



**UNLOCKING HUMAN POTENTIAL**

## Sample User

Style: Chancellor DIC

The DISC Report

Friday, January 5, 2018

## Introduction



Your report uses the DISC Personality System. The DISC Personality System is the universal language of behavior. Research has shown that behavioral characteristics can be grouped together in four major groups. People with similar styles tend to exhibit specific behavioral characteristics common to that style. All people share these four styles in varying degrees of intensity. The acronym DISC stands for the four personality styles represented by the letters: *D (Dominant, Driver)*, *I (Influencing, Inspiring)*, *S (Steady, Stable)*, and *C (Correct, Conscientious)*.

Knowledge of the DISC System empowers you to understand yourself, family members, co-workers, and friends, in a profound way. Understanding behavioral styles helps you become a better communicator, minimize or prevent conflicts, appreciate the differences in others and positively influence those around you.

In the course of daily life, you can observe behavioral styles in action because you interact with each style, to varying degrees, everyday. As you think about your family members, friends and co-workers, you will discover different personalities unfold before your eyes.

Do you know someone who is assertive, to the point, and wants the bottom line? - Some people are forceful, direct, and strong-willed.

**This is the D style**

Do you have friends who are great communicators and friendly to everyone? - Some people are optimistic, friendly, and talkative.

**This is the I style**

Do you have family members who are good listeners and great team players? - Some people are steady, loyal, and practical.

**This is the S style**

Have you ever worked with someone who is factual, thorough, and detail oriented? - Some people are precise, sensitive, and analytical.

**This is the C style**



## General Description



Sample's style is identified by the keyword "Chancellor". (DIC)

Sample, as a Chancellor style, mixes fun with business in order to get things done. Chancellors are determined individuals who enjoy people but can also take care of the details. Since Chancellors want things to be taken care of correctly, they may finish projects to assure correctness and completeness. Sample is outgoing by nature and enjoys people, but this does not necessarily indicate an allegiance. A Chancellor evaluates people and tasks carefully. Their alliances will shift seemingly impulsively from one person or task to another. They often neglect careful planning and will jump into projects without thorough consideration.

Chancellors may need to be more sensitive to the needs of others. They are spontaneous in business and pleasure, but not haphazardly. Sample requires correctness and is very aware of deadlines. A Chancellor will initiate activity rather than waiting for someone else to do the job. They are driven by the bottom line and want quick results. They will work tenaciously to resolve problems. Sample desires accuracy combined with quick thinking.

Others may perceive Chancellors as opinionated. Under pressure, they may express their feelings without regard to allowing others' opinions. They may also dominate projects and not permit others to participate. A Chancellor wants others to communicate clearly and concisely. They are forward thinking and creative. Sample is always looking ahead to new and exciting adventures.

### George Washington ~ First President of the United States



Washington studied military science on his own, and began his military service in the Virginia Militia. The Chancellor's eye for detail and determination make them excellent strategists. He ended up in command of all Virginia forces, and led them in several dangerous and successful battles. Impressed with his military experience and commanding personality, both hallmarks of the Chancellor, Congress made him Commander in Chief of the Continental Army. With remarkable skill, patience, and courage, Washington led the American forces through the Revolution, struggling not only with the British, but also with a frequently stingy Continental Congress.

"Discipline is the soul of an army. It makes small numbers formidable; procures success to the weak, and esteem to all."

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### Martin Luther King, Jr. ~ U.S. Civil Rights Leader



King became involved in the cause of civil rights. Greatly influenced by Mohandas Gandhi, he chose to adopt his highly successful strategy to win change -- that of non-violent, non-cooperation. King upheld the truth that all men are created equal, often leading sit-ins, boycotts, and public meetings in favor of black civil rights. Even when white extremists fire-bombed his house, he continued to preach non-violence. In August of 1963, King led a march in Washington to protest black unemployment. It was at this rally that he delivered his famous "I Have A Dream" speech. Throughout his life, he characterized the energetic style of the Chancellor, always wanting things to be done properly.

"That old law about an eye for an eye leaves everybody blind. The time is always right to do the right thing. We will have to repent in this generation not merely for the hateful words and actions of the bad people but for the appalling silence of the good people."

## Style Intensity Overview



The DISC Assessment measures the intensity of four behavioral traits; Dominance, Influence, Steadiness and Compliance. The higher your scores above zero (the midline) the more intensely that trait will be expressed. The lower your score the less intensely that trait will be expressed. The following paragraphs will provide you with an overview based on your specific intensity scores.



