



Sample User

Style: Advisor SI

Comprehensive DISC Report

Wednesday, June 3, 2021



Your report uses the **DISC Personality System**. The DISC Personality System is the universal language of behavior. Research has shown that behavioral characteristics can be grouped together in four major groups. People with similar styles tend to exhibit specific behavioral characteristics common to that style. All people share these four styles in varying degrees of intensity. The acronym DISC stands for the four personality styles represented by the letters: **D (Dominant, Driver)**, **I (Influencing, Inspiring)**, **S (Steady, Stable)**, and **C (Correct, Conscientious)**.

Knowledge of the DISC System empowers you to understand yourself, family members, co-workers, and friends, in a profound way. Understanding behavioral styles helps you become a better communicator, minimize or prevent conflicts, appreciate the differences in others and positively influence those around you.



In the course of daily life, you can observe behavioral styles in action because you interact with each style, to varying degrees, every day. As you think about your family members, friends, and co-workers, you will discover different personalities unfold before your eyes.

Do you know someone who is assertive, to the point, and wants the bottom line? Some people are forceful, direct, and strong-willed. ***This is the D style.***

Do you have friends who are great communicators and friendly to everyone? Some people are optimistic, friendly, and talkative. ***This is the I style.***

Do you have family members who are good listeners and great team players? Some people are steady, loyal, and practical. ***This is the S style.***

Have you ever worked with someone who is factual, thorough, and detail oriented? Some people are precise, sensitive, and analytical. ***This is the C style.***

Sample's style is identified by the keyword "Advisor". (SI)



Sample, as an Advisor style, impresses most people with warmth, sympathy and understanding. Advisors possess a casual kind of poise in most social situations. Many people will come to them because Advisors are seen as good listeners. Sample can be demonstrative, trusting others and showing clear emotions. Advisors will not attempt to force their ideas on others; in fact, they prefer to gain team consensus. Advisors want to maintain peace and harmony and will ask others for their opinions in decisions that will affect the group. Advisors can be overly tolerant and patient with those who are non-producers in the workplace because of an overwhelming desire to maintain a healthy, nurturing environment.

Sample prefers to deal with people on a personal, intimate basis in a low-pressure situation. Advisors have a desire to produce quality results, and will work hard to do their share of the work and not let the team down. Advisors like personal attention and desire sincere appreciation for a job well done. Sample loves to talk with and about people; they want social intimacy especially with close friends and family members. Advisors may have difficulty being honest about their feelings if there is a fear that there will be devastating effects to a relationship or cause open conflict.

While Advisors are very stable, they are also flexible and can fit well into most environments. They are seen as neighborly and accepting of others. Once a bond is formed, Sample has no problem talking about personal subjects and extending trust; however, it may take a while to attain that point of trust. Sample is family-oriented; working toward stability in these relationships. Advisors are persistent in working to accomplish the goals that have been set and working in teams to achieve these outcomes. Advisors prefer to seek team recognition over personal recognition.

Historical Figures Who Share Your Style

Aesop ~ Greek Raconteur



Almost legendary, Aesop became popular for the entertaining stories he told in the royal courts. The fables attributed to him are, in all probability, a compilation of tales from many sources simply retold by him. In his tales, all of which focused upon animals, we see the moral issues of individuality about which the Advisor/Counselor is so concerned. Also evident is the reflection of his interest in people and their interaction, as well as their care and support of one another. Outside show is a poor substitute for inner worth.

"Beware lest you lose the substance by grasping at the shadow."

Anne Sullivan ~ U.S. Teacher



Anne Sullivan was born in to very poor immigrants in April, 1866 in Feeding Hills, Massachusetts, a small village near Springfield. Anne contracted trachoma, a disease of the eyes, when she was about 5. This disorder is not unusual where there is poor hygiene, and Anne's situation was not good. She was physically strong, but the disease was left untreated and she gradually lost her vision, although she was never totally blind. Anne learned at the age of 14 that she was to be sent to Perkins Institute for the Blind in Boston. She started at the age of 14 at an elementary school level, but graduated at the age of 20 as class valedictorian. This was a great moment of triumph.

