



# **BEHAVIORAL STYLE PROFILE**

## **RESULTS FOR YOUR C/S PERSONALITY STYLE**

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## INTRODUCTION

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Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behavior.

The D.I.S.C. is a tool which is used to describe a person's behavioral style. It identifies and describes a person's behaviors and how each style is seen by others. The D.I.S.C. stands for the four different personality styles:

- D = Director**
- I = Interactor**
- S = Supporter**
- C = Thinker (Compliance)**

This report is designed to help individuals and management achieve a better understanding of this person's behavioral style. It will provide helpful insight into the individual's behavioral strengths as well as areas in need of possible improvement. The Behavioral Style Profile or BSP report can also be used to develop strategies and methods to help individuals increase their personal flexibility in working with clients, managers, peers, and staff. It is a powerful tool to use during the hiring process as well.

We all have a basic behavioral style that we bring to our work environment. The Behavioral Style Profile is an overview of the four basic behavioral styles based on an individual's responses to a short questionnaire. This report tells us how an individual approaches problems, influences people, paces his (her) work, and follows procedures.

This report analyzes behavioral style; that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements from areas of behavior in which tendencies are shown based upon the individuals responses to the questions.



The goal of the D.I.S.C. is to create better rapport with team members and clients by improving relationships. By understanding what drives people and recognizing your options to effectively communicate, you will be able to talk to people more easily. The D.I.S.C. teaches you powerful life-skills that will serve you well in all your relationships: business, social and family.

When reading the profile please remember to keep in mind that we all possess all four of the personality types. We measure the adapted profile of the person. This means, how they want people to see them. This differs from their natural style which is how they act at home when alone or with friends and family. Simply put, one of the personalities is dominant in a person's business life and one in their private lives, sometimes, they are the same. \*

| <b>D</b>   | <b>I</b>  | <b>S</b>  | <b>C</b>   |
|--|---|---|--|
| <b>Director –</b>  | <b>Socializer – Interact</b>                                    | <b>Supporter –</b>  | <b>Thinker –</b>   |
| <b>WHAT</b>  | <b>WHO</b>  | <b>WHY</b>  | <b>HOW</b>   |
| <i>Wants to:</i><br>make money, save time,<br>be more efficient            | <i>Wants to:</i><br>have fun, talk about<br>themselves          | <i>Wants to:</i><br>have security, safety,<br>sense of belonging                          | <i>Wants:</i><br>practicality, logic, fairness,<br>systematic approach   |
| <i>When Talking To:</i><br>Be short and to the point<br>– closed questions | <i>When Talking To:</i><br>Add humor; don't<br>labor on details | <i>When Talking To:</i><br>Ask for their opinion<br>& feelings – open-<br>ended questions | <i>When Talking To:</i><br>Give facts, documentation,<br>data, printouts |
| <i>SEEKS:</i><br>Productivity,<br>bottom line                              | <i>SEEKS:</i><br>Recognition,<br>fun                            | <i>SEEKS:</i><br>Acceptance   | <i>SEEKS:</i><br>Accuracy  |
| <i>FEARS:</i><br>Being taken advantage of                                  | <i>FEARS:</i><br>Loss of prestige                               | <i>FEARS:</i><br>Sudden change  | <i>FEARS:</i><br>Criticism of work                                       |

\* This report is written in the point of view to the person reading, so if you are a manager/rainmaker please keep that in mind when reviewing the material.



## HOW TO INTERPRET THE BEHAVIORAL STYLE PROFILE RESULTS

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When utilizing the Behavioral Style Profiles, you will need to determine both the primary and the secondary influence for yourself. The dominant personality is the primary quadrant in which, according to your responses to the questions, you scored. The secondary personality is where you scored within that quadrant.

