DISC Career Management

An Evaluation of Behavioral Styles & Occupations

Report For: **Sample Report**

Style: **IS/Isc**

Focus: **Work**

Date: **6/12/2015**

COMPANYNAME

Slogan / Tag Line If Required

Table of Contents

2

Introduction: DISCstyles™ Career Management Report

Congratulations on your participation in the DISCstyles Assessment used to analyze your Communication Preferences and Behavioral Style for your Career Management.

This report is the result of your assessment.

Sample, the first part of the report focuses on your communication preferences and behavioral style. While this information is extremely valuable, the second section with the title of "Application" increases the value of your report exponentially.

Finding your career direction begins in defining a critical element – Your Occupational Behavioral Style. Research suggests that specific behavioral styles are attracted to specific occupations. Understanding your career choices, mastering the process of career or job selection, and applying this knowledge for job satisfaction consists of three basic steps:

1. **Knowing your natural behavioral tendencies,**
2. **Determining the behavioral demands of the job,**
3. **Understanding the results of adapting your natural style to "fit" the job's needs OR select the career or jobs that require your natural style, or both.**

The DISCstyles™ Career Management Report helps you make and plan your **career decisions**. This report **clarifies the job expectations, discovers the reasons for any inner conflict, and helps in the understanding of the stressors experienced in your past job(s) or present workplace**. In addition, it provides a **list of occupations** and the **O*NET (Job) Codes** that utilize the behavior that is the closest match to your natural behavioral style.

This report is as much prescriptive (tips and tools for interpersonal communications and career management) as it is descriptive (getting you to understand and appreciate your own DISC style).

Today's workplace is in constant change and careers are evolving to keep pace. It will not be unusual for **people to change career 4-5 times during their working lives**. Furthermore, research indicates that more than 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied with their work. Research suggests that **50-80% of all employed adults are in the wrong job or career**.

Given these realities, it becomes more important than ever for you to be prepared to make informed career decisions based on a solid understanding of your behavioral style and your natural traits. With increased understanding of the talents you bring to the workplace, you can maximize your ability to succeed and achieve career satisfaction in an ever-changing environment.

Introduction: DISCstyles™ Career Management Report, continued

Career satisfaction, happiness, and success are possible–if you know how to make it happen!
With your personalized and comprehensive DISC report, you have tools to help you understand how behavioral styles gravitate to certain jobs and how you can become more effective in making informed decisions for your career management.

This report does not assign personal values, interests, aptitude, IQ or work history. Instead, it concentrates on your tendencies that influence your behavior and helps you to recognize the preferences and strengths you bring to the job. Establishing the best career path is a result of learning what jobs require the "real you" for that natural "job fit."

Our DISC model focuses on patterns of external, observable behaviors using the scales of directness and openness each style exhibits. Because we can see and hear these behaviors, understanding people and even job behavioral needs becomes easier. This DISC model is simple, practical and easy to remember. The Four Basic DISCstyles Overview section of this report provides a summary of the styles.

BEHAVIORAL STYLES

Historical and contemporary research reveals dozens of models for understanding behavioral differences in people. Many share one common thread – the grouping of behavior into four basic categories. Your report will be referring to those four categories as the DISC styles. The DISC concept measures the four dimensions of normal behavior and determines:

STYLE	TENDENCIES
Dominance	Tends to be direct and guarded
Influence	Tends to be direct and open
Steadiness	Tends to be indirect and open
Conscientious	Tends to be indirect and guarded

■ How you respond to problems and challenges.

■ How you influence others to your point of view.

■ How you respond to the pace of the environment.

■ How you respond to rules and procedures set by others.

Sample, there is no "best" style nor is there a "worst" style. Each style has its unique strengths and opportunities for continuing improvement and growth. Any behavioral descriptions mentioned in this report are tendencies for your style group. Depending upon the blending of DISC styles and the intensity level of the DISC traits, some descriptions of a pure DISC Style may not specifically apply to you.

It has been said that people spend more time planning their vacations than they invest in planning or managing their own careers. Your participation in this career management process demonstrates your active interest in your own success.

Part I Understanding Yourself

General Characteristics

Sample, *the narration below serves as a general overview of your behavioral tendencies. Your report provides a framework for understanding and reflecting on your results. It also includes ideas to help you leverage your strengths to maximize your personal success and career satisfaction.*

You score like those who are socially poised without being overly controlling. You have the ability to project confidence and poise that is perceived as sincere and genuine. Others are likely to notice this, allowing you to develop trust and credibility with them easily.

Sample, the responses you gave indicate that you tend to be unselfish and sensitive to the needs of others. This is a rare type of generosity that comes with no strings attached, hidden agendas, or ulterior motives. People who score like you get a genuine "rush" when they are helping others. That's the up-side. The flipside is that you may need to monitor yourself closely to make sure you are not spreading yourself too thin in your efforts to please everybody.

Your response pattern to the instrument indicates that you have an empathetic listening style. As you know, this is a rare gift. Some listening skills can be taught, but the inherent, sincere listening that you demonstrate is something innate.

You show a rare ability to get along with a wide variety of people. This comes from both your sincere interest in people and from your inherent patience in working with others. You may be able to bring various individuals together who might not otherwise cooperate.

Part I Understanding Yourself

General Characteristics (continued)

Your responses indicate that you tend not to force your own ideas on others with edicts, but rather by offering carefully considered suggestions. This can be a key point of success in a variety of areas. It helps 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 skills, and innate sincerity allow you to influence others and thus affect the results.

Others may tend to seek you out for assistance or advice. This is because they perceive you as being sensitive to their needs, and because you provide a stable and consistent point of view for them. You may be seen as a coach or counselor that they can count on to listen to ideas and input. That's good, as long as it doesn't hamper your ability to complete your own tasks.

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 make a big impact. This skill comes from the merging of your "people skills," along with the fact that you tend to be more modest when dealing with people.

Sample, your score pattern suggests a high degree of persistence and patience in working on projects. This can be especially important when the assignments are long, detailed, and involve a multitude of personal or complex tasks. Where others may lose patience and perhaps allow overall quality to lapse, you bring a unique pulse and tempo that can serve as a model for others.

Your Strengths

What You Bring to the Organization

Sample, you are likely to display your strength characteristics rather consistently. These qualities tend to enhance your effectiveness within the workplace. Your work style tendencies provide useful insight as you perform the duties required by your position's job description. These tendencies are the talents and preferences you bring to your job.

Check your two most important strengths and your two most important work style tendencies and transfer them to the **Summary of Your Style** on page 15.

Your Strengths:
- Your excellent listening style stands as a model for others to observe and follow.
- You are a good listener.
- You work hard to achieve the team's goals and objectives.
- You are able to reach goals by working with and supporting the efforts of others on the team.
- You are able to build positive relationships with internal and external stakeholders.
- You demonstrate a high degree of patience in working with others.
- Your strong optimism helps motivate the team toward their goals.

Your Work Style Tendencies That You Bring to the Job:
- On the job, you have a strong need to be patient, polite, and create an environment of good-will for internal and external stakeholders.
- You show a high degree of persistence in working on projects, especially over the long haul.
- At work, you tend to have a "long fuse," and are not easily angered, although you may take some of the anger home to vent.
- On the job, you tend to say "yes" more often than "no," when asked to help out with a colleague's project or problem.
- Your empathetic nature and sensitivity toward people may lead others to seek you out as a coach or counselor, or ask to assist them with a personal or team problem.
- You are perceived by others on the team as a good listener.
- You are optimistic and motivated to be an excellent team player, able to defer your ego when working with others who may prefer having more control of the situation.

Your Motivations (Wants) and Needs

What motivates you? People are motivated by what they want or need. People are motivated to avoid their fears. **Behaviors are driven by these motivators**. Each style has different fears, wants, and needs. The more fully our motivators are met, the easier it is to perform naturally with minimal effort. Your assessment has analyzed your behavioral wants and needs. Knowing these motivators helps you understand the "why" behind how you behave (react and respond). **Sample**, this section indicates what wants and needs must be met for optimal performance.

Check your two most important motivators and your two most important needs. Transfer your selections to the **Summary of Your Style** on page 15.

