



## Jesse Phillips

April 24, 2017

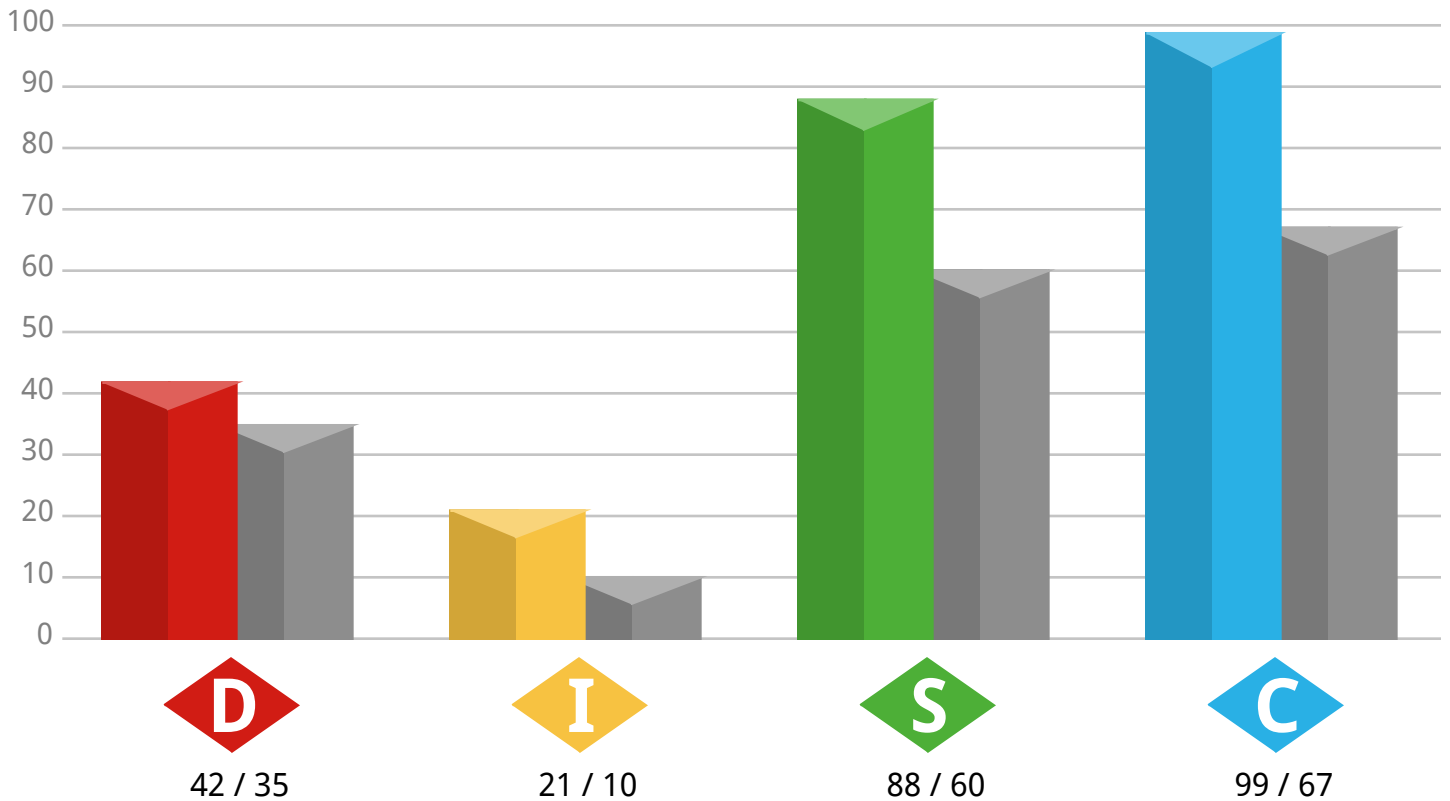
This Innermetrix Disc Index is a modern interpretation of Dr. William Marston's behavioral dimensions. Marston's research uncovered four quadrants of behavior which help to understand a person's behavioral preferences. This Disc Index will help you understand your behavioral style and how to maximize your potential.



