



DISCflex™

Business Behaviors Report

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January 6, 2015



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DISCflex™ Overview

DISCflex™ profiles are one of the best (and most widely used) profiling vehicles to assess a person's behavioral tendencies.

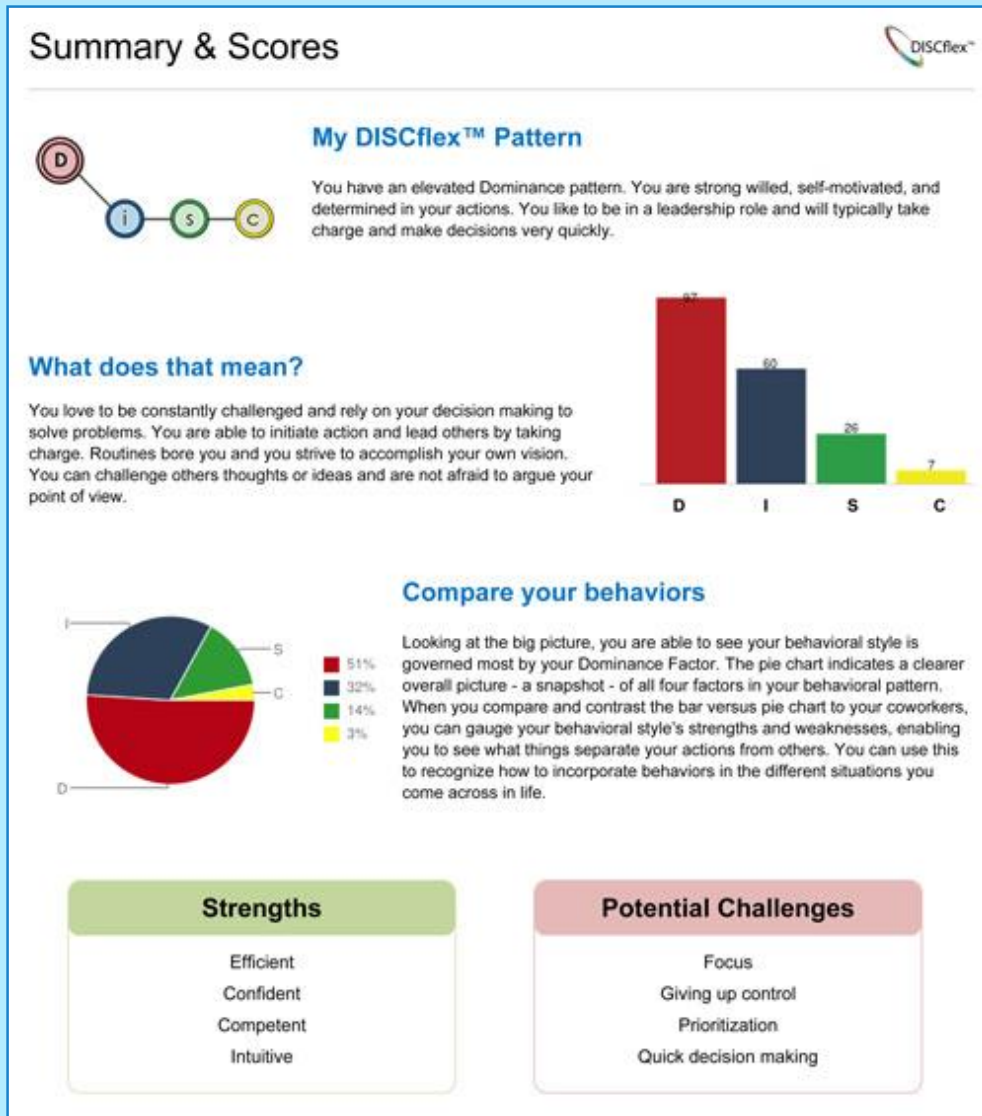
The DISCflex™ patterns reveal the peaks and valleys of the landscape of a person's behavioral tendencies.

The most important thing to understand is the relationships between the four factors:

- **Dominance**
- **Influence**
- **Steadiness**
- **Compliance**

The elevation between the individual factors creates a **spread**. This spread will govern the behavioral choices that people make.

