

JUDGMENT

PASSION



BEHAVIOR

INSIGHT

DISCcompass™ Lite General

DISCcompass™ Lite General Report

Personalized Report For:

Bob Sample

10/31/2014

Viatech  **Global**
ACCELERATING HUMAN PERFORMANCE

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"To love what you do and feel that it matters -- how could anything be more fun?"

-- Katharine Graham

Congratulations on your completion of the DISCcompass™ Behavioral 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 DISCcompass™ 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.

DISCcompass™ 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

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

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. DISCcompass™ identifies patterns of external, observable behaviors using scales of pace and priority – we each 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.

Understanding Yourself

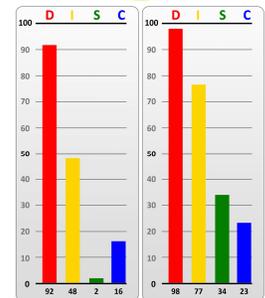
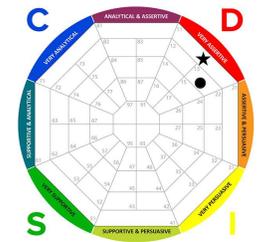
General Characteristics The narration below serves as a general overview or summary of your behavioral tendencies. It is derived mathematically, as is your entire **Compass** report, from your two graphs shown on page 7. It provides a preview of your journey toward understanding your unique behavior style.

Bob, the pattern of your responses indicates that you may be perceived as one who is very resourceful, well-networked, and influential. Your "people skills" allow you to be verbally fluent in speaking with others, and your risk-taking spirit allows you to bring a high level of influence and energy to projects. Your sense of urgency in getting things done contributes to your ability to create an active and efficient work climate.

Bob, you have a confident attitude and a forceful determination to succeed in any challenge you accept. Traits that fuel this attitude include your adventurous drive, realistic optimism, urgency, and your ability to challenge existing rules and protocol. This allows you to have an impact that positively affects the organization in ways that are new and innovative. Our coaching is designed to help you govern your inherent sense of urgency, so that others in the process don't feel left behind or ignored.

You are seen by others as a "mover and shaker" who jumps in to compete with the best. Your competitive spirit breeds a willingness to try new and difficult assignments. This can serve as a model of leadership to the organization. You have the ability to influence others, cooperate on a project, and to set the pace as to what needs to be done. You have the ability to delegate certain tasks with rapid speed. Our coaching shows how to delegate those tasks requiring lots of detail work, so that you can maintain focus on the "big picture" aspects of the project.

Fueled by ego and optimism, you may be seen as a bold risk-taker by others, especially those who tend to be averse to taking risks. This is something that can be good for you and the team, because your input can take the team to new levels of accomplishment. As an individual, you have determined that this drive has helped you succeed in previous challenges.



Adapted Natural

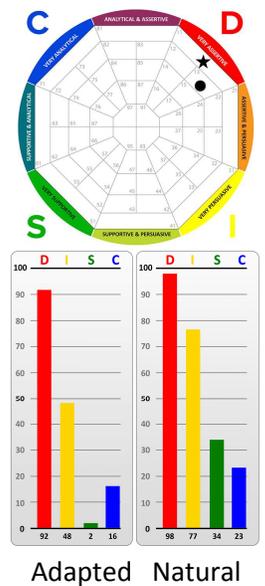
General Characteristics - Continued

Your response pattern shows that you have high expectations for others, in regard to pace of production. The fact that not everyone can maintain your pace could be a source of disappointment. Our coaching here is aimed at helping you realize that slightly slower-moving people can still bring valuable analysis and insight to the team.

You demonstrate a high degree of assertiveness and persuasiveness. This is a strength, as long as it is monitored and governed so as not to alienate others who may not be as outspoken as you are. People who score like you may be perceived by some to be overly aggressive. When you are working with those less assertive, attempt to soften your approach a bit, and you'll find them more willing to get on board with an idea or project.

You are known to others as a self-starter: one who makes things happen rather than waiting for things to happen. You score like those who could be called "opportunists." They see a task that needs to be performed, or a system that needs to be changed, and take the initiative to effect the appropriate solution. This is a strength that can have enormously positive impact within an organization, as long as time and attention is spent to prevent negative fallout. As there are some who may not embrace change as quickly as you do, be certain to communicate plans clearly, and pre-condition those on the team who prefer the status quo.

You are able to see the "big picture" and communicate it clearly to others. Your rapid insight, quick analysis, and fluent verbal skills combine into a rare strength that allows you to articulate complex ideas in a concise manner, without embellishments and rambling. This helps in communicating with large groups with maximum clarity and minimum ambiguity.



Your Strengths: What You Bring to the Organization

You consistently display your strength characteristics. For the most part, these qualities enhance your effectiveness within your organization. Work Style Preferences provide useful insights as you work in a job or as you work together on a team or family project. They are the talents and tendencies you bring to your job and they are what have made you successful thus far in your career and in life!

Your Strengths:

You have the ability to be both firm and friendly, as the situation demands.

You are able to direct and motivate others, while still being sensitive to their needs and concerns.

You are able to efficiently multi-task, maintaining control over many projects simultaneously.

You tend to take on challenging assignments or difficult tasks, and succeed with them.

You are ready to take the credit or assume the blame for the results.

You have the ability to develop bold and new solutions independently, without deferring to others.

You are socially poised and confident, able to speak in a persuasive way to both small and large groups of people.

Your Work Style Tendencies – What you bring to the Job:

You want to be perceived as one who loves challenges, competition, and difficult assignments.

You like to generate new ideas, allowing others work on the details of a project.

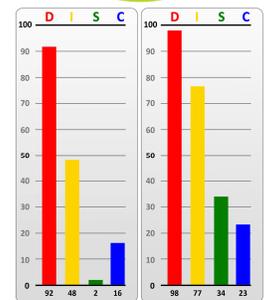
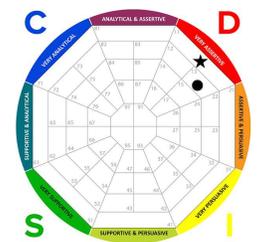
You tend to rely more heavily on your own evaluations and decisions, than on the input of others.

A very resourceful individual, you can adapt to many different environments quickly.

You are not easily influenced by the group, or by the constraints of organizational protocol.

You show interest in many areas of the organization.

You set high goals for yourself and others.



Adapted Natural

Your Ideal Work Environment

Everybody is motivated internally. And, each of us is motivated for our own reasons, not somebody else's reasons. By understanding your motivations, you can create (or find) an environment where you are most likely to be self-motivated and successful.

You Will Be Most Effective In Environments That Provide:

Opportunities for multi-tasking, and multi-threaded projects.

Freedom from details and minutiae.

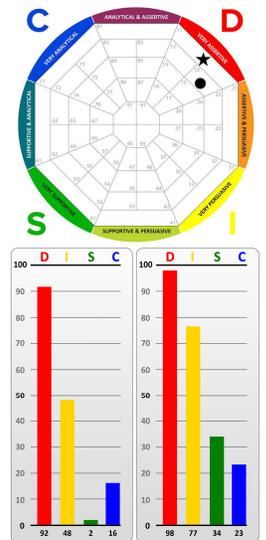
Performance appraisals based on the results achieved, not the means or process used.

A cutting-edge, innovative, entrepreneurial atmosphere with lots of latitude to express your ideas.

Few, if any controls or limitations on your authority.

Many varying experiences, including some occasional unexpected surprises or problems.

A wide sphere of influence and responsibility.