Dave Ramsey's Insights



## Natural and Adaptive Styles Comparison



Jesse Phillips

**Natural Style:** The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your stress and tension and is comforting. When authentic to this style you will maximize your true potential more effectively.

### Adaptive Style:

The adaptive style is how you behave when you feel you are being observed or how you behave when you are aware of your behavior. This style is less natural and less authentic for you or your true tendencies and preferences. When forced to adapt to this style for too long you may become stressed and less effective.



## About This Report

Research conducted by Innermetrix shows that the most successful people share the common trait of self-awareness. They recognize the situations that will make them successful, and this makes it easy for them to find ways of achieving objectives that fit their behavioral style. They also understand their limitations and where they are not effective and this helps them understand where not to go or how not to be as well. Those who understand their natural behavioral preferences are far more likely to pursue the right opportunities, in the right way, at the right time, and get the results they desire.

This report measures four dimensions of your behavioral style. They are:

- **Decisive** — your preference for problem solving and getting results
- **Interactive** — your preference for interacting with others and showing emotion
- **Stability** — your preference for pacing, persistence and steadiness
- **Cautious** — your preference for procedures, standards and protocols

## This report includes:

- **The Elements of DISC** — Educational background behind the profile, the science and the four dimensions of behavior
- **The DISC Dimensions** — A closer look at each of your four behavioral dimensions
- **Style Summary** — A comparison of your natural and adaptive behavioral styles
- **Behavioral Strengths** — A detailed strengths-based description of your overall behavioral style
- **Communication** — Tips on how you like to communicate and be communicated with
- **Ideal Job Climate** — Your ideal work environment
- **Effectiveness** — Insights into how you can be more effective by understanding your behavior
- **Behavioral Motivations** — Ways to ensure your environment is motivational
- **Continual Improvement** — Areas where you can focus on improving
- **Training & Learning Style** — Your preferred means of sharing and receiving styles
- **Relevance Section** — Making the information real and pertinent to you
- **Success Connection** — Connecting your style to your own life



### The Elements of the DISC-Index

This DISC-Index report is unique in the marketplace for a number of reasons. You just completed the first ever click & drag DISC instrument on the market. This was constructed in a precise manner to allow for ease of responses, even in the midst of many difficult decisions. This intuitive interface allows you to focus on your answers, not the process.

Also, unlike other DISC instruments, this instrument allows you to rank all four items instead. As a result, this instrument produces zero waste in responses. Some instruments ask you to choose two items out of four, and leave two items blank. Those instruments have a 50% waste of terms, and do not provide for an efficient response process. The DISC Index instrument eliminates that response problem.

Another unique aspect of this DISC-Index report is that we present the DISC aspects of your behavior both as separate entities and as a dynamic combination of traits. This report presents the first time that each of the DISC elements are separated and developed as pure entities of themselves. This can serve as an important learning tool as you explore the deeper aspects of DISC. Your unique pattern of DISC traits is developed through the context of this report. Additionally, the following four pages will be devoted to exploring your DISC scores as separate components within the unique combination of traits that you exhibit.

A comment on contradictions: You may read some areas of this report that may contradict other text. This is due to the fact that many of us show contradictory behaviors in the normal course of our daily operations. Each of us are at times talkative and other times more reflective, depending on how we are adapting our behavior. The expression of these contradictions is a demonstration of the sensitivity of this instrument to determine these subtle differences in our natural and adaptive style.



