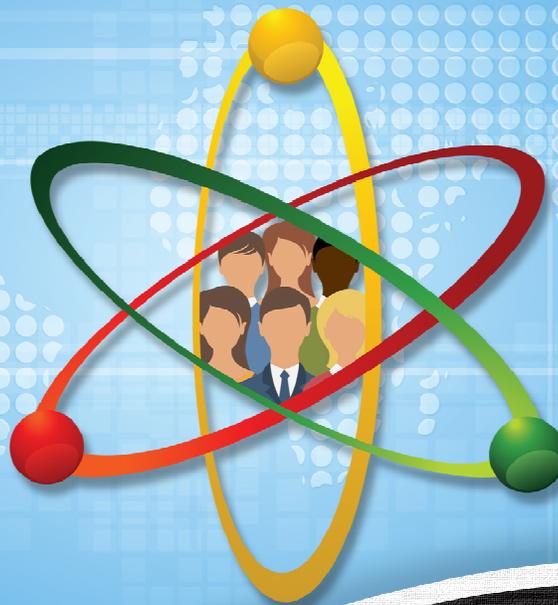


PROCESSING

PASSION



PRESENCE

DISCcompass Preview

DISCcompass™ Preview Report

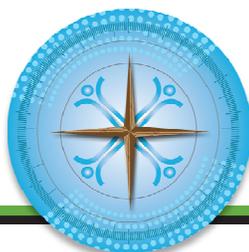
Personalized Report For:

Bobbi Sample

4/20/2018



Viatech Global - DEMO Report 520-447-7835 viatechglobal.com



Introduction to DISC*compass*™

Part I Understanding Yourself

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Part II Understanding and Reading People

Part III Adapting to Others – Reaching Charisma

"While we may not be able to control all that happens to us, we can control what happens inside us."

-- Benjamin Franklin

Congratulations on your completion of the DISC Behavioral *Compass* assessment – the *Compass* is a navigational instrument for finding direction in life-- it will show you the way to personal success and fulfillment -- it points toward all your unique talents. Now you begin your journey into your unique behavioral style.

Harvard Business School confirmed many years ago there are **three primary reasons** people achieve **extreme** success in all walks of life whether in the arts, military, professional or any other: 1) they know themselves, 2) they understand and “read” other people, and 3) they know how to adapt to others. The DISC*compass*™ teaches individuals, whether employer or employee, how to promote deeper communication that aids productivity and camaraderie. The *Compass* report takes your communication skills to a higher level because it teaches how to **adapt** to others.

DISC*compass*™ does not make value judgments because there is no “right” or “wrong” way to be. Instead, it concentrates on natural tendencies that influence your behavior. It is not about changing yourself or trying to be someone different. It is about growing and being the best you possible.

Behavioral Styles

Historical research reveals more than a dozen various models of human behavioral differences, but many share one common thread -- they all group behavior into four categories. Each one of us is a *specific blend* of all four styles.

D - Dominate	Fast paced & Task Oriented
I - Influential	Fast paced & People Oriented
S - Steady	Slow paced & People Oriented
C - Conscientious	Slow paced & Task Oriented

DISCcompass™ identifies patterns of external, observable behaviors using scales of pace and priority – we display some level of each. Because we can see and hear these behaviors, it is possible to “read” people, almost on contact. This DISCcompass™ is deceptively simple, quickly learned, and easy to continuously practice throughout your day.

PART I – Understanding Self. First, your DISCcompass™ focuses on understanding your own behavior style. It organizes what you already know about yourself at both a conscious and unconscious level, and it directs you in plain language toward what you do best and most naturally. Your report shows what makes you the individual you are and it shows you how other people see you. In this preview report we have included descriptive text describing your natural behavior plus the DISC graphs. *There is much more in the full report.*

The remainder of Part I, along with Part II and III, are available in the full report. Contact Viatech Global - DEMO Report at 520-447-7835 or michael@viatechglobal.com for a personalized debrief and your full report.

PART II – Understanding Others. Next you will learn how to “read” others’ behavior styles and begin predicting and interpreting how others feel and how they will behave. This is powerful information and must be used with kindness and in good taste.

