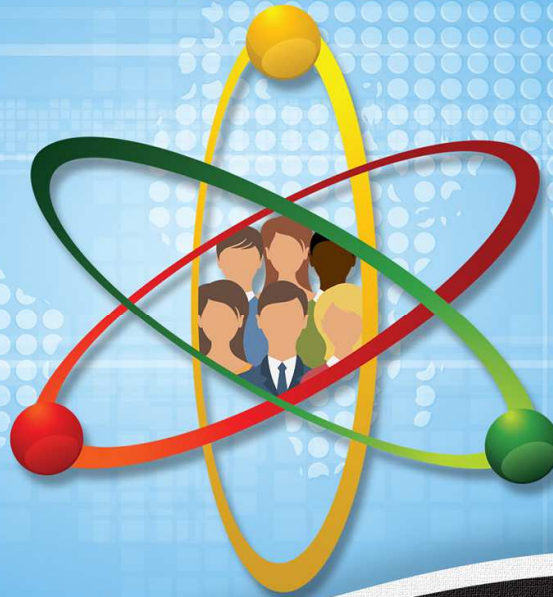


**PROCESSING**

**PASSION**

**PRESENCE**



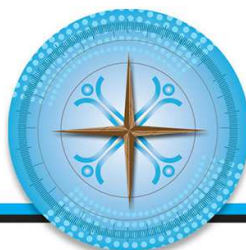
**DISCcompass Job**

## DISCcompass™ Job Report

Job Benchmark Report Prepared by:  
**Bob Sample**

For the position:  
At:  
12/6/2015

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



# Introduction to DISCcompass™ Job

- Strengths & Work Style Tendencies pg 3
- Ideal Work Environment pg 4
- DISC Graphs pg 5
- DISCcompass™ pg 6
- 12 Integrated Behaviors pg 7

This report describes a job from a behavioral style perspective. It has been created based on the survey results answered from the perspective of a job.

## 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

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

-- Katharine Graham

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. Understanding a job in a behavioral definition gives the flexibility to compare applicant's behavioral style to the job to understand where the fit is as well as the conflict. This objective comparison promotes the ability to effectively place people in positions where their natural behavioral style matches the requirement of the position. This not only promotes productivity but also job satisfaction and engagement.

## Strengths necessary for success at this job

### Strengths:

- Frequently seen by others as an expert in their area of responsibility.
- Brings a unique combination of accuracy and intuition to projects.
- A keen awareness of the broad impact of important decisions.
- Decisions made based on factual data.
- Technically skilled and highly proficient in specialties.
- Conscientious, serious about doing things the correct way.
- Remaining objective, even in emotional situations.

### Work Style Tendencies likely observed for the profile this position describes:

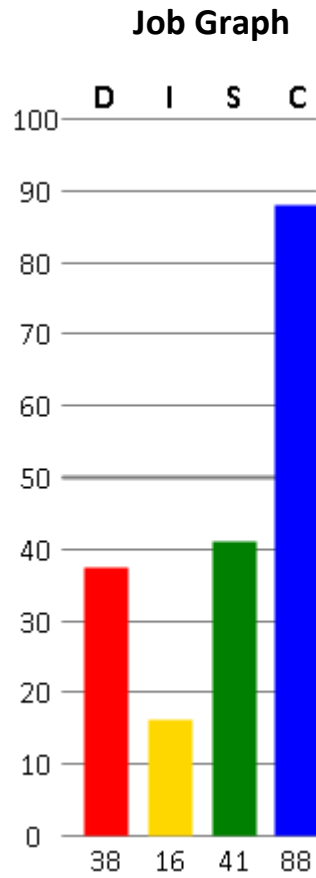
- Likely to be one of the few members of the project team who has read all of the "fine print" featured in policies or procedures.
- To possess a broad-based awareness of the political and economic implications of any decision that is made on behalf of the organization.
- May hesitate to trust newer people in the organization, until they have established their credibility.
- Somewhat conventional and a bit cautious when it comes to making decisions that impact quality or policy.
- To prefer precise time management and enjoy meetings that begin and end on time.
- To do homework and tend to be very well prepared for meetings and appointments.
- On the job, may tend to align with others with equally high-quality control standards.