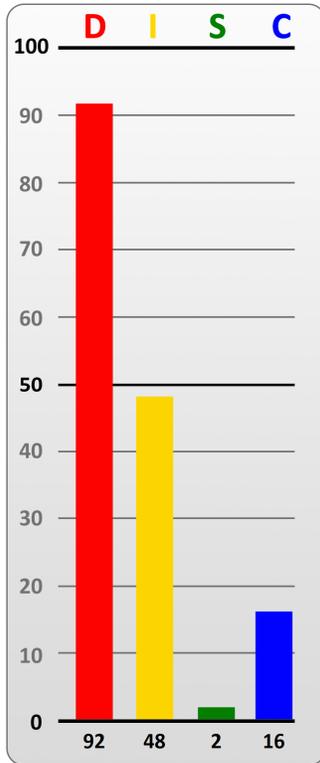


Adapted Natural

DISCcompass™ Graphs for BobSample

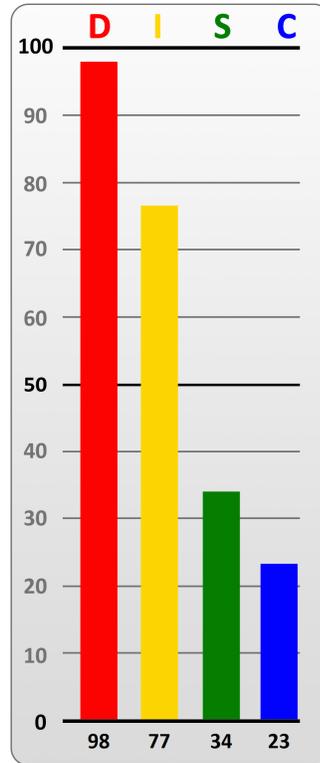
Your Adapted Style indicates you tend to use the behavioral traits of the D style(s) in your selected focus. Your Natural Style indicates that you naturally tend to use the behavioral traits of the DI style(s).

Adapted Style
Graph I



Pattern: D (6311)

Natural Style
Graph II



Pattern: DI (6522)

Graph I (Adapted)

Your “most changeable” graph; alters to meet needs of new environment such as job change, new supervisor, family change, health problems, etc.

This is your “Conscious Mind” or “Mask”— the way you wish to be perceived

It is the way colleagues and acquaintances would describe you

Graph II (Natural)

Usually very consistent throughout your life – doesn’t normally change

This is your “Unconscious Mind” – where you know who you are and always have

People close to you see these traits, with your highest traits being most visible

NOTE: If your two Graphs are similar, it means you tend to use your Natural behaviors in your work (social, relationship) environment. If your Adapted Style is *very* different from your Natural Style, you are using behaviors that are not as comfortable or natural for you. The more disparity between the two graphs, the more likelihood you are stressed in the environment in which you chose to focus for this report, usually work.

Your Personal DISCcompass™

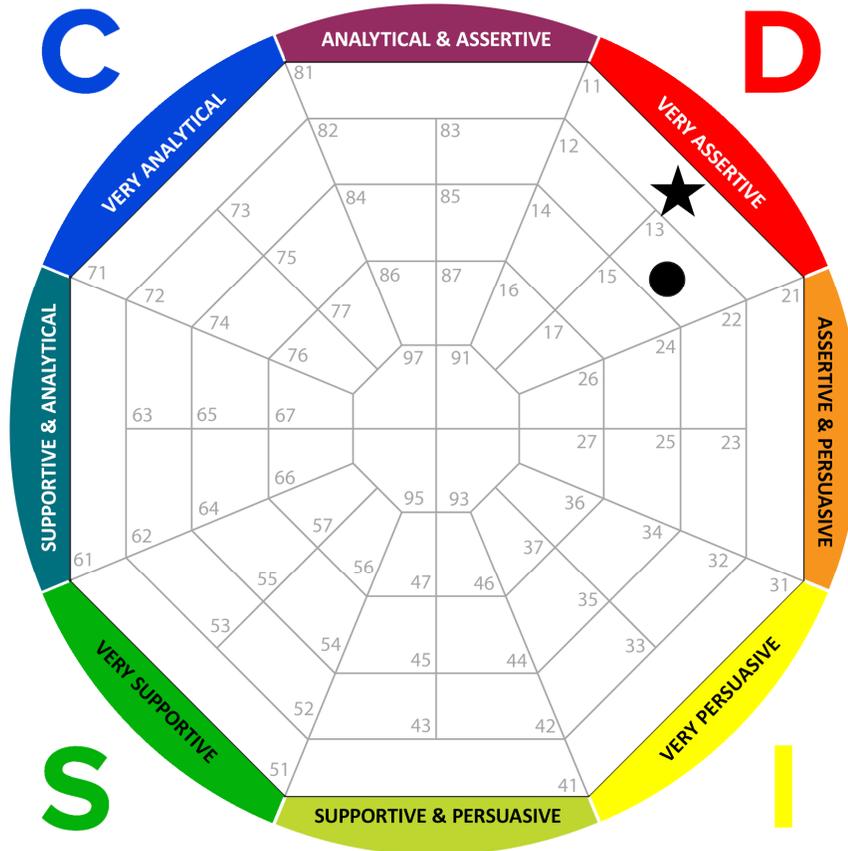
This is your personal Compass! You consistently display your NATURAL strength characteristics, shown on the Compass by the DOT. Compass lists your NATURAL strengths that make you effective. Your ADAPTED Style is shown on the Compass by a STAR. Its position provides useful insights as you work in a job.

C
Data, Fact & Analysis Based. Precise & Accurate
Trusts in the Value of Structure, Standards & Order. Sees the value of "Rules".

