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personality profiling for athletes & sports teams

The
Athlete Assessments
AthleteDISC Profile

Personalized Athlete Report For:
Ali Athlean
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*Please refer to the Application of the **Athlete Assessments DISC Profiles Report** for valuable background and reference materials that support this report.*

Introduction to the Athlete Assessments AthleteDISC Profile

Congratulations. Taking the Athlete Assessments AthleteDISC Profile ("AthleteDISC") is a performance enhancing decision. The AthleteDISC is designed to assist you in becoming the greatest athlete you can be.

This AthleteDISC Report is a personalized, comprehensive tool to help you become a better athlete. Specifically, it assists you to perform more consistently through the discovery of the behaviors equating to your best performances. This information supports you in applying more of your natural strengths, while recognizing then improving upon the behaviors not producing the results you desire.

WHAT IS THE AthleteDISC MODEL?

This AthleteDISC is based on the internationally recognized and respected work of Dr Tony Alessandra. Using his and others' research into behavior and personality as the foundation, Bo Hanson (four time Olympic Athlete, Triple Olympic Medalist and Specialist Corporate and Sport Coaching Consultant) designed the AthleteDISC specifically for athletes and sporting teams. The AthleteDISC provides athletes, sporting teams and their coaches, with a simple to interpret training tool whose application is practical and easy to remember during the intensity of training and competition.

Since 1928, the DISC Theory of Behavior has changed people's lives. Through greater self-awareness (knowledge of one's self) DISC has enabled people to achieve more, build better relationships and create consistently successful results. DISC measures behavior and breaks behavior into four main styles. The AthleteDISC model measures the same four areas of behavior within a sporting context.

The four behavioral styles are: **D** is for Dominance, **I** is for Interactive, **S** is for Steadiness and **C** is for Compliance.

Broadly speaking, the behaviors are described like this:

- **Dominant (D):** are faster paced (movement, talking, deciding) more direct (to the point), task/goal orientated (want to win) and personally more guarded (do not disclose personal information readily)
- **Interactive (I):** are faster paced (movement, talking, deciding), more direct (to the point), people orientated (seek out and enjoy the company of others) and personally more open (disclose personal information readily)
- **Steady (S):** are slower paced (slower to move, talk and respond), more indirect (take time to get to the point and gives detailed information), relationship orientated (want to get to know you) and personally more open (will disclose personal information)
- **Compliant (C):** are slower paced (slower to move, talk and respond), more indirect (take time to get to the point and gives detailed information), task/goal orientated (want to do things the right way first time) and personally more guarded (do not disclose personal information readily)

Your AthleteDISC report also refers to your **Adapting Style Pattern** and your **Natural Style Pattern**. It is valuable to understand the difference between the two. Here is the explanation.

- **Adapting Style Pattern:** This is your perception of the behaviors and actions you think you should use in your sporting environment. For example, you may be the style of athlete who is usually late for training. However, you may have a new coach who demands everyone is on time. You think this is important as you want to build respect for yourself so you must adapt your behavior.

Your adapting behavior may also change in different environments. For example, you responded to the AthleteDISC with a sporting focus. Your Adapting Style Pattern may be different than if you responded with a family focus. It makes sense the behavior required to be successful in the sporting environment is to be different to the behaviors required to be a contributing member of your family.

- **Natural Style Pattern:** This is your perception of the “**real you**”. These are behaviors you most likely exhibit in situations you perceive as being stressful. As well, your natural behavior also emerges when you are truly being who you are. Perhaps at times when you are completely comfortable in your surroundings. We tend to show our true colors to those whom we trust the most. Our natural style includes our **instinctive** behaviors. Behaviors we do without having to think about them. Your natural style tends to be consistent even in different environments.

