



# DISC Benchmark Profile

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A Benchmark Profile for **Explorer**

Personalized Report For: John Sample

6/22/2014



# Inside This Report

## How to use this Report

The Fitness report evaluates job candidates by first measuring and then identifying how the candidate’s typical behavioral style matches the behaviors required by job. Use this report to identify and measure how each candidate’s behavioral style matches the job requirements.

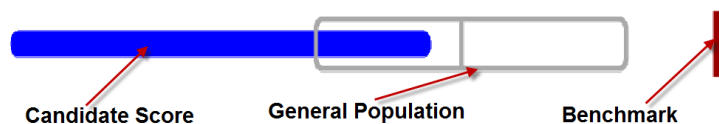
## Understanding Integrated Behavioral Fitness

Integrated Behavioral Fitness combines all four dimensions of DISC and uses the behavioral similarities and/or differences to maximize behavioral effectiveness on the job. In this report, all four dimensions of DISC behavior have been integrated in one overall measure of fitness when comparing an individual to a targeted job profile.

## Job Profile Fitness

The fitness rating is scored on a scale between 1% and 100%. The fitness rating represents the strength of the relationship between the candidate’s behavioral style and the behavioral requirements of a specific job.

The higher the fitness rating, the more able the candidate’s natural behavioral style can be applied to the task of getting the job done consistent to the job profile.



## Candidate Profile

The Candidate Profile is an overview of specific behavioral elements relevant to the candidate.

## Job Profile

The Job Profile is an overview of specific behavioral elements relevant to the job

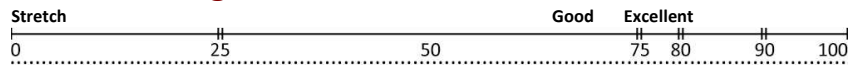
## Applying Fitness Rating

A sequential step by step approach to applying your fitness rating score.

## Job Profile Fitness: John Compared to Explorer



**Fitness Rating: 77%**



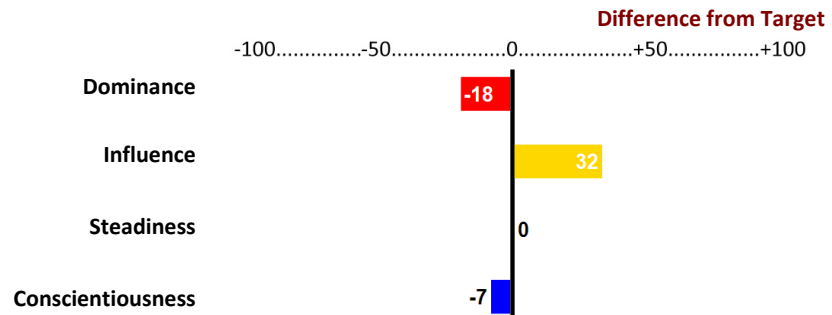
Blue bar = candidate score    Red hash mark = benchmark    Grey range = general population.

**Behavioral Style: Assessor**

### Description of difference from target (right)

Values closest to (0) zero indicate a greater fitness for the specific role.

Values furthest from the target indicate a lower fitness for the specific role.



### John Style Fast Facts:

Integrated Fitness Rating: **77%**  
 Style Category: **Dominance**  
 Style Name: **Assessor**  
 % of General Population with same style: **7%**

#### Candidate Most Effective When

- Freedom to express your ideas.
- Activities including many opportunities for interaction with people.
- Projects requiring you to motivate and persuade people.

#### Strengths Candidate Brings to Job

- On the job, you bring a high degree of optimism and a strong desire to win.
- You have the ability to handle both the "people side" and the detail side of a project with equal skill and confidence.
- You show a special ability to help others on the team visualize the activities necessary to obtain success in a complex project.

### Explorer Style Fast Facts:

Integrated Fitness Rating: **100%**  
 Style Category: **Dominance**  
 Style Name: **Explorer**  
 % of General Population with same style: **3%**

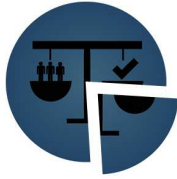
#### Ideal Candidates Most Effective When

- Power and authority to make decisions and create change.
- Challenging assignments that are both detailed and wide in scope.
- Opportunities for one to work alone, and to think things through.