You Tend to Be Motivated By:
- Identification with the organization, team, and others with whom a spirit of work responsibility has been established.
- Projects and assignments that provide interpersonal contact, and an opportunity to help both internal and external stakeholders.
- A work culture that is supportive of family activities and commitments.
- Flexibility to circulate and talk with a variety of people.
- Evidence that a new process has been successful in similar applications.
- A supervisor, manager, or board who practices a democratic leadership process.
- Acceptance as a positive and supportive member of the organization and team.

People With Patterns Like You Tend to Need:
- Detailed delegation of responsibilities, to reduce ambiguity and confusion.
- Encouragement to keep the positive spirit and optimism when the pressure is on.
- To be more realistic and ambitious in setting deadlines for team projects.
- To be kept in the information loop regarding projects and initiatives within the organization.
- Increased urgency in decision making.
- More direction toward work tasks, and less focus on chatting and socializing.
- A sense of belonging to the team or organization as a whole.

8

Your Motivations - Ideal Work Environment

Everybody is motivated – however, they are motivated for their own reasons, not someone else's reasons. By understanding your motivations, you can create an environment where you are most likely self-motivated. You will invest your natural energy in just being "you" instead of using up your energy by trying to behave in a way that is not naturally comfortable.

Select your two most important environment factors and transfer your selections to the **Summary of Your Style** on page 15.

You Tend to be Most Effective in Environments that Provide:

- A work culture that allows for your natural interest in helping others learn and grow professionally.
- A work culture that takes pride in the systems, processes, and people working behind the scenes.
- A balance between some stable, predictable work activities and some variety and change on a regular basis.
- Specialized assignments that also involve working and communicating with a variety of people.
- A favorable working climate containing positive attitudes and optimistic spirit.
- Support and appreciation of your individual efforts.
- Clear responsibility and lines of authority to avoid confusion or overlapping initiatives.

The I Style Behavior and Needs Under Stress

Under Stress You May Appear:
- Manipulative
- Impulsive
- Inconsistent
- Unrealistic
- Superficial

Under Stress You Need:
- Prestige
- To get credit
- A quick pace for stimulation and excitement

Your Typical Behaviors in Conflict:
- If a conflict persists or your anger increases, you are likely to lash out with a strong verbal attack on the other person. This may have a startling effect on others since it is so unlike your normal behavior.
- You are quite uncomfortable with conflict, aggression and anger. You do whatever you can do to avoid them. If possible, you may physically avoid an environment filled with conflict or anger. If that is not possible, you will probably seek to use your natural humor and story-telling ability to reduce the level of tension. If neither approach works, you may attempt to ignore the conflict. Given your strong focus on relationships, however, this tactic is rarely successful.
- You may experience a desire to get even if someone thwarts a major component of your personal agenda; however, you are not very likely to follow through. You may choose to overlook the matter in order to preserve the relationship or you may simply lash out in anger.

Strategies to Reduce Conflict and Increase Harmony:
- You have a tendency to "think out loud." Others may take these "brainstorming" ideas as actual commitments and become upset when those "commitments" are not completed. So, let others know in advance when you are only exploring ideas and options and not committing to actions.
- Take time to clarify the commitments and expectations of others. Do not make any assumptions about what others will do. Always get a specific commitment.
- Be sure to fulfill all of your commitments. If you will be unable to keep a commitment or meet a deadline, inform the people involved as soon as possible. Do not assume that others will automatically step in to cover for you.

Communication Tips and Plans for Others

The following suggestions can help others who interact with you understand and be aware of your communication preferences. To use this information effectively, share it with others and also discuss their preferences.

Check the two most important ideas when others communicate with you (do's & don'ts) and transfer them to the ***Summary of Your Style*** *page.*

When Communicating with Sample, DO:

- Show sincere interest in him as a person.
- Put the details in writing, but don't plan on discussing them too much.
- Be candid, open, and patient.
- Break the ice with a brief personal comment.
- Join in with some name-dropping and talk positively about people and their goals.
- Plan to talk about things that support his dreams and goals.
- Plan some extra time in your schedule for talking, relating, and socializing.

When Communicating with Sample, DON'T:

- Leave the idea or plan without backup support.
- Be rude or abrupt in your delivery.
- Be impersonal or judgmental.
- Let the discussion with him get caught in dreams too much, otherwise you'll lose time.
- Be overly task-oriented.
- Manipulate or bully him into agreeing.
- Be vague or ambiguous.

11

Communication Plan with the DOMINANT Style

CHARACTERISTICS:	SO YOU…
Concerned with being #1	Show them how to win, new opportunities
Think logically	Display reasoning
Want facts and highlights	Provide concise data
Strive for results	Agree on goal and boundaries, the support or get out of their way
Like personal choices	Allow them to "do their thing," within limits
Like changes	Vary routine
Prefer to delegate	Look for opportunities to modify their workload focus
Want others to notice accomplishments	Compliment them on what they've done
Need to be in charge	Let them take the lead, when appropriate, but give them parameters
Tendency towards conflict	If necessary, argue with conviction on points of disagreement, backed up with facts; don't argue on a "personality" basis

Communication Plan with the INFLUENCING Style

CHARACTERISTICS	SO YOU…
Concerned with approval and appearances	Show them that you admire and like them
Seek enthusiastic people and situations	Behave optimistically and provide upbeat setting
Think emotionally	Support their feelings when possible
Want to know the general expectations	Avoid involved details, focus on the "big picture"
Need involvement and people contact	Interact and participate with them
Like changes and innovations	Vary the routine; avoid requiring long-term repetition by them
Want others to notice THEM	Compliment them personally and often
Often need help getting organized	Do it together
Look for action and stimulation	Keep up a fast, lively, pace
Surround themselves with optimism	Support their ideas and don't poke holes in their dreams; show them your positive side
Want feedback that they "look good"	Mention their accomplishments, progress and your other genuine appreciation

Communication Plan with the STEADY Style

CHARACTERISTICS	SO YOU…
Concerned with stability	Show how your idea minimizes risk
Think logically	Show reasoning
Want documentation and facts	Provide data and proof
Like personal involvement	Demonstrate your interest in them
Need to know step-by-step sequence	Provide outline and/or one-two-three instructions as you personally "walk them through"
Want others to notice their patient perseverance	Compliment them for their steady follow-through
Avoid risks and changes	Give them personal assurances
Dislike conflict	Act non-aggressively, focus on common interest or needed support
Accommodate others	Allow them to provide service or support for others
Look for calmness and peace	Provide a relaxing, friendly atmosphere
Enjoy teamwork	Provide them with a cooperative group
Want sincere feedback that they're appreciated	Acknowledge their easygoing manner and helpful efforts, when appropriate

Communication Plan with the CONSCIENTIOUS Style

CHARACTERISTICS	SO YOU…
Concerned with aggressive approaches	Approach them in an indirect, nonthreatening way
Think logically	Show your reasoning
Seek data	Give data to them in writing
Need to know the process	Provide explanations and rationale
Utilize caution	Allow them to think, inquire and check before they make decisions
Prefer to do things themselves	When delegating, let them check procedures, and other progress and performance before they make decisions
Want others to notice their accuracy	Compliment them on their thoroughness and correctness when appropriate
Gravitate toward quality control	Let them assess and be involved in the process when possible
Avoid conflict	Tactfully ask for clarification and assistance you may need
Need to be right	Allow them time to find the best or "correct" answer, within available limits
Like to contemplate	Tell them "why" and "how

Potential Areas for Improvement

Everyone has some possible struggles, limitations, weaknesses, or areas for improvement. Often it is simply an overextension of strengths, and thus, viewed as **weaknesses** or even **blind spots.**

For example, a High D's directness may be a strength in certain environments, but when overextended or used to the extreme, the High D may tend to be bossy.

*Select the two most important you are committed to improve upon and transfer them to the **Summary of Your Style** on page 15.*

Potential Weaknesses and Possible Blind Spots for Your Isc Style, Sample, and Perceptions Others May Have for Your Isc Style.

