



# DISC Summary

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## An Evaluation of Behavioral Styles

Report For: Viatech Global - DEMO Report

Date: 5/30/2018

**Viatech**  **Global**  
ACCELERATING HUMAN PERFORMANCE

# Introduction to DISC Summary Report

Team Members:

Jane Sample

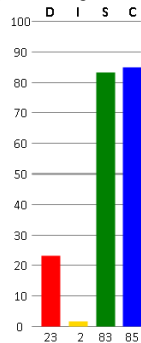
Paul Sample

Anita Sample

Bobbi Sample

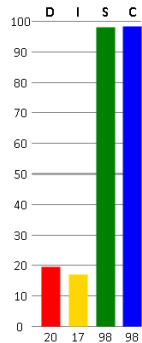
## Jane Sample - CS/CS Style

Adapted Style - Graph I

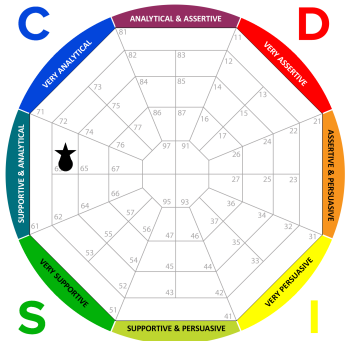


Pattern: CS (2166)

Natural Style - Graph II



Pattern: CS (1166)



(circle) = Natural Behavioral Style

(star) = Adapted Behavioral Style

**Your Strengths:**

- You may be sought after by other members of the team because of your complete knowledge of processes and procedures.
- You are tactful in explaining ideas that may impact others on the team.
- You are especially careful that there are no loose ends on a project that may have been overlooked by others.
- You provide an objective, reality-focused view of systems, procedures, and organizational operations.
- You take your responsibilities seriously and exercise your authority in a sincere and conscientious manner.
- You are not an extremist and tend to be supportive of team efforts.
- You demonstrate a high degree of technical specialty and skill in your area of expertise.

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

- Naturally time-sensitive, you keep a careful eye on the organizational clock and maintain a keen awareness of timelines.
- You give careful consideration to all variables and input on a project. This process may take a bit more time, but it will yield a quality outcome.
- You are highly conscientious and can be relied on to follow through on detailed projects and complex assignments.
- You appreciate an occasional word of reassurance from your supervisor or board, as long as it is sincere input.
- You will take calculated, educated risks only after a thoughtful analysis of the facts and data, and after you have examined all options and potential outcomes.
- You set high performance standards for yourself and others, and expect everybody to meet those standards.
- You demonstrate a strong need for perfection and detail orientation.

**You Will Be Most Effective In Environments That Provide:**

- Identification with the team or greater organization.
- Few sudden shocks, unexpected problems, or crises.
- A secure work situation.
- A workplace relatively free of interpersonal conflict and hostility.
- Established practices, procedures, and protocols.
- A close-knit group of people with whom you have developed mutual trust, rapport, and credibility.
- Sufficient time to adjust to changes in workplace procedures.

**You Are Motivated By:**

- Sincerity from peers and colleagues.
- A link to some of the traditions that have built success in the past.
- The knowledge that the products and services offered are of the highest quality.
- Tasks which are completed the right way the first time, so that errors don't have to be corrected later.
- Inclusion as a part of the group in social functions.
- Work projects of a highly specialized nature that support your natural curiosity and detail orientation, as well as allow you to demonstrate your skill and competence.
- The assurance that changes are made thoughtfully, carefully, and only when proven to be necessary.

## Jane Sample - CS/CS Style

### You Need:

- Reassurance that your contributions are significant to the success of the team.
- Increased authority to delegate routine tasks and procedures to a reliable and trustworthy support staff, especially when the work culture is under pressure.
- Options for increasing the efficiency of certain methods or procedures.
- An increased urgency to take advantage of opportunities.
- Increased urgency in making decisions. To be able to shut the data gate and make a decision based on the information currently available.
- Work assignments requiring high degrees of precision and accuracy, to capitalize on your high detail orientation.
- Sufficient time for effective planning, especially prior to change.

### When You are Under STRESS, Others See

- Withdrawn
- Unable to meet deadlines
- Resentful
- Unimaginative
- Slow to act

### Your Needs When Stressed

- A slow pace for "processing" information
- Guarantees that you are right
- Accuracy

### Your Typical Behaviors in Conflict:

- Since you tend to focus on quality and your own high standards, you may become demanding in order to ensure compliance.
- You are quite uncomfortable with overt conflict, aggression and anger. You will do whatever you can to avoid these situations and to avoid individuals with whom you have a disagreement.
- You tend to hold conflicts or conflicting views in your mind, looking for proof that you are right or a new valid way of looking at things that accommodates both points of view.

