

PROCESSING

PASSION

PRESENCE

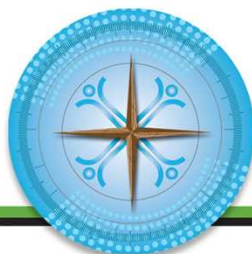
DISCcompass® Interview

DISCcompass™ Interview

Candidate Report:

,Loseph Sample

11/12/2022



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Compare to Benchmark

Before the interview, select the benchmark or multiple benchmarks for the job and run the fit tool to compare the applicant to the benchmarks. That can guide your interview towards the areas where there is a poor fit.

The closer the behaviors of the applicant align with the behavioral requirements of a job, the more likely of job fit success.

The benchmark comparison and this interview guide help you determine the behavioral fit of the applicant to a specific job as you, the interviewer has determined.

Up to 35% of new hires quit within six months because they do not fit the job.

This interview guide contains a brief description of their Strengths & Work Style Tendencies, Ideal Work Environment, and

the intensities of their 12 behavioral Tendencies.

Behavioral Styles

Historical research reveals more than a dozen various models of human behavioral differences, but many share one common

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

thread -- they all group behavior into four categories. Each one of us is a *specific blend* of all four styles.

This interview guide gives you insight into an applicant’s behavioral style and what you might expect to see as behavioral patterns.

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.

Your Behavioral Style: Coach

Coaches are adept at solving "people problems." They are seen as warm, empathetic and insightful. They like to form extended personal relationships and often develop a reputation for unobtrusive, contributory efforts when working with others. They can become too lenient with marginal contributors and tend to be too mild when issuing corrections, directions and expectations.

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

- **Emotional characteristic:** Wants to be seen as warm and open by others.
- **Goals:** Building personal connections and positive feelings.
- **How others are valued:** Favorable recognition of others; finds the basic decency in them.
- **Influences group:** Through personal relationships and being open to others' ideas, problems and needs.
- **Value to the organization:** Will bring stability to group efforts with predictable actions and will possess good listening skills.
- **Cautions:** Can become too tolerant and may avoid needed direct confrontations.
- **Under Pressure:** Can become too accommodating, trusting and sharing too much with others.
- **Fears:** Having to pressure others or being seen or blamed as the source of pain or problems by others.

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 are a good listener.
- 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 are able to reach goals by working with and supporting the efforts of others on the team.
- You possess a positive sense of humor and never make jokes at the expense of others.
- You are able to negotiate conflicts into win-win situations.
- You bring a high "sincerity factor" to the team climate.
- Your excellent listening style stands as a model for others to observe and follow.

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

- At work, you tend to have a "long fuse," and are not easily angered, although you may take some of the anger home to vent.
- On the job, you have a strong need to be patient, polite, and create an environment of good-will for internal and external stakeholders.
- You are perceived by others on the team as a good listener.
- You tend not to force your own ideas on others with edicts, but rather by offering considered suggestions.
- Your empathetic nature and sensitivity toward people may lead others to seek you out as a coach or counselor, or ask to assist them with a personal or team problem.
- You meet new people easily and prefer networking with others rather than working in solitary conditions.
- You show a high degree of persistence in working on projects, especially over the long haul.

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.

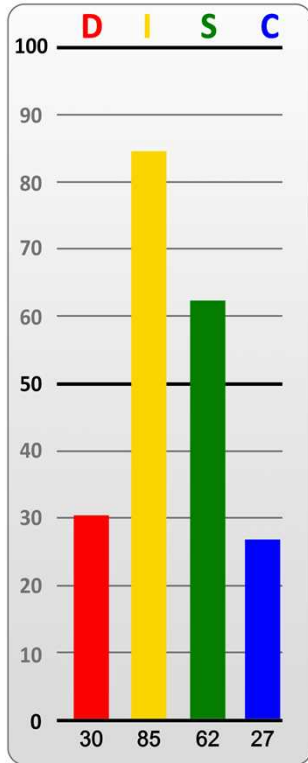
You Will Be Most Effective In Environments That Provide:

- Clear responsibility and lines of authority to avoid confusion or overlapping initiatives.
- Specialized assignments that also involve working and communicating with a variety of people.
- Support and appreciation of your individual efforts.
- A favorable working climate containing positive attitudes and optimistic spirit.
- A work culture that takes pride in the systems, processes, and people working behind the scenes.
- A participatory manager or board with whom a democratic relationship has been established.
- A job culture where there is little hostility, confrontation, anger, or pressure.