Shortly after this, the director of the school, Michael Anagnos, learned of a deaf, blind student in Alabama who needed a teacher. Anne Sullivan was offered the position and her life then became entwined with that of Helen Keller. Anne Sullivan developed her own philosophy of teaching as she worked with Helen. She reasoned that a child learns to talk by imitation. As the child is spoken to--typically in sentences or phrases--the child repeats what is said and begins to work out by himself or herself the interconnections and structure of the language. Anne Sullivan came to be known as a great American teacher. Her gift was her dedication. Anne literally gave her life and career to make Helen Keller great.

Style Intensity Overview



The DISC Assessment measures the intensity of four behavioral traits; Dominance, Influence, Steadiness and Compliance. The higher your scores above zero (the midline) the more intensely that trait will be expressed. The lower your score the less intensely that trait will be expressed. The following paragraphs will provide you with an overview based on your specific intensity scores.



With a somewhat low D-Style intensity, Sample prefers to work through problems by analyzing things that worked in the past. Sample is someone who is able to lead, if necessary, but usually prefers to wait and see if another person volunteers first. Sample is willing to follow another person's lead if they display adequate ability and if Sample has confidence in their ability.



With a moderate I-Style intensity, Sample is a warm, outgoing person, and enjoys having a high level of interaction with others. Finding the "silver lining" in a difficult situation comes easily to Sample who typically enjoys the thrill of trying new things. Sample has a gift for influencing associates and is viewed as an instinctive communicator. Others find Sample easy to approach with an easy, open rapport.



With a somewhat high S-Style intensity, Sample is a loyal friend, who is patient and caring when attending to the needs of others. Sample is usually an even-paced individual who thrives in a peaceful, harmonious environment. Sample tends to be quite predictable, sticking with proven and reliable methods of dealing with situations rather than taking chances with a new, unproven approach.



With a somewhat low C-Style intensity, Sample will usually test ideas against proven standards in an effort to be inventive. Sample can be very creative and has the ability to identify new solutions to problems. An original and creative thinker, Sample acts in a rational way to make sure desired results are achieved in an orderly manner while not being afraid to "break the mold" if that appears to be the key to a solution.

Your Personality Style Traits



Sample's General Characteristics

- Friendly; Steady
 - Trusting; Optimistic
 - Persuasive; Talkative
 - Relational; People Oriented
-



Sample's Value To The Team

- Values relationships and the need for people
 - Good listener and friend
 - Motivates others to achieve
 - Positive sense of humor
 - Negotiates conflicts; peacemaker
-



Sample's Challenge Areas

- May not put enough priority to tasks
 - Social time and friendships dominate time
 - May not follow through on details
 - Does not like to be isolated from others
-



Sample's Dominant Fear

- Loss of relationships and social recognition
-



Sample is Motivated by

- Popularity and acceptance
- A friendly environment
- Freedom from many rules and regulations
- New experiences and relationships

Description Overview Continued



Sample's Ideal Environment

- Meeting new people
 - Few conflicts and arguments
 - Freedom from controls and details
 - A forum to express ideas
 - Group activities in professional and social environments
-



Remember, Sample may want:

- Social esteem and acceptance, freedom from details and control, people to talk to, positive working conditions, opportunity to motivate and influence others, loyalty from relationships
-



When communicating with Sample, DO:

- Build a favorable, friendly environment
 - Give opportunity for them to verbalize about ideas, people and their intuition
 - Assist them in developing ways to transfer talk into action
 - Allow time for stimulating, sociable activities
 - Help them to organize schedules
 - Develop a participative relationship
 - Create incentives for following through on tasks
-



When communicating with Sample, DON'T:

