

TONY ROBBINS

DISC & MOTIVATORS SCORING REPORT FOR
[Sample Report](#)

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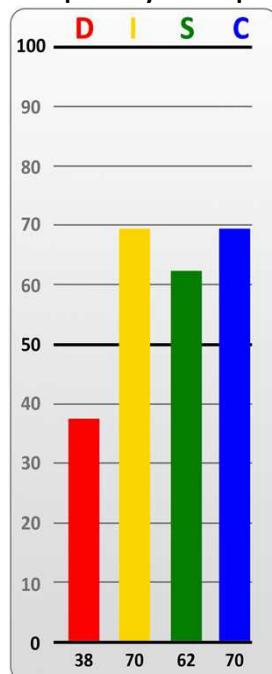
DISCstyles Graphs for Sample Report

Your Adapted Style indicates you tend to use the behavioral traits of the **ICs style(s)**. Your Natural Style indicates that you naturally tend to use the behavioral traits of the **SC style(s)**.

Your Adapted Style is your graph displayed on the left. It is **your perception of the behavioral tendencies you think you need to display to be successful in your focus situation**. This graph may change when you change roles or situations.

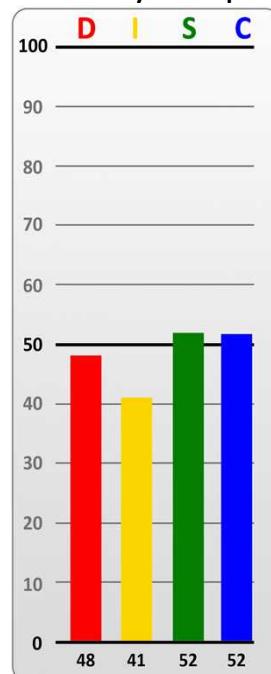
The graph on the right is your Natural Style **and indicates the intensity of your instinctive behaviors**. It is often a better indicator of the “real you” and your “knee jerk”, inherent behaviors. This is how you would choose to behave when you are most comfortable and there are no additional considerations or influences on your behavior. It is also what shows up in stressful situations. This graph tends to be fairly consistent, even in different environments.

Adapted Style - Graph I



Pattern: ICs (3545)

Natural Style - Graph II



Pattern: SC (3344)

If the bars are similar, it means that you tend to use your same natural behaviors in either environment. If your Adapted Style is different from your Natural Style, this may cause stress over a long period of time because you are using behaviors that are not as comfortable or natural for you.

The higher or lower each D, I, S, C point is on your graph, the greater or lesser that behavior impacts your results at work and with others around you. Once aware, you can adapt your style to be more effective. Can you change? Of course! You do it every day depending on your situations. However, permanent behavioral change comes only with awareness and practice.

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What You Bring to the Organization

This page provides useful insights for a job or as you work together on a team or family project. These are the talents and tendencies you bring. When used in environments that you are most effective in, you are likely to be self-motivated to accomplish great things. It is possible that you may not always be in an environment that allows you to be your best. We recommend you speak with your leader to see what can be incorporated into your current environment to help maintain your motivation.

Your Strengths:

- You provide valuable input on projects by considering possible pitfalls that others on the team may have overlooked.
- You demonstrate a high degree of technical specialty and skill in your area of expertise.
- You are not an extremist and tend to be supportive of team efforts.
- You are patient in working with others on the team and demonstrating detailed methods for completing a project.
- You have an excellent, considerate, analytical listening style.
- You provide an objective, reality-focused view of systems, procedures, and organizational operations.
- You are tactful in explaining ideas that may impact others on the team.

Your Work Style Tendencies:

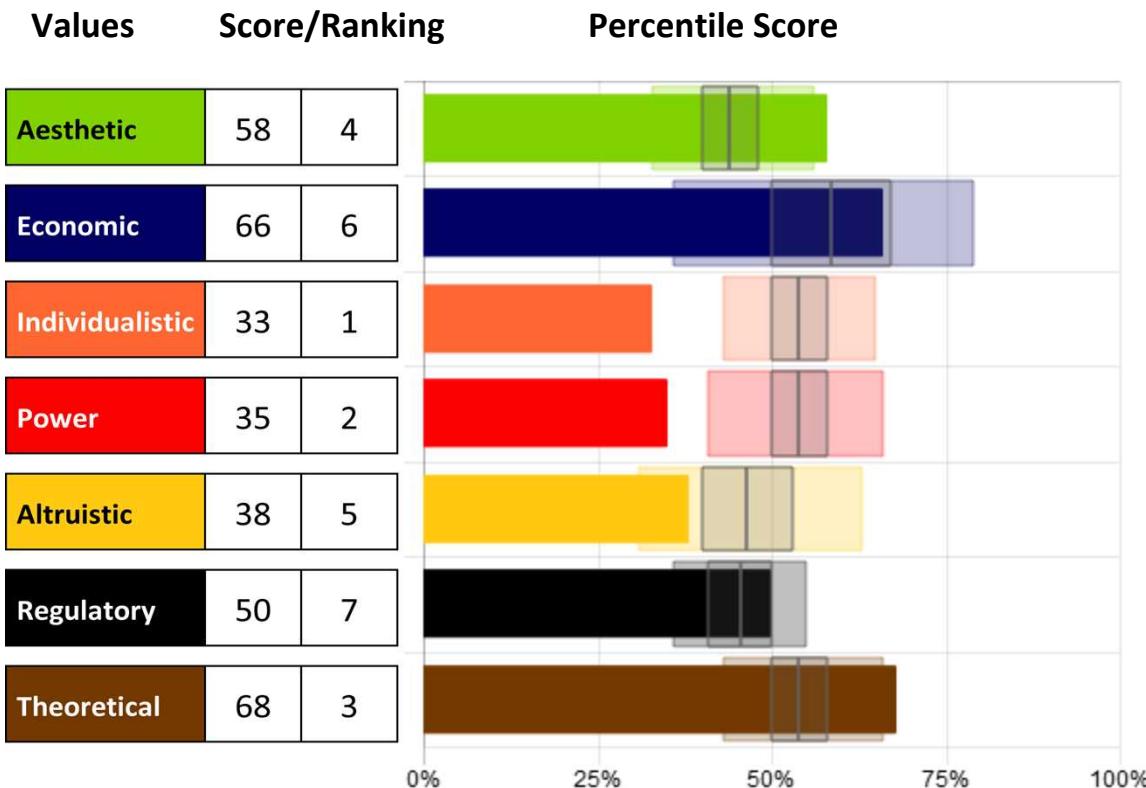
- You will take calculated, educated risks only after a thoughtful analysis of the facts and data, and after you have examined all options and potential outcomes.
- You may get bogged down in details due to your tendency to keep the "data gate" open too long. You always worry that there may be more information forthcoming that can impact the direction of the decision.
- Naturally time-sensitive, you keep a careful eye on the organizational clock and maintain a keen awareness of timelines.
- You appreciate an occasional word of reassurance from your supervisor or board, as long as it is sincere input.
- You like your workspace to be neat, well organized, and tidy, with everything in its place.
- You set high performance standards for yourself and others, and expect everybody to meet those standards.
- You need to feel well-informed regarding specific details related to your area of authority and responsibility.