#### Ideal Candidates for Job Bring

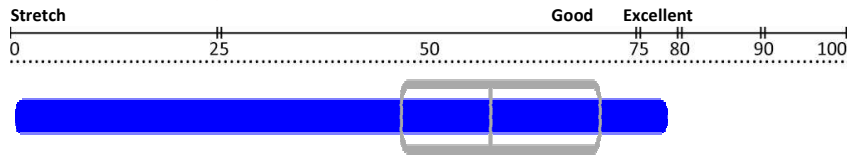
- You are able to look at a project from a "big picture" perspective, while keeping track of the details and minutiae that contribute to each step.
- You tend to make day-to-day operational decisions very quickly and easily. You devote substantially more time, effort, and caution to larger decisions.
- You motivate others on the team with a sense of competition and urgency.

### Job Profile Fitness Continued: John Compared to Explorer



Behavioral Style: **Assessor**

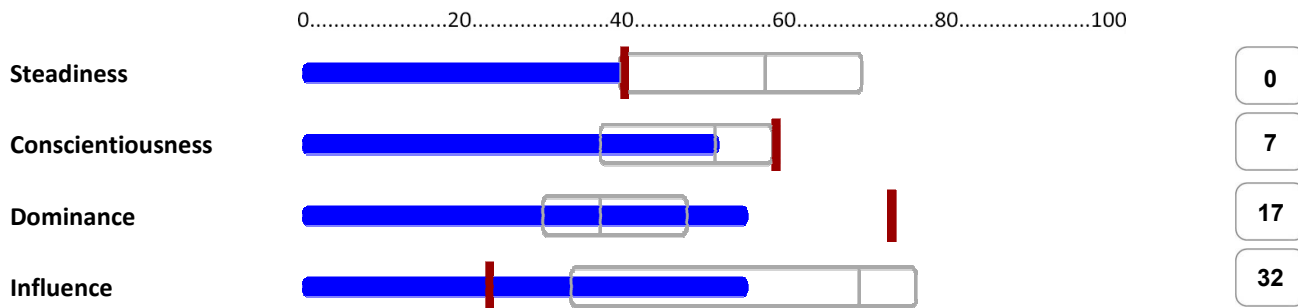
**Fitness Rating: 77%**



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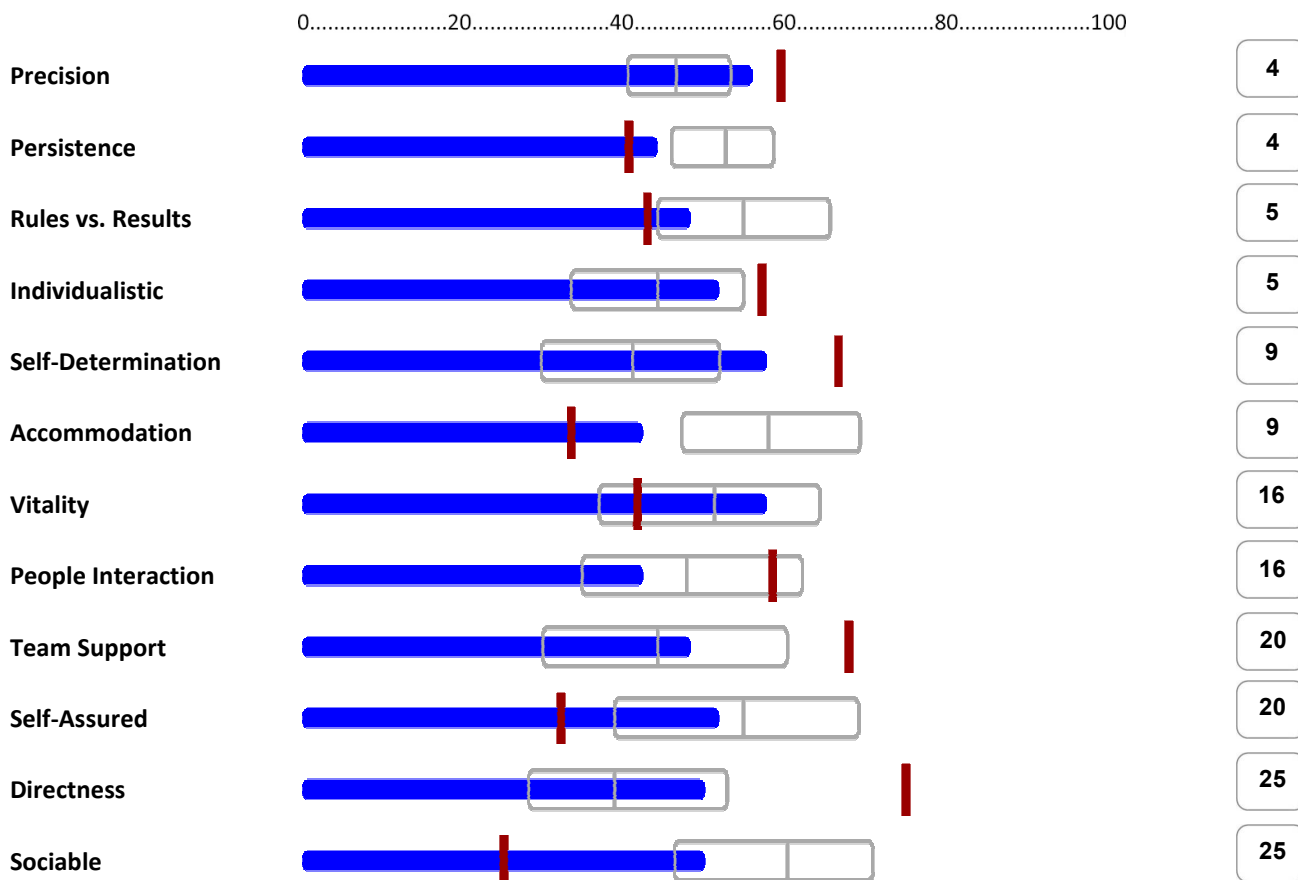
#### (4) DISC Factor Comparison: John