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

14

Summary of Sample Report's Style

Communication is a two-way process. Encourage others with whom you interact to complete their own DISCstyles Assessment (not necessarily the Career Management Report; select the version most appropriate for each person) and then share the Summary Sheets with one another. By discussing preferences, needs, and wants with your coworkers, those with whom you socialize, or even family members, you will be able to enhance these relationships and turn what might be a stressful relationship into a more effective one just by understanding and applying the DISCstyles information.

YOUR STRENGTHS: WHAT YOU BRING TO THE ORGANIZATION
1._____
2._____

YOUR WORK STYLE TENDENCIES
1._____
2._____

YOUR MOTIVATIONS (WANTS)
1._____
2._____

YOUR NEEDS
1._____
2._____

YOUR MOTIVATIONS: IDEAL WORK ENVIRONMENT
1._____
2._____

COMMUNICATION DO'S & DON'TS
1._____
2._____

POTENTIAL AREAS FOR IMPROVEMENT
1._____
2._____

Consider investing in the **DISCstyles Mini Report** as a gift for the person or people you want to understand better through quality relationship strategies

WORD SKETCH Adapted Style

DISC is an observable "needs-motivated language" based on the concept that emotions and behaviors are neither good nor bad. *Behaviors reveal the needs that motivate our actions. We all have perceptions of how we need to react and respond in a specific environment to foster more productive relationships.*

Sample*, the chart below is your personal **"ADAPTED STYLE"** DISC Graph displayed as a Word Sketch. The highlighted descriptors below indicate the behavioral traits you exhibit based on how you **perceive the demands of your environment***. *Use it with examples to describe "why" you do what you do and "what" is important to you in your situation.*

DISC Focus	D — Problems / Tasks	I — People	S — Pace (or Environment)	C — Procedures
Needs	Challenges to solve, Authority	Social relationships, Friendly environment	Systems, Teams, Stable environment	Rules to follow, Data to analyze
Observable	Decisive, risk-taker	Optimistic, trust others	Patience, stabilizer	Cautious, careful decisions
Fears	... being taken advantage of/lack of control	... being left out, loss of social approval	... sudden change/loss of stability and security	... being criticized/loss of accuracy and quality

	D	I	S	C
6	argumentative daring demanding decisive domineering egocentric	emotional enthusiastic gregarious impulsive optimistic persuasive	calming loyal patient peaceful serene team person	accurate conservative exacting fact-finder precise systematic
5	adventurous risk-taker direct forceful	charming influential sociable trusting	consistent cooperative possessive relaxed	conscientious courteous focused high standards
4	assertive competitive determined self-reliant	confident friendly generous poised	composed deliberate stable steady	analytical neat sensitive tactful
3	calculated risks moderate questioning unassuming	controlled discriminating rational reflective	alert eager flexible mobile	own person self assured opinionated persistent
2	mild seeks consensus unobtrusive weighs pro/con	contemplative factual logical retiring	discontented energetic fidgety impetuous	autonomous independent firm stubborn
1	agreeing cautious conservative contemplative modest restrained	introspective pessimistic quiet pensive reticent suspicious	active change-oriented fault-finding impatient restless spontaneous	arbitrary defiant fearless obstinate rebellious sarcastic

WORD SKETCH Natural Style

DISC is an observable "needs-motivated language" based on the concept that emotions and behaviors are neither good nor bad. *Behaviors reveal the needs that motivate our actions. We all have specific reactions and responses that come naturally to us.*

Sample, *the chart below is your personal* ***"NATURAL STYLE" DISC Graph*** *displayed as a Word Sketch. The highlighted descriptors in your chart indicate the behavioral traits you* ***naturally exhibit.*** *Use it with examples to describe "why" you do "what" you do.*

	D	I	S	C
DISC Focus	Problems / Tasks	People	Pace (or Environment)	Procedures
Needs	Challenges to solve, Authority	Social relationships, Friendly environment	Systems, Teams, Stable environment	Rules to follow, Data to analyze
Observable	Decisive, risk-taker	Optimistic, trust others	Patience, stabilizer	Cautious, careful decisions
Fears	... being taken advantage of/lack of control	... being left out, loss of social approval	... sudden change/loss of stability and security	... being criticized/loss of accuracy and quality
6	argumentative daring demanding decisive domineering egocentric	emotional enthusiastic gregarious impulsive optimistic persuasive	calming loyal patient peaceful serene team person	accurate conservative exacting fact-finder precise systematic
5	adventurous risk-taker direct forceful	charming influential sociable trusting	consistent cooperative possessive relaxed	conscientious courteous focused high standards
4	assertive competitive determined self-reliant	confident friendly generous poised	composed deliberate stable steady	analytical neat sensitive tactful
3	calculated risks moderate questioning unassuming	controlled discriminating rational reflective	alert eager flexible mobile	own person self assured opinionated persistent
2	mild seeks consensus unobtrusive weighs pro/con	contemplative factual logical retiring	discontented energetic fidgety impetuous	autonomous independent firm stubborn
1	agreeing cautious conservative contemplative modest restrained	introspective pessimistic quiet pensive reticent suspicious	active change-oriented fault-finding impatient restless spontaneous	arbitrary defiant fearless obstinate rebellious sarcastic

DISCstyles eGraphs for Sample Report

Your **Adapted Style** indicates you tend to use the behavioral traits of the **IS Style** in your work environment based upon the demands of that environment. Your **Natural Style** indicates that you **naturally** use the behavioral traits of the **Isc Style.**

Sample, your **Adapted Style,** the graph on the left, is **your perception of the behavioral tendencies** you use in your work environment. This graph may change when you change roles or situations. The graph on the right is your **Natural Style** and indicates the intensity of your instinctive behaviors and motivators. It is often a better indicator of the **real you and your automatic or instinctive behaviors.** Your **Natural Style** is how you act when you feel comfortable in your environment and are not attempting to adjust or mask your style. Your **Natural Style** traits are those you exibit in **stressful situations** and tend to be fairly consistent over time
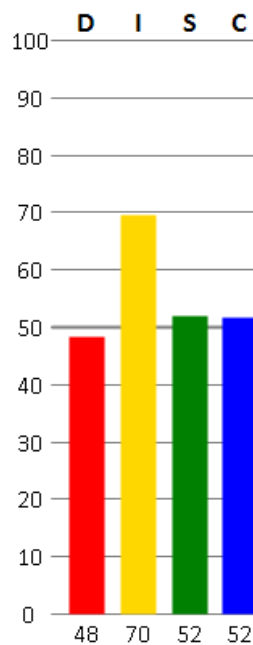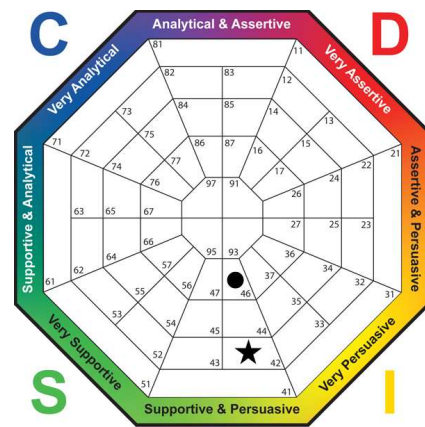
Adapted Style - Graph I

Natural Style - Graph II
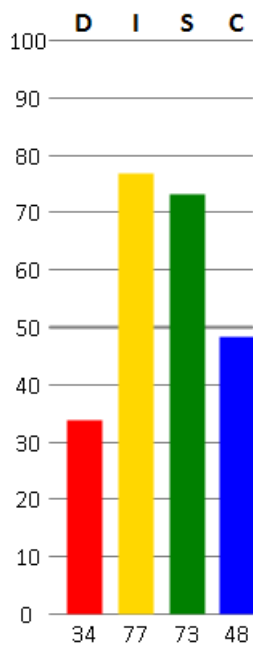
Pattern: IS (2553)
Focus: Work