Efficient, Analytical, Organized, Factual, Practical, Innovative.

D
Assertive, Results Focused, Rapid Decisions, Will Seek Challenges, Can be Aggressive and Impatient, Desires to Lead.

S
Balances & Values Data & Diplomacy, Mindful of the "Rules". Goal Focused, Dislikes Confusion, Ambiguity.



I
Both Assertive and Persuasive, Embraces New Concepts, Often a Mover and a Shaker, Can be very outgoing with High Energy and Engaging Effort.

S
Very Patient, Favors Stability and Structure. Not a Risk Taker, Operates at a Steady, Even Pace.

I
Supportive & Persuasive, Good Team Player, Creates Good Will & provides Good Customer Service.

I
Very Outgoing & Persuasive, Very People Oriented, a True Optimistic Outlook, Strong Communication Skills, Likes Variety in life.

Key to Your Compass

- = (13) Natural Behavioral Style
- ★ = (11) Adapted Behavioral Style

12 Behavioral Tendencies

The primary styles - **D, I, S, and C** - are each influenced by the other three styles in our behavioral expression. You are not just **one** of these styles; you are the result of all four combining and affecting each other.

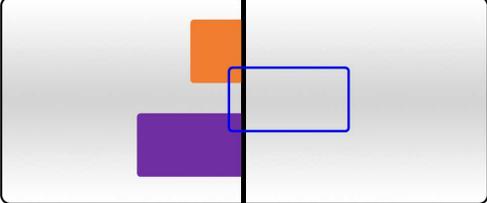
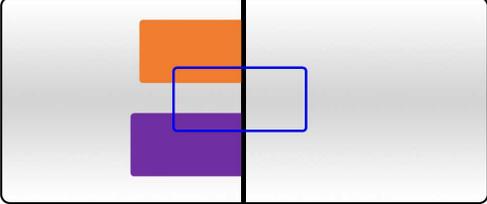
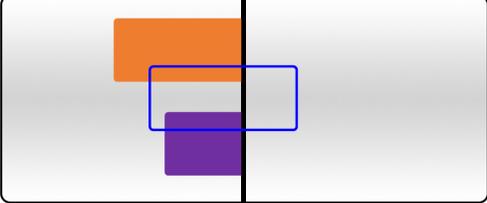
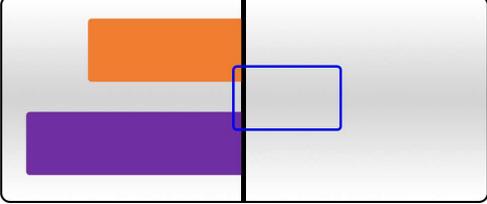
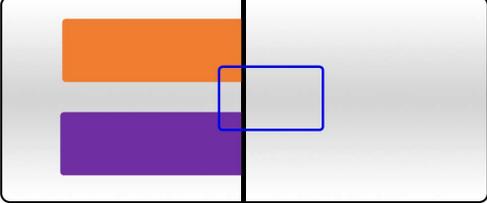
For each of these you will see a graph and personalized statement for your Natural and Adapted style. These reveal which of your style combinations are most observable and describe how you express that tendency based on your DISC blend.

Note:

- The behavioral tendencies are presented in the order from **Most Frequently Observed to Least Frequently Observed**.
- **Frequency Observed:**
 - **HI** – Clearly observed in most situations, seen more often
 - **HM** – Frequently observed in many situations
 - **MOD** – May or may not be observed depending on the situation
 - **LM** – Sometimes observed in some situations
 - **LOW** - Absence of the behavior in most situations
- As the graph **moves to one side**, it shows which style has the greatest influence and how the other style has less influence. If the graphs are near the center, the result is a balancing behavioral effect with both styles affecting your behavior in that tendency.
- The **blue box** represents the general population in this behavioral tendency. 68% of people score in this range.