Difference from Target



#### (12) DISC Factor Comparison: John

Difference from Target

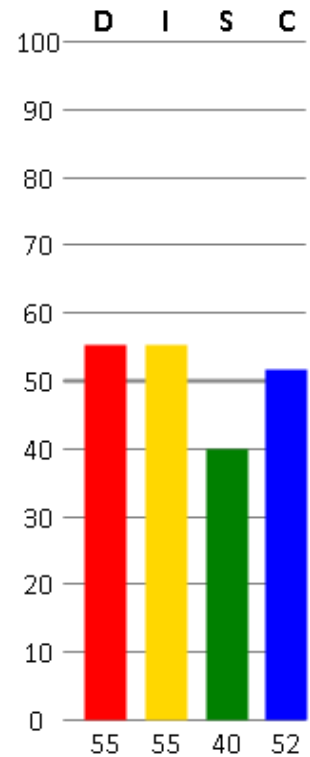


## John's Behavioral Style: Overview

John's Behavioral Style: **Assessor**

### Assessor Style Overview

- Emotional characteristic: Strong desire to look good to others.
- Goals: To win and to win with style.
- How others are valued: By their ability to trigger action and activities.
- Influences group: Acknowledgement of others' competitive ideas.
- Value to the organization: Players who work through others.
- "Watch-out-for": Can overstep bounds of authority and be overly clever.
- When under pressure: Can become overly critical and impatient with others.
- Fears: Looking bad in the eyes of other people and/or not being viewed as a winner.



#### John Strengths:

- You have the ability to handle both people and details, with equal skill and confidence.
- An optimistic team player, you are able to motivate others toward their goals.
- You are able to negotiate conflicts between people and teams in a win-win manner.

#### John Potential Areas For Improvement:

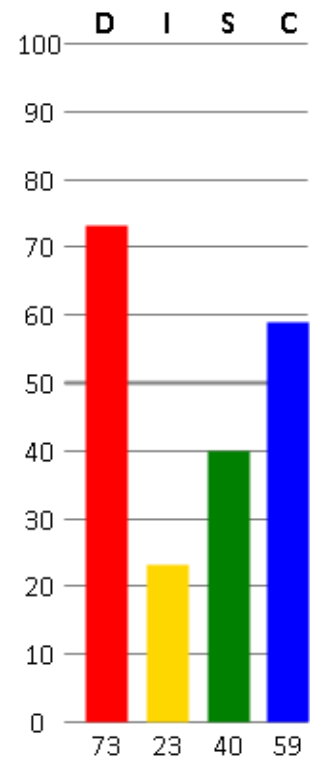
- Your high level of enthusiasm may be seen by some as shallow or self-absorbed.
- You may tend to promise a bit more than you can deliver, then enlist the help of others to ensure timely delivery.
- You may be overly optimistic in judging others' abilities.