Pattern: Isc (3544)
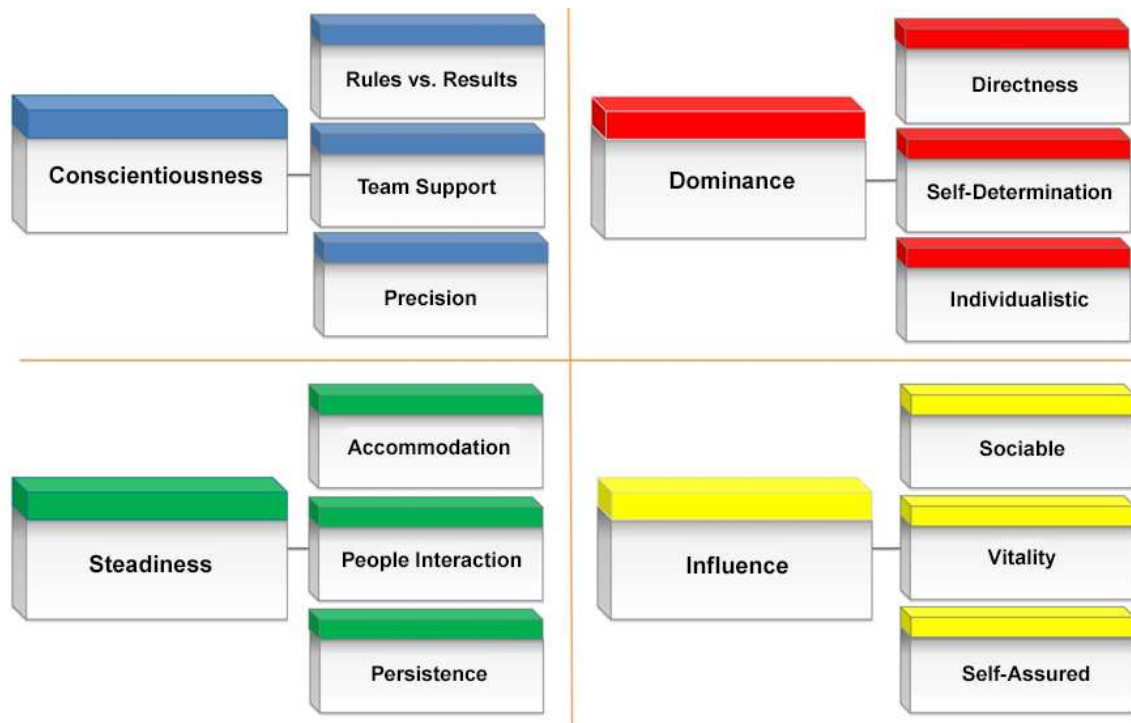
● = Natural Behavioral Style

★ = Adapted Behavioral Style

If the two graphs are **similar,** it means you also tend to use your **natural behaviors in your environment.** If your **Adapted Style differs from your Natural Style,** your environment may cause **stress** the longer you remain in that environment because you are using traits that are not as comfortable or natural.

The higher or lower each D, I, S, and C point is on your graphs, the greater or lesser your needs-motivated behavior impacts your results at work and with others around you. Once aware, you can adapt your style.

Adapting behavioral traits is most effective with awareness and practice.

The 12 Integrated DISC Style Relationships

Conscientiousness	Dominance
Rules vs. Results	Directness
Team Support	Self-Determination
Precision	Individualistic

Steadiness	Influence
Accommodation	Sociable
People Interaction	Vitality
Persistence	Self-Assured

For a more complete understanding of a person's overall behavior style, you can view how each of the primary four DISC factors interact to produce twelve (12) integrated behaviors.

When comparing each of the four (4) basic DISC factors with the others, a group of twelve (12) factors of individual behaviors can be identified. Each person will display some of these factors more strongly than the others.

Each of the twelve (12) factors has been assigned a specific descriptor(s) to help you naturally associate the factor to a specific behavior. The ability to identify and measure the relative interaction of the twelve (12) factors represents the interpersonal skills often encountered in your environment and enhances the application of DISC to better understand behavior and helps in discussing it for professional development.

We can measure the strength of a factor in a person's overall behavioral style by viewing the intensity score. **Intensity is a measurement of the relative contribution of a specific factor to a person's observable natural behaviors that are most often displayed in most situations.**

There are five (5) intensity levels. The intensity levels range from *Low* (absent in most situations) through *High* (clearly displayed in most situations). (Pg. 22)

Add this powerful view to your relationship building tool kit and use it to help understand why and how people shape their communications and connections with others.

Behaviors define how we express our thinking into the world.

This list of (12) twelve Integrated DISC relationships reveals how the (4) four Primary DISC behaviors combine and work together to create the socialized behaviors others see and experience. The Length of the black bar shows the relative influence of the DISC factors in someone's overall observable behavioral style.

The **blue box** identifies the Range of all scores in the General Population for each integrated behavior. Half score below the median score (vertical link) and half above. Unlike an AVERAGE…the median score will not always be shown with equal space on both sides.

1. The Sociable Behavior (I/D) [High Moderate Intensity]

0.............10.............20.............30.............40.............50.............60.............70.............80.............90.............100

"How this individual's need for social interaction is impacted by their assertiveness and desire for immediate results." The Sociable behavior measures HOW the strength of this individual's preference for cordial social interaction and people connection is influenced by their need for immediate results. Higher intensity scores reflect an emphasis on seeking, building and sustaining personal relationships while Lower intensity scores reflect a much stronger competitive "result now" focus with less effort on accommodation and building relationships.

2. The Self-Assured Behavior (I/C) [Moderate Intensity]

0.............10.............20.............30.............40.............50.............60.............70.............80.............90.............100

"How this individual's people oriented extroversion is impacted by their need for accuracy and structure." The Self-Assured behavior measures HOW the strength of this individual's extroversion and desire for personal connection with others is influenced by their need for structure, detail, and accurate evidence prior to taking action. Higher intensity scores can sometimes lead to overconfidence with a willingness to improvise and to take spontaneous actions vs. thorough planning while Lower intensity scores reflect a cautious and conscientious approach that seeks to take actions that are supported by reliable tactics, trusted data and past successes.

3. The Vitality Behavior (I/S) [Moderate Intensity]

0.............10.............20.............30.............40.............50.............60.............70.............80.............90.............100

"How this individual's people focused extroversion is impacted by their preferred pace and activity level." The Vitality behavior measures HOW the strength of this individual's desire for interpersonal connections is influenced by their degree of urgency, preferred pace and activity level. Higher intensity scores reflect a high energy, freewheeling, confident and engaging style that will likely embrace new ideas and concepts while Lower intensity scores reflect thoughtfulness and care when crafting both words and deeds as one moves steadily toward the identified goal and objective.

4. The Accommodation Behavior (S/D) [Moderate Intensity]

0.............10.............20.............30.............40.............50.............60.............70.............80.............90.............100

"How this individual's need to operate at a steady pace and innate degree of patience is impacted by their need for immediate results." The accommodation behavior measures HOW the strength of this individual's level of patience and activity level are influenced by the strength of their desire to lead, command and direct activities focused on immediate results and solutions. Higher intensity scores reflect a willingness to consider, accommodate and support alternative solutions and ideas while Lower intensity scores reflect a propensity to make difficult decisions, remain firm in supporting and defending them sustained by a strong focus on achieving immediate results and accomplishing assigned goals.

5. The Rules vs. Results Behavior (C/D) [Moderate Intensity]

0.............10.............20.............30.............40.............50.............60.............70.............80.............90.............100
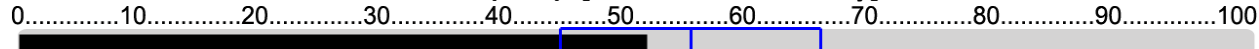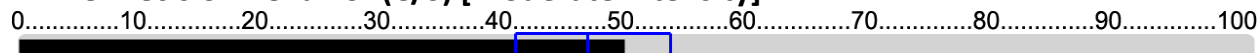
"How this individual's need for accuracy, precision and guidelines is impacted by their need for immediate results." The Rules vs. Results behavior measures HOW the strength of this individual's need to precisely follow established structural and procedural guidelines, standards and codes is influenced by their need for direct "results now" actions that target immediate accomplishments. Higher intensity scores identify a strong need to pursue objectives with guidance and reliance upon established structure, rules, organizational protocols and policies while Lower intensity scores suggest a more direct, immediate "result now" focus that will not likely be restrained by established protocols, procedures and policies.