With a moderate D-Style intensity, Sample is a very creative person and is often willing to seek out new solutions to problems, Sample is self-motivated and often works at a fast pace to accomplish goals. Sample likes new challenges and is usually able to make decisions easily, even under pressure.



With a moderate I-Style intensity, Sample is a warm, outgoing person, and enjoys having a high level of interaction with others. Finding the "silver lining" in a difficult situation comes easily to Sample who typically enjoys the thrill of trying new things. Sample has a gift for influencing associates and is viewed as an instinctive communicator. Others find Sample easy to approach with an easy, open rapport.



With a low S-Style intensity, Others see Sample as a versatile person whom they rely upon to break up monotonous or routine situations. Sample sometimes prefers to do things outside of the team. Sample tends to be individualistic and may even be perceived as "restless" with a tendency to move quickly from one thing to the next.



With a moderate C-Style intensity, Sample is neat and orderly. Others usually see Sample as practical. Sample needs adequate information to make decisions, and will consider the pros and cons. Sample may be sensitive to criticism and will tend to internalize emotions. Sample likes to clarify expectations before undertaking new projects and will follow a logical process to gain successful results.

## Your Personality Style Traits



### Sample's General Characteristics

- Natural leader and spokesperson
- Able to accurately do a lot of different things
- Influential and Motivating
- High Energy; Extroverted; Optimistic



### Sample's Value To The Team

- Energetic; Leader and Thinker
- High Energy; Spurs Activity
- Can Multi-task Easily
- Decisive and great in crisis



### Sample's Challenge Areas

- May be overly aggressive
- Impulsive, potentially argumentative when pushed
- Impatient with others; too critical
- Attempts too much at once



### Sample's Dominant Fear

- Being taken advantage of; loss of control



### Sample is Motivated by

- Being able to direct and pioneer
- Power and authority to take risks and make decisions
- Freedom from routine and mundane tasks
- Appreciation and praise from peers
- Recognition for all they can do

## Description Overview Continued



### Sample's Ideal Environment

- A competitive environments with rewards
- Non-routine, challenging tasks and activities
- Being able to direct others
- Freedom from controls, supervision, and details
- Personal evaluation based on my results, not my methods



### Remember, Sample may want:

- Authority, varied activities,prestige, freedom, assignments promoting growth, opportunity for advancement; recognition



### When communicating with Sample, DO:

- Talk about results not process
- Talk about solutions not problems
- Focus on business; remember they desire results
- Suggest ways for him/her to achieve results, be in charge, and solve problems
- Let them in on the "big picture"; they are visionary
- Agree with facts and ideas rather than the person when in agreement
- Realize they desire to socialize as well as get results



### When communicating with Sample, DON'T:

- Ramble; Let them talk
- Settle for less than excellence
- Focus on problems
- Be pessimistic
- Focus on the process and details
- Challenge them directly



### While analyzing information, Sample may:

- Ignore potential risks
- Not weigh the pros and cons
- Not consider others' opinions
- Offer innovative and progressive systems and ideas

## Description Overview Continued



Sample contributes these positive characteristics in teams:

- Instinctive leader
- Autocratic manager - great in crisis
- Direct and Decisive
- Innovative in getting results
- Maintains focus on goals
- Great communicator
- Overcomes obstacles; they see silver lining
- Provides direction and leadership
- Pushes group toward their goals
- Willing to speak out; able to define goals
- Generally optimistic
- Welcomes challenges without fear
- Accept risks
- Sees things for what they are
- Can handle multiple projects
- Functions well with heavy workloads



Personal Growth Areas for Sample:

- Strive to be an active listener
- Be attentive to other team members' ideas until everyone reaches a consensus
- Be less controlling and domineering
- Develop a greater appreciation for the opinions, feelings and desires of others
- Put more energy into the details and process
- Show your support for other team members
- Take time to explain the "whys" of your statements and proposals
- Have more patience; help others reach their potential



This next section uses adjectives to describe where your DISC styles are approximately plotted on your graph. These descriptive words correlate as a rough approximation to the values of your graph.