HOW TO USE THIS REPORT

First, read the entire report, making notes or highlighting areas of interest. The AthleteDISC focuses on understanding your behavioral style in your current sporting environment. Strategies are offered for improving your performances. It is important to note there is no “best” behavioral style. Each style has strengths and opportunities for continuing improvement. As well, each style has limitations. Knowing what your strengths and limitations are enables you to produce more consistent, higher level performances. This is called “Self Awareness.” Athletes and whole sports teams who know what they do best and where they need to improve are better able to create consistently excellent results.

Note throughout your report, we refer to being part of a team and other team members. You may be an athlete who participates in an individual sport such as golf or tennis. In this regard, your ‘team’ includes your coaches, managers, support staff and possibly other athletes in your training squad.

Actions For You To Take

*We suggest that you complete the **Summary of Your Style** on page 15. This **Summary** becomes a very useful tool you can easily share with your coach and others should you choose.*

Are You the Type of Athlete Who Wants More Theory on the AthleteDISC?

*If so, we have provided the valuable background reference materials in the separate report titled **Application of the Athlete Assessments DISC Profiles** (“DISC Application Report”). It is available to you through your personal login (where you downloaded this report). You can use this report to begin to identify likely behavioral styles of others including your coach, team members or even your competitors. Knowing this information helps you get the edge on your competition by understanding their likely strategies. It can also be used to build more productive relationships with those team members to whom your performances are linked. There are also action plans provided - we recommend that you share these action plans with others to greatly enhance each of those relationships.*

Overview of Your Sporting Behavioral Style

- Your **Adapting Style** (how you think you should behave) indicates you tend to use the behavioral traits of the **I** style(s) in your sporting environment.
- Your **Natural Style** (how you are most likely to behave in situations you perceive as being stressful or completely comfortable) indicates that you naturally tend to use the behavioral traits of the **ISd** style(s).

The information below serves as a personalized overview of your behavioral tendencies in your sporting environment. It sets the state of play for the report which follows and provides a framework for understanding, reflecting and applying your results. We've provided key coaching and improvement ideas throughout the report so you can leverage your strengths to maximize your sporting success.

You may be sought out by others for assistance or advice. This is because others perceive you as being sensitive to their needs and to provide a stable and consistent point of view and reality check for them. They may perceive you as a good coach or counselor so that they can bounce ideas to you for your thoughtful consideration. That's good, for both you and the people you interact with. That's not so good if your own goals and desires for improvement don't get completed as a result.

You show the ability of being able to meet new people easily and confidently. Some individuals are reticent about meeting others but you have warmth, ease and comfort to your style that makes meeting others an easy thing for you to do. Your inherent optimism also helps bring a personal confidence without being arrogant. It's a rare gift to show confidence while keeping your ego in your pocket. Others find this style to be supportive and optimistic and that's probably why you may often find yourself in the position where someone always wants to talk to you.

Ali, your score pattern shows a high degree of persistence and patience in a team situation. This can be especially important during the long and mentally draining sports seasons or competitions. This persistence and patience both come from the stability and consistency you bring to the team environment. Where others may lose patience and as a result perhaps negatively affect overall results, you bring a unique pulse and tempo to the desired outcomes that can serve as a model for others.

You score like those who prefer to establish long term relationships, rather than brief superficial ones. This perhaps comes from your preference for some stability in your life and longer term relationships may help bring some of that stability. Friendships and acquaintances you have made in the past are important for you to maintain even now. Again, this may help to establish a personal history and roots, if you will.

You score like those who are socially poised without being an extremist. Some people are over-the-top with their interactions with others. You have the ability to project a confidence and poise that is not extreme, not fake and is very sincere and internally driven. People notice this and we think it may help you develop trust and credibility with others very easily.

Your responses indicate that you tend not to force your own ideas on others with edicts but rather by offering considered suggestions. This can be a key success-point in a variety of team situations and interactions. This helps to build both rapport and credibility with others and is a strength that you can affirm in a genuine way. The combination of your listening skills, people-

orientation and your innate sincerity-factor, yield a manner by which you are able to influence others and have a co-ownership of the results.

