



# Work Ethic Screen + DISC

The Initial Hiring Screen, Work Ethic & Behavioral Assessment

\*Find the ANSWERS to the 4 Critical Performance Questions that Support SUCCESS in Virtually EVERY Role!

Report For: **Sample Report**

Date: **2/9/2015**

\*Note: This Initial Screen should not be used as the sole source for decisions regarding hiring, placement, career moves or termination. It was designed to be part of your careful evaluation of the individual's credentials and track record of past success for the type of role(s) you are considering.



## Step One – The Core Work Ethic this candidate brings to your door

This new Low Cost **WORK ETHIC and HIRING SCREEN + DISC instrument** provides you with a powerful candidate performance ANSWER – **SATISFACTORY** or **CAUTIONARY**. That answer is based upon the candidate's integrated scores in the following **Four (4) WORK ETHIC MEASURES** that support strong performance in virtually every job that interacts with and supports co-workers OR the general public:

1. Will this candidate **WORK EFFECTIVELY** with customers, co-workers and managers?
2. Will this candidate **REMAIN ENGAGED AND EFFECTIVE** when under stress and pressure?
3. Can this candidate **PRIORITIZE** their workplace activities and responsibilities?
4. Will this candidate be **PERSONALLY ACCOUNTABLE** for their own actions in the workplace?

This Candidate's Hiring & Screening  
Recommendation Score  
**(X) SATISFACTORY**

OR

This Candidate's Hiring & Screening  
Recommendation Score  
**() CAUTIONARY**

*The SATISFACTORY Score suggests that they will bring a GOOD WORK ETHIC to the workplace. It is NOT a measure of past experience or specific credentials.*

*The Cautionary Score suggests they MAY STRUGGLE with one or more of the 4 identified work ethic measurements. Careful past performance confirmation and reference checking would be strongly suggested prior to pursuit.*

## Step Two – The DISC Behavioral Style this candidate will display to your customers, co-workers and managers.

What follows is HOW this person's overall WORK ETHIC will be shared, delivered or displayed to other people. This behavioral style is measured via the world class *DISC behavioral tool*. *DISC is a supportive and incredibly reliable and powerful measurement that blends beautifully with the work ethic screen to identify HOW this person will interact and communicate with others. It identifies how assertive, outgoing, patient and precise this candidate will be as they apply their work ethic in the pursuit of your organization's day to day operations.*

### Primary Communication Style Overview:

Sample communicates his satisfactory work ethic in an overall **DIRECT** and **OPEN** style. The DIRECT style is *emphatic, competitive and results oriented*. The OPEN style is *warm, capable of expressing emotion and seeks to build relationships*. Sample delivers his communication style in an overall cordially Social and reliably balanced manner. Others will likely view him as someone who seeks to build relationships with others.

### Sample's Key Behavioral Insights

**Emotional characteristic:** Wants to be seen as warm and open by others.

**Goals:** Building personal relationships and network of positive alliances.

**How others are valued:** Openness toward others and basic goodness.

**Influences group:** Via personal relationships and being open to others ideas, problems and needs.

**Value to the organization:** Will bring stability to group efforts with predictable actions and will possess good listening skills.

**Warning:** Can become too tolerant and may avoid needed direct confrontations.

**When under pressure:** Can become too accommodating, trusting and willing to share too much with others.

**Fears:** Having to pressure others or being seen or blamed as the source of pain or problems by others.

## View the Primary Workplace Strengths for this person

*View the Primary Interactive Strengths that this individual will typically display as they seek to effectively connect and communicate with others (customers, co-workers and managers) in the workplace.*

**These scores indicate your primary communication strengths that you can rely upon:**

- You are able to negotiate conflicts into win-win situations.
- You are very people-oriented and, as a result, are able to talk with new people very easily in small groups or in large audiences.
- You bring a high "sincerity factor" to the team climate.
- You are a good listener.
- You work hard to achieve the team's goals and objectives.
- You demonstrate a high degree of patience in working with others.
- You are able to build positive relationships with internal and external stakeholders.

## View the Workplace Areas needing potential support

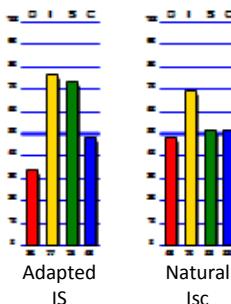
*Remember, there are NO perfect people. View some of the interpersonal situations where this individual may need to improve.*

**These scores indicate some communication situations where you could use some support:**

- You may be rather indirect in providing instructions, because you don't want to impose your will on others.
- You may have difficulty with quick decision making because of your need to consider the "people side" of all issues.
- You may show less emphasis on productivity and more emphasis on the "people side" of a project.
- You may be a bit of a grudge-holder toward those who offer criticism.
- You may tend to take constructive criticism personally, possibly losing focus as to how it relates to the task.
- You may hesitate to correct or discipline those who report to you, for fear of offending someone.
- You may need some coaching in time management; for instance, in setting more ambitious deadlines.

## Understanding the Graphs

The two graphs on the right provide visual indicators of the strength of the Four (4) Primary Human Communication Factors and how they work together to **identify a reliable guide that depicts HOW this individual will typically connect and communicate with others (customers, co-workers and managers).**

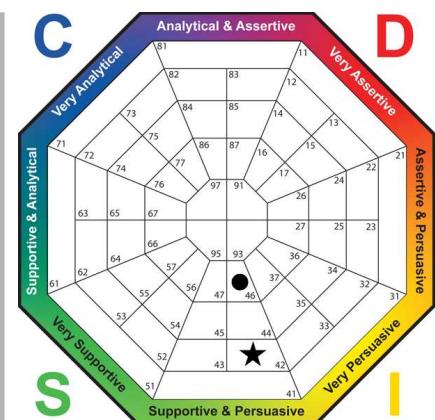


← The Natural style (**Right side**) is the most reliable for selection. The adapted graph (**Left side**) reflects the current employment situation. It can be misleading due to a different manager, mission statement etc.

This behavioral measurement tool is called DISC. **The Bar Graph plots the four DISC scores.** The D score measures the degree of **dominance** they will typically display, the I score the degree of **influence or extroversion** they will display, the S score measures the degree of **steadiness, pace or patience** they will display and the C score measures the degree of **comprehensiveness, detail and precision** they will routinely display as they connect and interact with customers, co-workers and managers.

**The Wheel graph** combines the four scores and provides you with a broad brush overview of how the individual will MOST OFTEN connect with those who share their world.

The wheel combines the 4 DISC scores and plots them so you can gain a broad understanding for HOW this person will likely connect with → others. **Use the Dot – It's the Natural Style.**



## Provisional Screening Score

This individual will likely display their Satisfactory Work Ethic in a supportive and persuasive behavioral style.