards, laws or regulations ensuring the consumer receives a scientifically accurate instrument - or even what the developers and sellers claim.

**The Solution? Independent & Verifiable Testing by a Qualified Institution**
The *Assessment Standards Institute (ASI)* provides our assessments with verifiably objective testing and reporting that meet standards set by the **American Psychological Association (APA)** and the **Equal Employment Opportunity Commission (EEOC)**. This battery of tests is both voluntary and verifiably transparent. Our goal? To ensure this assessment's professional merit and scientific accuracy for you, the user. These reports are readily available upon request and include:

**Construct Validity (APA Standards)**
Construct validity is one of the most central concepts in psychology. It is the degree to which a test measures what it claims, or purports to be measuring. Researchers generally establish the construct validity of a measure by correlating it with a number of other measures and arguing from the pattern of correlations that the measure is associated with these variables in theoretically predictable ways.

**Reliability - Cronbach's alpha (APA Standards)**
This technique is regarded as one of the most robust measures of reliability and presents the highest 'bar' from which to compare. The readers should note that Cronbach's alpha is the method selected for this instrument, because of its high standards. The reader is encouraged to compare reliability coefficients presented herein to other vendors, and also to ask those vendors which reliability formulas they used to compute their reliability coefficients. Cronbach's alpha is a measure used to assess the reliability, or internal consistency, of a set of scale or test items. In other words, the reliability of any given measurement refers to the extent to which it is a consistent measure of a concept, and Cronbach's alpha is one way of measuring the strength of that consistency.

**Disparate Impact (EEOC Guidelines)**
Employers often use tests and other selection procedures to screen applicants for hire and employees for promotion. The use of tests and other selection procedures can be a very effective means of determining which applicants or employees are most qualified for a job. However, use of these tools can also violate the EEOC Guidelines if they disproportionately exclude people in a protected group by class, race, sex, or another covered basis. Importantly, the law does allow for selection procedures to select the best candidates based on job related requirements. If the selection procedure has a disparate impact based on race, color, religion, sex, or national origin, the employer is required to show that the selection procedure is job related and consistent with business necessity. If discrimination exists, the challenged policy or practice should therefore be associated with the skills needed to perform the job successfully.

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