

# PP<STUDENT

## YOUR PERSONAL PROFILE

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Private & Confidential



## HOW IT WORKS

You created your personal profile by choosing words which describe you most and least well when you are working. The personal profile is used by thousands of organisations around the world to help people get the right job and succeed at it.

It is based on a lot of evidence that there are four ways to react to work, known as Dominance, Influence, Steadiness and Compliance (DISC). People's behaviour results from how these four ways interact. There is nothing right or wrong about any of these approaches. You know that a sports team or a group of friends needs a mix of people to get anything done.

Different activities require different types of people. Let's make this explanation come alive a bit more by explaining what your results suggest about you.

## WHAT IS THIS REPORT ABOUT

It's about you; how you prefer to behave and work.

This report highlights your strengths and what makes you want to try to achieve things. It suggests how you like to behave and how you can use your strengths to maximum effect, now and in the future.

Getting the right job and being successful is about more than passing the right examinations, though examination results are very important. How you behave and what you're like are also vital. So, this report helps you identify work you may be good at and will focus your choices about courses, training and job applications. It will also help you plan your school or college work and any projects you carry out with friends, your family and team members.

This report will help you understand yourself better – even if you think you know yourself pretty well already!

It's the start of a journey of self-discovery.

## YOUR PROFILE

### YOU ARE A CD PROFILE (Compliance & Dominance)

You are likely to be motivated by achieving what you set out to do. You prefer to understand the rationale behind the task that you have been set and your reassurance might come from success and achievement of goals. You may desire an environment with clear rules, the absence of sudden change and the potential to achieve measurable results.

Here is a brief set of words and phrases which suggest how you may behave when working on something. People who know you may use some of these words to describe you. They can be adapted and used when you are writing about yourself in job or course applications, CVs and other documents. You can also use them to help you develop your skills. They form a snapshot of you at work:

**Accurate and precise, systematic, logical, perfectionist, don't accept other peoples' views until you've checked them yourself, direct, ask lots of questions, active, adapt to different jobs and priorities, restless, a worrier, argue for your views, like to find out about things, demanding, need a variety of work.**

Please refer to the highlighted areas below, they will reflect the way you behave.

	D	I	S	C
You may	try to take over situations sometimes interrupt others be restless and impatient point at things and people	be very enthusiastic be friendly tell stories make many hand movements	listen to other people be relaxed and kind resist change not act aggressively	write notes be very precise in how you talk and write find it difficult to express feelings ask for detailed information about jobs
You seem to like	being allowed to discover things yourself to focus on the task in hand, not people or emotions when people negotiate with you, not tell you what to do	talking about ideas and opinions people asking you how you feel receiving summaries of a conversation when it is finished building relationships	to work steadily at your own pace to ask questions and listen to the answers other people to be interested in you as a person	to be organised written instructions checking up on the facts before accepting something as true
You may not like	to be told what to do to be given too much detail to be asked to observe too many rules to have to wait for other people to do things	arguments talking about facts rather than feelings not being praised for good work	tight deadlines rapid change people who talk too much and too quickly	being rushed into making decisions making sudden changes generalisations

## HOW YOU DESCRIBE YOURSELF

You will tend to:

- communicate best when working in your specialist area of knowledge
- use facts and figures to persuade others about your views
- enjoy intellectual challenges
- resent restrictions particularly when people set deadlines
- be cautious in decision making
- find it difficult to relax, becoming bored and restless

## WHAT MOTIVATES YOU TO DO YOUR BEST

- clear rules, guidelines and ways of doing things
- not too many abrupt changes
- getting things done to the highest possible standard
- doing jobs that challenge you to do your very best
- support from others
- the opportunity to take on more responsibility
- working with people who explain things clearly
- help in areas which are new to you

## WHAT SORT OF WORK MIGHT APPEAL TO YOU

You seem to prefer solving problems in a specialist area. You may enjoy a role in which you:

- do a variety of jobs
- have to ensure that detail is accurate
- do not do repetitive or boring work but things that challenge your natural inquisitiveness
- can make decisions though within set limits and based on facts rather than emotions
- travel
- work alone or on the edge of a group
- be rewarded and publicly recognised for your work

## CAREER PATHS

It is really important to make informed and conscious choices, rather than just drifting into something. The more research you do and work experience you get at the beginning of the journey, the more likely you are to find a career that suits you.