Self-Perception Mapping

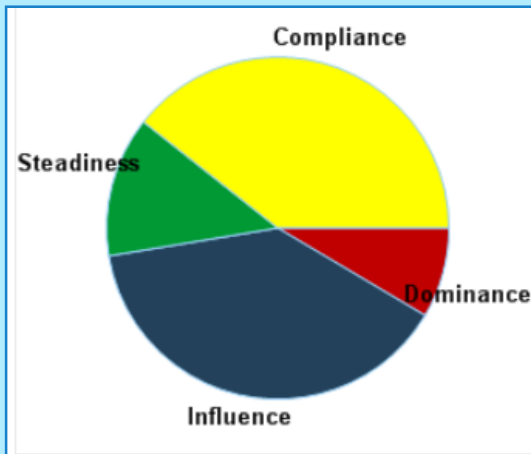


- Shows how you generally perceive your actions
- Your perceived behavioral tendencies based on **your** personal input
- Pie chart shows which factors are most prominent
- Bar graph offers a numerical comparison

Self-Perception Mapping

Steadiness & Compliance:
Introverted

Compliance & Dominance:
Task-oriented



Steadiness & Influence:
People-oriented

Influence & Dominance:
Extroverted

Self-Perception Mapping

Steadiness & Influence: People-oriented

Have a penchant for focusing on people and perceptions

- **Steadiness** is focused on thoughtful actions and dependability
- **Influence** is focused on socialization and consultation

(Steadiness)

(Influence)

Compliance & Dominance: Task-oriented

Have a natural preference of focusing on tasks in the workplace

- **Compliance** is focused on structure and planning
- **Dominance** is focused on efficiency and deadlines

(Compliance)

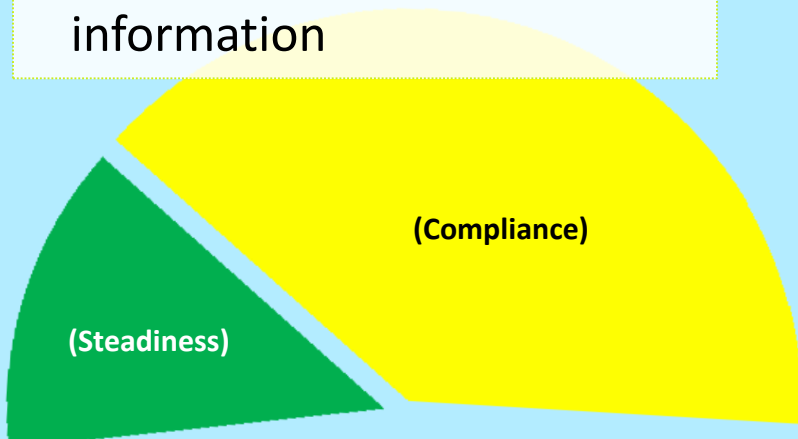
(Dominance)

Self-Perception Mapping

Steadiness & Compliance: Introverted

Introversions focus on objective thought through the perceptual prism while taking into account previous experience

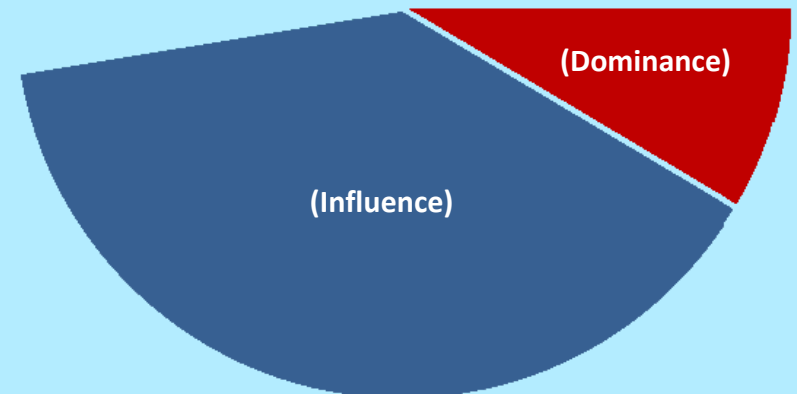
- **Steadiness** is focused on observation and inquisitive thinking
- **Compliance** is focused on structuring and analyzing information



Influence & Dominance: Extroverted

Extraversions focus on empirical thinking and a utilitarian approach toward people and tasks

