



# DISC Workplace Insights

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

Report For: **Sample Report**

Date: **1/22/2024**

YOUR COMPANY  
**LOGO**  
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## Introduction to Workplace Strengths

This Workplace Strengths tool provides useful insights that will **a.)** empower your decision process regarding hiring, placement, or career moves, and **b.)** enable a provisional screening with a focus on behavioral and communication style. It highlights primary strengths, potential areas needing support, and other behavioral insights to assist you in your evaluation prior to making a decision.

### Part One: Core Workplace Strengths

Part one of the report provides an indicator of the candidate's "good decision making capacity." It is based on Nobel Nominee Dr. Robert S. Hartman's critical thinking calculations that measure the **impact one's solutions will likely have on the results, rules, and other people** they will encounter in the workplace.

This screening tool provides a **SATISFACTORY** or **CAUTIONARY** overview score based on **four critical action factors** that are required (or very highly desirable) for nearly **EVERY** job:

- Will this candidate **WORK EFFECTIVELY** with customers, co-workers, and leaders?
- Will this candidate **BE ABLE TO EFFECTIVELY GET THINGS DONE** while under stress and pressure?
- Can this candidate **PRIORITIZE** (*know what to do*) to achieve their workplace goals and results?
- Will this candidate be **PERSONALLY ACCOUNTABLE** for their own actions in the workplace?

This report is NOT a measure of past experience or specific credentials, but rather **how** those credentials will likely be applied.

- A **SATISFACTORY** score suggests the candidate brings a good balance of workplace strengths.
- A **CAUTIONARY** score suggests there are areas to evaluate more closely in one or more of these factors. It should not be considered a DO NOT HIRE score. Rather, it is meant to encourage careful exploration of the job, references, and past performance track record prior to making a hiring decision.

### Part Two: DISC Behavioral and Communication Style

Behavioral style is measured with the world-class **DISC behavioral assessment**. It is a supportive, reliable, and powerful tool that reveals how someone will likely interact and communicate with others. It identifies how the candidate's unique blend of **assertiveness, persuasiveness, supportiveness, and accuracy** will combine and typically be displayed to others within the organization.

### Part Three: Sample Interview Questions

Whether a candidate scores **SATISFACTORY** or **CAUTIONARY** in the Workplace Strengths, these interview questions can help you learn more about their four critical action factors to further understand the associated risks and relevancies that may support your hiring or selection decision.