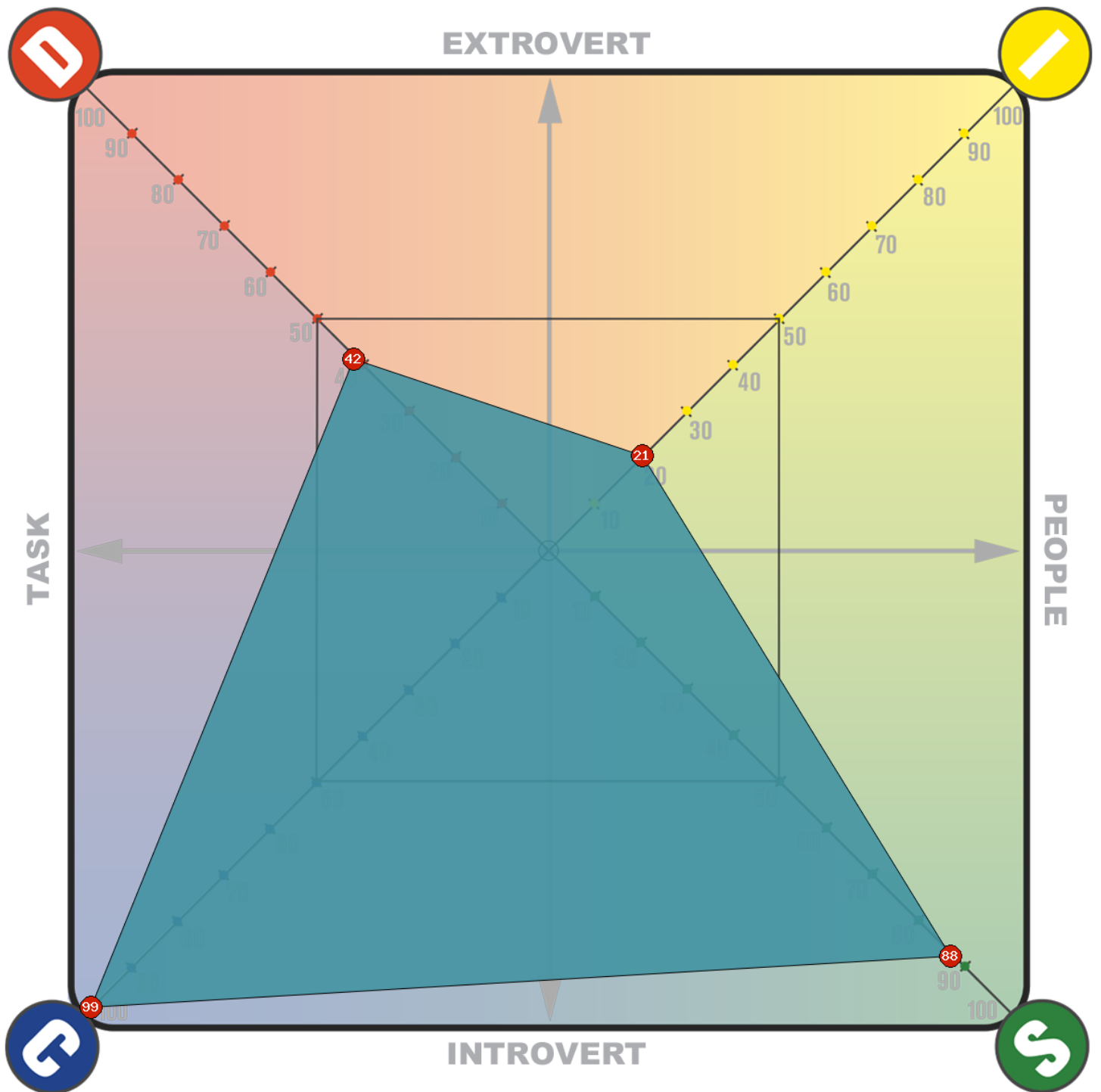
## A closer look at the four components of your behavioral style