With regard to decision-making, you tend to listen carefully to alternatives before making a judgment. That means the decisions you make are not knee-jerk decisions, or decisions-by-crisis, but rather thoughtful deliberations taken in a manner that considers a variety of outcomes. Of course that doesn't say that all of your decisions are correct ones, it says that you listen to input prior to weighing in with a decision. Not all people do that.

Regarding your communication and influence skills, you have the ability to persuade others not with hype but rather with warmth, sincerity and understanding. These are perhaps considered soft-sell tools, but they can carry a big impact because of the sincerity-factor that you bring to the message. This skill comes from the merging of your people orientation, patience in being in a team and the fact that you tend to be more modest than egocentric in dealing with people and in presenting your views and ideas to the team.

Your Strengths and Limitations

You are likely to display your strength characteristics reasonably consistently in both training and competition. For the most part, these qualities tend to enhance your performances. You can actually increase your effectiveness by avoiding an overextension of these strengths as an overextension of your strengths can become a limitation. For example, a High D's dominance in a team and leadership role can be a strength in certain situations and environments, but when overextended high D's tend to become dictatorial, overly dominant and too often setting a pace expecting others to follow that will wear down both themselves and their team members.

Mark the two most important strengths as they apply to your team and sporting environment and then **mark two areas that you are committed to improve upon**. Transfer these behaviors to the **Summary of Your Style** on page 15.

Your Strengths:

- You are able to build positive relationships with team members, coaches and support staff as well as people who are involved with your sport in a less direct way.
- You work hard for the team objectives and goals.
- You are a good listener.
- You demonstrate a high degree of patience in assisting others in your team to achieve their goals.
- You possess a positive sense of humor and not at the expense of others.
- Excellent listening style, a model for others to observe and follow.
- You are able to negotiate conflicts into win-win situations.

Your Strengths and Limitations

(continued)

Your Potential Areas for Improvement:

- You may be rather indirect in providing opinions or instructions, not wanting to impose your will on others.
- May need some coaching in time management tools and in setting goals and timelines that are more ambitious.
- You may tend to take constructive criticism and coaching advice personally and not be able to consider the criticism only as it relates to the improvement of your technique or outlook.
- May have some difficulty in quick decision-making because of need to consider the people-side of all issues.
- You may be a bit of a grudge-holder toward those who offer coaching criticism. Be aware of your coach's desire to see you improve your skills and performances.
- You may show less emphasis on the results achieved and more emphasis on the concern for the people in the team.

Coaching Strategies (What You Need)

Our behaviors are driven by our needs. Each style has different needs or drivers to be met. Consider the likely scenario of a team in pre-match preparation. If one team member is feeling stressed and nervous, they may need quiet time alone; another team member feeling the same emotions may need to talk with others and take their mind off the up coming performance. As the coach or fellow team member, to not understand what each of the team member's needs are, results in them feeling even more stressed. As such they do not produce a quality performance. We are to understand that each team member is different. When they behave in different ways they are simply trying to meet their needs. Of course it is critical that each person understands what their real needs are and what they need to do to have them met in a positive, sustainable and emotionally productive manner. The more fully our needs are met, the easier it is to perform at an optimal level. It is your responsibility to meet your needs. You therefore need to discuss with your coach and team members what your needs are and how you think it best to meet them. This understanding will help build stronger bonds between you and your coach and team.

*Mark two of your most important needs and transfer to the **Summary of Your Style** on page 15.*

Athletes like you tend to need:

- *Increased urgency in decision-making.*
- *To get better control of personal organizational issues and matters of keeping details and facts on your performances.*
- *To learn to say 'no' more often to avoid spreading yourself too thin.*
- *To be kept in the information-loop regarding team goals and initiatives.*
- *More direction toward team goals and less on chatting and socializing.*
- *To be more realistic and ambitious in setting timelines for team goals.*
- *A sense of belonging to the team.*
- *Encouragement when the pressure is on, to keep the positive spirit and optimism.*
- *Detailed delegation of responsibilities to reduce ambiguity and confusion.*