## This Job's Ideal Work Environment

### The Most Effective Environment for position:

- Support of critical thinking skills.
- Standard, accepted operating procedures that sometimes support complex processes.
- Complete explanations of areas of responsibility and control.
- A work group which provides close relationships with a small group of associates, rather than superficial relationships with a larger group of people.
- Complete information, details, and examples, with no gaps or surprises.
- Freedom from intensely pressured decisions.
- Highly specialized assignments and technical areas of responsibility.

## DISCcompass™ Job Graph for



Pattern: (3136)

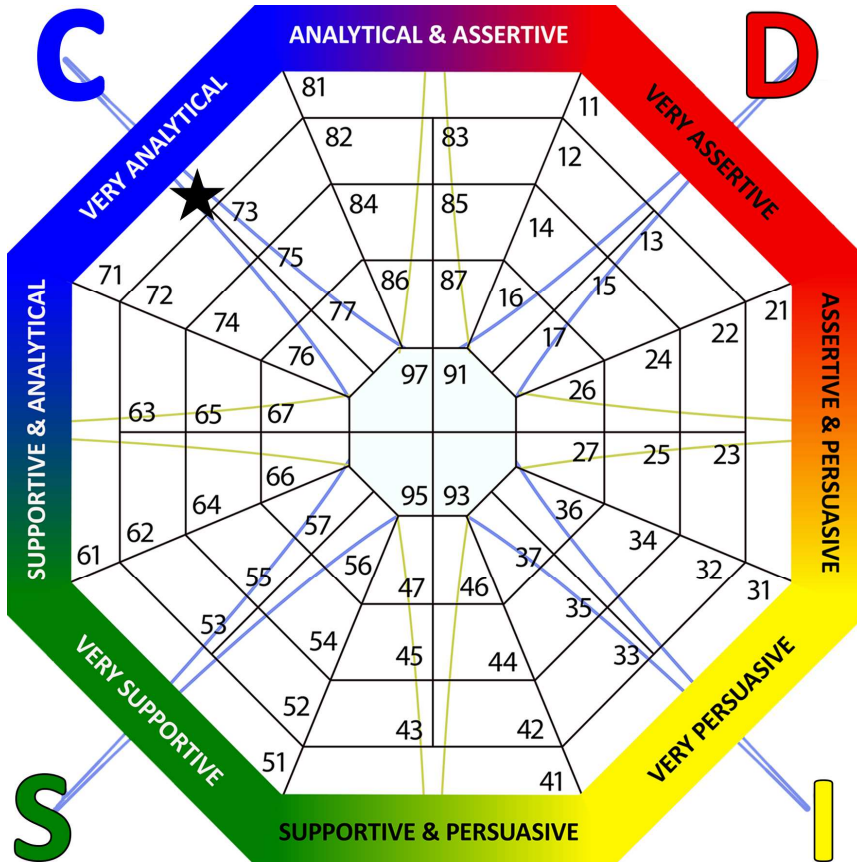
# DISCcompass™

This is the job's Compass! Where the job plots indicates the blend of behavioral characteristics most conducive to success at this job.

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

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

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



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

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

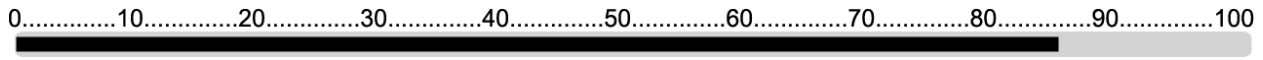
Very Patient, Favors Stability and Structure. Not a Risk Taker, Operates at a Steady, Even Pace.