It is to be understood that *all people possess all four of the personality types*. However, one personality type will be dominant in every person. The four types being:

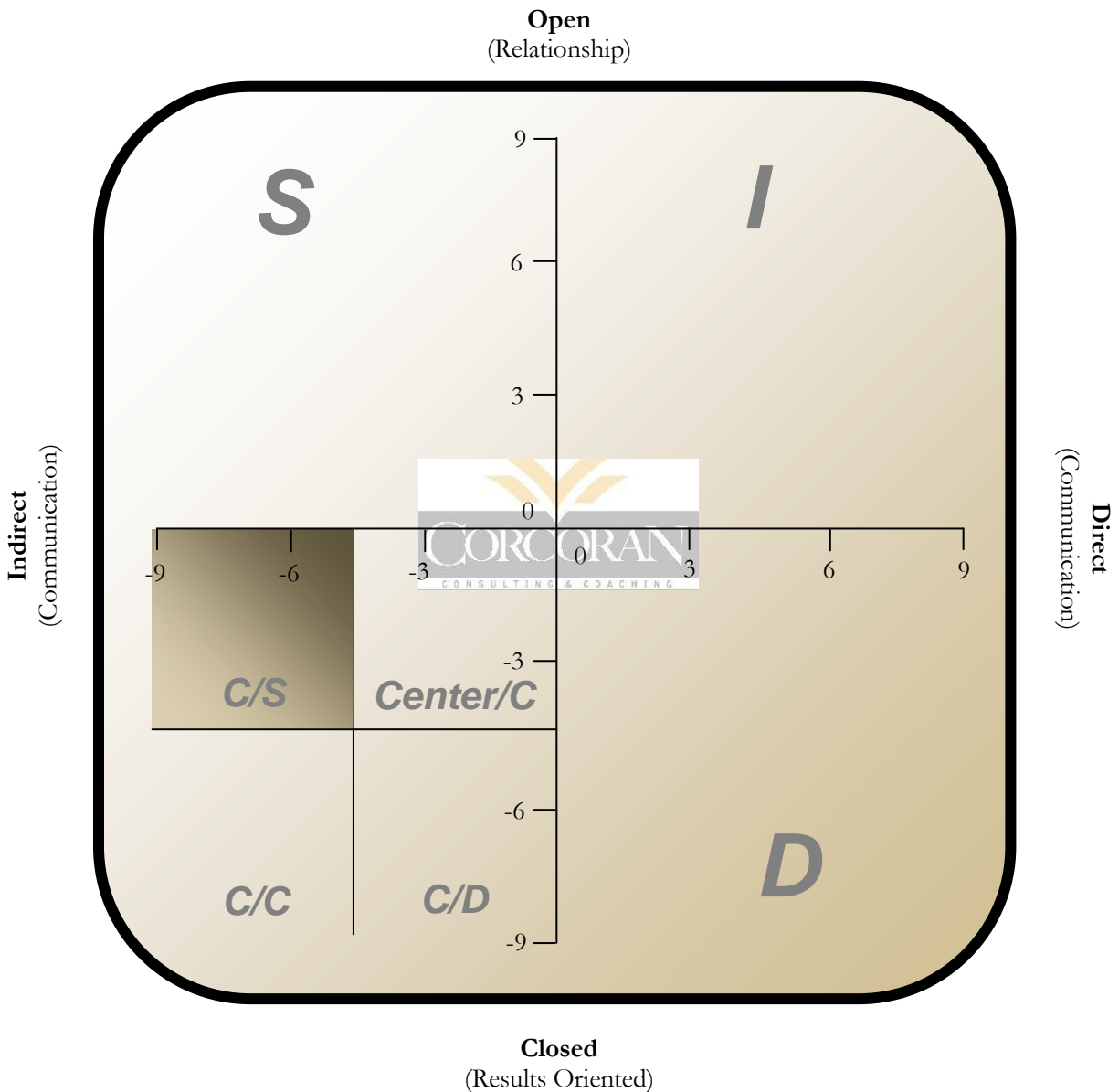
- D = Director**
- I = Interactor**
- S = Supporter**
- C = Thinker (Compliance)**

Based on the answers to the questions from the Behavioral Style Profile, the personality profile results will capture where the person is emotionally *at the time of taking the online profile*.

When reading the graph that is **displayed in this profile**, please remember to look at where your mark is in the quadrant and then find the corresponding mark on the following page, then review the description that is found in that section.

According to the results of the Behavioral Style Profile, **you are a C/S**. The first letter will always be your dominant personality.

**BEHAVIORAL STYLE PROFILE FOR “C/S” QUADRANT**  
 (This is an example only; please reference your graph in the email.  
 Locate where your mark is on the email and place  
 it in the appropriate shaded area below.)