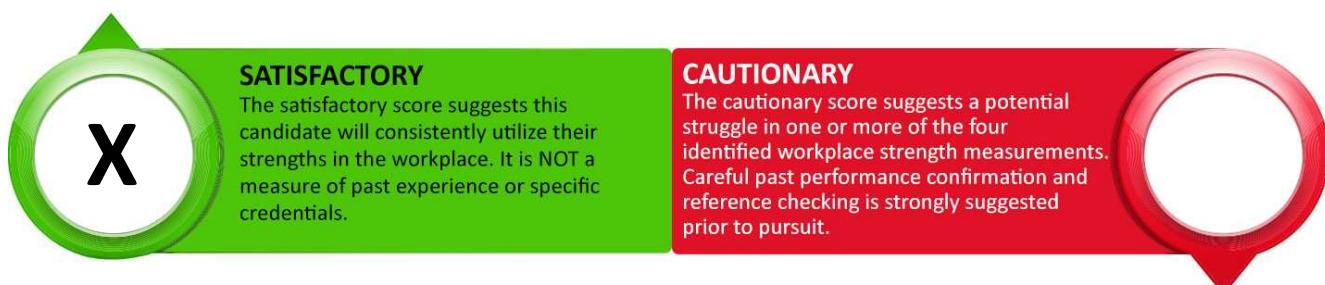
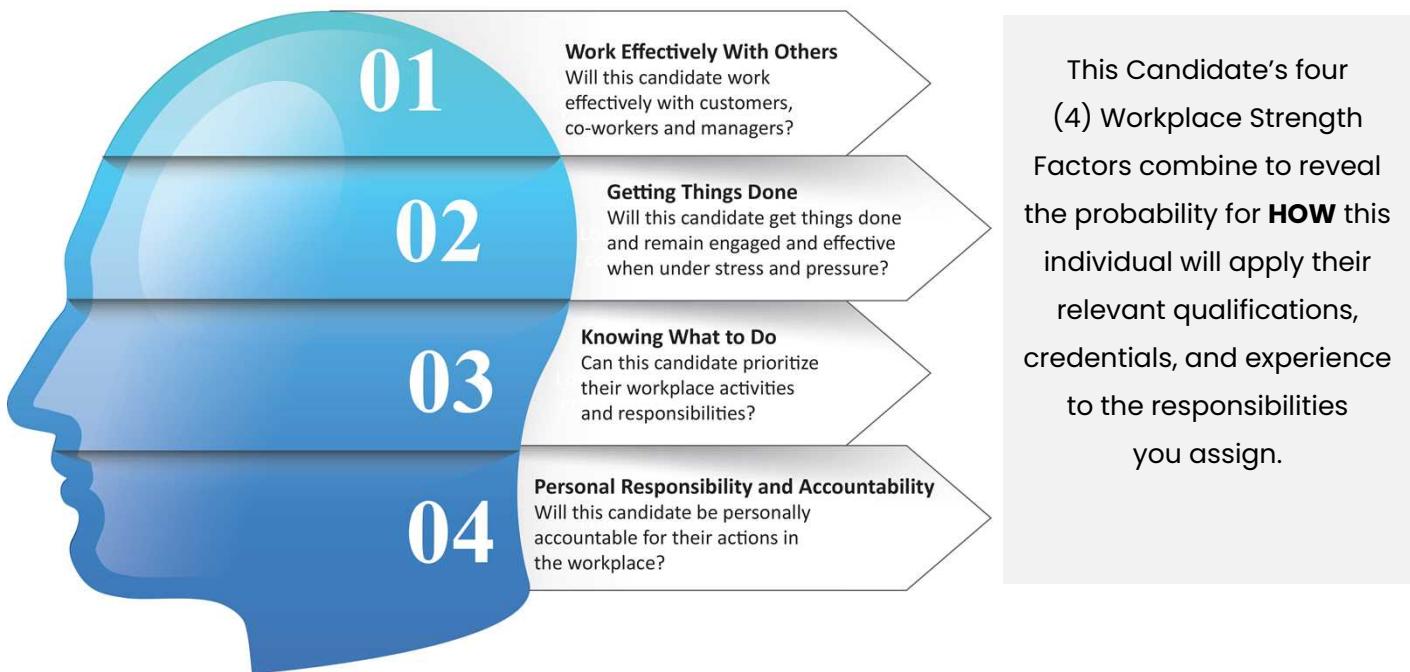
### Part Four: Development Suggestions

Should you select this individual, this section presents an inventory of their strengths and areas needing support. You can use them as an opportunity to discuss their relevance to your specific requirements and a plan for supporting their growth and development.

**Note: This Initial screen should not be used as the sole or primary source for your decisions. Use it as part of your careful evaluation of the individual's qualifications, credentials, and track record of past success for the outcome(s) being considered.**

## Part One – Core Workplace Strengths

**Below is the rating of two performance indicators for the candidate – SATISFACTORY or CAUTIONARY.** The indicator is based upon the candidate's integrated scores in the four (4) Workplace Strength Factors, and reveals how one determines the choices that precede the actions they take toward the results they pursue in the workplace. The 4 Workplace Strength Factors combine to influence how one engages with the problems, challenges, and opportunities the job presents.



### More about the Satisfactory/Cautionary Score

**A Cautionary Score should NOT be considered a "DO NOT HIRE" score.** Make sure that the person has the qualifications and credentials required to be considered for the position. This score is intended to serve as an alert to carefully and completely explore the previous job stability, references, and documentable track record.

**For a Key/Senior Hire, we would strongly recommend a more comprehensive and thorough evaluation.**

## These key performance factors drive the overall screening score shown on the previous page.

Using the four Workplace Strengths that form the basis for essentially all human performance, the overall screening score is a reflection of these in combination. Remember, a Borderline (D Level) score should alert you to explore that particular area, which can be done using the associated interview questions presented in Part Three of this report.

Four Workplace Strengths	Excellent Score (A Level)	Above Average (B Level)	Average Score (C Level)	Borderline Score (D Level)
<b>Working Effectively with Others</b> <i>Connect with and support customers, co-workers, and managers/leaders</i>	✓			
<b>Getting Things Done</b> <i>Remain engaged and productive while under stress and pressure</i>	✓			
<b>Knowing What to Do</b> <i>Prioritize workplace activities, duties, and responsibilities</i>	✓			
<b>Personal Responsibility &amp; Accountability</b> <i>Be responsible for one's own actions – not blame others for mistakes</i>	✓			

Remember, there are NO PERFECT PEOPLE. While a borderline score in the above scale encourages additional review, this is not the only indicator of potential success. **Those with the appropriate credentials and experience who earn an overall SATISFACTORY score can often deliver acceptable performance, despite not having all Excellent scores noted above.**