6. The Persistence Behavior (S/C) [Moderate Intensity]

0.............10.............20.............30.............40.............50.............60.............70.............80.............90.............100
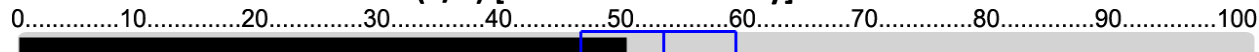
"How this individual's need for pace and patience is impacted by their need for accuracy, precision and planning." The Persistence behavior measures HOW the strength of this individual's patience, activity level and team support is influenced by their need for accuracy, precision and structure. Higher intensity scores reflect an emphasis on supporting planned group and team efforts while Lower intensity scores reflect a need to follow established policies and procedures even if it requires running counter to the team's direction that may be advocating alternative or even potentially risky actions.

7. The Precision Behavior (C/S) [Moderate Intensity]

0.............10.............20.............30.............40.............50.............60.............70.............80.............90.............100

"How this individual's need for accuracy, precision and planning is impacted by their desire for team support and accommodation." The Precision behavior measures HOW the strength of this individual's need for structure, accuracy, order and precision is influenced by their pace, patience and level of team accommodation. Higher intensity scores reflect a desire to operate in a "fail-safe" environment supported by accurate data and through preparation while Lower intensity scores suggest steady paced progress, strong support, consideration and accommodation for the team's overall direction.

8. The Individualistic Behavior (D/C) [Moderate Intensity]

0.............10.............20.............30.............40.............50.............60.............70.............80.............90.............100
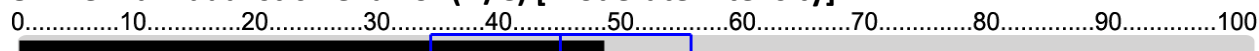
"How this individual's "results now" assertiveness is impacted by their desire to be accurate. analytical and structured." The Individualistic behavior measures HOW the strength of this individual's direct, assertive and "results now focus" is influenced by their need to precisely follow established structural and procedural guidelines while pursuing objectives. Higher intensity scores will not likely be deterred by potential restraints or established policies especially if they are perceived to impede immediate results while Lower intensity scores will favor strong and precise compliance and adherence to established structure, rules, policy and procedures.

9. The Self-Determination Behavior (D/S) [Moderate Intensity]

0.............10.............20.............30.............40.............50.............60.............70.............80.............90.............100
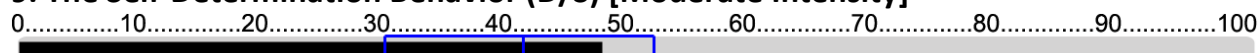
"How this individual's degree of assertive "results now" focus is impacted by their level of patience." The Self-Determination behavior measures HOW the strength of this individual's direct, assertive and "results now" oriented behaviors are influenced by their degree of patience and preferred pace. Higher intensity scores identify a preference toward a more "now oriented pace" that is keyed toward taking actions that achieve immediate results and goals while Lower intensity scores identify a steadier, less urgent pace that embraces planning and careful consideration of consequences prior to taking action.

21

10. The People Interaction Behavior (S/I) [Moderate Intensity]

0.............10.............20.............30.............40.............50.............60.............70.............80.............90.............100

"How this individual's need for a steady pace and exercise of patience is impacted by their desire to connect and engage in social interaction." The People Interaction behavior measures HOW the strength of this individual's degree of patience and preferred activity level are influenced by the strength of their extroversion and a desire to socially interact and accommodate others. Higher intensity scores will display a great deal of care and consideration when crafting the words and deeds that impact others while Lower intensity scores will reflect a freewheeling and confident belief that most if not all interactive social situations can be handled "on the fly."

11. The Team Support Behavior (C/I) [Moderate Intensity]

0.............10.............20.............30.............40.............50.............60.............70.............80.............90.............100

"How this individual's need for accuracy, precision and following procedure is impacted by their desire for social connection and interaction." The Team Support behavior measures HOW the strength of this individual's desire for accuracy, structure, rules and standards is influenced by the strength of their desire to interact, engage and accommodate other people. Higher intensity scores display reliance upon structure, logic, facts and established data, procedures and protocols while Lower intensity scores display a more cordially social, engaging and accommodating communication style with a less focus on established protocols.

12. The Directness Behavior (D/I) [Low Moderate Intensity]

0.............10.............20.............30.............40.............50.............60.............70.............80.............90.............100

"How this individual's dominance and 'results now focus' is impacted by their desire to interact, connect and relate to others." The Directness behavior measures HOW the strength of this individual's direct, assertive and results oriented communication style is influenced by their desire to build relationships and connect with others. Higher intensity scores identify a willingness to make and defend tough and even unpopular decisions while Lower intensity scores will identify an inclination to search for a more socially interactive, popular and accommodating solution.

Intensity Scoring Legend – DISC Style intensity is a measure of how you will likely display the specific behavior when interacting and communicating with others in most situations.

- **Low Intensity** - Low Intensity scores indicate the ABSENCE of this behavior in MOST situations.
- **Low Moderate** - Low Moderate Intensity scores are only SOMETIMES observable in SOME situations.
- **Moderate Intensity** - Moderate Intensity scores do not mean "mild." Moderate means the behavior is flexible and may or may not become observable based upon the requirements of the specific situation.
- **High Moderate** - High Moderate Intensity scores are frequently observable in many situations.
- **High Intensity** - High Intensity scores will be clearly observable, displayed more often and seen in most situations.

22

Behavioral Pattern View

The BPV has eight behavioral zones. Each zone identifies a different combination of behavioral traits. The peripheral descriptors describe how others typically see individuals with your style. Plots on the outer edges of the diamond identify that one factor (DISC) of your style will dominate the other three. As you move towards the center of the diamond two and eventually three traits combine to moderate the intensity of your style descriptors within a specific behavioral zone.
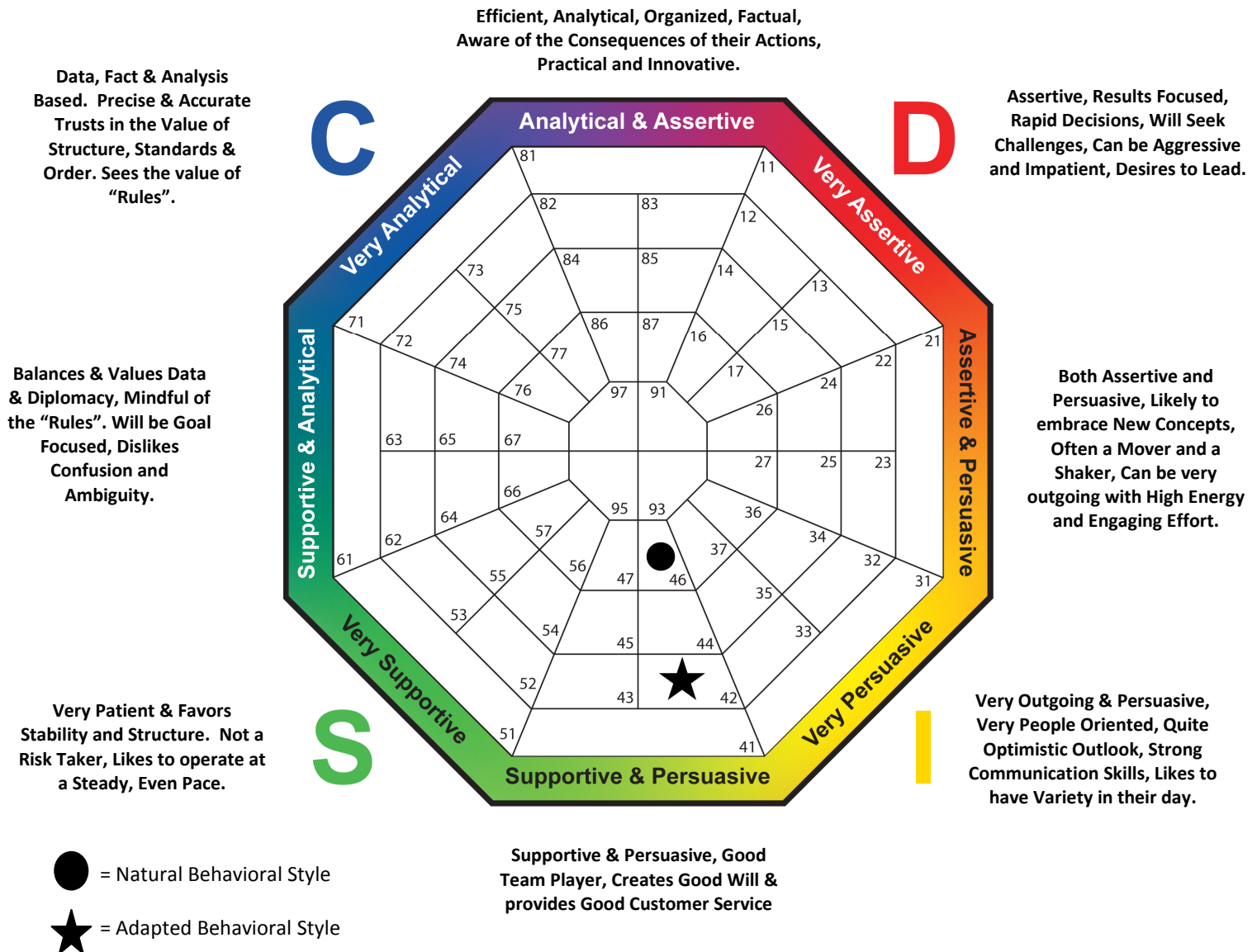
THE SCORING LEGEND

