

DISCcompass and Passions Preview

A Dual Evaluation of Behavioral & Motivational Styles

Report For: **John Sample**

Focus: **Work**

Date: **5/26/2016**

Table of Contents – The greyed-out items are available in the 30 page lite report and the 60 page in depth full report. Contact michael@viatechglobal.com for additional information.

Introduction to the DISC & Motivators Combined Report 3

PART I Understanding DISC & MOTIVATORS

DISC..... 4

Motivators 5

PART II Understanding Yourself

DISC & Motivators Graphs..... 6

Your Behavioral Style..... 7

Your Personalized Graphs

Communication Tips for Others

What You Bring to the Organization

The Behavioral Tendencies

Summary of Your DISC Style

Your Motivators..... 8

Motivators Dimensions

Summary of Your Motivators

Introduction to the DISC & Motivators Combined Report

Research shows that the most successful people share the common trait of self-awareness. They're able to more quickly recognize situations that will make them more successful and avoid those that might not. With this personalized and comprehensive DISC and Motivators combined report, you have tools to help you become a better you.

Please Note: Any behavioral descriptions mentioned in this report are only **tendencies** for your style group and may or may not specifically apply to you personally.

Remember:

- **DISC** measures **observable behavior** and **emotion**.
- **Motivators** shows the **values** that **drive** our behavior and emotion.

When our DISC and MOTIVATORS are **in alignment**, we have personal **synergy**. When our DISC and MOTIVATORS are **not in alignment**, we experience personal **conflict or tension**.

Keep in mind this is a complementary preview report. There is much more in the full-length reports. To schedule a no obligation conversation with a certified facilitator on how our tools can start you on the path towards insightful self-realization and/or increase team effectiveness contact michael@viatechglobal.com or call us at 520-447-7835.

UNDERSTANDING DISC & MOTIVATORS

DISC STYLES

DISC is a simple, practical, easy to remember and universally applicable model. It focuses on individual patterns of external, observable behaviors and measures the intensity of characteristics using scales of directness and openness for each of the four styles:

Dominance, Influence, Steadiness, and Conscientious.

STYLE	TENDENCIES
Dominance	Tends to be direct and guarded
Influence	Tends to be direct and open
Steadiness	Tends to be indirect and open
Conscientious	Tends to be indirect and guarded

Using the DISC model, it is easy to identify and understand our own style, recognize and cognitively adapt to different styles, and develop a process to communicate more effectively with others. As you begin to explore the DISC styles and see them in your own life and in your relationships, keep in mind the following:

BEHAVIOR DESCRIPTORS OF EACH STYLE

DOMINANCE	INFLUENCE	STEADINESS	CONSCIENTIOUS
Decisive	Charming	Understanding	Accurate
Competitive	Confident	Friendly	Precise
Daring	Convincing	Good Listener	Analytical
Direct	Enthusiastic	Patient	Compliant
Innovative	Inspiring	Relaxed	Courteous
Persistent	Optimistic	Sincere	Diplomatic
Adventurous	Persuasive	Stable	Detailed
Problem Solver	Sociable	Steady	Fact Finder
Results Oriented	Trusting	Team Player	Objective