## **YOUR GENERAL CHARACTERISTICS ARE**

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### **“C/S” Behavioral Style**

**C/S:** This is the C/S behavioral style. Your behavioral style is the Thinker (compliance) and the Supporter.

**Your dominant behavioral style of the C/S is the C. Your secondary behavioral style is the S.**

### **Overview of your dominant behavioral style, the C:**

- Your C behavioral style is the profile that is best described as the “Thinker” personality.
- You want to see the logic in the situation.
- You want to have practicality, logic, fairness and a systematic approach.
- You prefer conversations that contain no emotion.
- You prefer facts, documentation, data and printouts.
- You seek accuracy.
- Your environment must have practical work procedures and routines.
- You fear being wrong or criticism of your work.



## YOUR SECONDARY GENERAL CHARACTERISTICS ARE

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### **“C/S” Behavioral Style**

**C/S:** This is the C/S behavioral style. Your behavioral style is the Thinker (compliance) and the Supporter.

**Your dominant behavioral style of the C/S is the C. Your secondary behavioral style is the S.**

### **Overview of your secondary behavioral style, the S:**

- Your S behavioral style is the profile that is best described as the "Why" personality.
- You want to know why events are happening.
- You need to know why someone is feeling a particular way.
- You want to have security.
- You need to have safety.
- You require a sense of belonging.
- You want to be asked your opinion.
- You seek acceptance.
- You fear sudden change.



## YOUR CONTRIBUTION TO THE ORGANIZATION

*This section of your report identifies your specific talents. By taking a look at these statements, you will be able to identify what contribution you will make to the organization. The organization can then develop a system to capitalize on your particular talents.*

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- You Follow A Task Or Project Through To Completion
- You Require Standards of High Quality
- You Are Non Emotional, Preferring Limited Social Interaction
- You Require Logical Organization of Information
- You Take the Necessary Time to Process Information Before Replying
- You Prefer Specialized Or Technical Tasks
- You Demand Accuracy
- You Want Fairness Without Conflicts Or Arguments
- You Need To Know Why
- You Are Loyal To Your Team
- You Are Cooperative Within Your Work Environment
- You Are Reflective
- You Are Systematic With Your Approach To a Task
- You Are Patient
- You Are Predictable, Steady And Consistent





## YOU TEND TO BE

*This section of your report identifies your personal behavior. The descriptions below describe how you solve problems and meet challenges, how you will influence others, respond to the pace of the environment and how you respond to rules and procedures set by others.*

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- You Tend To Be Conservative
- You Tend To Be Calculating
- You Tend To Be Low-Keyed
- You Tend To Be Stable
- You Tend To Be Dependent
- You Tend To Be Cautious
- You Tend To Be Traditional
- You Tend To Be Neat
- You Tend To Be Systematic
- You Tend To Be Accurate
- You Tend To Be Tactful
- You Tend To Be Diplomatic
- You Tend To Be Loyal



## YOU TEND TO BE CONTINUED

*This section of your report identifies your personal behavior. The descriptions below describe how you solve problems and meet challenges, how you will influence others, respond to the pace of the environment and how you respond to rules and procedures set by others.*

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- You Tend To Be Cooperative
- You Tend To Be Relaxed
- You Tend To Be Resistant To Change
- You Tend To Be Reflective
- You Tend To Be Passive
- You Tend To Be Patient
- You Tend To Be Possessive
- You Tend To Be Predictable
- You Tend To Be Consistent
- You Tend To Be Steady
- You Tend To Be Deliberate



## YOUR COMMUNICATION CHECKLIST, YOUR DO'S AND DON'TS

*People are generally aware of and sensitive to the ways that they choose to communicate with others. Below, you will find the DO's and DON'Ts for how you like to communicate. People tend to get greater results from you when they choose to talk to you in a manner that you are most comfortable with.*

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### DO:

- You prefer that the person not make any sudden changes in procedure.
- You prefer logical organization of information.
- You prefer a stable environment.
- You prefer detailed tasks.
- You prefer that the person not argue.
- You prefer that the person avoid conflicts.
- You prefer that the person provide an environment of safety and security.
- You prefer an activity you can start and finish.
- You prefer that the person recognize you for your loyalty.
- You prefer that the person present information using a systematic approach.
- You prefer that the person use open-ended questions.
- You prefer that the person express how they feel about the situation.
- You prefer that the person ask for your opinion.