Decisive	Interactive	Stabilizing	Cautious
<b>Problems:</b> How you tend to approach problems and make decisions	<b>People:</b> How you tend to interact with others and share opinions	<b>Pace:</b> How you tend to pace things in your environment	<b>Procedures:</b> Your preference for established protocol/standards
<b>High D</b>	<b>High I</b>	<b>High S</b>	<b>High C</b>
<b>Demanding</b> Driving Forceful Daring Determined Competitive Responsible Inquisitive Conservative Mild Agreeable <b>Unobtrusive</b>	<b>Gregarious</b> Persuasive Inspiring Enthusiastic Sociable Poised Charming Convincing Reflective Matter-of-fact Withdrawn <b>Aloof</b>	<b>Patient</b> Predictable Passive Complacent Stable Consistent Steady Outgoing Restless Active Spontaneous <b>Impetuous</b>	<b>Cautious</b> Perfectionist Systematic Careful Analytical Orderly Neat Balanced Independent Rebellious Careless <b>Defiant</b>
<b>Low D</b>	<b>Low I</b>	<b>Low S</b>	<b>Low C</b>

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# The DISC Index | Four Components of Behavior



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## Decisive

### Your approach to problem-solving and obtaining results

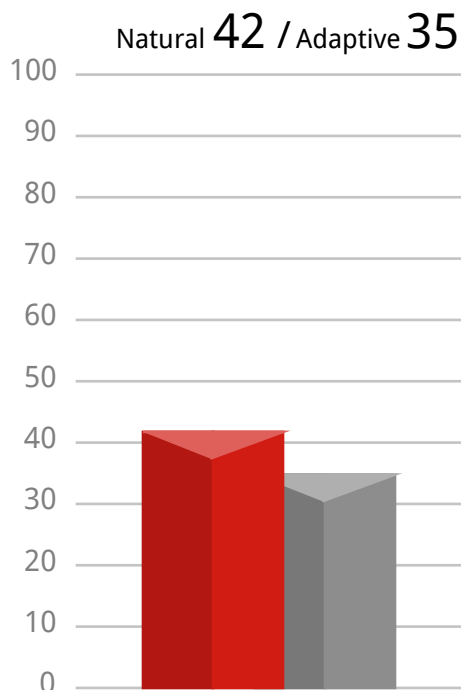
The D in DISC represents Decisiveness. Your score on this scale, represented below, shows your location on the D spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

#### Higher D —

Tend to solve new problems very quickly and assertively. They take an active and direct approach to obtaining results. The key here is new problems such as those that are unprecedented or haven't happened before. There may also be an element of risk in taking the wrong approach or developing an incorrect solution, but those with a High D score are willing to take those risks, even if they may be incorrect.

#### Lower D —

Tend to solve new problems in a more deliberate, controlled, and organized manner. Again, the key here is new and unprecedented problems. The Lower D style will solve routine problems very quickly because the outcomes are already known. But, when the outcomes are unknown and the problem is an uncertain one, the Lower D style will approach the new problem in a calculated and deliberate manner by thinking things through very carefully before acting.



Your score shows a low average score on the 'D' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You are open to deferring to others for decisions when they have voiced a stronger opinion.
- You prefer a culture that allows ample time for analysis of new ideas before implementation takes place.
- You like to think things through before acting.
- You are usually very supportive of decisions made by others on the team.
- Sometimes you demand too much of yourself.
- Under high pressure, you may become somewhat indecisive or resistant to making a very quick decision.



## Interactive

### Your approach to interacting with people and display of emotions.

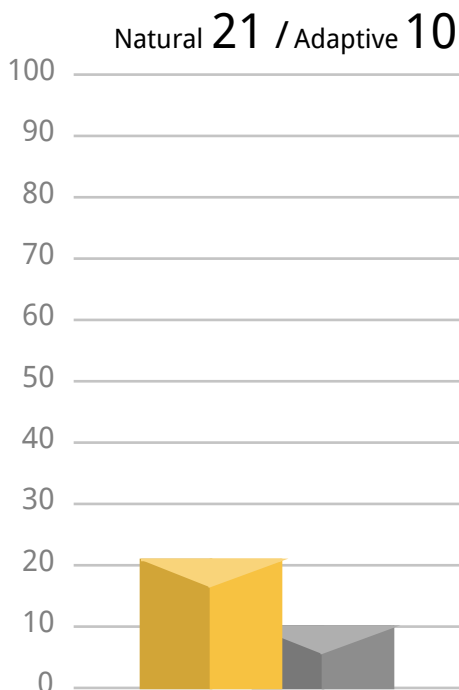
The I in DISC represents Interactive. Your score on this scale represented below shows your location on the I spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

