



STYLE REPORT

**Free DISC Style Report for
Andi Alvin**

ID Number 4504410

Work Environment Version

Assessment Completed Aug 15, 2023
at DISCPersonalityTesting.com
Report Build Version 2

This is a rough estimate of your DISC style blend. For more refined analysis, graphs, and insights, take the full assessment at www.DISCPersonalityTesting.com.

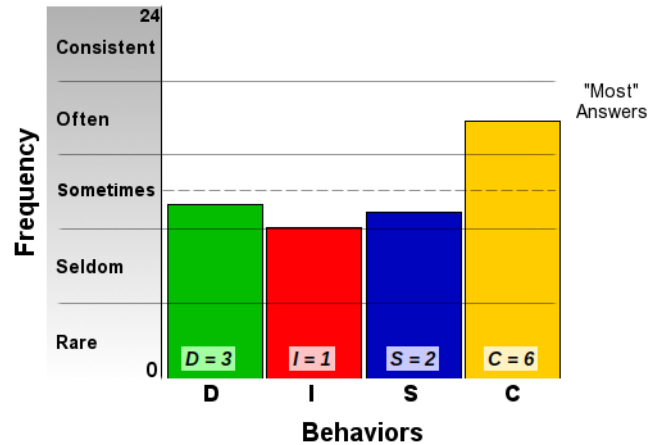
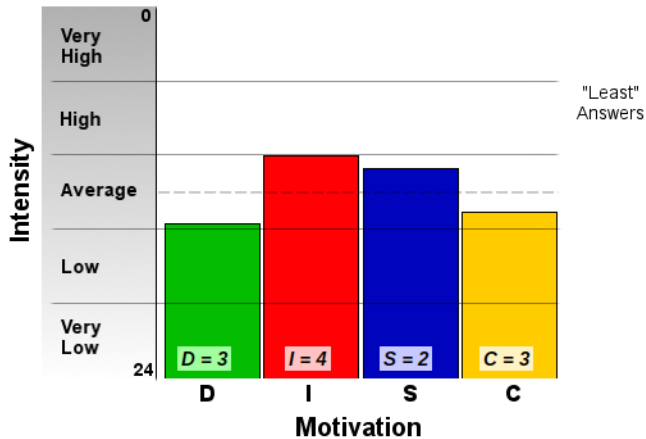
Congratulations Andi!

Your style is Level

Your Natural / Internal Style

Your Adapted / External Style

The bar graphs below show the intensity or consistency of each style in your blend.



Your natural, or internal, style represents the internal motivations that drive you the most. This is the part of you that is likely to represent how you think or feel about situations more than it represents how you act or behave. Some people say that this represents who you are rather than what you do. It is also the part of you least likely to change throughout your lifetime.

Your adapted, or external, style represents the way that you tend to act or behave. It's the part of you that others are most likely to see. This part of you often represents how you have learned to adapt or adjust your behaviors to be successful in your environment. These behaviors can change depending on the environment you are in or thinking about when you take the assessment.

This report is a rough estimate of your DISC style based on the short version of the assessment. It will estimate the styles most prevalent in your blend. It might miss the exact degree of each style in your blend.

For a more refined analysis, additional graphs, and deeper insights, take the full assessment at www.DISCPersonalityTesting.com.

Andi,

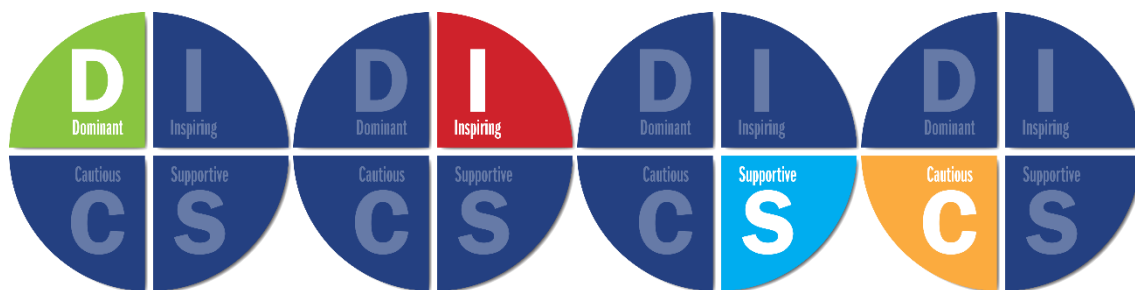
You have an almost even blend of **Dominant**, **Inspiring**, **Supportive**, and **Cautious** traits. From the results we have so far, we cannot tell which of these traits is the strongest for you. You may have a very balanced blend of all four traits. If this is true, you have a pretty rare combination of traits. While this combination occurs in a small percentage of people, it is still perfectly normal (although sometimes difficult to explain).

Some words that describe you are:

- Flexible,
- Friendly,
- Adaptable, and
- Moderate

You have both task-oriented and people-oriented traits. You can also be either reserved or outgoing depending on the situation. You can probably connect and communicate with many different people, and you can relatively easily understand their perspective. Your struggle with understanding others might be seeing how strongly they feel or perceive an issue.