DISCcompass™ IS Graph for ,Loseph Sample

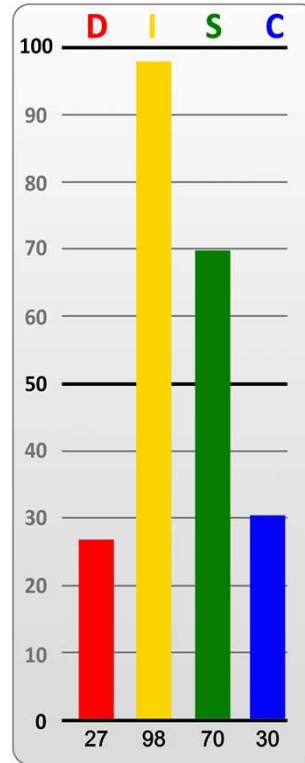
Your Adapted Style indicates you tend to use the behavioral traits of the IS style(s) in your selected focus. Your Natural Style indicates that you naturally tend to use the behavioral traits of the IS style(s).

Adapted Style - Graph I



Pattern: Is (2642)

Natural Style - Graph II



Pattern: IS (2652)

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.

DISCcompass™

This applicant consistently displays your NATURAL strength characteristics, shown on the Compass by the DOT. Compass lists your NATURAL strengths that make you effective.

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

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

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

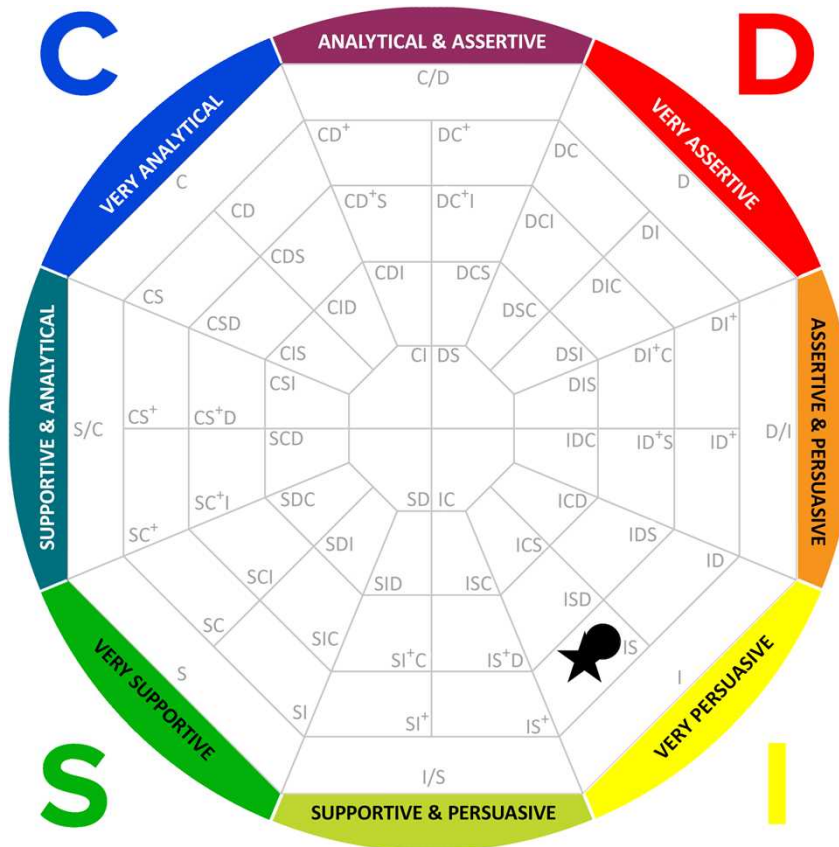
Balances & Values Data & Diplomacy, Mindful of the "Rules". Goal Focused, Dislikes Confusion, Ambiguity.

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

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.