- Eliminate social time
 - Be overly aggressive or confrontational
 - Ignore their ideas or accomplishments
 - Make them work alone
-



While analyzing information, Sample may:

- Be a very good listener and encourager
- Dismiss facts as irrelevant
- Fail to begin an action plan
- Discuss the situation with others



Sample contributes these positive characteristics in teams:

- Instinctive communicator
- Participative manager – influences and inspires
- Motivates the team
- Spontaneous and agreeable
- Responds well to the unexpected
- Creates an atmosphere of well-being
- Enthusiastic
- Will support the leader
- Expresses ideas well
- Works well with other people
- Makes a good spokesperson
- Will offer opinions
- Persuasive
- Has a positive attitude
- Accomplishes goals through people
- Good sense of humor
- Accepting of others
- Strong in brainstorming sessions



Personal Growth Areas for Sample:

- Rely on facts more than instincts
- Be more results oriented
- Exercise control over your actions, words and emotions
- Focus more on details and facts
- Remember to slow down your pace for other team members
- Consider and evaluate ideas from other team members
- Concentrate on following through with tasks

This next section uses adjectives to describe where your DISC styles are approximately plotted on your graph. These descriptive words correlate as a rough approximation to the values of your graph.

D Measures how decisive, authoritative, and direct you typically are.

Words that may describe the intensity of your “D” are:

- *WEIGHS PROS & CONS* Considers both sides of an issue
- *UNOBTRUSIVE* Does not force oneself upon others without invitation
- *CONSERVATIVE* Tending to preserve established traditions
- *PEACEFUL* Not quarrelsome; free from disorder; calm, quiet

I Measures how talkative, persuasive, and interactive you typically are.

Words that may describe the intensity of your “I” are:

- *GENEROUS* Willing to give or share; unselfish; bountiful
- *POISED* Balanced; stable; having ease and dignity of manner
- *CHARMING* Attractive; fascinating; delightful
- *CONFIDENT* Sure of oneself; feeling certain; bold

S Measures your desire for security, peace, and your ability to be a team player.

Words that may describe the intensity of your “S” are:

- *PASSIVE* Submissive; influenced without response
- *PATIENT* Enduring pain, trouble; refusing to be provoked
- *LOYAL* Faithful to persons and ideals that one is obligated to defend
- *PREDICTABLE* Behavior, actions, and reactions can be easily foretold
- *TEAM-PERSON* Enjoys being part of a group, working toward a common goal

C Measures your desire for structure, organization, and details.

Words that may describe the intensity of your “C” are:

- *FIRM* Solid; hard; not moved easily; fixed; not fluctuating; steady
- *ARBITRARY* Left to one's own choice; based on one's whim

How You Communicate with Others

Your style is predominately an “S” style, which means that you prefer receiving information that allows you to feel part of a team; but when transferring that same information to a client or co-worker, you may need to translate that into giving them precise facts, or just the end result.

This next section is particularly useful for a dominant “S” style as you may have the tendency to not voice your opinions as much as others around you, while at the same time others will value the input you have.

The Compatibility of Your Behavioral Style

S WITH D The “S” and the “D” will work well together as the “S” will provide support the “D” needs and will help to keep the environment at a level they both can freely work together. The “S” may wish the “D” style would slow down the pace and be more people oriented when it comes to personal relationships.

S WITH I The “S” and the “I” style get along well in the work environment since the “S” will serve as support for the “I” in making sure tasks stay on track. In relationships the “I” may want to be more socially oriented while the “S” would prefer to spend more quality time with less people and outside activities.

S WITH S Two “S” styles work well together and also get along well in personal relationships as they both strive to work together as a team and provide a very sincere and meaningful relationship.

S WITH C The “S” and the “C” complement each other and work well together, as each style prefers to work at a pace that provides for accuracy. Also, both styles like to work on something together until completion, while the “I” and the “D” has a tendency to multitask rather than focus on one area until completion.