Your Motivation Style

Everybody is motivated...however; they are motivated for their own reasons, not somebody else's reasons. By understanding your motivations, you can create an environment where you are most likely to be self-motivated. For example, some athletes are motivated to be part of the team, others are motivated by the results of winning. For this example, it is not that winning is not important for all athletes but if an athlete is people orientated (wanting to be part of a team with other athletes), then being an integral and loyal team member is a fundamental motivator. The same can be said for the athlete who is motivated by the result of winning. As they are considered more results focused, they are more motivated by their results rather than being part of the team. These two different motivation styles are easy to pick once attention is paid to the external behaviors of those in your team and of course your own behaviors.

*Check the two most important motivators and environment factors and transfer to the **Summary of Your Style** on page 15.*

You tend to be motivated by:

- *Acceptance by others as being an important member of a squad or team.*
- *A strong, visible training squad or team that may be part of a wider sports club or association with which to identify with.*
- *A democratic environment with a free exchange of ideas.*
- *Social recognition from people within your chosen sporting world when you achieve success by achieving an important goal.*
- *Receiving awards that confirm ability, skill or achievements.*
- *Involvement in a squad, team or sports club that offers the chance to travel and be involved in a variety of differing activities not just related to your chosen sport.*
- *A system of support to assist with the details and follow-through related to typical training and competition schedules and programs. For example, assistance with nutrition management, equipment preparation or similar.*

Your Motivation Style

(continued)

You tend to be most effective in environments that provide:

- *Variety in the training program and schedule. This often refers to the being able to choose different and challenging technical exercises and drills as well as factoring into your program cross training opportunities.*
- *A level of freedom where you are able to make decisions regarding your individual performances and if you are in a team environment, to be able to have input into the team's direction. As well, you tend to need freedom from too many controls imposed by key personnel.*
- *The opportunity to meet with other athletes, coaches and various other personnel within your sporting environment.*
- *Opportunities for you to motivate and persuade people.*
- *A democratic environment where you are able to discuss different training or competition strategies with other key personnel in your squad, team or sports club environment.*
- *Public recognition for accomplishments and achievement of individual goals even within a team environment.*
- *A non-hostile environment at both training and in competition as you do not typically enjoy conflict with others whether they be in your squad, on your team or those you compete against.*

Your Preferred Behaviors in the Sporting Environment

Your preferred behavioral style provides useful information for you to act on in training, preparation for competition and competition times.

Check the two most important factors and transfer to the **Summary of Your Style** on page 15.

Your preferred behaviors in training and competition:

- You are able to generate team involvement through friendly conversation and gentle persuasion of team members in a one-on-one manner.
- You tend to be action-oriented and able to handle simultaneous demands on your energy and attention.
- You generally display a high energy level and are very interested in and good at meeting new people.
- May want to seek environments outside of the sporting one that can capitalize on your social and motivational skills.
- While you may tend toward surface analysis in some cases, you can also show very keen awareness of important details.
- You may become disinterested by having to do the same workloads and drills each session as well as drawn out sports seasons that lack weekly variety and opportunity for social interactions.
- Tend to be very extroverted and if in the midst of mundane training, may use creativity or spontaneity to make the session more exciting for yourself and potentially others.
- A tendency to be socially poised in small or large group / team situations.
- Tends to be optimistic and relies on that optimism to engage and motivate others.

Communication Tips for Your Coach & Others

The following suggestions assist others who interact with you, such as your coach or fellow team members, to understand and be aware of your communication preferences. Everyone has a unique communication style, including you. To understand what yours and other's communication style is, enables you to build better relationships. When you share this information with your coach, they are able to coach you more effectively.

For example, how do you like to be interacted with or given feedback? Perhaps directly and to the point or do you prefer a more considered, sensitive approach with a slightly slower pace. Maybe you prefer lots of details. Maybe you are a bigger picture communicator who does not like details?