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

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

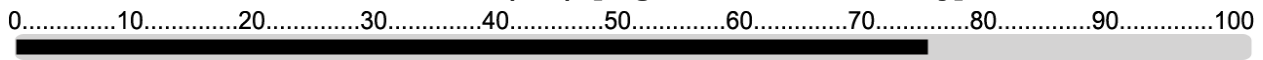
## 12 Integrated Compass Behaviors

### 1. The Team Support Behavior (C/I) [High Intensity]



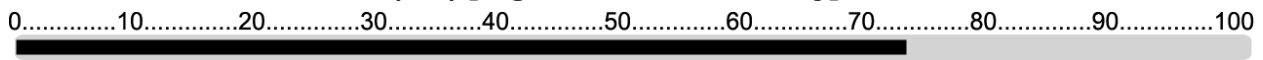
The Team Support behavior measures the strength of the quest for accuracy, structure, rules and standards influenced by interaction, engagement and accommodation of other people. Higher intensity scores display reliance upon structure, logic, facts and established data, procedures and protocols. Lower intensity scores lean towards being more cordially social, engaging and accommodating with less focus on established protocols.

### 2. The Rules vs. Results Behavior (C/D) [High Moderate Intensity]



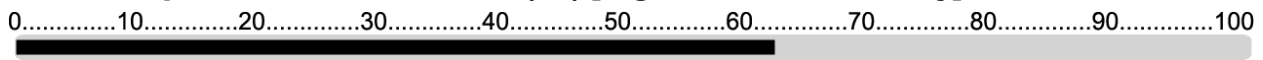
The Rules vs. Results behavior measures the strength of the need to precisely follow established structural and procedural guidelines, standards and codes, influenced by the need for direct 'results now' actions that target immediate accomplishments. Higher intensity scores identify a strong need to pursue objectives with guidance and reliance upon established structure, rules, organizational protocols and policies. Lower intensity scores suggest a more direct, immediate 'results now' focus that will not likely be restrained by established protocols, procedures and policies.

### 3. The Precision Behavior (C/S) [High Moderate Intensity]



The Precision behavior measures the focus on structure, accuracy, order and precision influenced by the requirement for moderate pace, patience and level of team accommodation. Higher intensity scores show the tendency for a 'fail-safe' environment through accurate data and solid preparation. Lower intensity scores indicate steady-paced progress, strong support, consideration and accommodation for the team's overall direction.

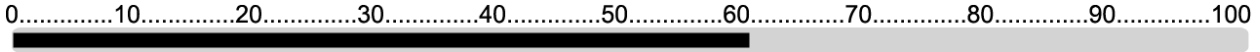
### 4. The People Interaction Behavior (S/I) [High Moderate Intensity]



The People Interaction behavior measures the strength of patience and preferred activity level influenced by extroversion and a preponderance towards social interaction and accommodation of others. Higher intensity scores indicate a great deal of care and consideration when crafting the words and deeds that impact others. Lower intensity scores reflect a freewheeling and confidence that most if not all interactive social situations can be handled 'on the fly'.

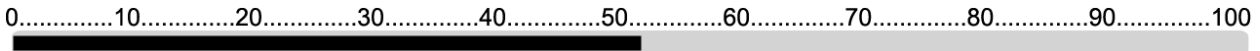
## 12 Integrated Compass Behaviors (Continued)

### 5. The Directness Behavior (D/I) [High Moderate Intensity]



The Directness behavior measures the strength of direct, assertive and results-oriented communication style influenced by a desire to build relationships and connect with others. Higher intensity scores identify the tendency to make and defend tough and even unpopular decisions. Lower intensity scores identify an inclination to search for a more socially interactive, popular and accommodating solution.

### 6. The Accommodation Behavior (S/D) [Moderate Intensity]



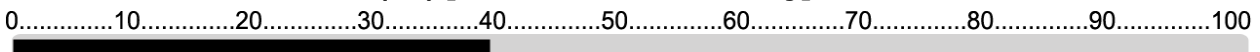
The Accommodation behavior measures the strength of patience and activity level influenced by the desire to lead, command and direct activities focused on immediate results and solutions. Higher intensity scores reflect a willingness to consider, accommodate and support alternative solutions and ideas. Lower intensity scores reflect a propensity to make difficult decisions, remain firm in supporting and defending them sustained by a strong focus on achieving immediate results and accomplishing assigned goals.