- **Influence** is focused on the synergy levels between people
- **Dominance** is focused on assertiveness



3rd Party Perception

- Shows the behaviors you exert to the outside world

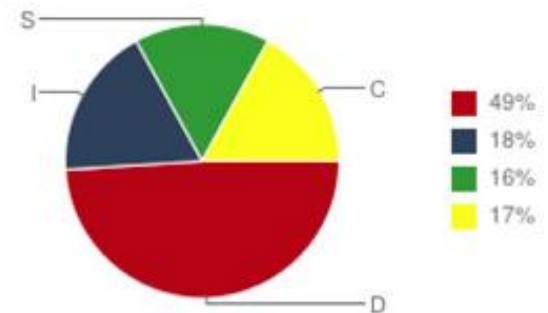
- Three third-party perspectives:

- Co-workers
- Friends
- Family

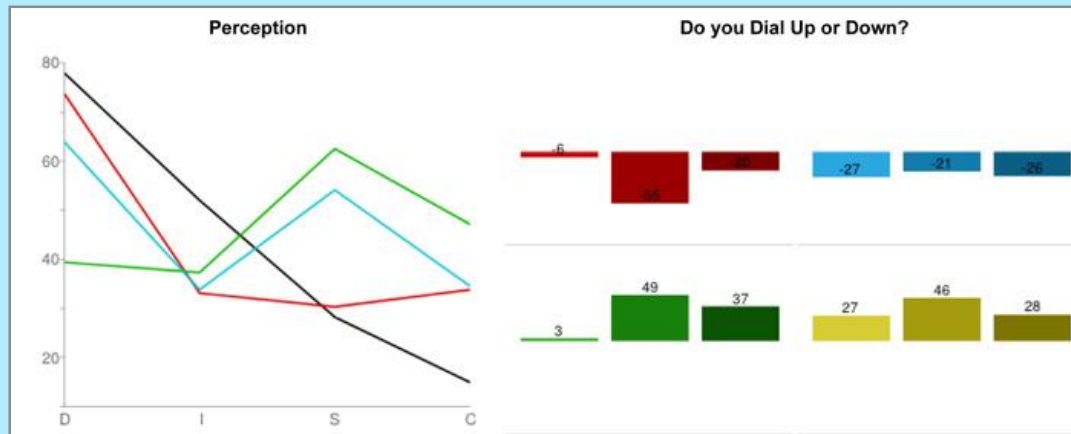
- You will see a unique chart for each of the three 3rd party perspectives

Coworkers may see you as...

- Leader
- Ambitious
- Dictator
- Driven
- Self-Motivated
- Friendly
- Pleasant
- Decisive
- Attentive
- Adaptable
- Poised