How You Can Enhance Interaction with Each Style

YOU with a **D**

You will tend to view a high D as argumentative, dictatorial, arrogant, domineering, nervous and hasty. You will likely resent them giving you orders, and be intimidated by their dictatorial approach. Although you will not get angry, you will be sorely tempted to get even. When confronted by the D, you will tend to withdraw and slow down the action.

Relationship Tip: It is imperative that you establish direct communication, and learn to deal with issues in a straightforward manner. Develop the ability to negotiate goals and commitments with them on an equal basis. The D will respect your desire to be direct, and it will enhance communication.

YOU with an **I**

You will tend to view a high I as egotistical, superficial, overly optimistic, glib, too self-assured and inattentive. On the surface, the relationship will look good, but internally you'll find yourself attempting to slow down the I's pace; even though you'll avoid confronting them.

Relationship Tip: Be friendly, they are more sincere than they seem be. Be complimentary and listen to their ideas. They will appreciate it if you recognize and discuss their accomplishments.

YOU with an **S**

You will view another S as dependable, self-controlled, patient, kind, accommodating and attentive. You will enjoy supporting each other, but little will be accomplished in the process. Each of you will avoid confrontation; and if you disagree, you won't do so openly. To accomplish results, you'll likely need some external means of setting goals.

Relationship Tip: Move towards goals at a steady pace. Express sincere appreciation for one another. You will enjoy the long lasting friendships you establish with another S and find them rewarding.

YOU with a **C**

You tend to view high C's as overly dependent, evasive, defensive, too focused on the details, too cautious and overly compliant. You'll be similar in that neither of you will want to hurry, nor will you desire to take charge and make a decision. However you may translate the C's coolness as rejection. Your tendency will be wanting to build a relationship too soon for them.

Relationship Tip: Move at a slower pace than you think you should; use the patience that epitomizes your personality. When presenting facts in a discussion, do so in a clear and organized manner. Be prepared for discussion, but expect the C to express doubts and put off a decision until they have considered the matter fully; so provide time for them to give full consideration to the ideas you present.

DISC Overview

Because human personality is comprised of varying intensities of the four behavioral styles, the DISC graph helps make the personality style more visual. The DISC graph plots the intensity of each of the four styles. All points above the midline are stronger intensities, while points below the midline are lesser intensities of DISC characteristics. It is possible to look at a DISC graph and instantly know the personality and behavioral characteristics of an individual.

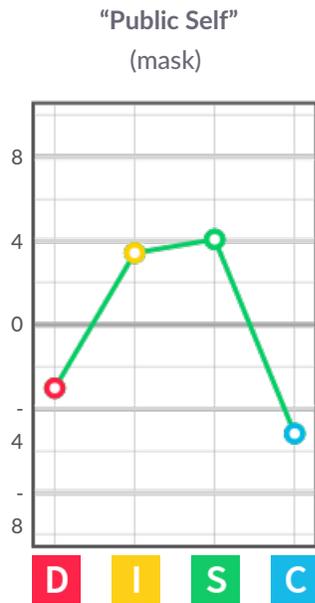
This chart below helps put the four dimensions of the personality into perspective

	D DOMINANT	I INFLUENCING	S STEADY	C COMPLIANT
Seeks:	Control	Recognition	Acceptance	Accuracy
Strengths:	Administration Leadership Determination	Persuading Enthusiasm Entertaining	Listening Teamwork Follow-through	Planning Systems Orchestration
Dislikes:	Inefficiency Indecisions	Routines Complexity	Insensitivity Impatience	Disorganization Impropriety
Decisions:	Decisive	Spontaneous	Conferring	Methodical