Remember, you have a balanced blend of these styles ...



Interested in 26 more pages of personalized insights and analysis?

With a full assessment report, we can more fully differentiate your style blend, and we can give you more insights, tips, and techniques.

Complete the full DISC assessment right now and receive your complete report. With your report you will learn how to...

- Connect with other people better
- Communicate in productive and friendly ways
- To clearly express your feelings and thoughts

- Build healthy relationships.

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- Thorough review of all four DISC styles and how you work within those styles
- Insights into the greatest gifts and greatest concerns you have in your workplace
- Overview of the styles that complement your strengths
- Strategies for communicating more effectively
- Analysis of your response to stressful situations
- A look at how others view you and your communication style
- Information on how to adapt your style
- And so much more

Get started on your complete DISC analysis right now at:

[DISCPersonalityTesting.com/full-report](https://discpersonalitytesting.com/full-report)

Or, continue to the next page for more information about the DISC model.

A Summary of the DISC Model

Brief History

The foundation for the DISC model comes from the work of a Harvard psychologist named Dr. William Moulton Marston in the 1920's. He developed a theory that people tend to develop a self-concept based on one of four factors — Dominance, Inducement, Steadiness, or Compliance. Marston's theories form the basis on which we built this DISC assessment and report.

Based on the Range of Normal Behaviors

To graphically illustrate the DISC concept, we represent the range of normal human behaviors and perspectives with a circle as shown in Figure 1. When we say “normal human behaviors and perspectives,” we mean behaviors and perspectives derived from normal, healthy psychology. For this report and your analysis, focus on understanding what the drives tell us and remember that nothing in this report or in the DISC model describes or discusses any type of psychosis, mental illness, or psychological abnormality.

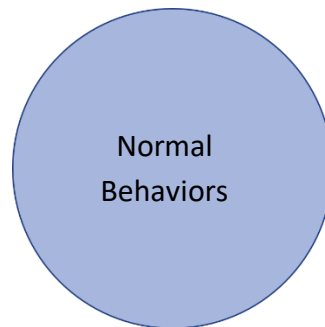


Figure 1: The Range of Normal Behaviors

Built on Understanding Two Basic Drives

We start our description of the DISC model by defining two key motivators that tend to drive our behaviors. One motivator is called our *motor drive* (or *pace drive*) and the other is called our *compass drive* (or *priority drive*).

➤ **Motor Drive (also called the Pace Drive)**

Divide a circle in half horizontally as shown in Figure 2. The upper half represents the outgoing or faster-paced drive. The lower half represents the reserved or slower-paced drive. People with the Outgoing drive tend to move fast, talk fast, and decide fast. People with the Reserved drive tend to speak more slowly and softly, and they generally prefer to consider things carefully and thoroughly before making a decision.

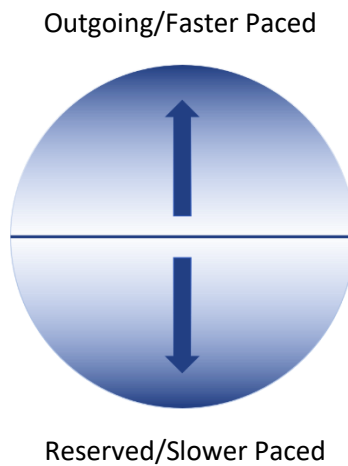


Figure 2: Motor Drive

The shading of the circle from lighter to darker indicates varying intensities of these drives as you move from the center to the ends. Close to the middle of the circle would represent less intensity in the motor activity, and we use lighter shading towards the center. Moving towards the outer edge of the circle represents higher intensity in the motor drive, and we use darker shading. Your perspectives and behaviors could lie anywhere along this line.

Most people will exhibit a bit of both of these traits depending on the situation they find themselves in. Even though blending of the drives is usually true, most people will tend to exhibit more of one trait or the other – even if it is only slightly more.

➤ **Compass Drive (also called the Priority Drive)**

The circle can also be divided vertically as shown in Figure 3. The left half represents the task-oriented or focused perspective. The right half represents the people-oriented or focused perspective. People who have more of a task orientation tend to focus on logic, data, results and projects. People who have more of a people orientation tend to focus on experiences, feelings, relationships, and interactions with other people.



Figure 3: Compass Drive

Just as with the Motor drive diagram, the shading of the arrows from lighter to darker indicates varying intensities of the Compass drive. Close to the midline shows less intensity in the Compass drive, therefore light shading. Towards the outer edge shows more intensity in the Compass drive, therefore darker shading.

Four Basic DISC Styles or Types

When you combine the drawings for the Motor and Compass drives, you get the circle of normal behaviors and perspectives divided into four quadrants as shown in Figure 4. This figure, sometimes called the *DISC circle*, represents the full graphical description of what we call *The DISC Model of Human Behavior*.



Figure 4: The DISC Model of Human Behavior

Notice that each quadrant of the *DISC* circle has a descriptive word attached to it. These descriptive words attempt to capture the typical behavior exhibited by people who have the combination of motor and compass drives that corresponds to that quadrant. These descriptive words show *behavioral traits* or *tendencies* that describe each quadrant of the circle.