3rd Party Variances

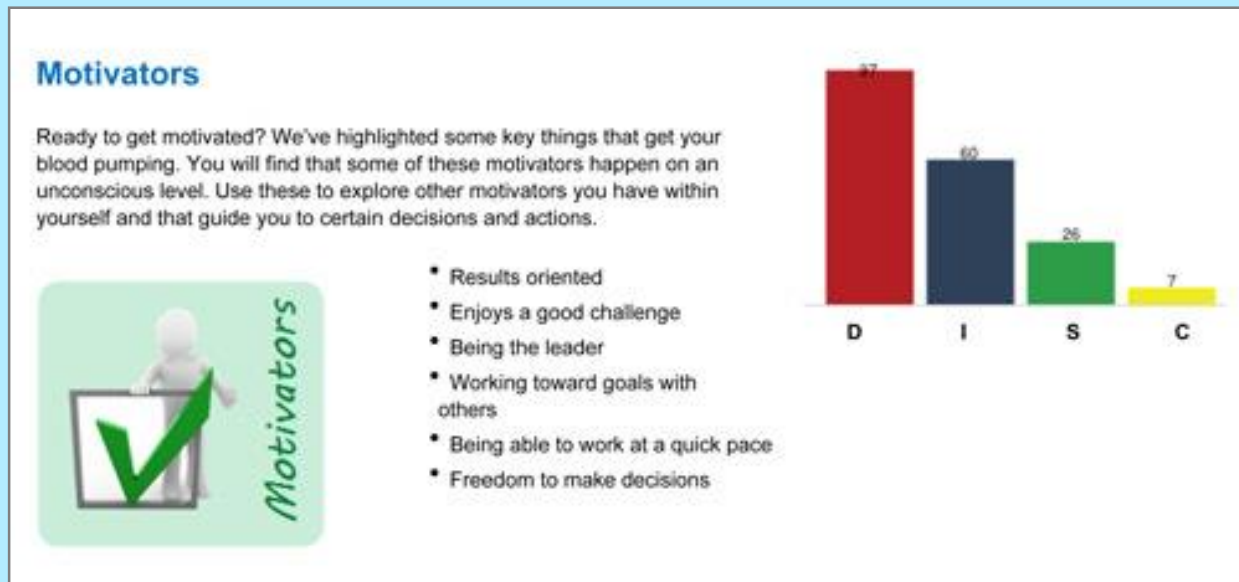


DISC Factor	Self-Perception	Third Party Perception	Variances	% Difference
Dominance	97	Co-workers 91	-6	7%
		Family 42	-55	131%
		Friends 77	-20	26%
Influence	60	Co-workers 33	-27	82%
		Family 39	-21	54%
		Friends 34	-26	76%
Steadiness	26	Co-workers 29	3	10%
		Family 75	49	65%
		Friends 63	37	59%
Compliance	7	Co-workers 34	27	79%
		Family 53	46	87%
		Friends 35	28	80%

- Line graph shows the skew between your perception of your behavioral tendencies versus the perception of others
- Bar graph illustrates the difference between self and third party perception
- Chart details the exact data

Personalized Tips

Motivators



- When you feel stressed, exhausted, or just complacent, it is important to find a way to motivate yourself to complete all of your tasks
- This list offers suggestions to the work dynamics that most likely motivate you, that you should look for when feeling stressed

Personalized Tips

Stressors

Stressors

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




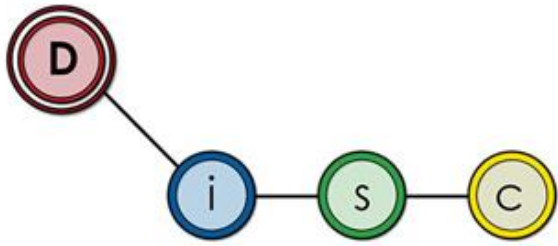
- Rules
- Details
- Not being in control
- Making individual decisions
- Results of your decisions
- Rigid structure

- Understanding your stressors will allow you to avoid them whenever feasible
- This list may bring to light some things you didn't previously realize were causing you stress

General Behavioral Tendencies

- Shows the behaviors you naturally identify with in your current work environment
- Reflects how you tend to act in most situations under normal circumstances
- Provides feedback on motivators and stressors that can help or hurt your efforts

Introduction to Your Behavior 



Jane, based on the results from your DISCflex™ Behavior Assessment, you have a high Dominance (D) behavioral style. In order to make the best use of this report's information, we suggest that you print it out and highlight any areas you find interesting. The value of this report depends entirely on your personal application of the information to your professional life.

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

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

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

Steadiness is your need for consistency and your source of thoughtfulness.
When you go out of your way to help someone, you are using your 'S' factor.

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

We all use each of the four factors in different ways. Continue reading to find out how they relate to the following ten topics:

• Work Environment	• Team Interactions
• Goal Setting	• Facilitation
• Interpersonal Communication	• Receiving and Giving Feedback
• Change	• Self-talk
• Decision Making	• Performance Management

The following content related to the topics above will prove invaluable to your business success.

General Behavioral Tendencies

Describes your tendencies relating to 10 topics:

- Work Environment
- Goal Setting
- Interpersonal Communication
- Change
- Decision Making
- Team Interactions
- Facilitation
- Receiving and Giving Feedback
- Self-talk
- Performance Management



DISC Sub-factors™

Efficiency (**D**>**i**)

When **Dominance** is greater than **Influence**, you have the...



Efficiency
Sub-Factor™

Your characteristics:

- Direct and assertive
- Finish work very quickly
- Rarely or never miss deadlines
- May appear willing to do whatever it takes to get the job done

DISC Sub-factors™

Self-Motivation (**D**>**s**)

- Your characteristics:

- Generally always working on something
- Tend not to take extended breaks
- Creative and imaginative

When **Dominance** is higher than **Steadiness**, you have the...