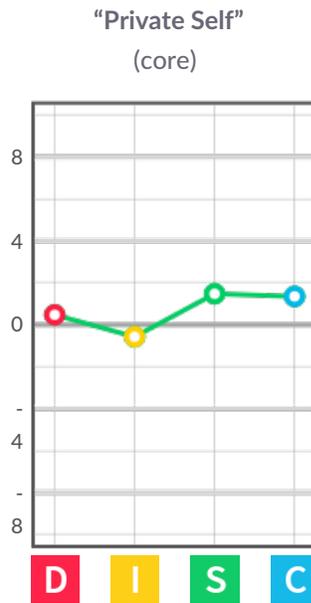


Your DISC Graphs

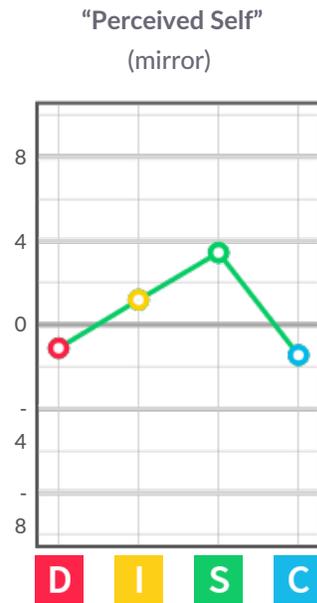
Below are your three DISC graphs and the meaning of each graph.



This graph displays the you others see. It reflects how you perceive the demands of your environment, and your perception of how you believe others expect you to behave.



This graph displays your instinctive response to pressure, and identifies how you are most likely to respond when stress or tension are present in your environment.



This graph displays the manner in which you perceive your typical behavior. It could be referred to as your self perception. At times you may be unaware of the behavior you use with other people.

Differences between the Public and Private Self:

People often act based on how they think others expect them to behave or to adapt to a specific job or role. This adapted behavior (the Public Self) represents what we project to the world. Your core style (Private Self) represents your instinctive response to pressure. During times of stress or tension, these core behaviors become prominent. This Private Self graph is least likely to change because these are natural and ingrained responses.

Little or no difference between the Private Self and Public Self indicates that there is not much need to adapt your style to your environment. However, if the Public Self is different from the Private Self, you may perceive a need to flex your style to fit your job, your current role or the expectations placed upon you.

Sample's Action Plan



This worksheet is a tool to enable effective communication. The goal is to help you maximize your strengths and minimize the effects of potential limitations by addressing characteristics common to your style.

This section gives you an opportunity to assess your personality style and get feedback from someone else.

Instructions

Step 1: The items listed below are areas of reflection. Give this page to another person who knows you well (associate, team member, teacher, family member, friend, etc.) and ask them to read each item and consider whether or not the items describe you, then, check either yes or no beside each item. Open dialogue is encouraged and any blind spots (areas of your personality that you are blind to) should be discussed. Since communication is a two way street, it is recommended that two people complete one another's worksheets.

Y N Volunteers or takes initiative for projects

Y N Would rather talk than work

Y N Thinks up new activities

Y N Frequently lacks follow through

Y N Creative and colorful

Y N Confidence fades fast

Y N Has energy and enthusiasm

Y N Outgoing and personable

Y N Priorities often get out of order

Y N Starts projects and tasks well

Y N Uses feelings rather than logic

Y N Inspirational to others

Y N Easily distracted

Y N Competent and steady

Y N Not goal oriented

Y N Avoids confrontation at all costs

Y N Sometimes inefficient

Y N Good under pressure

Y N Discourages others ideas

Y N Finds the easy way

Action Plan Continued

Step 2: Now, select three items that would benefit the most from focused attention. Discuss and determine specific outcomes and reasonable time frames for their achievement. Write the details in the spaces provided, along with notes helpful to achieving specific outcomes. Set a date 60-90 days from now for a discussion with your contact to review your progress. The person who works with you on this is important to your growth and should help you stay accountable to your plan.