## THE DON'TS FOR YOUR COMMUNICATION CHECKLIST

*This section is a list of the things you prefer that a person **NOT** do while communicating with you. By being aware of the way you communicate with others, you will be able to negotiate a communication system that is mutually agreeable.*

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### **DO NOT:**

- You do not prefer to have the person be inaccurate.
- You do not prefer to have the person overlook your stability.
- You do not prefer to have the person engage in unnecessary social interaction.
- You do not prefer to have arguments or conflicts.
- You do not prefer to have the person be impatient.
- You do not prefer to have the person use closed-ended questions.
- You do not prefer to have the person create an unsafe or insecure environment.
- You do not prefer to have the person present sudden change.
- You do not prefer to have the person dislike you.
- You do not prefer to have the person give you more than one task at a time to complete.
- You do not prefer to have the person take away an activity that you have started.



## YOU ARE MOTIVATED BY

*This section focuses on your wants. You are motivated by the things you want. By satisfying your wants, you will keep motivated and productive. Please take a look at the statements below and determine how many of your wants are being satisfied.*

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- You are motivated by standards of high quality.
- You are motivated by limited social interaction.
- You are motivated by detailed tasks.
- You are motivated by logical organization of information.
- You are motivated by recognition for loyalty.
- You are motivated by recognition for dependability.
- You are motivated by safety.
- You are motivated by security.
- You are motivated by no sudden changes in procedure or lifestyle.
- You are motivated by activities you can start and finish.
- You are motivated by knowing why a person is feeling a particular way.
- You are motivated by a relaxed atmosphere.
- You are motivated by being within a team.



## YOUR ENVIRONMENT SHOULD INCLUDE

*This section focuses on your ideal working environment. You tend to be more productive and positive working in an environment that you do not feel uncomfortable in. By having flexibility you will use your intelligence to modify your behavior and you can be comfortable in many environments. Refer to this section to identify specific duties and responsibilities that you will enjoy as well as those that could cause frustration.*

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- Your environment should include specialized or technical tasks.
- Your environment should include practical work procedures and routines.
- Your environment should include stability and predictability.
- Your environment should include tasks that can be completed one at a time.
- Your environment should include freedom from conflicts and arguments.
- Your environment should include a team atmosphere.
- Your environment should include safety and security.
- Your environment should include acceptance without sudden change.
- Your environment should include a sense of belonging.
- Your environment should include acceptance.
- Your environment should include tasks and projects that can be followed through to completion.



## YOUR AREAS FOR IMPROVEMENT

*This section focuses on your areas for improvement. By addressing the following statements and making the choice to change your behavior, you will be able to remove your limitations for growth. The removal of limitations will result in more productive behaviors and lessen your frustration.*

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- Your standards of high quality might be too high for yourself or others.
- Your attention to detail could lead to paralysis by analysis.
- You do not take constructive criticism well.
- You hold off on making decisions for fear of making the wrong decision.
- You tend to be indirect in your approach.
- You focus on the relationship before focusing on the bottom line.
- You tend to only focus on one project at a time when it might be necessary to multi task.
- You tend to be passive, losing control of a conversation.
- You tend to rely on the emotional aspect and not on the system.
- You do not deal well with sudden change.
- You rely on acceptance to ensure you are doing your job right.



## IN SUMMARY

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### Summary:

You tend to do well in an administrative support environment. Your need for accuracy makes you an ideal candidate for an administrative support person. You are motivated by standards of high quality. You also fear criticism of your work.

Your contribution to an organization includes being loyal. You are cooperative and see the importance of practical procedures. You are patient and your consistency is also a great contribution to an organization. You require an atmosphere free of conflict or argument.

Your personal behavior is very detailed and you are known as the Thinker/Supporter. You tend to be conservative, cooperative and loyal. You tend to be patient. You base your decisions on the security of the situation.

When communicating, you take time to process information before replying or making a decision. You are conservative, stable and systematic. When presented with sudden change or criticism of your work you experience stress. You need to know the feelings of the person you are communicating with. While relationships are important to you, you tend to gravitate toward a team atmosphere. The communication areas that you need to work on would be managing multiple tasks at one time and taking more direction with your approach.

Your work environment should be secure. You focus a team atmosphere. You prefer to be recognized for your loyalty and dependability. You are motivated by recognition for your loyalty and dependability. You require reassurance that you are doing what is expected of you. You prefer to be seen as a caring person who's consistent and cooperative.