Self-Motivation
Sub-Factor™

DISC Sub-factors™

Independence (**D**>**c**)

When **Dominance** is greater than **Compliance**, you have the...



Independence
Sub-Factor™

Your characteristics:

- Prefer to work alone
- Create their own rules
- Typically remain neutral in the affairs of others
- Goal-oriented

DISC Sub-factors™

Friendliness (I>d)

Your characteristics:

- Love communication
- Extrovert
- Good at making small talk
- Get along well with others

When **Influence** is greater than **Dominance**, you have the...



Friendliness
Sub-Factor™

DISC Sub-factors™

Enthusiasm (I>S)

When **Influence** is greater than **Steadiness**, you have the...



Enthusiasm
Sub-Factor™

Your characteristics:

- Outgoing & extroverted
- Positive attitude
- Able to keep up with others
- Go-getter
- Show their interests

DISC Sub-factors™

Self-Confidence (I>c)

Your characteristics:

- Extrovert
- Rarely doubt themselves
- Able to easily open a conversation
- Very comfortable in social situations

When **Influence** is greater than **Compliance**, you have the...



Self-Confidence
Sub-Factor™

DISC Sub-factors™

Patience (**S**>**d**)

When **Steadiness** is greater than **Dominance**, you have the...



Patience
Sub-Factor™

Your characteristics:

- Introvert
- Rarely make rash decisions
- Handle stressful situations by waiting them out
- Realistic & positive

DISC Sub-factors™

Thoughtfulness (S>i)

Your characteristics:

- Highly aware of their surroundings
- Think diligently
- Tend to plan for everything
- Rarely act on impulse
- Trust logic over intuition

When **Steadiness** is greater than **Influence**, you have the...



Thoughtfulness
Sub-Factor™

DISC Sub-factors™

Persistence (**S**>**c**)

When **Steadiness** is greater than **Compliance**, you have the...



Persistence
Sub-Factor™

Your characteristics:

- Keep at their work despite the difficulties they may encounter
- Predictable
- Determined
- Rarely get discouraged

DISC Sub-factors™

Cooperativeness (C>d)

Your characteristics:

- Easy to work with
- Enjoy helping out
- Make decisions based on policies and procedures
- Naturally work at building positive relationships with others

When **Compliance** is greater than **Dominance**, you have the...



Cooperativeness
Sub-Factor™

DISC Sub-factors™

Accuracy (C>i)

When **Compliance** is greater than **Influence**, you have the...



Accuracy
Sub-Factor™

- Your characteristics:
 - Take their time
 - Pay attention to details
 - Easily find errors
 - Prefer to understand the situation completely before making a decision

DISC Sub-factors™

Sensitivity (C>s)

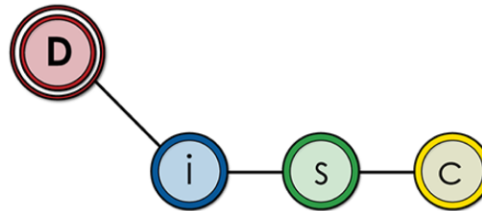
- Your characteristics:
 - Does **NOT** mean that you are easily upset
 - Highly aware of their surroundings
 - Able to consider all sides
 - Sensitive to details

When **Compliance** is greater than **Steadiness**, you have the...



Sensitivity
Sub-Factor™

Continued Learning



Areas for Potential Improvement for the Dominance Profile

Suggestions	Training Recommendations
Try to be more attentive to other people's ideas before voicing your own. This session will help you see everyone's ideas before making your own assertions. You will be able to give more thought to others.	Change The Perceptual Prism
Make certain that you make more time to reach consensus driven decisions. This session will show the importance of consensus decisions as well as when to use them.	Decision Making Consensus Decisions
You should learn the escalation of emotions and how your mood can affect your decisions and your life. This session will teach you how to handle your emotions and make them work for you rather than against you.	Life Skills Feelings and Emotions
Learn different managerial control factors to improve your strengths for all four of your primary factors rather than just the Dominance Factor. Use this session to learn some	RA² Interface Alignment Managerial Control Factors

- Each person receives targeted eLearning to fill in skill gaps from their behavioral style
- Recommends 15 sessions for continued learning