The first item upon which I will focus:

- Review Date:

- Specific actions I will take on this item in the next 60 to 90 days:

- Specifics to address:

The second item upon which I will focus:

- Review Date:

- Specific actions I will take on this item in the next 60 to 90 days:

- Specifics to address:

The third item upon which I will focus:

- Review Date:

- Specific actions I will take on this item in the next 60 to 90 days:

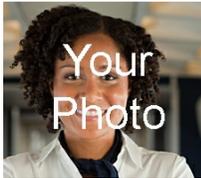
- Specifics to address:

Customize Your Report

The following pages are offered as an example of how we can customize your PeopleKeys DISC report by including additional content or creating customized content

Customize Your Report

Many of our clients choose to take advantage of our “*Custom Report Style*” feature. This is an application that allows you to *include customized content pages* to your base PeopleKeys report. Imagine having a report introduction that specifically describes and promotes, you or your company. What could you do if you could offer your clients a truly customized and totally unique report? **Below is an example sample introduction page** you can use to help you get started.



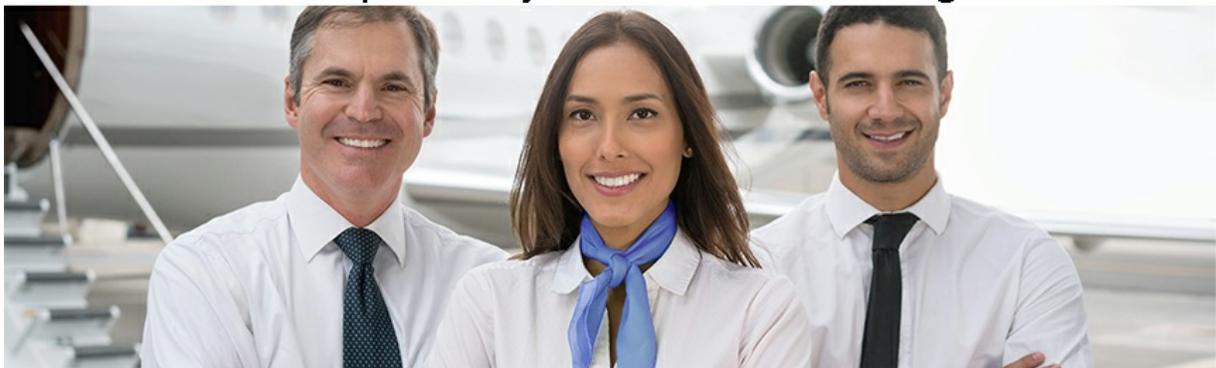
Let's start by introducing yourself. Here's your chance to let your customers and clients get to know you a little better.

I'm Lori Smith, your Certified Behavioral Consultant.

After 15 years as a Flight Attendant for a major airline, I have learned how valuable knowing someone's personality style can be. The ability to communicate effectively, especially with someone who is upset or angry becomes a critical skill at thirty-two thousand feet.

You're on your way to understanding people and this report will help you understand yourself. Fasten your seatbelts because we are ready to take off!

Add a photo of your team or other image



Our entire consulting and training team are all former airline pilots or attendants. Let us share our unique perspective as we help you and your team become more effective. With a combined experience of over 40 years we are the team you can depend on. Trust us to get you there safely.

Contact customer.service@peoplekeys.com to learn more about adding custom pages to your report.

Coupons or Offers Example Page

Consider using coupons, gift certificates, and other incentives to increase sales.

For trainers and presenters at live events, use this page to encourage participants to visit your booth or resource table. Offering coupons and gift certificates is an easy and effective way to increase traffic and drive more customers to you.

Try adding a coupon to your report using the Custom Report Style tool available in your PeopleKeys account.



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Take advantage of mobile technology by including QR Codes using the Custsom Report tool in your PeopleKeys account.

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Apply your certification to start your own coaching or consulting business, add to your professional credentials, or simply understand how to communicate more effectively with the people around you!



Contact PeopleKeys to learn more about the benefits of DISC certification for reaching your goals!



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