**D** Measures how decisive, authoritative, and direct you typically are. Words that may describe the intensity of your “D” are:

- **FORCEFUL** Full of force; powerful; vigorous
- **RISK TAKER** Willing to take chances; hazardous in actions
- **ADVENTURESOME** Exciting or dangerous undertaking
- **DECISIVE** Settles a dispute or answers questions
- **INQUISITIVE** Inclined to ask many questions; curious

**I** Measures how talkative, persuasive, and interactive you typically are. Words that may describe the intensity of your “I” are:

- **GENEROUS** Willing to give or share; unselfish; bountiful
- **POISED** Balanced; stable; having ease and dignity of manner
- **CHARMING** Attractive; fascinating; delightful
- **CONFIDENT** Sure of oneself; feeling certain; bold

**S** Measures your desire for security, peace, and your ability to be a team player. Words that may describe the intensity of your “S” are:

- **CRITICAL** Tending to find fault; characterized by careful analysis
- **IMPETUOUS** Acting suddenly with little thought; rash; impulsive

**C** Measures your desire for structure, organization, and details. Words that may describe the intensity of your “C” are:

- **ANALYTICAL** Dissecting a whole into its parts to discover their nature
- **SENSITIVE** Easily hurt; highly intellectually and emotionally responsive
- **MATURE** Fully grown, developed, ripened

### How You Communicate with Others

Your style is predominately a “D” style, which means that you prefer receiving information telling you RESULTS; but when transferring that same information to a client or co-worker, you may need to translate that into giving them precise facts, or just the end result, or how they are a part of the solution and we need to work as a team.

This next section is particularly useful for a dominant “D” style as you may have the tendency to be more aggressive in your communication than what others would like.

### The Compatibility of Your Behavioral Style

**D WITH D** Two “D” styles will get along well only if they respect each other and desire to work as a team to accomplish a set goal. Care must be taken not to become overly competitive or overly domineering with each other.

**D WITH I** A “D” likes the “I” style, because an “I” is a natural encourager to the “D”. Sometimes an “I” will not be task oriented enough for the “D” in a work situation, unless the “D” sees the value of how the “I” can be influential to achieve ultimate results.

**D WITH S** A “D” and an “S” normally work well together because the “S” does not threaten the “D”, and will normally work hard to achieve the desired goal. Sometimes personal relations can be strained because the “D” sometimes comes across as too task oriented and driven.

**D WITH C** A “D” and a “C” must be careful not to become too pushy and too detail oriented, respectively. However, a “D” needs the detail attention of the “C” style, but sometimes has a hard time of effectively communicating this need.

### How You Can Enhance Interaction with Each Style

#### YOU with a **D**

If there is mutual respect, you will tend to see each other as driving, visionary, aggressive, competitive, and optimistic. So as long as they agree on the goal to be accomplished, they can focus on the task at hand and be extremely efficient. If mutual respect does not exist, you will tend to see the other D as argumentative, dictatorial, arrogant, domineering, nervous, and hasty.

**Relationship Tip:** Each of you must strive to achieve mutual respect, and communication, setting this as a goal to be accomplished will help immensely. You must also work to understand the realms and boundaries of each other's authority, and to respect those boundaries.

#### YOU with an **I**

You will tend to view I's as egocentric, superficial, overly optimistic, showing little thought, too self-assured, and inattentive. You'll dislike being "sold" by the I. Your task orientation will tend to lead you to become upset by the high I's noncommittal generalizations.

**Relationship Tip:** You should try to be friendly, since the I appreciates personal relationships. Be complimentary, when possible. Listen to their ideas and recognize their accomplishments.

#### YOU with an **S**

You will tend to view the S as passive, nonchalant, apathetic, possessive, complacent, and non-demonstrative. D's tend to perceive S's as slow moving. They will tend to see your approach as confrontational, and it may tend to be overwhelming to the high S. Your quick pace of action and thinking may cause a passive-aggressive response.

**Relationship Tip:** Avoid pushing; recognize the sincerity of the high S's good work. Be friendly to them, they appreciate relationships. Make every effort to be more easy going when possible, adapting a steady pace will reduce unnecessary friction in the relationship.

#### YOU with a **C**

Your tendency will be to view the C as overly dependent, evasive, defensive, too focused on details, and too cautious and worrisome. D's often feel that high C's over analyze and get bogged down in details.