### Reduce Conflict and Increase Harmony with Others:

- Include all the people involved with a project in your decision-making process. Ask for their suggestions as well as their data.
- Stand up for yourself with supervisors, friends, and coworkers rather than avoiding them or pretending to go along with them.
- Be sure to share the reasoning behind your decisions. Failure to do so makes them seem arbitrary.

### When Communicating with Jane, DO:

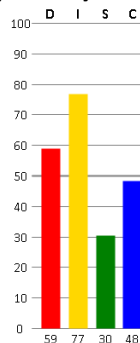
- Jane will follow through, so you should be certain to follow through on your part.
- Present your ideas and opinions in a non-threatening way.
- Be candid, open, and patient.
- Provide assurances about Jane's input and decisions.
- Approach issues in a logical, straightforward, and factual way.
- Give Jane time to verify the issues and potential outcomes.
- Do your homework, because Jane's homework will already be done.

### When Communicating with Jane, DO NOT:

- Leave things up in the air, or decide by chance.
- Leave an idea or plan without backup support.
- Make decisions for Jane.
- Be rude, abrupt, or too fast-paced in your delivery.
- Offer assurances and guarantees that you can't fulfill.
- Rush the issues or the decision-making process.
- Offer promises that you can't keep.

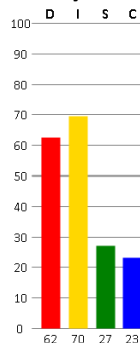
## Paul Sample - Id/Id Style

**Adapted Style - Graph I**

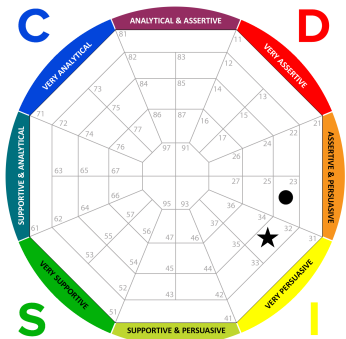


**Pattern: Id (4523)**

**Natural Style - Graph II**



**Pattern: Id (4522)**



(circle) = Natural Behavioral Style  
(star) = Adapted Behavioral Style

### Your Strengths:

- You understand people very well and rely on that understanding to lead, persuade, and motivate.
- You are very much at ease in making presentations to both large or small groups.
- You are an excellent team player, very effective at training or developing others.
- You can handle objections, questions, and pressure, with poise and confidence.
- You're a self-starter, and an active agent in everything you do.
- You are able to think quickly on your feet.
- You score like those known to be "movers and shakers" in the workplace.

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

- You approach projects and express ideas with enthusiasm.
- You can work with a variety of people and get things done through mutual cooperation.
- You want to be perceived as trustworthy, and easy to work with.
- You are able to maintain a positive public image through a variety of assignments.
- You tend to evaluate others on the job by their ability to express themselves verbally.
- You appreciate others who show a similar degree of flexibility and spontaneity with organizational projects.
- You enjoy working with others and tend to make friends easily on and off the job.

### You Will Be Most Effective In Environments That Provide:

- Opportunities to try new ideas.
- Ability to see rapid results from your efforts.
- Encouragement to talk about projects and issues openly with peers and managers.
- Challenging assignments.
- A wide scope of involvement with a variety of people.
- Freedom from controls, details, and minutiae.
- Public recognition of your accomplishments.

### You Are Motivated By:

- Recognition for your contributions to the success of a project.
- A supportive and encouraging working environment.
- A variety of activities involving people, both on and off the job.
- Freedom to express your ideas to interested listeners.
- Power, control, and authority to make decisions toward achieving successful results.
- Awards that recognize ability, skill, or achievements.
- A trusted support team to assist with detail work and follow-through.

## Paul Sample - Id/Id Style

### You Need:

- More objectivity, and less emotional connection to decision making.
- Greater control over emotions.
- Opportunities for involvement with a wide scope of people.
- To know the results that are expected of you, and to be judged on the results, rather than on the methods used to achieve them.
- Better control of body language and personal space. Some people don't like grand gestures and don't like to be touched.
- Some independence and flexibility in work projects, activities, and schedules.
- To feel valued as a team member in order to work at top effectiveness.