D = Dominance: How you deal with **Problems and Challenges**
I = Influence/Extroversion: How you interact with **Others**
S = Steadiness/Patience: How you establish your **Activity Level (Pace)**
C = Conscientious/Compliance/Structure: How you respond to **Rules** set by others and your level of focus on **details, accuracy and precision**

Efficient, Analytical, Organized, Factual, Aware of the Consequences of their Actions, Practical and Innovative.

Data, Fact & Analysis Based. Precise & Accurate Trusts in the Value of Structure, Standards & Order. Sees the value of "Rules".

Assertive, Results Focused, Rapid Decisions, Will Seek Challenges, Can be Aggressive and Impatient, Desires to Lead.

Balances & Values Data & Diplomacy, Mindful of the "Rules". Will be Goal Focused, Dislikes Confusion and Ambiguity.

Both Assertive and Persuasive, Likely to embrace New Concepts, Often a Mover and a Shaker, Can be very outgoing with High Energy and Engaging Effort.

Very Patient & Favors Stability and Structure. Not a Risk Taker, Likes to operate at a Steady, Even Pace.

Very Outgoing & Persuasive, Very People Oriented, Quite Optimistic Outlook, Strong Communication Skills, Likes to have Variety in their day.

C — Analytical & Assertive — **D**
Very Analytical | Very Assertive
Supportive & Analytical | Assertive & Persuasive
Very Supportive | Very Persuasive
S — Supportive & Persuasive — **I**

81 11 82 83 12 84 85 14 73 13 75 86 87 15 71 72 16 21 74 77 22 76 97 91 17 24 63 65 67 26 27 25 23 66 95 93 36 64 57 34 62 56 37 32 55 47 46 35 31 61 53 54 45 44 33 52 43 42 51 41

● = Natural Behavioral Style

★ = Adapted Behavioral Style

Supportive & Persuasive, Good Team Player, Creates Good Will & provides Good Customer Service

PART II Application of DISC Styles

Understanding your own behavioral style is the first step to being more effective in managing your career. All the knowledge in the world doesn't mean much if you don't know how to apply it in real-life situations. This section of your report explains these practical applications.

To begin to use the power of behavioral styles, invest time and practice in knowing how to apply the DISC concept and knowledge to people, environments, and jobs.

THIS APPLICATION SECTION INCLUDES:

- Overview of the Four Basic DISCstyles
- What is Behavioral Adaptability
- Tension Among the Styles
- Making Career Decisions and Planning Your Career Path
- Job Indicator Section
- Job Selection Process

The purpose of this process is to help you minimize your regrets and maximize your success. An important element of the process is to help you acknowledge talents you know you have and discover talents you may not have known you have. In addition, this process will help you find new ways or words to use when talking about yourself to others. This process will also help you to relate more effectively with others.

The better you understand yourself, the better you will be at getting what you want. In fact, what you don't know about yourself could keep you from getting what you want.

This process will give you priceless insight. This insight will help you to know when and where to use your talents. Knowing this will become one of your most valuable assets.

To understand the tension that may exist with the expectations placed on you by your job's needs, you can refer to the **Tension Among The Styles** section upcoming in the following pages. (Pgs. 27-28)

The final section of your report explains the process of **defining a career path** using the suggested resources in combination with the **specific job titles** generated as most appropriate for your communication style and behavioral strengths.

Overview of the Four Basic DISCstyles

Below is a chart to help you understand some of the characteristics of each of the Four Basic DISC Styles so you can interact with each style more effectively. These behavioral tendencies are indicative of those with the High or Pure D, I, S, or C Styles. Tendencies are tempered by the blending of other styles, which changes the behavioral. Knowing the high tendencies is useful in describing how a person is likely to behave, and how the person is likely to be perceived in a given environment.

	HIGH DOMINANT STYLE	HIGH INFLUENCING STYLE	HIGH STEADY STYLE	HIGH CONSCIENTIOUS STYLE
PACE	Fast/Decisive	Fast/spontaneous	Slower/Relaxed	Slower/Systematic
PRIORITY	Goal	People	Relationship	Task
SEEKS	Productivity Control	Participation Applause	Acceptance	Accuracy Precision
STRENGTHS	Administration Leadership Pioneering	Persuading Motivating Entertaining	Listening Teamwork Follow-through	Planning Systemizing Orchestration
GROWTH AREAS	Impatient Insensitive to others Poor listener	Inattentive to detail Short attention span Low follow-through	Oversensitive Slows to begin action Lacks global perspective	Perfectionist Critical Unresponsive
FEARS	Being taken advantage of	Loss of social recognition	Sudden changes Instability	Personal criticism of their work efforts
IRRITATIONS	Inefficiency Indecision	Routines Complexity	Insensitivity Impatience	Disorganization Impropriety
UNDER STRESS MAY BECOME	Dictatorial Critical	Sarcastic Superficial	Submissive Indecisive	Withdrawn Headstrong
GAINS SECURITY THROUGH	Control Leadership	Playfulness Others' approval	Friendship Cooperation	Preparation Thoroughness
MEASURES PERSONAL WORTH BY	Impact or results Track records and products	Acknowledgments Applause Compliments	Compatibility with others Depth of contribution	Precision Accuracy Quality of results
WORKPLACE	Efficient Busy Structured	Interacting Busy Personal	Friendly Functional Personal	Formal Functional Structured

What Is Behavioral Adaptability?

Adaptability is your willingness and ability to adjust your approach or strategy based on the particular needs of the job, the situation, or a relationship at a particular time. It is something applied more to yourself (to your patterns, attitudes, and habits) than to others.

No one style is naturally more adaptable than another. For any situation, the strategic adjustments that each style needs to make will vary. The decision to employ specific adaptability techniques is made on a case-by-case basis: you can choose to be adaptable with one person, and not so with others. You can choose to be quite adaptable with one person today and less adaptable with that same individual tomorrow. Likewise, **you can be adaptable to a job's requirements, if necessary.**

Adaptability is how you manage your own behaviors.

You practice adaptability each time you slow down for a **C** or **S** style; or when you move a bit faster for the **D** or **I** styles. It occurs when the **D** or **C** styles take the time to build the appropriate responses and reactions with an **S** or **I** style; or when the **I** or **S** style focus on facts or get right to the point with **D** or **C** styles.

Adaptability is adjusting your own behavior to make other people feel more at ease with you and adjusting your own natural preferences to meet the demands of a job and work environment.