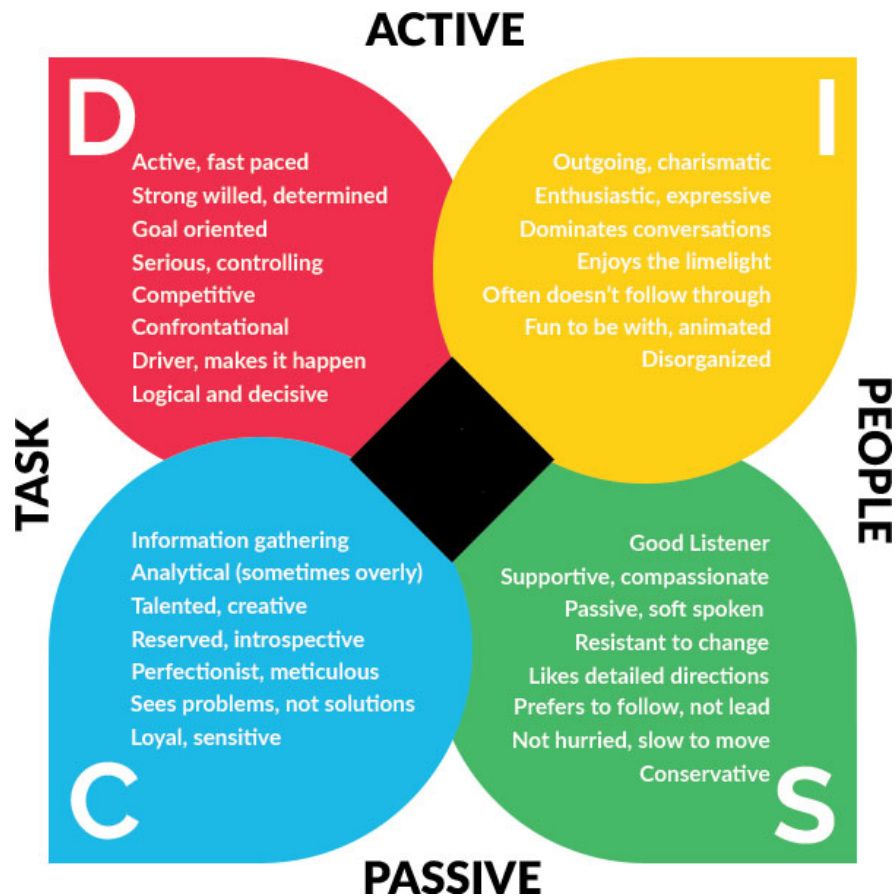
**Relationship Tip:** Slow down the pace; give them information in a clear and detailed form, providing as many facts as you can. In discussions, expect the C to voice doubts, concerns and questions about the details. Remove potential threats. Whenever possible, allow time for the C to consider issues and details before asking them to make any decisions.

# DISC Overview

Because human personality is comprised of varying intensities of the four behavioral styles, the DISC graph helps make the personality style more visual. The DISC graph plots the intensity of each of the four styles. All points above the midline are stronger intensities, while points below the midline are lesser intensities of DISC characteristics. It is possible to look at a DISC graph and instantly know the personality and behavioral characteristics of an individual.

This chart below helps put the four dimensions of the personality into perspective

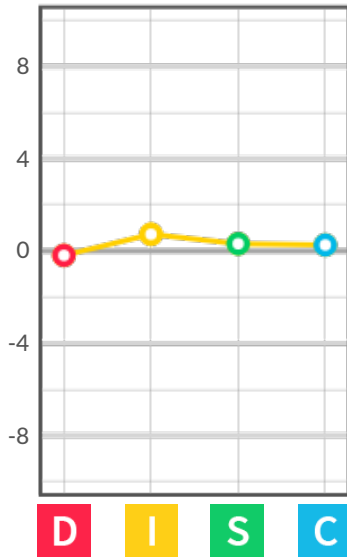
	<b>D</b> DOMINANT	<b>I</b> INFLUENCING	<b>S</b> STEADY	<b>C</b> COMPLIANT
Seeks:	Control	Recognition	Acceptance	Accuracy
Strengths:	Administration Leadership Determination	Persuading Enthusiasm Entertaining	Listening Teamwork Follow-through	Planning Systems Orchestration
Dislikes:	Inefficiency Indecisions	Routines Complexity	Insensitivity Impatience	Disorganization Impropriety
Decisions:	Decisive	Spontaneous	Conferring	Methodical



## Your DISC Graphs

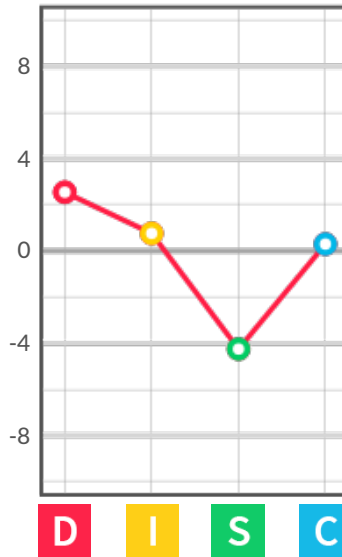
Below are your three DISC graphs and the meaning of each graph.