### When You are Under STRESS, Others See

- Inconsistent
- Superficial
- Unrealistic
- Wasteful of time
- Overeager

### Your Needs When Stressed

- To get credit
- Prestige
- Action and interaction

### Your Typical Behaviors in Conflict:

- If a conflict persists or your anger increases, you are likely to lash out with a strong verbal attack on the other person. This may have a startling effect on others since it is so unlike your normal behavior.
- You are quite uncomfortable with conflict, aggression and anger. You do whatever you can do to avoid them. If possible, you may physically avoid an environment filled with conflict or anger. If that is not possible, you will probably seek to use your natural humor and story-telling ability to reduce the level of tension. If neither approach works, you may attempt to ignore the conflict. Given your strong focus on relationships, however, this tactic is rarely successful.
- Your anger is generally a response to a personal attack or, possibly, the failure of someone to support you when you were really counting on that person's support. Of course you may interpret a comment intended to refer to a task-related problem as a personal attack, especially if it concerns your contribution to the problem.

### Reduce Conflict and Increase Harmony with Others:

- You have a tendency to "think out loud." Others may take these "brainstorming" ideas as actual commitments and become upset when those "commitments" are not completed. So, let others know in advance when you are only exploring ideas and options and not committing to actions.
- Avoid giving others a false impression of the level of support you will give them. When promising your support, make clear precisely what it is that you will do.
- Be sure to fulfill all of your commitments. If you will be unable to keep a commitment or meet a deadline, inform the people involved as soon as possible. Do not assume that others will automatically step in to cover for you.

### When Communicating with Paul, DO:

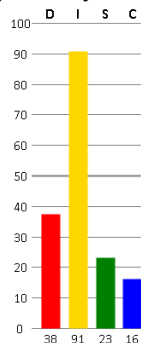
- Offer input on how to make ideas become reality.
- Plan some extra time in your schedule for talking, relating, and socializing.
- Be clear in your explanations.
- Provide testimonials from people Paul sees as important and prominent.
- Do your homework and be prepared with goals, objectives, support materials, etc., but don't plan on using all of them. Have the material with you as support.
- Use Paul's own words to direct things back to the topic or issue at hand.
- Give Paul the opportunity to express opinions and make some of the decisions.

### When Communicating with Paul, DO NOT:

- Ask rhetorical or useless questions.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Be overly task-oriented.
- Get bogged down in facts, figures, or abstractions.
- Speculate wildly without factual support.
- Make guarantees and assurances when there is a risk in meeting them.
- Confuse or distract Paul from the business issues at hand.

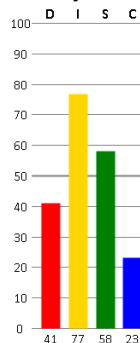
## Anita Sample - I/Is Style

**Adapted Style - Graph I**

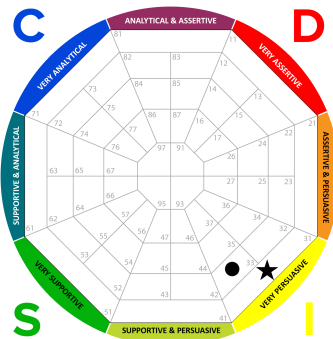


**Pattern: I (3621)**

**Natural Style - Graph II**



**Pattern: Is (3542)**



(circle) = Natural Behavioral Style  
(star) = Adapted Behavioral Style

### Your Strengths:

- You are a good listener.
- You possess a positive sense of humor and never make jokes at the expense of others.
- You demonstrate a high degree of patience in working with others.
- You are able to negotiate conflicts into win-win situations.
- You are very people-oriented and, as a result, are able to talk with new people very easily in small groups or in large audiences.
- You bring a high "sincerity factor" to the team climate.
- Your strong optimism helps motivate the team toward their goals.

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

- You meet new people easily and prefer networking with others rather than working in solitary conditions.
- You tend not to force your own ideas on others with edicts, but rather by offering considered suggestions.
- You are optimistic and motivated to be an excellent team player, able to defer your ego when working with others who may prefer having more control of the situation.
- You show a high degree of persistence in working on projects, especially over the long haul.
- You tend to be an excellent "teacher" to peers on the team, at all levels of the organization.
- On the job, you tend to say "yes" more often than "no," when asked to help out with a colleague's project or problem.
- You are perceived by others on the team as a good listener.

### You Will Be Most Effective In Environments That Provide:

- A favorable working climate containing positive attitudes and optimistic spirit.
- Specialized assignments that also involve working and communicating with a variety of people.
- A work culture that takes pride in the systems, processes, and people working behind the scenes.
- A balance between some stable, predictable work activities and some variety and change on a regular basis.
- Support and appreciation of your individual efforts.
- Clear responsibility and lines of authority to avoid confusion or overlapping initiatives.
- A work culture that allows for your natural interest in helping others learn and grow professionally.

### You Are Motivated By:

- Acceptance as a positive and supportive member of the organization and team.
- Flexibility to circulate and talk with a variety of people.
- Projects and assignments that provide interpersonal contact, and an opportunity to help both internal and external stakeholders.
- Identification with the organization, team, and others with whom a spirit of work responsibility has been established.
- Evidence that a new process has been successful in similar applications.
- A supervisor, manager, or board who practices a democratic leadership process.
- A work culture that is supportive of family activities and commitments.

## Anita Sample - I/Is Style

### You Need:

- More direction toward work tasks, and less focus on chatting and socializing.
- Encouragement to keep the positive spirit and optimism when the pressure is on.
- Detailed delegation of responsibilities, to reduce ambiguity and confusion.
- A sense of belonging to the team or organization as a whole.
- To be more realistic and ambitious in setting deadlines for team projects.
- To learn to say "no" more often in order to avoid spreading yourself too thin.
- To be kept in the information loop regarding projects and initiatives within the organization.

### When You are Under STRESS, Others See

- Overeager
- Inconsistent
- Unrealistic
- Superficial
- Impulsive

### Your Needs When Stressed

- To get credit
- Prestige
- A quick pace for stimulation and excitement

### Your Typical Behaviors in Conflict:

- When you experience a moment of misery, you may appear overeager, impulsive, sarcastic and demanding. You may disregard the facts, and may not listen well to what is being said (only hearing what you want to hear).
- You are quite uncomfortable with conflict, aggression and anger. You do whatever you can do to avoid them. If possible, you may physically avoid an environment filled with conflict or anger. If that is not possible, you will probably seek to use your natural humor and story-telling ability to reduce the level of tension. If neither approach works, you may attempt to ignore the conflict. Given your strong focus on relationships, however, this tactic is rarely successful.
- Your anger is generally a response to a personal attack or, possibly, the failure of someone to support you when you were really counting on that person's support. Of course you may interpret a comment intended to refer to a task-related problem as a personal attack, especially if it concerns your contribution to the problem.

### Reduce Conflict and Increase Harmony with Others:

- Be sure to fulfill all of your commitments. If you will be unable to keep a commitment or meet a deadline, inform the people involved as soon as possible. Do not assume that others will automatically step in to cover for you.
- Take time to clarify the commitments and expectations of others. Do not make any assumptions about what others will do. Always get a specific commitment.
- You have a tendency to "think out loud." Others may take these "brainstorming" ideas as actual commitments and become upset when those "commitments" are not completed. So, let others know in advance when you are only exploring ideas and options and not committing to actions.

### When Communicating with Anita, DO:

- Present your ideas and opinions in a non-threatening way.
- Join in with some name-dropping and talk positively about people and their goals.
- Be certain to conclude the communication with some modes of action and specific next steps for all involved.
- Show sincere interest in Anita as a person.
- Put the details in writing, but don't plan on discussing them too much.
- Provide assurances about Anita's input and decisions.
- Ask for Anita's input regarding people and specific assignments.

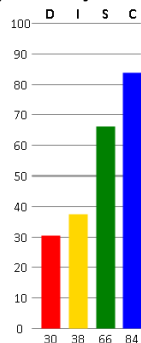
### When Communicating with Anita, DO NOT:

- Offer assurances and guarantees you can't fulfill.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Let the discussion with Anita get caught in dreams too much, otherwise you'll lose time.
- Be rude or abrupt in your delivery.
- Be impersonal or judgmental.
- Manipulate or bully Anita into agreeing.
- Be overly task-oriented.



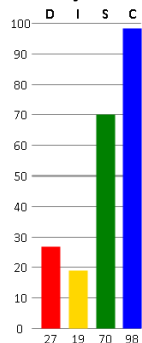
## Bobbi Sample - CS/CS Style

Adapted Style - Graph I

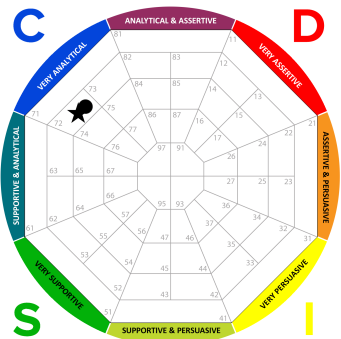


Pattern: CS (2356)

Natural Style - Graph II



Pattern: CS (2156)



(circle) = Natural Behavioral Style  
(star) = Adapted Behavioral Style

### Your Strengths:

- You take your responsibilities seriously and exercise your authority in a sincere and conscientious manner.
- You have an excellent, considerate, analytical listening style.
- You are tactful in explaining ideas that may impact others on the team.
- You provide valuable input on projects by considering possible pitfalls that others on the team may have overlooked.
- You demonstrate a high degree of technical specialty and skill in your area of expertise.
- You are especially careful that there are no loose ends on a project that may have been overlooked by others.
- You are a strong guardian of quality-control standards and procedures.