## Job Profile (Benchmark): Explorer Overview

Behavioral Style: **Explorer**

### Explorer Style Overview

- Emotional characteristic: May shift between being aggressive or restrained.
- Goals: Achieving dominance and reaching unique goals.
- How others are valued: Do others meet their standards? Can others present unique ideas that are move things forward both effectively and accurately?
- Influences group: Will establish an observable focus on building structures to help the group achieve objectives and accomplish goals.
- Value to the organization: Will initiate or adjust tactics and plans.
- “Watch-out-for”: Can become overly critical, blunt with others and sometime look down at other peoples ideas.
- When under pressure: Can become bored with routine tasks. Does not respond well to micro-management. Can attempt to dominate situations and trailblaze.
- Fears: Situations without personal influence; will struggle with personal poor performance.



#### Explorer Strengths:

- You consider many alternatives, theories, and possibilities in your problem-solving approach.
- You put hard work and heavy effort into finding the best possible answers to questions or problems.
- You are able to find solutions quickly, with a high degree of quality control.

#### Explorer Potential Areas For Improvement:

- You have a strong need for perfection and may not be satisfied until it has been reached.
- You could use some assistance in prioritizing issues.
- You may sulk or withdraw if not given attention and/or credit for ideas submitted.

## Applying Fitness Rating

A behavioral style itself is not so much what the individual thinks or says about a person, thing or idea. It's your observation of how that individual tends to **act** toward people, things and ideas.

Your behavioral style fitness rating places a candidate's fitness compared to a specific job benchmark. A three-level rating system is used ranging from stretch to excellent to further clarify the fitness rating.

A candidate's fitness % rating is viewed as their style's behavioral "distance" from the job style target.

**1<sup>st</sup>** Consider the fitness rating score like a score you are familiar with on a scale from 1 to 100. The higher the fitness rating score, the more confident you can be that the desired behaviors you want for a specific job will be observable with this candidate.

**2<sup>nd</sup>** Remember that in human relationships, opposite attract because each person has something that other feels will be desirable. However, in the behavioral style fitness rating, attracting opposites is not our goal. Our goal is to reduce the behavioral uncertainty between the behaviors of a candidate and the targeted behaviors for a specific job.

**3<sup>rd</sup>** A fitness rating of .75% means that the candidate and the job profile share .75% of the target behaviors whereas 25% of the behavioral style is different. To understand which behaviors are similar or different, look at the 12 factors and four factor details on page 4 of this report.

**Please note:** When interpreting behavioral style ratings, the lower the fitness rating, the more you can expect the candidate will revert to their natural behavioral style under stressful work conditions caused by the natural demands of the job.

**4<sup>th</sup>** There are certain job profiles that are very unique and not easily found in the workplace. While a candidate's job profile rating may appear lower than desired, the candidate job profile rating may be the "best of the worst" scores.

In these situations, you may need to take two actions: (1) focus on specific attributes of the candidate (use either the (12) factor analysis or (4) factor analysis on page 4) that **must** fit the job profile and (2) use other work structures, reminders or support for the candidate in those areas that the candidate falls far from the target behavior (see the 12 factors).

**5<sup>th</sup>** The general percentile ranking measures the similarity rating for this specific job against the general working population. The general percentile ranking of 85%, for example, means the candidate similarity rating is higher than the scores of 85% of the general working population.

**6<sup>th</sup> Excellent** Fitness Ratings means the employee/candidate will spend less energy adapting their behaviors to the behavior required of the targeted job role.

A **Good** Fitness Rating means the employee/candidate will need to be reminded from time to time of their behavioral effectiveness in their role.

A **Stretch** Fitness Rating means the employee/candidate will need to facilitate their behavioral effectiveness through consistent timely feedback about their behavioral effectiveness.