**"Public Self"**  
(mask)



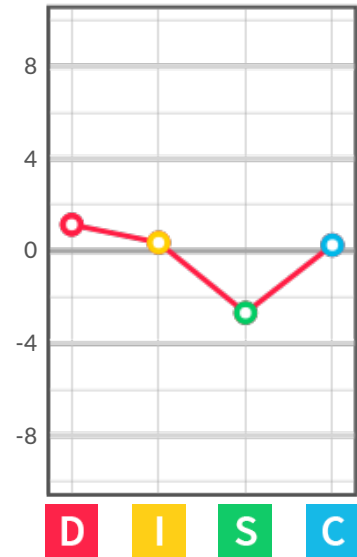
This graph displays the you others see. It reflects how you perceive the demands of your environment, and your perception of how you believe others expect you to behave.

**"Private Self"**  
(core)



This graph displays your instinctive response to pressure, and identifies how you are most likely to respond when stress or tension are present in your environment.

**"Perceived Self"**  
(mirror)



This graph displays the manner in which you perceive your typical behavior. It could be referred to as your self perception. At times you may be unaware of the behavior you use with other people.

### Differences between the Public and Private Self:

People often act based on how they think others expect them to behave or to adapt to a specific job or role. This adapted behavior (the Public Self) represents what we project to the world. Your core style (Private Self) represents your instinctive response to pressure. During times of stress or tension, these core behaviors become prominent. This Private Self graph is least likely to change because these are natural and ingrained responses. Little or no difference between the Private Self and Public Self indicates that there is not much need to adapt your style to your environment. However, if the Public Self is different from the Private Self, you may perceive a need to flex your style to fit your job, your current role or the expectations placed upon you.

## Sample's Action Plan



This worksheet is a tool to enable effective communication. The goal is to help you maximize your strengths and minimize the effects of potential limitations by addressing characteristics common to your style.

This section gives you an opportunity to assess your personality style and get feedback from someone else.

## Instructions

**Step 1:** The items listed below are areas of reflection. Give this page to another person who knows you well (associate, team member, teacher, family member, friend, etc.) and ask them to read each item and consider whether or not the items describe you, then, check either yes or no beside each item. Open dialogue is encouraged and any blind spots (areas of your personality that you are blind to) should be discussed. Since communication is a two way street, it is recommended that two people complete one another's worksheets.

Y  N Seeks practical solutions

Y  N Goal oriented

Y  N Low tolerance for error

Y  N Does not analyze details

Y  N Organizes well

Y  N Rash decision maker

Y  N Moves quickly to action

Y  N Tends to be abrupt/overly direct

Y  N Delegates work well

Y  N Stimulates activity in others

Y  N Consumed by the task / job

Y  N Thrives on opposition

Y  N Punctual and schedule aware

Y  N Overlooks people and feelings

Y  N High standards, perfectionist

Y  N Hesitant to start projects

Y  N Orderly and organized

Y  N Excessive planning time

Y  N Has energy and enthusiasm

Y  N Priorities often get out of order

## Action Plan Continued

**Step 2:** Now, select three items that would benefit the most from focused attention. Discuss and determine specific outcomes and reasonable time frames for their achievement. Write the details in the spaces provided, along with notes helpful to achieving specific outcomes. Set a date 60-90 days from now for a discussion with your contact to review your progress. The person who works with you on this is important to your growth and should help you stay accountable to your plan.

The first item upon which I will focus:

- Review Date:
  
- Specific actions I will take on this item in the next 60 to 90 days:
  
- Specifics to address:

The second item upon which I will focus:

- Review Date:
  
- Specific actions I will take on this item in the next 60 to 90 days:
  
- Specifics to address:

The third item upon which I will focus:

- Review Date:
  
- Specific actions I will take on this item in the next 60 to 90 days:
  
- Specifics to address: