

DISC PERSONALITY TEST REPORT

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The DISC Personality Test analyses your personality and behavior - both in work and non-work situations. Based on the widely used DISC personality model, your report indicates your strengths and possible areas for self-development.



Introduction

Your personality - as well as skills and experience - has a tremendous impact on your work success, personal growth and relationships.

The DISC Personality Test analyses your personality and behavior - both in work and non-work situations. Based on the widely used DISC personality model, your report indicates your strengths and possible areas for self-development. Maximize the qualities that will support you in achieving your goals. Minimize or compensate for the qualities that may impede your progress towards your goals.

This report does not pretend to be 100% accurate - all personality test measurements contain some error.

This report consists of nine chapters and two appendices. These are:

- 1. What is DISC?**
- 2. Your DISC score**
- 3. Your typical behaviour**
- 4. Your profile: The Individualist**
- 5. Your organizational value**
- 6. Tactics & Strategies for increased effectiveness**
- 7. Career options**
- 8. The profile most unlike you**
- 9. Further suggestions**
- Appendix A. Description of all profiles**
- Appendix B. DISC Trait descriptions**

Enjoy reading your personal DISC Personality Test Report!



1. What is DISC

The DISC Theory was developed by William Moulton Marston in the 1920's. (W. M. Marston: 1893-1947, Harvard graduate, lawyer, psychologist and educational consultant.) Since then the theory has been refined and validated by many eminent psychologists and HR professionals. Tests based on this model have been administered more than 50 million times throughout the world to help select and develop people.

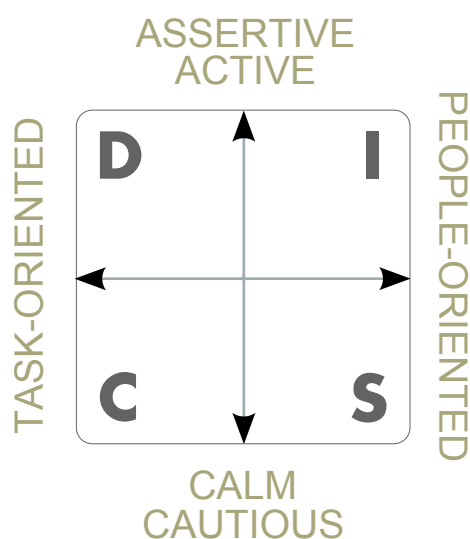
In short, DISC is a quadrant behavioral model to examine the behavior of individuals in their environment or within a specific situation. It therefore focuses on the styles and preferences of such behavior.

There are four main personality traits with the DISC model. These traits are:

Dominance	Describes the way you deal with problems, assert yourself and control situations.
Influence	Describes the way you deal with people, the way you communicate and relate to others.
Steadiness	Describes your temperament - patience, persistence, and thoughtfulness.
Compliance	Describes how you approach and organize your activity, procedures and responsibilities.

The DISC theory is often visualized as a quadrant where the top/bottom and left/right sides represent specific behavioral tendencies. People who score high on Dominance and Compliance tend to be more task-oriented where people scoring higher on Influence and Steadiness are more people-oriented. Those scoring high on Dominance and Influence are generally more assertive and

active, higher scores on Compliance and Steadiness give rise to calm and more cautious behavioral styles.



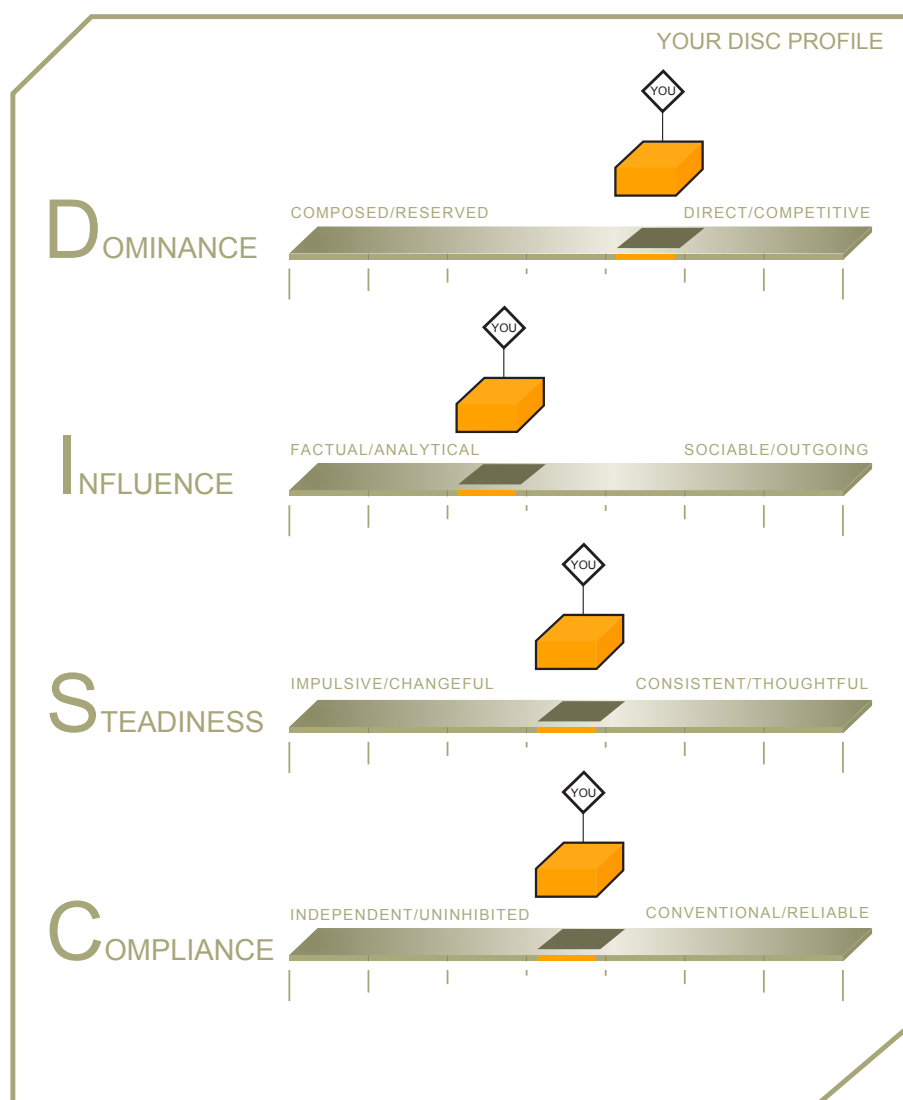
The dimensions of the DISC model are not necessarily dependent on each other. This means that your score on one dimension does not determine your scores on any of the other dimension. With different scores on each of the four traits there are nearly unlimited possible outcomes in combined scores. For your convenience, 15 profiles have been identified as a good coverage of all the possible outcomes. In alphabetical order, the profile names are:

The Achiever, The Coach, The Counselor, The Creative, The Enthusiast, The Evaluator, The Individualist, The Inspirational, The Investigator, The Objective Thinker, The Perfectionist, The Persuader, The Practitioner, The Results-Oriented and The Specialist

For a detailed description of each of the profiles, please refer to Appendix A.

2. Your DISC Score

Your specific distribution of scores on the DISC personality test is an indication of your unique personality. You can think of this as your DISC Personality 'DNA'. In the chart below you see your distribution of scores.



Please note that scoring higher or lower on any of the dimensions does not correspond with better or worse scores. Scores to either side correspond with both positive characteristics of your personality and areas for self-development. Your most distinct score (either to the left or right) is likely to point to your most typical personality characteristics. The second most distinct score points to your next most typical characteristics and so on.

3. Typical Behavior

Every personality type has its own typical behaviors, idiosyncrasies and specific descriptions. In the list below your personality profile is described in easy-to-read, to the point sentences.

Your responses indicate that you ...

Dominance

- thrive on competition and challenge.
- are goal orientated and want the freedom to do it your way.
- are resourceful, aim high and want authority.
- are self-sufficient and individualistic.
- tend to be direct and positive with people.

Influence

- are comfortable working alone.
- tend to take little at face value.
- have a tendency to be focused. Once you have sorted out the facts you go for the goal.
- only bring into play your social skills when logic/circumstance dictates.

Steadiness

- get restless and bored when involved in routine and repetitive work/activities.
- need change and variety in your work and non-work life.
- enjoy stretching yourself intellectually and physically.

Compliance

- are independent and uninhibited.
- feel restrained by rules and restrictions.
- prefer to be measured by results.
- are willing to try the untried.
- feel that 'detail' and routine work is best 'delegated' - done by others.

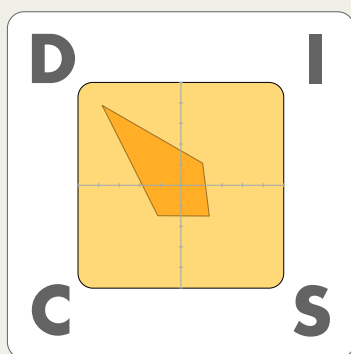
4. Your Profile

As you will appreciate, there are literally thousands of different combinations of graph scores. Therefore to help interpretation, communication and understanding, DISC Personality Model experts have defined - through statistical analysis of the graph combinations - fifteen DISC 'Patterns' or 'Profiles'.

The 'Profiles' are given names. The objective of these names is to give a single descriptive term that captures the essence of that Pattern.

The Profile that is most similar to your personality profile is frequently called 'The Individualist'.

Your profile: The Individualist



You are self-reliant and individualistic. You are likely to treat team goals as personal goals. You have a high sense of personal accountability and set very high standards for others. You tolerate working under pressure and you are unlikely to be demoralized by rejection. Your drive and individualism may reduce your effectiveness when working as a member of a team. When faced with opposition, you are likely to respond by becoming even more persistent, forceful and innovative.



5. Tactics & Strategies for Increased Effectiveness

Develop and use your empathy. Make an extra effort to see the situation through the other person's eyes. Remember, although you may be the strongest member you are still 'part of a team'.

6. Organizational value

Every personality type has its own unique value for an organization. Your prime value to an organization is:

- Your ability to focus and not be side-tracked from your drive to achieve an objective
- Your responsiveness to change and ability to be inventive when faced with problems
- Your capacity to function without the support and encouragement of others.

7. Career options

Based on your personality profile we suggest that you particularly consider jobs that allow you to reach solutions on your own. Work that involves a good degree of change and new challenges.

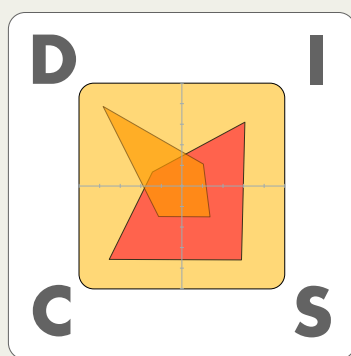
Obviously when considering career options, you have to take into account academic and professional requirements; acquired/transferable skills, experience and your own personal financial needs.

8. The profile most unlike you

In life you may experience compatibility, relationship and effectiveness problems when dealing with people of other profiles. Such problems can strike team performance; managing people or being managed; social situations, family issues, acute problem solving at work; achieving life goals and in a larger sense your enjoyment of life and career success.

You can limit such problems or even overcome them by first simply realizing the fact that people differ. Subsequently appreciate and even celebrate these differences! If all were alike, society would be crippled. When you understand how other people act, react, think and decide, your personal and joint effectiveness with others can be significantly enhanced!

It is not possible to describe every interaction of you with all other types in every situation in this report. There are simply too many. This chapter is therefore limited to describing the one other profile of which knowing it well will benefit you most. Namely the one that is most unlike you.



■ YOUR PROFILE
■ THE PRACTITIONER

The profile most unlike your profile is 'The Practitioner'. You will most likely not recognize yourself in most of the descriptions of 'The Practitioner':

Conservative; very realistic; evaluating; pleasant; very sociable; stable; fact-finder; accurate; systematic; diplomatic; courteous; restrained; analytical.

9. Further suggestions

Sharing your report and getting feedback

You might like to share your report with other people who know you well, both in work and non-work situations. Ask them if they think that it is an accurate description of your personality.

Resume/CV

If you are a job seeker we suggest that you might also like to let a prospective employer know your strengths and key values to an organization as defined by this DISC Personality Test. So why not include these on your Resume/CV? For example you could copy and paste the following:

*I have taken the DISC Personality Test at www.123test.com.
Here is an extract from my report:*

Your prime value to an organization is:

- Your ability to focus and not be side-tracked from your drive to achieve an objective*
- Your responsiveness to change and ability to be inventive when faced with problems*
- Your capacity to function without the support and encouragement of others.*



Appendix A. Description of all profiles

The Achiever	Forceful; demanding; controlled; logical; factual; persistent; independent; stubborn
The Coach	Weighs pros & cons; listens; persuasive; trusting; team-person; easy to get on with; supportive; mature; avoids conflict
The Counselor	Warm; enthusiastic; caring; modest; trusting; influential; team-player; loyal; patient; sensitive
The Creative	Dominant; forceful; factual; logical; alert; critical; analytical; practical; perfectionist; innovative; sets high standards
The Enthusiast	Enthusiastic; gregarious; influential; sociable; generous; charming; alert; eager; optimistic; change-oriented
The Evaluator	Competitive; decisive; quick; enthusiastic; persuasive; influential; critical; analytical; sets high standards
The Individualist	Self-assured and confident; forceful; logical; change-orientated; independent; single-minded; decisive; tough; focused
The Inspirational	Daring; forceful; enthusiastic; persuasive; self-promoting; change-oriented; active; stubborn; independent
The Investigator	Stable; controlled; unemotional; systematic; perfectionist; determined; dogged; stubborn; dispassionate
The Objective Thinker	Quiet; dependable; modest; conservative; realistic; controlled; logical; factual; alert; critical; stable; perfectionist; systematic; careful; analytical; conventional
The Perfectionist	Conservative; modest; logical; systematic; factual; non-demonstrative; deliberate; careful; precise; accurate; predictable; controlled
The Persuader	Optimistic; enthusiastic; self-confident; persuasive; sociable; change orientated; independent; persistent; decisive; direct; demanding
The Practitioner	Conservative; realistic; evaluating; pleasant; sociable; stable; fact-finder; accurate; systematic; diplomatic; courteous; restrained; analytical
The Results-Oriented	Demanding; direct; egocentric; self-assured; change-oriented; frustrated by lack of progress; persistent; determined; stubborn; independent; 'own person'
The Specialist	Dependent; self-reliant; unassuming; factual; logical; stable; deliberate; patient; analytical; conventional; systematic; accurate