Adaptability does **not** mean "imitation" of the other person's style, **Sample**. It **does** mean adjusting your openness, directness, pace, and priority in the direction of the other person's preference, while maintaining your own identity. Adaptability does **not** mean that you must change who you are in order to be successful in a job, **although it does mean that you will be using energy to perform in a way that it is not naturally comfortable.**

A person who maintains **high adaptability for extended periods may not be able to avoid stress and inefficiency.** There is the danger of developing tension from the stress of behaving in a "foreign" style. Usually, this is temporary and is worth it to gain rapport with others, but it may be undesirable for job satisfaction.
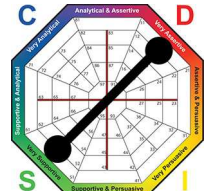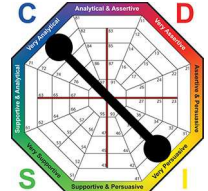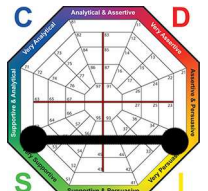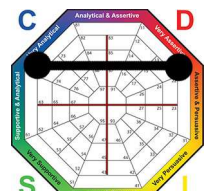
Realize that it takes energy to adapt; to act in a way that is not natural. Adapting for a specific job description for 8 hours a day and for 40 hours a week can be exhausting.

Effective adaptable people meet other peoples' needs. Through practice, they are able to achieve a balance: strategically managing their adaptability by recognizing when a modest compromise is appropriate, or when the nature of the situation calls for them to totally adapt to the other person's behavioral style, they do so. Adaptable people know how to negotiate relationships in a way that allows everyone to win. They are **tactful, reasonable, understanding, and non-judgmental.**
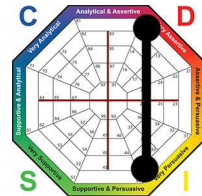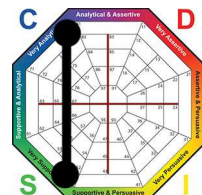
Your adaptability level influences how others judge their relationship with you and affects your job performance. Raise your adaptability level with others and trust and credibility go up; lower your adaptability level and trust and credibility go down. Adaptability enables you to interact more productively with difficult people and helps you to avoid or manage tense situations. Adaptability is valuable information to remember for job interviews! With adaptability you can treat other people the way THEY want to be treated.

**Remain mindful of the difference between
adapting for interacting effectively with people
and adapting to a job day-in and day-out.**

Tension Among the Styles

Potential Tensions/Disconnects	Plot Points Example
Double Tensions of Patience vs. Urgency AND People versus Task **Pattern 1:** The High S's preferred Patient & Slower Pace with a Primary Focus on People rather than on results and task can conflict with the High D's Sense of Urgency and a focus on Tasks and Results and Now.	 **High S + High D** *(Lower Left vs. Upper Right Quadrant)*
Double Tensions of Patience vs. Urgency AND People versus Task **Pattern 2:** The High C's lack of Urgency with a Primary Focus on Tasks/Results can conflict with the High I's higher Urgency with a Primary Focus on People vs. Results and Tasks.	 **High C + High I** *(Upper Left vs. Lower Right Quadrant)*
Patience vs. Urgency Tensions: The High S's innate patience can conflict with the High I's Sense of Urgency.	 **High S + High I** *(Lower Left vs. Lower Right Quadrant).*
Patience vs. Urgency Tensions: The High C's focus on exercising patience to assure accuracy and avoid errors can conflict with the High D's focus on results, do it NOW solutions, and immediate action.	 **High C + High D** *(Upper Left vs. Upper Right Quadrant)*

Tension Among the Styles, continued

Potential Tensions/Disconnects	Plot Points Example
People versus Tasks Tensions: The High D's focus on Results, Tasks, and Action can conflict with the High I's Focus on People, Feelings and Sociable Correctness.	 **High D + High I** *(Upper Right vs. Lower Right Quadrant)*
People versus Tasks Tensions: The High C's focus on Data, Analysis, Accuracy, and Precision can conflict with the High S's Focus on People, Teamwork, Personal Connection and a Feeling of Family.	 **High C + High S** *(Upper Left vs. Lower Left Quadrant)*

Making Career Decisions and Planning Your Career Path

The DISCstyles™ Career Management Report helps you make career decisions. Your report clarifies the job expectations, discovers the reasons for any possible inner conflict, and also helps in the understanding of the stressors experienced in past jobs or in your present workplace.

In addition, you will have a list of occupations (job titles) and **O*NET (Job) Codes** for jobs that are the **closest match to YOU.** (Your Communication Preferences and Behavioral Strengths; in other words, your DISC Style.)

The **Job Indicator Section** (which follows) has been designed to stretch your imagination and give you ideas to research and learn more about.

Sample, knowing that this section presents a listing of jobs that are a suitable match to your natural style of Isc you will want to review these potential jobs and decide which of them also appeals to your individual skills, values, job zone (education level), personal criteria and lifestyle.

Remember, the list of possible careers is designed to promote thoughts about jobs that perhaps you had not considered before, give you realistic ideas, and help you make informed decisions after gathering the additional information available to you within the O*NET site, which you will be directed to on the next page. It is worth noting that you will find additional job titles related to the specific jobs on your list during your information-gathering process through the "Crosswalk" options.

Within the O*NET site, you will notice that some jobs have the following symbol: ☀
The symbol indicates jobs with a **Bright Outlook.**

Each "Bright Outlook" occupation matches at least one of the following criteria:
- *Projected to grow much faster than average through 2022*
- *Projected to have 100,000 or more job openings through 2022*
- *Designated as a new and emerging occupation in a high growth industry*

Your career listing on the following pages will have "Job Zone" indicators, defined below:

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*O*NET Job Zone Definition*

*Each occupations has a Job Zone Number (1, 2, 3, 4, or 5)*

The table below lists the five zones and its assigned experience, education, and on-the-job training.

JOB ZONE	EDUCATION, EXPERIENCE, ON-THE-JOB TRAINING ASSIGNED TO ZONES
1	May require high school diploma or GED
2	High school diploma; may require some vocational training or job-related course work
3	Training in vocational schools, related on-the-job experience, or associate's degree
4	Four-year bachelor's degree, 2-4 years of work experience, or both
5	Bachelor's degree, graduate school, or both, plus experience

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Research has identified 322 jobs that employ more than 95% of the workforce. Out of these 322 jobs, 71 jobs require a high school education only; and 251 require two or more years of higher education.

Job Indicator Section

The career listing presented in this section are among the best-matched jobs to
YOUR Natural Communication Preferences and Behavioral Strengths (DISC Style)
and are derived from the latest issue of the *Occupational Information Network.*
(O*NET database developed for the US Department of Labor by the National O*NET Consortium.)
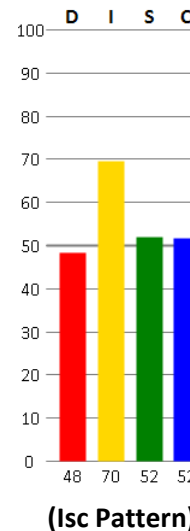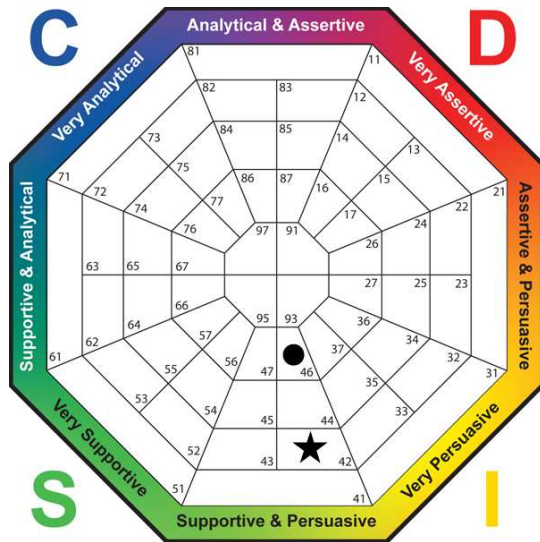
BPV Natural Segment # 46 ●

(Isc Pattern)

Broadly speaking, the basic DISC styles gravitate toward specific career categories.
Realizing that you are a **blend of styles, actual job titles** begin on the next page.