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

- You give careful consideration to all variables and input on a project. This process may take a bit more time, but it will yield a quality outcome.
- You are highly conscientious and can be relied on to follow through on detailed projects and complex assignments.
- You will take calculated, educated risks only after a thoughtful analysis of the facts and data, and after you have examined all options and potential outcomes.
- You set high performance standards for yourself and others, and expect everybody to meet those standards.
- You need to feel well-informed regarding specific details related to your area of authority and responsibility.
- You tend to judge others on the job by objective standards and prefer to be evaluated yourself in the same way.
- Naturally time-sensitive, you keep a careful eye on the organizational clock and maintain a keen awareness of timelines.

### You Will Be Most Effective In Environments That Provide:

- Identification with the team or greater organization.
- Established practices, procedures, and protocols.
- Activities that can be monitored from beginning to end.
- Support for your critical thinking skills, and encouragement to make decisions based on logic over emotion.
- Sufficient time to adjust to changes in workplace procedures.
- A secure work situation.
- Highly specialized assignments and technical areas of responsibility.

### You Are Motivated By:

- The knowledge that the products and services offered are of the highest quality.
- Sincerity from peers and colleagues.
- Tasks which are completed the right way the first time, so that errors don't have to be corrected later.
- Complete explanations of systems and processes that impact the work environment.
- Appreciation for the competence and work ethic demonstrated over the long haul.
- Inclusion as a part of the group in social functions.
- Work projects of a highly specialized nature that support your natural curiosity and detail orientation, as well as allow you to demonstrate your skill and competence.

## Bobbi Sample - CS/CS Style

### You Need:

- Reassurance that your contributions are significant to the success of the team.
- A method to be introduced to new groups of people or business associations.
- Options for increasing the efficiency of certain methods or procedures.
- Complete explanations of processes and the internal systems used for completion.
- An increased urgency to take advantage of opportunities.
- Job descriptions which are presented clearly (preferably in writing), with no ambiguities.
- Greater participation in team efforts and activities which would provide you with a broader perspective and greater ability to see the "big picture."

### When You are Under STRESS, Others See

- Over-reliant on data and documentation
- Resistant to change
- Slow to act
- Resentful
- Withdrawn

### Your Needs When Stressed

- A slow pace for "processing" information
- Understanding of principles and details
- Guarantees that you are right

### Your Typical Behaviors in Conflict:

- You often resort to various indirect techniques to manipulate the environment to make it more favorable to your position. You may resort to little known rules and procedures, the literal meaning of regulations, the use of committees, and other indirect approaches.
- Although you generally avoid overt conflict, you may speak out on a matter of principle in order to protect your high standards.
- Since you tend to focus on quality and your own high standards, you may become demanding in order to ensure compliance.

### Reduce Conflict and Increase Harmony with Others:

- Be sure to share the reasoning behind your decisions. Failure to do so makes them seem arbitrary.
- Recognize that others may be more comfortable dealing with conflict, anger, and aggression. Expressions of anger or somewhat aggressive behavior by others are not necessarily personal attacks on you.
- Stand up for yourself with supervisors, friends, and coworkers rather than avoiding them or pretending to go along with them.

### When Communicating with Bobbi, DO:

- Ask 'how' oriented questions to draw out Bobbi's opinions.
- Approach issues in a logical, straightforward, and factual way.
- List pros and cons to suggestions you make.
- Bobbi will follow through, so you should be certain to follow through on your part.
- Assure Bobbi that there won't be any unexpected surprises.
- Be certain that individual responsibilities are clear, and that there are no ambiguities.
- Present your ideas and opinions in a non-threatening way.

### When Communicating with Bobbi, DO NOT:

- Offer assurances and guarantees that you can't fulfill.
- Make decisions for Bobbi.
- Be rude, abrupt, or too fast-paced in your delivery.
- Offer promises that you can't keep.
- Fail to follow through. If you say you're going to do something, do it.
- Rush the issues or the decision-making process.
- Leave an idea or plan without backup support.