To use this information effectively, share it with others such as your coach and team members. Discuss their preferences too. This increases your understanding, rapport and importantly, when under pressure in training or in competition, there is less confusion and more productive action. Better results and performances.

Mark the two most important ideas for when others communicate with you and transfer to the Summary of Your Style on page 15.

When communicating with Ali, you should:

- *Break the ice with a brief personal comment.*
- *Present your ideas and opinions in a non-threatening way.*
- *Be candid, open and patient.*
- *Show sincere interest in her as a person.*
- *Be certain to conclude the communication with some modes of action and specific next-steps for all involved.*
- *Ask for her input regarding people and specific goals to be achieved.*
- *Put the details in writing but don't plan on discussing them too much.*
- *Plan some extra time in your schedule and training program for talking, relating and socializing.*
- *Provide assurances about her input and decisions.*

Summary of Ali Athlean's Style

By discussing your preferences, needs and wants with the people in your team such as your coach, team members and managers, you enhance these relationships. In turn what might have been a stressful and unproductive relationship can be turned into a more effective one through understanding and applying the AthleteDISC information.

YOUR STRENGTHS from page 8

1. _____
2. _____

YOUR AREAS FOR IMPROVEMENT from page 9

1. _____
2. _____

COACHING STRATEGIES (Your Needs) from page 10

1. _____
2. _____

YOUR MOTIVATORS from page 11

1. _____
2. _____

YOUR MOST EFFECTIVE ENVIRONMENT from page 12

1. _____
2. _____

YOUR PREFERRED BEHAVIORS from page 13

1. _____
2. _____

COMMUNICATION TIPS FOR YOUR COACH & OTHERS from page 14

1. _____
2. _____

How to Read and Interpret Your Graphs

Your Pattern Preference for AthleteDISC, on page 17 of this report, is indicated by the highest plotting point(s) above the midline (Segments 4-6). It's indicated by a capital letter in the pattern description. A person may have more than one plot point above the midline. If this is the case, and the second (or third) plot point is of a lesser intensity, it's indicated by a lowercase letter in the pattern description. It's often referred to as a secondary style. Some people may or may not have secondary styles. The pattern numbers represent your segment numbers in DISC order.

Graph I is the Adapting Style Pattern. It's a self-perception of the behavioral tendencies you think you should use in your sporting environment. This graph may change in different environments. For example, you responded to the assessment with a sporting focus, your Adapting Style Pattern may be different if you had responded with a family focus or a work/career focus. It makes sense that the behavior required to be successful in the sporting environment will and could be vastly different to the behaviors required to be a contributing member of your family or even to be successful in your work/career related role.

Graph II is a self-perception of the “real you” – one’s Natural Style Pattern. These are behaviors you most likely exhibit in situations you perceive as being stressful. As well, your natural behavior emerges when you are truly being who you are, at times when you are completely comfortable in your surroundings. We tend to show our true colors to those whom we trust the most. Our natural style includes our **instinctive** behaviors. Behaviors we do without having to think about them. Your natural style tends to be consistent even in different environments.

For example, have you seen an athlete make a poor decision in a game of soccer that to you as a spectator was obviously going to create a poor result? When the athlete is interviewed after the game and quizzed on their decision, they recognize – given time to evaluate their choices - they should have made a different decision. Their “game” decision is likely to be reflected in their natural style behavior.