To make the quadrants easier to discuss, we often call each quadrant a behavioral *type* or *style*. While it is not strictly or technically accurate from a clinical psychology standpoint to use the phrase *personality type* with this model, the phrase is often used in normal, everyday conversation. We prefer to use the phrase *behavioral style* because it more accurately fits the model and its theoretical basis.

The main characteristic trait for each behavioral style (quadrant of the DISC circle) is used as the representative word for that style:

- **D**ominant,
- **I**nspiring,
- **S**upportive, and
- **C**autious.



People who have both **Outgoing** and **Task-oriented** traits often exhibit **DOMINANT** and **DIRECT** behaviors. They usually focus on results, problem-solving, and the bottom-line.



People who have both **Outgoing** and **People-oriented** traits often exhibit **INSPIRING** and **INTERACTIVE** behaviors. They usually focus on interacting with people, having fun, and/or creating excitement.



People who have both **Reserved** and **People-oriented** traits often exhibit **SUPPORTIVE** and **STEADY** behaviors. They usually focus preserving relationships and on creating or maintaining peace and harmony.



People who have both **Reserved** and **Task-oriented** traits often exhibit **CAUTIOUS** and **CAREFUL** behaviors. They usually focus on facts, rules, and correctness.

Some shortcuts you can use in discussing the different behavioral styles:

*the **DOMINANT** style is also known as High **D***

*the **INSPIRING** style is also known as High **I***

*the **SUPPORTIVE** style is also known as High **S***

*the **CAUTIOUS** style is also known as High **C***

This model can help you understand yourself and others by describing four main, or primary, behavioral styles. However, ***each individual person can, and likely will, display some of all four behavioral styles depending on the situation.*** This blend of styles within each person is called a style blend. Each person's style blend will have more of some traits and less of others. The styles that are strongest in a person's style blend will display above the mid-line point on the DISC style bar graphs and they are called High styles. The types that are less prevalent in a style blend are called Low styles because they display below the mid-line point on the DISC style bar graphs.

Behavioral Style Blends

When we speak about *DISC* Behavioral styles, we recommend speaking about *style blends* rather than focusing solely on a person's highest trait. In reality, only a small percentage of people have a behavioral style blend that is *only one* High-*DISC* type with three low types (although it does happen for about 5% of people). Most people (about 80%) have two High-*DISC* styles and two Low-*DISC* in their personal behavioral style blend.

For you, this means that one *DISC* type may be the highest of the four in your style blend, and you probably have at least one secondary *DISC* type which is also high (meaning that it is above the mid-line in your style blend bar graph).

Your secondary type supports and influences the predominant type in your style blend. We represent your style blend with your primary style, a slash, and then your secondary style(s). For example, C/D would represent a *Cautious* primary style and a *Dominant* secondary style.

*Learn more about **your style blend** with a full disc assessment.*

Go to

discpersonalitytesting.com/full-report

to learn more.

We said that most people have *at least* one secondary trait. As we said, this is true for about 80% of people and that about 5% of people have only one High-*DISC* style. So that we don't forget the remaining 15%, let's fill in some missing information.

About 15% of people have *two* secondary traits that support and influence their primary behavior trait. This means that they have three High-*DISC* styles and one Low-*DISC* style in their style blend

When you consider this blending of behavioral styles and different degree of each style in different people, you can easily see how the four primary traits can be used to understand the large variability among people. Using the four basic styles, we can create forty-one generalized style blends with variations of degree within each basic blend type

The good news is that you don't have to remember all 41 style blends and descriptions to use the *DISC* model to improve your ability to interact with people. It's really much simpler than that, and that's why we use it and recommend it to others. When you learn to understand the four basic styles, you can use them as a way to frame your interactions with others to become more effective. From a simple model, you really can build the ability to connect and communicate with most people more effectively in a wide variety of situations.

Understand the four basic types, and how you can use them as a way to become more effective.

Go to
discpersonalitytesting.com/full-report
to learn more.

Your Next Steps

We hope that this report is just one of many steps that you will take to become a better:

- Leader
- Teacher
- Mentor
- Coach
- Team member
- Business owner
- Parent, or
- Spouse

Here are some things you might consider to continue learning and growing in your use of this information.

- Purchase a complete DISC assessment to get a more complete and more personalized view of your DISC style blend at www.discpersonalitytesting.com/full-report
- Purchase DISC assessments for your whole team at www.discpersonalitytesting.com/multiple-assessment-purchase
- Work with a trained DISC coach. You can learn more about that opportunity at www.discpersonalitytesting.com/home/disc-coaching
- Get additional resources – audios, books, etc. We use this model in our book *From Bud to Boss*. If you are a new or aspiring leader, this book can help you grow in your leadership skills. Learn more at www.budtoboss.com

And we always welcome readers at our blogs or listeners to our podcasts.

- Guy – RecoveringEngineer.com and TalkLikeaLeaderPodcast.com
- Kevin – blog.KevinEikenberry.com and RemarkablePodcast.com

Thanks for trusting us as partners in your learning and development.

Guy Harris and Kevin Eikenberry
Indianapolis, Indiana

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