MOTIVATORS

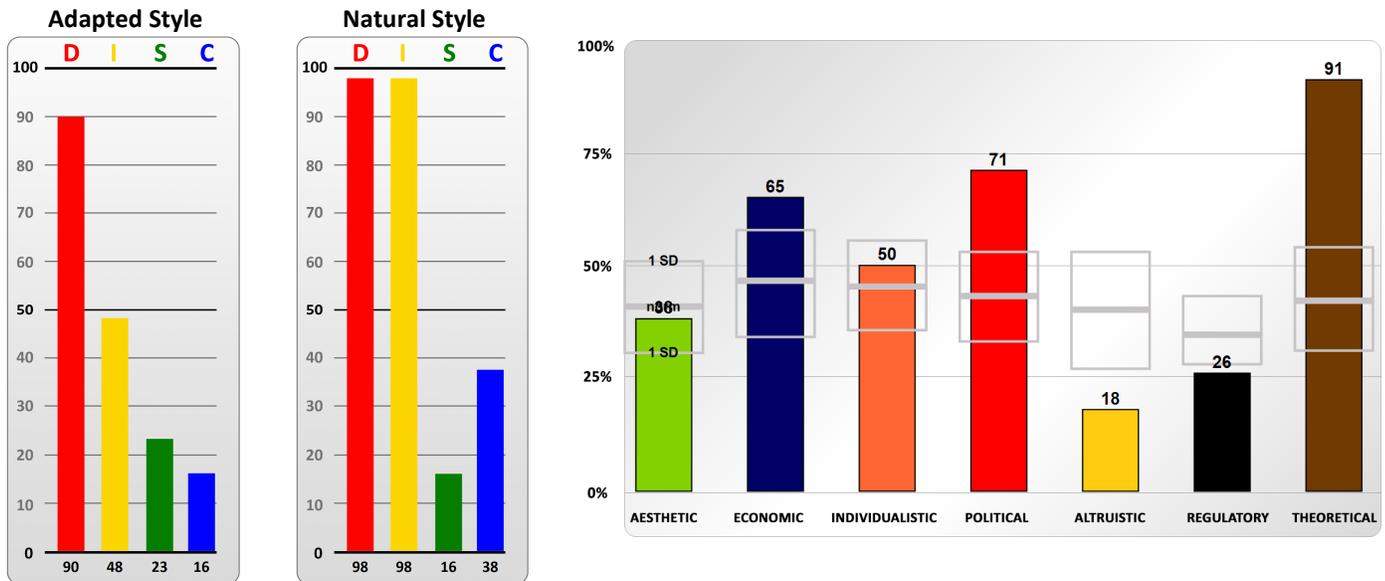
The Motivators assessment is the result of Dr. Edward Spranger's and Gordon Allport's combined research into what drives and motivates an individual. The seven dimensions of value discovered between these two researchers identify the reasons that drive an individual to utilize their talents in the unique way they do. Motivators will help you understand your own drivers, providing a clear course on how to maximize your performance by achieving better alignment with what you do.

The 7 Dimensions of Motivation

Those who understand their natural motivators better are far more likely to pursue the right opportunities, for the right reasons, and get the results they desire. This report measures seven dimensions of motivation that filter and guide our behaviors and decisions:

-  **Aesthetic** - a drive for balance, harmony and form.
-  **Economic** - a drive for economic or practical returns.
-  **Individualistic** - a drive to stand out as independent and unique.
-  **Political** - a drive to be in control or have influence.
-  **Altruistic** - a drive for humanitarian efforts or to help others altruistically.
-  **Regulatory** - a drive to establish order, routine and structure.
-  **Theoretical** - a drive for knowledge, learning and understanding.

PART II - UNDERSTANDING YOURSELF



DISC describes you based on your observable behavior which can provide insights for others regarding your communication preferences and how you will likely interact with and respond to them.

MOTIVATORS describe you based on your values and beliefs. Understanding motivation helps reveal your preferences and why you do what you do. It is vital for aligned, superior performance that our motivators are satisfied by what we do.

Through this report you have an opportunity to discover (observe and evaluate) your behavioral responses in various environments and examine your unique values and what drives you to behave in the ways you do. You can explore your actions and reactions (and the actions and reactions of others) in a variety of situations and contexts to determine the most effective communication strategy or course of action to be sure you are living in alignment and able to express your best self.