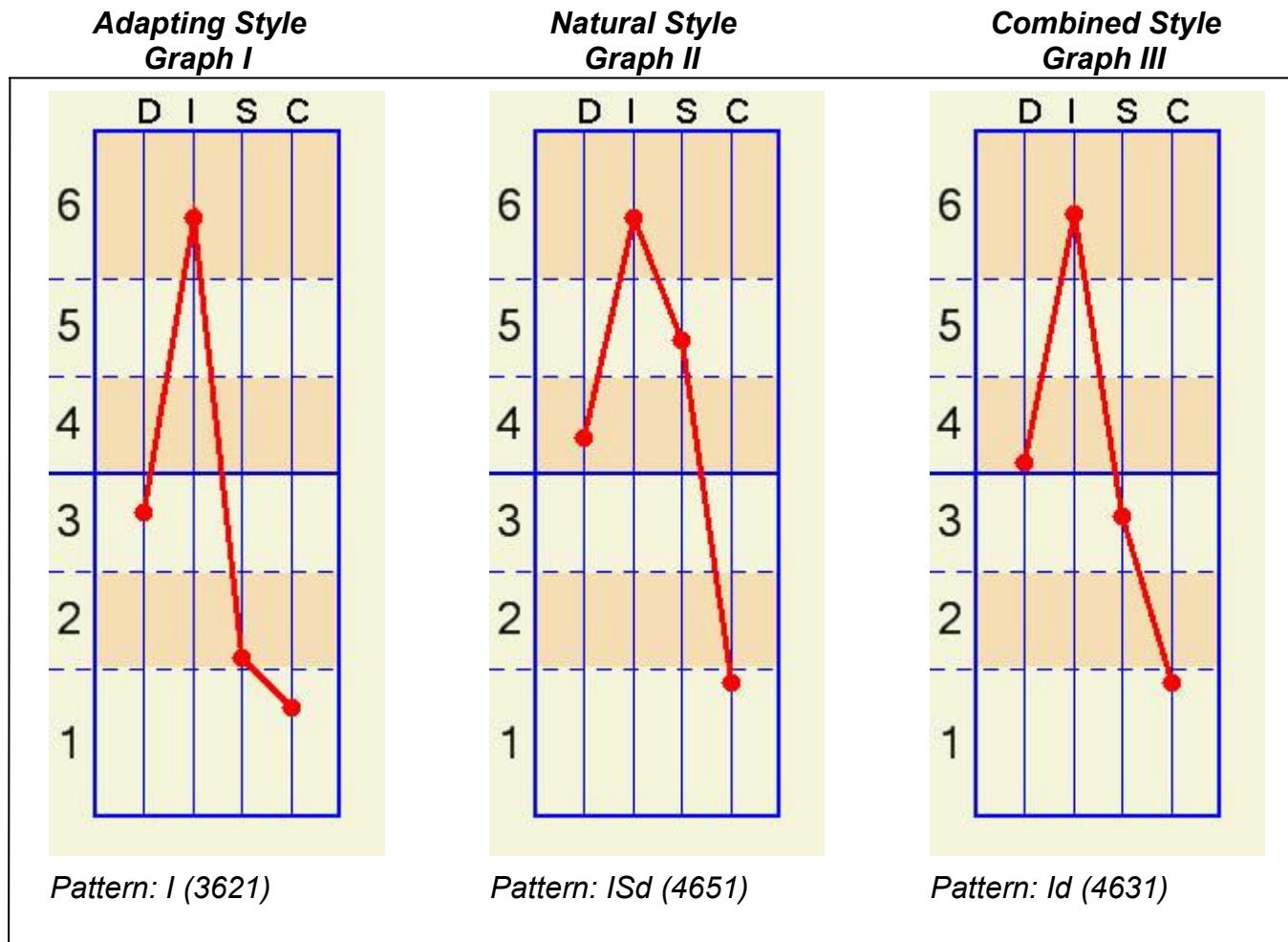
Graph III helps you understand the overall relationship between Graphs I and II by providing a combination of the results from both graphs. This is especially helpful when Graphs I and II vary substantially from each other. As a result, Graph III helps illuminate the predominant style traits that emerge by combining the differences between Graphs I and II. When Graphs I and II are similar, there will not be substantial change in Graph III.

If Graphs I and II are similar, it means that you tend to use your same natural behaviors in the sporting environment. The question is, are you getting the results you want if you are not modifying your behavior to suit different environments? It is possible that without modifying your behavior you may still be achieving your desired results. If you are not, then what do you need to change in your behavior to achieve better results? As well, if your Adapting Style (Graph I) is different from your Natural Style (Graph II), this can cause stress. This is because you are using behaviors that are not as comfortable or natural for you. To manage this well, requires recovery and excellent stress management techniques. Otherwise, you become worn down and could eventually perform poorly.