Task
Values privacy, Factual, Works with projects, things and plans, Non-expressive of feelings, Efficient

Slower-Paced

Diplomatic

Patient

Co-operative

Reserved

Likes to sit and stay

C
Accounting/Auditing
Engineering
Research and Development
Quality Assurance/Safety
Architecture
Computer Programming

D
Entrepreneurs
Sales – Full Commission
Sales Management
Legal/Litigation
Operations Management
Executive Administration

S
Teaching/Education
Finance/Economics
Human Resources
Administration/Support Services
Retail – Customer Service
Manufacturing

Advertising/Marketing
Public Relations
Training/Public Speaking
Sales/Promotions
Hospitality/Tourism
Retail – Sales

Faster-Paced

Outgoing

Candid

Voices opinions

Shows confidence

Likes to go and do

People
Emotionally open, Animated, Huggers, Hand-shakers, Non-structured, Apt to use facial expressions

Next Step To Your Job Selection Process

Find a wealth of related career information as you investigate your results at the following website:

http://online.onetcenter.org

Notice the O*NET Codes from your job title listing (on the follow pages) and enter the O*NET Codes for each job into the "Occupation Quick Search" window at http://online.onetcenter.org.

Important Note:
After the search displays the page with your job title information, pay particular attention to the **Alternate Job Titles** for more possibilities. In addition to learning the job description and additional details for the job titles, increase your options by scrolling to the bottom of that section and use the **Related Occupations Section.**

Career Information for Sample Report

Job Zone	ONET CODE	Job Title
1	39-3031.00	Ushers, Lobby Attendants, and Ticket Takers
2	29-2051.00	Dietetic Technicians
2	31-1014.00	Nursing Assistants
3	29-1141.01	Acute Care Nurses
3	29-1141.03	Critical Care Nurses
3	43-4061.00	Eligibility Interviewers, Government Programs
3	29-2041.00	Emergency Medical Technicians and Paramedics
3	29-2092.00	Hearing Aid Specialists
3	31-9092.00	Medical Assistants
3	29-1141.00	Registered Nurses
3	29-1126.00	Respiratory Therapists
3	31-9099.01	Speech-Language Pathology Assistants
3	25-9041.00	Teacher Assistants
4	21-1094.00	Community Health Workers
4	15-1121.01	Informatics Nurse Specialists
4	25-2054.00	Special Education Teachers, Secondary School
5	29-1141.02	Advanced Practice Psychiatric Nurses
5	25-1041.00	Agricultural Sciences Teachers, Postsecondary
5	25-1061.00	Anthropology and Archeology Teachers, Postsecondary
5	25-1062.00	Area, Ethnic, and Cultural Studies Teachers, Postsecondary
5	25-1051.00	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary
5	25-1042.00	Biological Science Teachers, Postsecondary
5	25-1052.00	Chemistry Teachers, Postsecondary
5	29-1011.00	Chiropractors
5	25-1021.00	Computer Science Teachers, Postsecondary
5	19-3031.03	Counseling Psychologists
5	25-1111.00	Criminal Justice and Law Enforcement Teachers, Postsecondary
5	25-1063.00	Economics Teachers, Postsecondary
5	25-1032.00	Engineering Teachers, Postsecondary
5	25-1053.00	Environmental Science Teachers, Postsecondary
5	29-1128.00	Exercise Physiologists

5	25-1043.00	Forestry and Conservation Science Teachers, Postsecondary
5	29-9092.00	Genetic Counselors
5	25-1064.00	Geography Teachers, Postsecondary
5	25-1191.00	Graduate Teaching Assistants
5	25-1071.00	Health Specialties Teachers, Postsecondary
5	21-1022.00	Healthcare Social Workers
5	25-1125.00	History Teachers, Postsecondary
5	25-1192.00	Home Economics Teachers, Postsecondary
5	29-1069.03	Hospitalists
5	25-9031.00	Instructional Coordinators
5	25-1112.00	Law Teachers, Postsecondary
5	25-1082.00	Library Science Teachers, Postsecondary
5	29-1122.01	Low Vision Therapists, Orientation and Mobility Specialists, and Vision Rehabilitation Therapists
5	25-1022.00	Mathematical Science Teachers, Postsecondary
5	21-1023.00	Mental Health and Substance Abuse Social Workers
5	21-1014.00	Mental Health Counselors
5	29-1161.00	Nurse Midwives
5	29-1171.00	Nurse Practitioners
5	25-1072.00	Nursing Instructors and Teachers, Postsecondary
5	29-1122.00	Occupational Therapists
5	29-1123.00	Physical Therapists
5	29-1071.00	Physician Assistants
5	25-1054.00	Physics Teachers, Postsecondary
5	29-1069.09	Preventive Medicine Physicians
5	25-1066.00	Psychology Teachers, Postsecondary
5	21-1015.00	Rehabilitation Counselors
5	25-1113.00	Social Work Teachers, Postsecondary
5	25-1067.00	Sociology Teachers, Postsecondary
5	29-1127.00	Speech-Language Pathologists

32

Taking Ownership of Your Destiny

Many people try to imagine what would have happened had they successfully applied these principles and practices ten years ago... or even five years ago? How many people could have eliminated the process of a "trial and error" education? How many people could have eliminated the process of "trial and error" jobs? How many people could have reduced having stress in the workplace? How many people could have achieved career satisfaction sooner?

Well, hundreds of thousands of people over the years have used these principles and experienced dramatic improvements in their career management process and in their professional and personal relationships. People have had more satisfaction in their interactions with everyone (even with family and friends) and in their educational planning and job satisfaction. These principles help people in gaining a greater awareness of their strengths with an understanding of their needs for personal development and recognizing potential weaknesses.

People report they no longer feel like a "square peg in a round hole."
They feel, behave and are treated like a person with confidence
and on a mission toward success.

Remember that people with similar preferences gravitate to similar jobs and it is just as important to realize that people having different communication preferences and behavioral styles can be appreciated for the strengths they bring to the environment.

"Different" doesn't necessarily mean "wrong!"

For you to also share in the pleasure from experiencing these benefits, you can get started this very minute. First, think about your professional development plans and what you wish to improve within the next year... the next month... the next week... even by the end of today!

Develop a plan to meet those goals using the principles for your
DISC Career Management Strategies.

Accept the Challenge
This first step requires your personal commitment to this challenge and putting it to work for you. Of course, any adaptations to your communication style takes practice and you cannot realistically expect to put all of these ideas into effect immediately. However, the minute you start to better understand yourself and your environmental demands, you will start to see improvement.

Commit to Growth
"Change is inevitable... growth is optional." You have the option to make a life-changing decision. Decide to keep learning about yourself, your strengths and potential weaknesses, how you make decisions, how you come across to other people, and how your style is important to your career satisfaction. Decide to learn more about the DISC styles and how to apply your knowledge in other areas beyond your career management, such as with leadership, relationships with your peers, colleagues, children, spouse and family.

Wishing you continued success!

So Now What?

This report is filled with information about your style and each of the four primary DISC behavioral styles. You now have an understanding and an awareness of the four different styles and how the styles have different intensity levels to create the unique you.

Sample, there are many suggestions in your report for you to apply your communication preference and behavior style information. Take the next step and do the exercises if you have not yet done them.

Don't put this report on a shelf or in a file. Understanding the concept of styles and knowing your own style is one of the most valuable ways to open up a meaningful dialogue with others and to improve all your relationships. **Use your report as a reference tool.** This information is not meant to be digested in just one reading.

Have fun with making a few minor changes in your behavior and experience the results. You might be surprised! **Remember: Treat others the way *they* want to be treated.** You will have much more success in all your relationships!

Sample, the information about your style preferences can be used for your total career management and continued personal and professional development:

- ✓ Showcase Interpersonal Strengths in Résumés and Cover Letters
- ✓ Interview Preparation and Skills
- ✓ Interview Portfolio Content
- ✓ Interview "Leave-Behinds"
- ✓ Personal Branding
- ✓ Professional Bio (Social Networking)
- ✓ Job Search Strategy and Campaigns
- ✓ Time Management

- ✓ Career Transition
- ✓ Educational Planning
- ✓ Sales and Leadership Training
- ✓ Organizational Development
- ✓ Harmony in the Work Place
- ✓ Team Building
- ✓ Relationship Strategies
- ✓ Hiring / Selection / Placement Strategic Positioning and More!

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