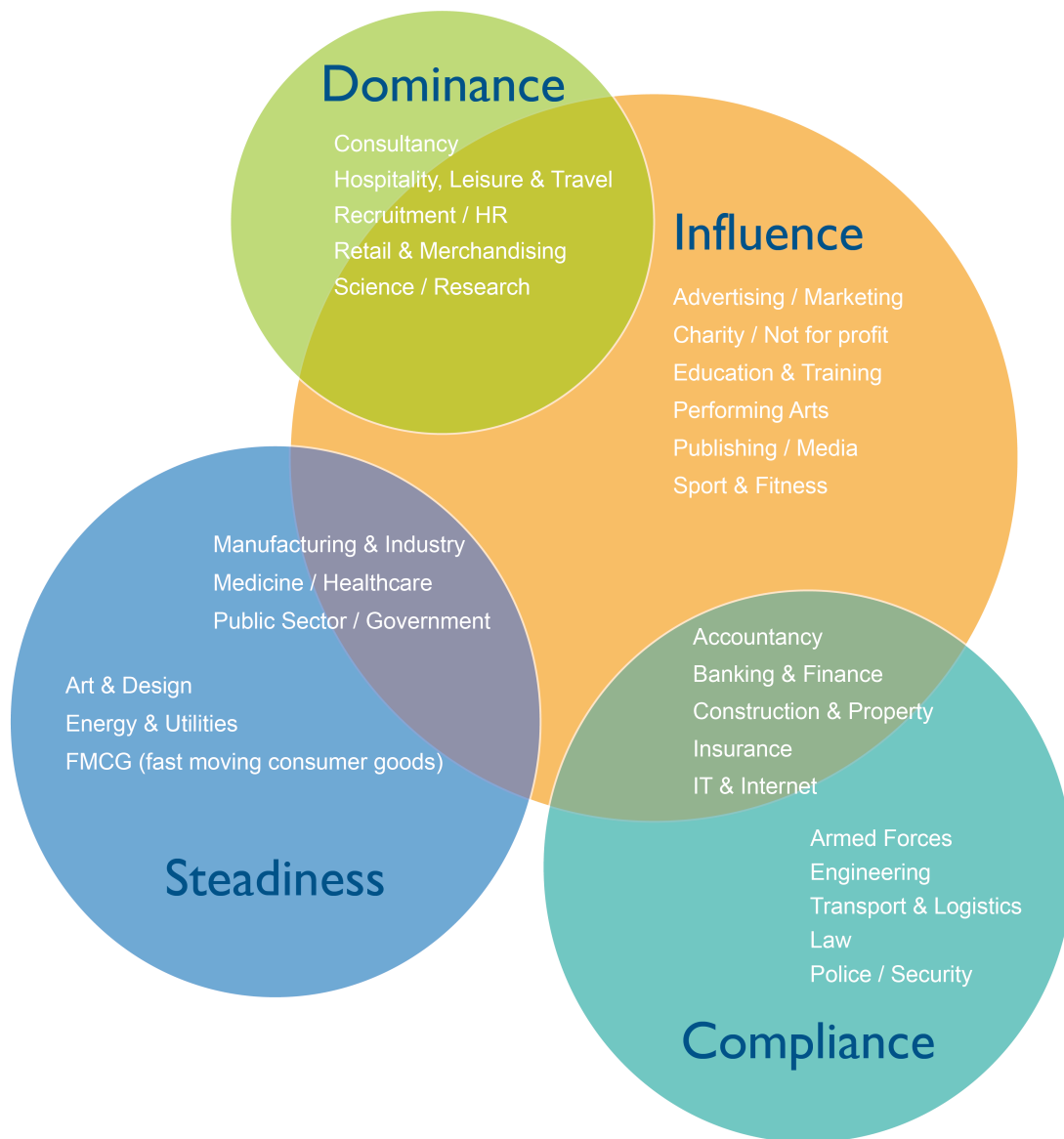
- There isn't one route; each path is unique and none are straight!
- You may not need to follow every step or in any set order.
- There is no definitive end.
- Specific destinations often alter.
- Many people have multiple careers.
- Many people take career breaks.
- Some retrain to follow a new route or opportunity.

The path evolves, but the constant is a maturing you!

## CAREER ZONE

Relating to the DISC preferences mentioned in your own report, this diagram offers some suggestions for career research, to help you identify which industries are most likely to be suited to your behavioural working strengths.

For further information, specific roles and qualifications on each career zone please visit [www.successatschool.org/careerzones](http://www.successatschool.org/careerzones)



The size and overlap of each area represents how frequent Dominance, Influence, Steadiness and Compliance is in the UK overall.

The placement of each industry was made using two criteria:

1. Does that industry have a higher frequency of Dominance, Influence, Steadiness and Compliance than the average for the UK overall
2. Is Dominance, Influence, Steadiness and Compliance the most frequent behavioural working strength for that industry overall

## CAREER SHEET - YOUR RESEARCH

Ideas of potential careers that interest me	
Details of professional associations and useful websites	
What careers are available in this field?	
What does the job involve?	
What qualifications do I need from school?	
What further qualifications do I need?	
What skills do I need?	
Which courses are available?	
How long do I need to study?	
How much will it cost to qualify?	
What will I earn once I am qualified?	
Who can I talk to in order to find out more?	
Where can I get work experience?	

## ACTION PLAN

It is a good idea to write down the things you want to do and set yourself a target date. It really focuses the mind. When you have completed these, set yourself the next target.

Things to do	Timescale	Achieved Y/N

## DISC STYLES PERCEIVED BY OTHERS

High D characteristics	Can be perceived by others as
Assertive	Offensive
Decisive	Enforcing
Direct	Rude
Goal- and Result orientated	Over-ambitious
Dominating	Pushy

High I characteristics	Can be perceived by others as
Enthusiastic	Shallow
Optimistic	Non-realistic
Persuasive	Nagging
Spontaneous	Reckless
Effusive	Wants attention

High S characteristics	Can be perceived by others as
Deliberate	Passive
Non-demonstrative	Indifferent
Methodical	Inflexible
Lenient	Dull
Good listener	Reserved

High C characteristics	Can be perceived by others as
Accurate	Fussy
Conservative	Uninspiring
Diplomatic	Distant, cold
Disciplined	The-know-it-all
Perfectionist	Criticiser



## TIPS FOR TIME MANAGEMENT

### High D

Take your time, be patient

Think first, act later

Slow down

### High I

Complete your tasks

Make to-do lists, make a planning

Talk less

### High S

Say "no" more often

Try to find new ways to speed up

Watch deadlines

### High C

Too much planning will cost too much time

Concentrate on results instead of perfection only

Set time limits