Your Behavioral Style: Dynamo

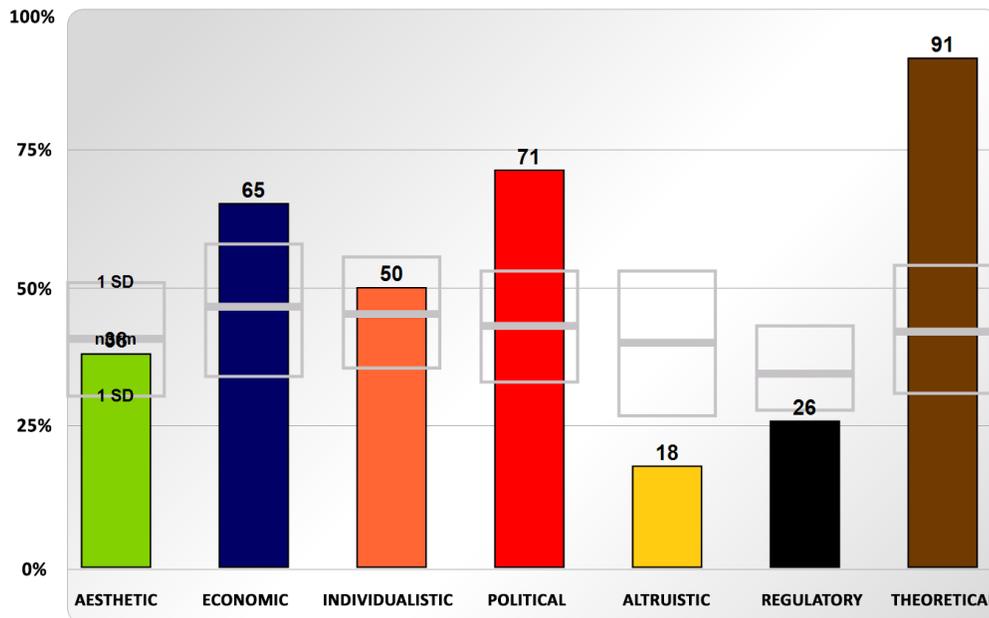
Dynamos will make an attempt to adjust or modify the thoughts and actions of others. They are good at understanding how to steer others toward a predetermined result. They will set the stage for the desired result before they verbalize that desire. Their strong persuasive skills can elicit cooperation from others but sometimes create a feeling by others of being manipulated. Dynamos can be intimidating and can seek to override the decisions of others.

Below are some key behavioral insights to keep in mind and share with others to strengthen your relationships.

- **Emotional characteristic:** May appear to not need attention or affirmation from others.
- **Goals:** To gain control over circumstances, outcomes and other people.
- **How others are valued:** How they project their personal power.
- **Influences group:** Uses relationships, personal power, incentives and rewards to get the results they want.
- **Value to the organization:** Will be a "mover and shaker." Uses a variety of methods when interacting with others to move behaviors towards a desired result.
- **Cautions:** Understand that the ends do not always justify the means.
- **Under Pressure:** Can be seen as manipulative, argumentative and abrasive.
- **Fears:** Being seen taken advantage of or losing social status in the group.

YOUR MOTIVATORS

Whether scores are high or low, the motivators with the furthest distance above or below the mean (or norm in the center of the box plot) will be the **highest influencers** leading to the **greatest impact** on your decisions.



- **Aesthetic - Average**
 You are able to appreciate the benefit for balance and harmony without losing sight of the practical side of things.
- **Economic - High**
 Your high drive for economic gain helps provide motivation through long projects and assignments.
- **Individualistic - Average**
 You are not an extremist and able to balance the needs of both others and self.
- **Political - Very High**
 You are a very strong leader, and able to take control of a variety of initiatives and maintain control.
- **Altruistic - Low**
 You won't be taken advantage of and protect your own turf and that of the team or organization.
- **Regulatory - Low**
 You are able to be a multi-threaded problem solver, able to shift gears and projects in a flexible way.
- **Theoretical - Very High**
 You are passionate about learning for its own sake. You are continually in learning mode and bringing a very high degree of technical or knowledge base credibility.

Viatch Disclaimer

There are no warranties, express or implied, regarding our online Screening assessments. You assume full responsibility, and BX3 LTD and Viatch, Inc. (THE GROUP) shall not be liable for, (i) your use and application of The Screening Assessment, (ii) the adequacy, accuracy, interpretation or usefulness of The Screening Assessment, and (iii) the results or information developed from your use or application of The Screening Assessment.

You waive any claim or rights of recourse on account of claims against THE GROUP either in your own right or on account of claims against THE GROUP by third parties. You shall indemnify and hold THE GROUP harmless against any claims, liabilities, demands or suits of third parties.

The foregoing waiver and indemnity shall apply to any claims, rights of recourse, liability, demand or suit for personal injury, property damage, or any other damage, loss or liability, directly or indirectly arising out of, resulting from or in any way connected with The Screening Assessment, or the use, application, adequacy, accuracy, interpretation, usefulness, or management of The Screening Assessment, or the results or information developed from any use or application of The Screening Assessment, and whether based on contract obligation, tort liability (including negligence) or otherwise.

In no event, will THE GROUP be liable for any lost profits or other consequential damages, or for any claim against you by a third party, even if one or more of THE GROUP has been advised of the possibility of such damages.