#### Higher I —

Tend to meet new people in an outgoing, gregarious, and socially assertive manner. The key here is new people whom one hasn't met before. Many other styles are talkative, but more so with people that they've known for some time. The Higher I scores are talkative, interactive and open even with people whom they have just initially met. People scoring in this range may also be a bit impulsive. Generally speaking, those with the Higher I scores are generally talkative and outgoing.

#### Lower I —

Tend to meet new people in a more controlled, quiet and reserved manner. Here's where the key word "new people" enters the equation. Those with Lower I scores are talkative with their friends and close associates, but tend to be more reserved with people they've just recently met. They tend to place a premium on the control of emotions, and approach new relationships with a more reflective approach than an emotional one.



Your score shows a very low score on the 'I' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You prefer work that doesn't require you to get too emotionally involved.
- You are reluctant to share your opinions and ideas with others you don't know well.
- You can be pessimistic at times regarding other's agendas or reasons.
- You can be suspicious of fast and loud-talking people. You need to warm up to them before extending your trust level.
- You prefer a job culture with a predictable environment and with few sudden shocks and surprises.
- You work very well alone.





## Stabilizing

### Your approach to the pace of the work environment

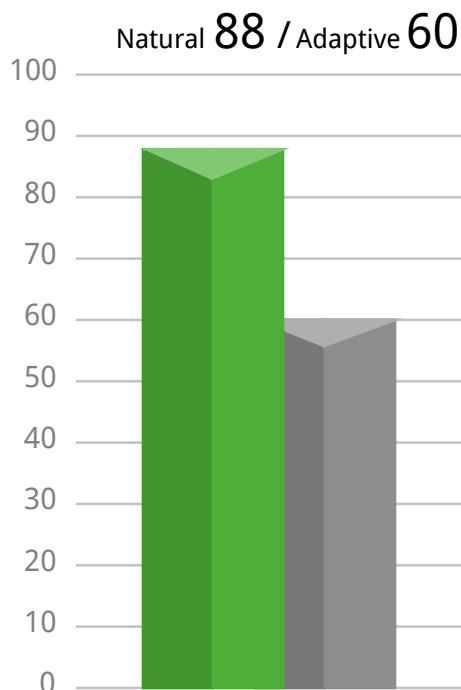
The S in DISC represents Stabilizing. Your score on this scale represented below shows your location on the S spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

#### Higher S —

Tend to prefer a more controlled, deliberative and predictable environment. They place a premium on security of a work situation and disciplined behavior. They also tend to show a sense of loyalty to a team or organization, and as a result, may have a greater longevity or tenure in a position than some other styles. They have an excellent listening style and are very patient coaches and teachers for others on the team.

#### Lower S —

Tend to prefer a more flexible, dynamic, unstructured work environment. They value freedom of expression and the ability to change quickly from one activity to another. They tend to become bored with the same routine that brings security to the Higher S traits. As a result, they will seek opportunities and outlets for their high sense of urgency and high activity levels, as they have a preference for spontaneity.



Your score shows a very high score on the 'S' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You require significant time to adjust to change.
- You prefer an environment that allows for lots of consistency, dependability and structure.
- You are very loyal when it comes to existing operating procedures.
- You are very patient in working with a wide variety of people.
- You are always seen as cool, calm, and collected on the outside (whether that is true on the inside or not).
- You can be quite resistant to change.