### 7. The Self-Determination Behavior (D/S) [Moderate Intensity]



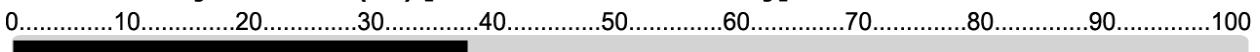
The Self-Determination behavior measures the strength of direct, assertive and 'results now' oriented behaviors influenced by patience and preferred pace. Higher intensity scores identify a preference toward a more 'now-oriented pace' that is keyed toward taking actions that achieve immediate results and goals. Lower intensity scores identify a steadier, less urgent pace that embraces planning and careful consideration of consequences prior to taking action.

### 8. The Sociable Behavior (I/D) [Low Moderate Intensity]



The Sociable behavior measures strength of cordial social interaction and people connection influenced by a need for immediate results. Higher intensity scores indicate the emphasis for seeking, building and sustaining personal relationships. Lower intensity scores reflect a much stronger competitive 'result now' focus with less effort on accommodation and building relationships.

### 9. The Vitality Behavior (I/S) [Low Moderate Intensity]



The Vitality behavior measures the strength of the desire for interpersonal connections influenced by the degree of urgency, preferred pace and activity level. Higher intensity scores reflect a high energy, freewheeling, confident and engaging style that will likely embrace new ideas and concepts, while Lower intensity scores reflect thoughtfulness and care when crafting both words and deeds as one moves steadily toward the identified goal and objective.



## 12 Integrated Compass Behaviors (Continued)

### 10. The Persistence Behavior (S/C) [Low Moderate Intensity]

0.....10.....20.....30.....40.....50.....60.....70.....80.....90.....100

The Persistence behavior measures the strength of patience, activity level and team support influenced by the need for accuracy, precision and structure. Higher intensity scores reflect an emphasis on supporting planned group and team efforts. Lower intensity scores reflect following established policies and procedures even if it requires running counter to the team's direction that may be advocating alternative or even potentially risky actions.

### 11. The Individualistic Behavior (D/C) [Low Moderate Intensity]

0.....10.....20.....30.....40.....50.....60.....70.....80.....90.....100

The Individualistic behavior measures the strength of direct, assertive and 'results now' focus while pursuing objectives influenced by precisely following established structural and procedural guidelines. Higher intensity scores will not likely be deterred by potential restraints or established policies especially if they are perceived to impede immediate results. Lower intensity scores show the tendency towards strong and precise compliance and adherence to established structure, rules, policy and procedures.

### 12. The Self-Assured Behavior (I/C) [Low Intensity]

0.....10.....20.....30.....40.....50.....60.....70.....80.....90.....100

The Self-Assured behavior measures the strength of extroversion and desire for personal connection with others influenced by need for structure, detail, and accurate evidence prior to taking action. Higher intensity scores can sometimes lead to overconfidence with a willingness to improvise and to take spontaneous actions vs. thorough planning. Lower intensity scores reflect a cautious and conscientious approach seeking actions that are supported by reliable tactics, trusted data and past successes.

**Intensity Scoring Legend** – 12 Integrated Compass Behaviors intensity is a measure of how you will likely display the specific behavior when interacting and communicating with others.

- **Low Intensity** – Indicates the absence of this behavior in most situations.
- **Low Moderate** – Behaviors are only sometimes observable in some situations.
- **Moderate Intensity** – Does not mean “mild.” Means the behavior is flexible and may or may not become observable based upon the requirements of the specific situation.
- **High Moderate** – Scores are frequently observable in many situations.
- **High Intensity** – Scores will be clearly observable, displayed more often and seen in most situations.

## Interview Questions

**1. Describe the last time you made a serious mistake, how you handled it, and how it felt when you first realized it. How do you purposely keep emotion out of the way in decision making?**

**2. When working with a team how do you view the need to adhere to established structure and procedures? Do you see rules and procedures as your friends, or as impediments to progress? Describe the last situation in which you avoided open confrontation. What is your strategy for solving problems when conversation becomes contentious?**

**3. Assume you see a subordinate making a mistake, how would you explain the error to the employee and methods for correcting it. Do you feel you are generally more alert than others to the need to be alert and flexible?**