Balanced	
<p>Providing & Following Directions</p> <p>Natural (HI): You are assertive, direct and results-focused, likely to resist set expectations, preferring to set your own course and outline directions for others to follow.</p> <p>Adapted (HI): You are assertive, direct and results-focused, likely to resist set expectations, preferring to set your own course and outline directions for others to follow.</p>	<p>Reserved & Detailed (C) Directive & Concise (D)</p>
<p>Determination</p> <p>Natural (HI): You are self-determined, focused on taking immediate actions that achieve immediate results and goals.</p> <p>Adapted (HI): You are self-determined, focused on taking immediate actions that achieve immediate results and goals.</p>	<p>Others-driven (S) Self-Driven (D)</p>

Balanced	
<p style="text-align: center;">Confidence</p> <p>Natural (HM): You are somewhat confident when interacting with others, quick paced and focused on personal connections, and may tend to elaborate to engage with others.</p> <p>Adapted (HM): You are somewhat confident when interacting with others, quick paced and focused on personal connections, and may tend to elaborate to engage with others.</p>	<p style="text-align: center;">Structure (C) Social (I)</p>
<p style="text-align: center;">Customer Orientation</p> <p>Natural (HM): You are somewhat engaging, charming, persuasive, and influential, often connecting with both internal and external customers in a way that builds trust and confidence.</p> <p>Adapted (HM): You are somewhat engaging, charming, persuasive, and influential, often connecting with both internal and external customers in a way that builds trust and confidence.</p>	<p style="text-align: center;">Supporting (S) Engaging (I)</p>
<p style="text-align: center;">Efficiency</p> <p>Natural (HM): You are quite results driven, focused on accomplishing things quickly and efficiently and are likely to do so mostly independently.</p> <p>Adapted (HM): You are quite results driven, focused on accomplishing things quickly and efficiently and are likely to do so mostly independently.</p>	<p style="text-align: center;">Interactive (I) Independent (D)</p>
<p style="text-align: center;">Process & Follow-through</p> <p>Natural (MOD): Your process and follow through is balanced between keeping things methodical and steady and upholding quality standards to be sure what you are doing is accurate and precise.</p> <p>Adapted (MOD): Your process and follow through is balanced between keeping things methodical and steady and upholding quality standards to be sure what you are doing is accurate and precise.</p>	<p style="text-align: center;">Accuracy (C) Consistency (S)</p>
<p style="text-align: center;">Planning</p> <p>Natural (MOD): Your plans are a combination of careful deliberations to ensure quality outcomes, and systems and processes that allow forward movement in a predictable, steady environment.</p> <p>Adapted (MOD): Your plans are a combination of careful deliberations to ensure quality outcomes, and systems and processes that allow forward movement in a predictable, steady environment.</p>	<p style="text-align: center;">Predictability (S) Precision (C)</p>

<p style="text-align: center;">Interaction</p> <p>Natural (LM): You are somewhat results driven in your interactions, preferring not to connect socially unless there is a specific outcome or purpose.</p> <p>Adapted (LM): You are somewhat results driven in your interactions, preferring not to connect socially unless there is a specific outcome or purpose.</p>	<p style="text-align: center;">Balanced</p> <p style="text-align: center;">Results-Focused (D) Relationships-Focused (I)</p> 
<p style="text-align: center;">Vigilance</p> <p>Natural (LM): You act more impulsively based on intuition and feelings rather than taking the time to carefully consider the risks and consequences.</p> <p>Adapted (LM): You act more impulsively based on intuition and feelings rather than taking the time to carefully consider the risks and consequences.</p>	<p style="text-align: center;">Impulsive (I) Cautious (S)</p> 
<p style="text-align: center;">Reasoning</p> <p>Natural (LM): You often rely on your feelings and interactions with others to make decisions, choosing what is likely to be social acceptable.</p> <p>Adapted (LM): You often rely on your feelings and interactions with others to make decisions, choosing what is likely to be social acceptable.</p>	<p style="text-align: center;">Intuition-based (I) Evidence-based (C)</p> 
<p style="text-align: center;">Change-oriented</p> <p>Natural (LOW): You can be resolute and determined in times of change, desiring to have the authority to command and direct activities and reach immediate results and solutions.</p> <p>Adapted (LOW): You can be resolute and determined in times of change, desiring to have the authority to command and direct activities and reach immediate results and solutions.</p>	<p style="text-align: center;">Driving (D) Understanding (S)</p> 
<p style="text-align: center;">Prioritizing</p> <p>Natural (LOW): You frequently focus specifically and directly on results now and take actions that target immediate accomplishments, likely unconcerned with the established guidelines.</p> <p>Adapted (LOW): You frequently focus specifically and directly on results now and take actions that target immediate accomplishments, likely unconcerned with the established guidelines.</p>	<p style="text-align: center;">Results (D) Rules (C)</p> 

RESOURCES: for more information and ideas about Human Behavior and DISC*compass*[™], contact Viatech Global - DEMO Report.

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