## Cautious

### Your approach to standards, procedures, and expectations.

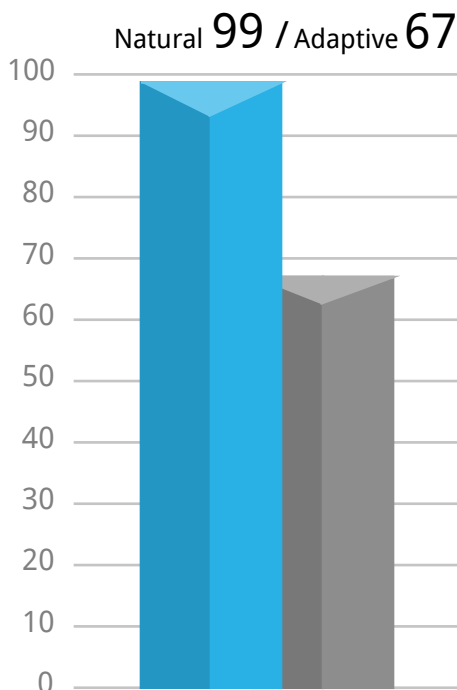
The C in DISC represents Cautiousness. Your score on the scale represented below shows your location on the C spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

#### Higher C —

Tend to adhere to rules, standards, procedures, and protocol set by those in authority whom they respect. They like things to be done the right way according to the operating manual. "Rules are made to be followed" is an appropriate motto for those with higher C scores. They have some of the highest quality control interests of any of the styles and frequently wish others would do the same.

#### Lower C —

Tend to operate more independently from the rules and standard operating procedures. They tend to be bottom-line oriented. If they find an easier way to do something, they'll do it by developing a variety of strategies as situations demand. To the Lower C scores, rules are only guidelines, and may be bent or broken as necessary to obtain results.



Your score shows a very high score on the 'C' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You expect high quality control and accuracy in all that you do or with anything you are involved with.
- When you present your argument you do so logically not emotionally.
- You are a bottom-line oriented person who dislikes fluff and just wants the facts and data.
- You like things to be done the "right" way according to standard operating procedure.
- You are most likely seen as being more resistant to change than others.
- You can express your disagreement in a passive-aggressive way.

Jesse Phillips



### Natural Style Pattern:

Your natural style is the way you tend to behave when you aren't thinking about it. This is where you are most comfortable (natural). This is also the style you will revert back to when under stress or moving too quickly to be consciously thinking about modifying your behavior. Finally, this is the style you should seek to be true to in your daily roles. Being natural will return better results with less effort and stress.

The following statements are true to just your unique natural style:

- Appreciates security in projects, systems, and the job culture. Much of that security may be achieved by maintaining high standards of operational quality.
- When taking risks, you score like those who take calculated, educated risks only after a thoughtful analysis of the facts and data, and have analyzed options and potential outcomes.
- Extremely high sense of quality control and detail orientation in all you do for the team or organization.
- Others on the team may seek you out to answer a detailed question for them. (The word about your high competence and knowledge-base gets around the organization quickly.)
- There is a right way and a wrong way to complete all projects. Let's complete it the right way the first time.
- You score like those who appreciate an occasional word of reassurance from their supervisor or board, as long as it is sincere input.
- You have a need for specific details related to your area of authority and responsibility.
- Brings a high degree of competence in product and process knowledge.



### **Adaptive Style Pattern:**

This is the style of behavior you adapt to when you are conscious of your own behavior, when you feel you are being observed or whenever you are trying to better fit a situation. This is not a natural style for you, but still one of your two styles none-the-less. In other words, it is the way you feel you "should" behave when thinking about it. The statements below are specific to your individual Adaptive style:

- Evaluates others on the job by their own use of procedures, standards, and quality action.
- You appreciate an occasional word of reassurance from their supervisor or board, as long as it is sincere input.
- You bring a very high level of conscientiousness and follow-through in working on detailed projects and complex assignments.
- Extremely high sense of quality control and detail orientation in all you do for the team or organization.
- On the job, there is a right way and a wrong way to complete all projects. Let's complete it the right way.
- On work related projects you tend to be restrained and reticent in showing emotions, and may not be extremely verbal at a team meeting, unless asked for input or if the topic is one of high importance to you.
- You keep a careful eye on the organizational clock and maintain a keen awareness of time-lines for systems and projects.
- Brings a high degree of competence in product and process knowledge. Others on the team may seek you out to answer a detailed question for them.