You Tend to Be Most Effective In Environments That Provide:

- Support for your critical thinking skills, and encouragement to make decisions based on logic over emotion.
- Activities that can be monitored from beginning to end.
- A work culture that demonstrates sincere care for the people involved.
- A workplace relatively free of interpersonal conflict and hostility.
- Sufficient time to adjust to changes in workplace procedures.
- Clear lines of authority and areas of responsibility, with minimal ambiguities.
- A secure work situation.

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Summary of Sample's Motivation



1. The **lightly colored, shaded area** for each Motivator highlights **the majority of the population's scores**. This means that if you took a normal sample of motivator scores and ranked the scores from 1 – 100, you can expect that a majority of the scores would fall inside the shaded area. This indicates if most of the population scores higher or lower in the dimension. Are you similarly driven in your Motivators as most others are?
2. The **norm box** (small box plot) represents the **AVERAGE** scoring range. The scores inside this box represent the scores of people who are **more like everyone else** (therefore, it is considered **normal**). When your score falls inside the norm box, it is **situational**; you consistently ranked the statements of that dimension **both high and low**.
3. The **line in the center** of the box plot represents the **median score**. Like the median in a road, the median divides the range of scores into equal halves. 50% of the scores are above the median line and 50% of the scores fall below the median line.
4. The **colored bar is aligned to your score from 1-100**. These reveal the **level of importance** of that motivator to you. Higher numbers mean you consistently ranked the motivator as **more important** & lower numbers mean the motivator was consistently ranked **less important**.

Your **ranking** reveals **how influential the Motivators are to your behavior and decisions in order from 1-7**. Keep in mind that some Motivators have relationships with other Motivators that strengthen them, but this is a true 1 through 7 ranking based on which are individually most impactful.

Your Aesthetic Motivator - High



Critical Advantages:

- You will likely believe others think as unconventionally as you do.
- You will attempt to solve practical problems in unconventional ways.
- You show the aptitude to see beyond the common, and may bring a refreshing unconventionality to those around you.
- You likely think beyond yourself in regards to work and will seek balance between yourself and your surroundings.

Your Economic Motivator - Average



Critical Advantages:

- You do not try to compete to the extent of creating dissension within the group.
- You're fine with helping others with their projects and initiatives without experiencing to "get yours."
- You can balance the needs and perspectives of those with different attitudes towards financial gain.
- You are not an extremist and, therefore, a stabilizing force when winning is required.

Your Individualistic Motivator - Very Low



Critical Advantages:

- You'll likely be the unsung hero of any project or team endeavor.
- You'll likely be seen as supportive and serene when the pressure is on.
- Not one to draw attention to your own efforts, you will likely be pointing out the efforts of others.
- You will be able to offer ideas with respect to others and their ideas.

Your Power Motivator - Very Low



Critical Advantages:

- Personal accomplishments far outweigh the need for recognition and power.
- You're a better helper and won't expect credit for all you do.
- You may quickly spot the value in others sooner than you see it in yourself.
- You won't likely drive, but will be happy to chat in the back seat.

Your Altruistic Motivator - Low



Critical Advantages:

- You will likely make decisions that will benefit your future.
- You have little to no patience for ignorance.
- You will have a no nonsense approach to common sense.
- You will be difficult to take advantage of in business.

Your Regulatory Motivator - High



Critical Advantages:

- You may have very strong views.
- Your ideas are likely to be proven reliable.
- You don't waiver from this to that, but will be steadfast in your thinking.
- You won't appreciate people who can't make up their mind.

Your Theoretical Motivator - High



Critical Advantages:

- You have patience for analyzing.
- You will not quit until the problem is understood.
- You are likely a vigorous problem solver.
- You do your homework most of the time.