PART III – Adapting to Others. Finally DISCcompass™ identifies ways for you to apply your style strengths and temporarily modify your style to meet the needs of a particular colleague, supervisor, friend or customer. We call this learned ability *adaptability*. Social scientists call it “Social or Emotional Intelligence.” In many cases our Emotional Intelligence (EQ) is more important than our Intelligence Quotient (IQ) in achieving success in today’s world. The concept of *adaptability* is presented in detail because knowing how to make people receptive and at ease is a remarkable talent, often called charisma. Understanding yourself, others, and the ability to adapt to others in fact raises your EQ!

Part I Understanding Yourself

IMPORTANT: Always read the text at the top of each page for explanations and directions.

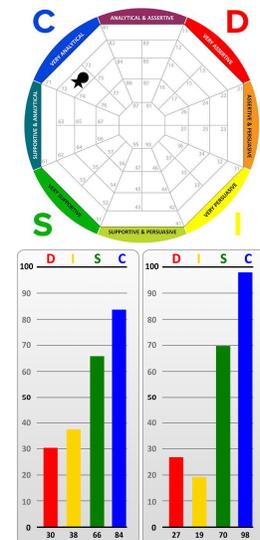
General Characteristics The narration below serves as a general overview or summary of your behavioral tendencies. It is derived mathematically, as is your entire **Compass** report, from your two graphs shown on page 6. It provides a preview of your journey toward understanding your unique behavior style.

Bobbi, your motto could be, "There is a right way and a wrong way to complete all projects. Let's complete it the right way." You score like those who read instructions on new appliances and computers. Whether at home or at the office, you like to do things correctly. When writing, rarely do you have the need for spell-checking or proofreading for grammar.

Your response pattern on the instrument indicates that you appreciate the security of efficient systems and procedures, and strive to maintain or improve them to the highest possible standards. This also might mean that you spend more time thinking about various processes and procedures than others on the team, and as a result, may act as an oracle for those who are uncertain. They ask you because they know you'll have the correct answer, but you may wonder why they didn't learn the correct procedure in the first place.

You demonstrate extremely high attention to detail as you strive for perfection. You strive to make things as high-quality as possible and may be disappointed when things turn out just "pretty good." Few people on the team have the ability to attend to details and to follow through the way you do.

Your response pattern on the instrument indicates that you persuade others by careful attention to detail, and through facts, data, and logic, rather than emotion. People can depend on you to present a case that is logical and supportable. This is the primary strength that you bring to a team or organization when at the decision-making table.



Adapted Natural

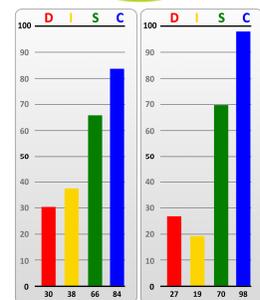
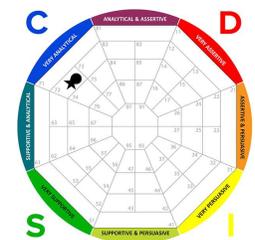
General Characteristics - Continued

You take calculated, educated risks only after a thoughtful analysis of the facts and data, and after you have examined all options and potential outcomes. This is a strength. However, when the team has a deadline, you could be perceived as a bottleneck to the process. Not maliciously, but because you want to analyze the facts and data and determine all possible outcomes as a result of a decision. Be aware of this, and be prepared to abbreviate the analysis a bit when the clock is ticking.

You like your space to be neat and well-organized. When the workspace is clean and clutter-free, you are more able to focus clearly on the project at hand.

You set high performance standards for yourself and others and expect everybody to meet those standards. You have remarkably good quality control skills and a high degree of patience. These traits combine to allow you to aim your sights higher than some others on the team. You lead by setting the example yourself, rather than delegating to others and walking away.

You are very conscientious and attentive to follow through in working on detailed projects and complex assignments. Others on the team can depend on you and the efforts you provide to make the project a success. Some on the team may not realize all of the work you have done, and all the thought you have given to the project, because much of it might have been done behind the scenes. To maintain your own sense of accomplishment, be certain that others on the team know what you're doing for them in the background. Your modesty may make this a challenge, but you should always find a time and place to make sure your efforts are being recognized.



Adapted Natural

RESOURCES: for more information and ideas about Human Behavior and DISC*compass*, contact Viatch Global - DEMO Report at 520-447-7835 or michael@viatchglobal.com.

Disclaimer

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