Based on your behavioral style there are certain opportunities for becoming more effective by being aware of how you prefer, and enjoy, to behave. The items below may assist you in your professional development growth. By understanding these items you may find explanations for why you may be stuck in some areas of your life and why other aspects give you no trouble at all. You could be more effective by:

- Sufficient time to consider alternatives prior to making changes.
- Complete explanations of the nature of a process, and the systems used for completion.
- Increased authority to delegate routine tasks and procedures to those you know and trust.
- Greater participation in team efforts and activities.
- An environment with high quality control systems and processes.
- Working with others who have a high level of quality-orientation.
- Having an increased sense of urgency in making decisions. To be able to shut the data-gate and make a decision based on the information currently available.
- Sufficient time for effective planning.



Your behavioral style will cause you to be motivated by certain factors in your environment. Having these present may make you feel more motivated, and productive. The following are things that you may want in your surroundings to feel optimally motivated:

- A link to some of the successful traditions that have built success in the past.
- When changes are made they are controlled changes, and made only when proven to be necessary changes.
- Sufficient time to consider all options before making a final decision.
- Detailed examples and specific information about suggested changes to be made in processes that may have an impact on quality.
- Projects and challenges of a specialized nature to demonstrate skills and competence.
- An environment with minimal interpersonal conflict and hostility.
- A work environment with minimal hostility and pressure that sometimes reduce quality and effectiveness.
- Security in knowing that the products and services are of highest quality.



Each behavioral style contains certain unique strengths as a result of how your four behavioral dimensions relate to each other. Understanding your own unique behavioral strengths is an important part of putting your new level of self-awareness to work for your success and satisfaction. The following statements highlight specific strengths of your behavioral style:

- Provides a heavy mind-share on projects and ideas. Considers possible areas of trouble that others on the team may have overlooked.
- Not an extremist, and will be supportive of team efforts.
- You score like those who take their responsibilities seriously, and exercise their authority in a sincere and conscientious manner.
- May be sought after by other members of the team because of your high knowledge-base of processes and procedures.
- High degree of technical specialty and skill in your area of expertise.
- Especially careful that there are no loose ends on a project or process that may have been overlooked by others.
- Very high degree of quality control and detail orientation.
- High degree of accuracy while keeping an ear to the project-clock and time-line.



Your behavioral style plays a significant role in determining what aspects of an environment you like. The items below will help you understand what will define an ideal working climate for you. Based on how you prefer to behave, an ideal climate for you is one that provides you with:

- Complete explanations of areas of responsibility and control.
- Time to reflect and think about pros and cons to solutions.
- An environment relatively free from interpersonal conflict and hostility.
- A work environment that sincerely cares for the people in it.
- A work environment with a predictable pattern of activity so as to monitor quality processes.
- Complete information, details, and examples with no gaps or surprises.
- Specific lines of authority and reporting structure.
- A secure work situation, in exchange for the loyalty and work-ethic demonstrated.





Along with strengths, all behavioral styles come with areas that could become weaknesses - if depended upon or not acknowledged. The trick is not to manufacture a weakness in the first place by depending on these things.

Here are a few items that could become problematic for you if not acknowledged or known. Your awareness of the potentials below is your best step in making sure they remain only potential problems.

Due to your behavioral style, you may tend to:

- Could use involvement and interaction with a wider variety of people, not just those like yourself.
- May be perceived by some as slow to make decisions, and tentative about making changes.
- May sometimes use facts, figures, and details as a 'security blanket' to avoid objections, confrontation, or hostility.
- May sometimes be overly dependent on a very few people who share a similar quality control focus, to the exclusion of others on the team who may also provide valuable input and ideas.
- Could demonstrate more openness to new ideas and innovations.
- May be perceived by some as being overly rigid, inflexible, and strict regarding procedures and options.
- Could benefit from a greater degree of self-confidence and an increased sense of urgency to accomplish activities in a tighter timeline.
- May sometimes oversell on standard operating procedure, rules, or regulations.