Behavioral Graphs for Ali Athlean

Your Adapting Style indicates you tend to use the behavioral traits of the I style(s) in your sporting environment.

Your Natural Style indicates that you naturally tend to use the behavioral traits of the ISd style(s).



Your Style is indicated by your highest plotting point(s) above the midline (Segments 4-6). Capital letters indicate your primary behavioral style(s) and lowercase letters indicate your secondary style(s). Some people may or may not have secondary styles. The numbers represent your segment numbers in DISC order. Please refer to **How to Read and Interpret Your eGraphs** from the eGraph section of your Home Page.

We have provided valuable background reference materials in the separate report titled **Application of the Athlete Assessments DISC Profiles** ("DISC Application Report"). It is available to you through your personal login (where you downloaded this report). You can use this report to begin to identify likely behavioral styles of others including your coach, team members or even your competitors.

Direct Feedback from Observers

As part of your AthleteDISC profile, you are able to invite observers to complete an assessment questionnaire about you, as they see you. This is valuable 360 degree feedback. Comments in this report are included exactly as they are answered by the observers - without any editing, spelling corrections or censoring. Please note that comments are also only displayed if more than three observers completed the assessment questionnaire (this is to protect their identity).

PLEASE NOTE: If your feedback is missing and you anticipate that it should be within this report, you can login to your webpage (where you downloaded this report) and click on the 'Regenerate Your Report' button on the home page. To ensure your report is up to date, you should do this after new Observers complete their surveys.

In her sporting environment, what do you consider to be Ali's strengths?

Ali is great to have on the team as she brings energy and enthusiasm to training and workouts. She also really cares for her team members.

Lots of fun. Always smiling. Boundless energy. Always first to cheer others on. Always looking on the positive side.

Ali loves to talk and this means we all know her really well. She is a nice person to have on the team and makes great friends with her team members.

Direct Feedback from Observers (continued)

In her sporting environment, what do you consider to be Ali's performance limitations?

I think Ali should do what she wants to do more often. Sometimes she just goes with the flow of us others and I know that she would rather do something else. She never voices her disapproval.

Sometimes doesn't seem to really know what is going on. Easily led. Needs to toughen up a bit and be focused. Needs to get down to business more with the workload. May skip along a bit rather than get serious.

Ali needs to stand up for herself more often. She sometimes gets pushed around by our opposition and this impacts her confidence and then her performance suffers.

Direct Feedback from Observers (continued)

In her sporting environment, what do you consider to be Ali's opportunities for improvement?

I think Ali needs to focus on winning more often. I know she enjoys the social side of her sport but we want to win most of all. Perhaps Ali should set higher level goals.

She will mature over time within the sport. May benefit from switching to a more aggressive role within the team to balance her out.

Ali needs to be more conscious of time. She can often be running late and this really frustrates some of the team especially in the lead up to a big competition.

Next Steps

This report is filled with information about your sporting behavioral style and there is significant information about each of the four primary behavioral styles in the reference materials also available to you.

There are many suggestions for you to apply this information. Take the next step and DO the summary on page 15. Set goals on how you intend to improve your performance. It is up to you. During my Olympic Rowing career, I honestly approached my sport with enormous personal responsibility. In working with my coach, I knew that my performances were only as good as the degree to which I applied his excellent coaching recommendations. It was also my responsibility to look at ways (this report is one of them) to proactively improve myself.

Don't put this report on a shelf or in a file, take it to training and continually browse over it to strengthen your understanding. Use this report as a reference tool. There is a lot of information in it and it is not meant to be digested in just one reading. Share this report with your coach.

Alternatively, contact Athlete Assessments. We are here to support you in achieving your goals. I know what it is like to achieve your best athletic performances. We as athletes only have a limited amount of time to "do our thing". Make your time count. We can help. Just ask!

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