Appendix B. DISC trait descriptions

To help you understand the DISC model of personality here are some descriptions of each of the factors measured. Descriptions are shown for people who score comparatively high and comparatively low.

Dominance - Comparatively High

- enjoy competition and challenge.
- are goal orientated and want to be recognized for their efforts.
- aim high, want authority and are generally resourceful and adaptable.
- are usually self-sufficient and individualistic.
- may lose interest in projects once the challenge has gone and they tend to be impatient and dissatisfied with minor detail.

They are usually direct and positive with people, enjoying being the centre of attraction and may take it for granted that people will think highly of them. They may have a tendency to be rather critical of others. Consequently, other people may tend to see them as being rather domineering and overpowering.

Dominance - Comparatively Low

- tend to want peace and harmony.
- prefer to let others initiate action and resolve problems.
- are quiet and indirect in their approach to most situations.
- are usually cautious and calculate risks carefully before acting.

They are generally well liked because of their mild and gentle nature. Other people will tend to see them as being patient, calm, thoughtful and a good listener.

Influence - Comparatively High

- are strongly interested in meeting and being with people.
- are generally optimistic, outgoing, and socially skilled.
- are quick at establishing relationships.

Sometimes their concern for people and people's feelings may make them reluctant to disturb a favorable situation or relationship.

Influence - Comparatively Low

- are usually socially passive.
- quite frequently have an affinity for things, machinery and equipment.
- are generally comfortable working alone.
- frequently have a tendency to be analytical and once they have sorted the facts out they communicate them in a straightforward direct way.
- tend to take little at face value.

They may well have learned and developed good social skills but they only bring these into play when logic dictates such tactics.



Steadiness - Comparatively High

- are usually patient, calm and controlled.
- have a high willingness to help others particularly those they consider as friends.

Generally they have the ability to deal with the task in hand and to do routine work with patience and care.

Steadiness - Comparatively Low

- tend to enjoy change and variety in their work and non-work life.
- are expansive by nature and tend not to like routine and repetitive work/activities.

They enjoy stretching themselves intellectually and physically.

Compliance - Comparatively High

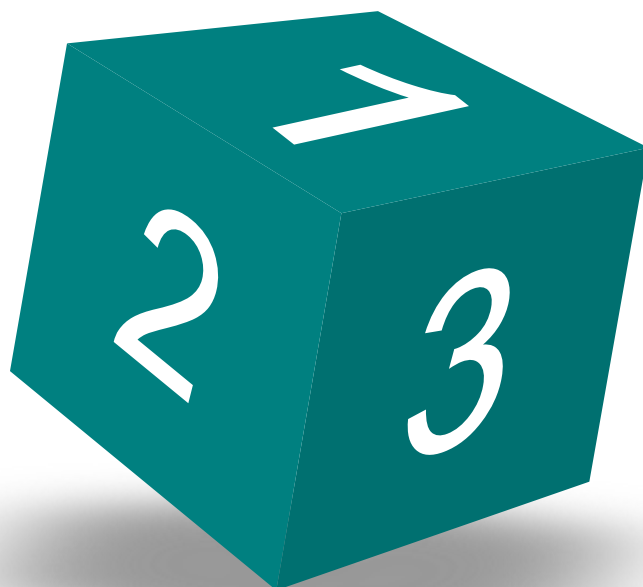
- are usually peaceful and adaptable.
- tend not to be aggressive.
- tend to be cautious rather than impulsive.
- avoid risk-taking.
- act in a tactful, diplomatic way and strive for a stable, ordered life.
- are comfortable following procedures in both their personal and business life.

They prefer sticking to methods that have proved successful in the past. They have a high acceptance of rules and regulations.

Compliance - Comparatively Low

- are independent and uninhibited.
- resent rules and restrictions.
- prefer to be measured by results and are always willing to try the untried.

Free in thought, word and deed, they long for freedom and go to great lengths to achieve it. They feel that repetitive detail and routine work is best "delegated" or avoided.



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