Based on how you tend to behave you have certain preferences for how you like to convey information, teach, instruct or share knowledge with others. This is also true of how you like to receive information and learn. Understanding your behavioral preferences here will help increase your effectiveness in teaching or instructing others, and in being taught and learning.

### **How you prefer to share knowledge or teach:**

- Excellent note-taking, record-keeping, and journaling.
- Balances individual and group work for the participants.
- Precise in evaluations of participants to increase their quality of knowledge.
- Very accurate in presenting information.
- Brings imagination and ideas to the training event.
- Shows patience with tedious, technical, or specialty tasks, and when helping others to learn.
- Leads through factual persuasion.

### **How you prefer to receive knowledge or learn:**

- Learns by considering possibilities and thinking through ideas.
- You will structure your own activities only with explicit goals and outcomes established.
- Sincere participation with others. Wants to learn and help others learn as well.
- Shows patience with tedious, technical, and specialty tasks. Does independent practice as well as working with others.
- High perseverance in learning mode, and will re-analyze facts until clarity emerges.
- High expectations of performance on self.
- Excellent note-taking, record-keeping, and journaling.



This page is unique in this report because it is the only one that doesn't speak directly to you, rather to those who interact with you. The information below will help others communicate with you more effectively by appealing to your natural behavioral style. The first items are things others SHOULD do to be better understood by you (Do's) and the second list is of things others SHOULD NOT do (Don'ts) if they want you to understand them well.

### **Things to do to effectively communicate with Jesse:**

- Make an organized appeal for support and contributions.
- Keep on task with the business agenda.
- Ask 'how' oriented questions to explore opinions.
- Present your ideas and opinions in a nonthreatening way.
- Provide logical and practical evidence to support your position.
- Be certain that the information you have is credible.
- Observe for possible areas of disagreement as some may not be verbal about them.

### **Things to avoid to effectively communicate with Jesse:**

- Don't manipulate or bully others into agreeing.
- If you disagree don't let it reflect on others personally, and don't let it affect the relationship.
- Don't fail to follow through. If you say you're going to do something, do it.
- Don't be vague about what's expected.
- Don't leave the idea or plan without backup support.
- Don't rush into business or the agenda; provide some time to break the ice.
- Don't leave things up in the air, or to work out by chance.



In order to make the most out of the information in this report it is important that you connect it to your life in a tangible way. To help you make this information your own, and pull out the most relevant parts, fill in the blanks below.

**Decisiveness:**

How is your 'D' score relevant to your life?

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**Interacting:**

How is your 'I' score relevant to your life?

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**Stabilizing:**

How is your 'S' score relevant to your life?

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**Cautiousness:**

How is your 'C' score relevant to your life?

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**Overall Natural Style:**

What is one way in which your natural style relates to your life?

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**Overall Adaptive Style:**

What is one way in which your adaptive style relates to your life?

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**Strength-based insights:**

What specific strengths do you think connect to your success more than any other?

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### **Communication Dos and Don'ts:**

What did you learn from understanding your preferred communication style?

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### **Ideal Job Climate:**

How well does your current climate fit your behavioral style?

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### **Effectiveness:**

What is one way in which you could become more effective?

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### **Motivation:**

How can you stay more motivated?

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### **Improvement:**

What is something you learned that you can use to improve your performance?

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### **Training/Learning:**

What did you learn that could help you instruct others better, or learn more effectively?

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Your final step to making sure you really benefit from the information in this report is to understand how your behavioral style contributes to, and perhaps hinders, your overall success.

### **Supporting Success:**

Overall, how can your unique behavioral style support your success? (cite specific examples)

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### **Limiting Success:**

Overall, how could your unique behavioral style get in the way of your success? (cite specific examples)

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