Key to Your Compass

- = (33) Natural Behavioral Style
- ★ = (33) Adapted Behavioral Style

12 Behavioral Tendencies - Summary

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. The following behavioral tendencies are scored based on the way the DISC styles for this applicant combine and influence one another. On this page you'll see all 12 Behavioral Tendencies in Summary, and the following pages deliver more detail about each of these measurements.

Behaviors	Natural	Adapted
Building Rapport <i>How this individual focuses when interacting with others.</i>	Relationships-Focused (I)	Relationships-Focused (I)
Expressing Openness <i>How this individual is most comfortable expressing themselves.</i>	Social (I)	Social (I)
Change Resistance <i>How this individual resists engaging with change.</i>	Reluctant to Change (S)	Reluctant to Change (S)
Work Process Alignment <i>How this individual focuses on process to follow through on work.</i>	Consistency (S)	Consistency (S)
Customer & Team Interaction <i>How this individual engages with customers and stakeholders, internal and external.</i>	Engaging (I)	Engaging (I)
Prioritizing <i>How this individual determines the order for dealing with items or tasks based on established rules and structure.</i>	Situational	Situational
Providing Instruction <i>How this individual dictates directions and expectations.</i>	Situational	Situational
Careful Decision Making <i>How this individual approaches decisions and actions.</i>	Impulsive (I)	Impulsive (I)
Accuracy <i>How this individual focuses on correctness and exactness.</i>	Predictability (S)	Predictability (S)
Personal Drive <i>How this individual's own goals move things forward.</i>	Others-driven (S)	Others-driven (S)
Reasoning <i>How this individual uses evidence to think through and solve problems.</i>	Intuition-based (I)	Intuition-based (I)
Self-Reliance <i>How this individual works within a team.</i>	Collaborative (I)	Collaborative (I)

12 Behavioral Tendencies – Details & Graphs

For each of the 12, you will see a graph and personalized statement for each of the tendencies.

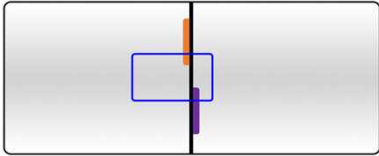
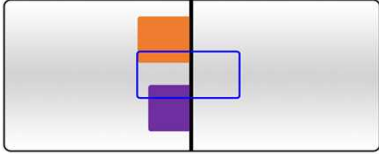
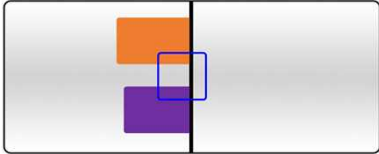
These scores and statements reveal which style combinations are most observable and describe how the applicant expresses that tendency based on the DISC blend.

Interpretation Notes:

1. **Frequency Observed:** The behavioral tendencies are presented in the order from Most Frequently Observed to Least Frequently 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
2. **Direction of the score** – As the graph **moves to the right or left**, it shows how the applicant will likely express the behavior. If the graphs are near the center, the result is a balancing behavioral effect that will depend on the situation.
3. **General Population Comparison** – The **blue box** represents the general population in this behavioral tendency. Approximately 68% of people score in this range.

		Situational
<p>Building Rapport</p> <p>Natural (HI): You are very social, focused on interacting with others to build relationships and grow your network. You are more likely to focus on making connections, rather than accomplishing a goal or completing a task. Don't forget that sometimes there are things to be done.</p> <p>Adapted (HM): You are somewhat social and more likely to focus on building relationship and making connections, rather than accomplishing a goal or completing a task. Don't forget that sometimes there are things to be done.</p>		<p>Results-Focused (D) Relationships-Focused (I)</p>
<p>Expressing Openness</p> <p>Natural (HI): You are very comfortable when interacting with others, quick paced and focused on personal connections, and may tend to embellish to capture attention. You are likely to be most confident and comfortable when interacting with others, and are likely to trust information passed along through people you trust. Remember, sometimes having the support documentation is important too.</p> <p>Adapted (HM): You are somewhat comfortable when interacting with others, quick paced and focused on personal connections, and may tend to elaborate to engage with others. You are likely to be most confident and comfortable when interacting with others, and are likely to trust information passed along through people you trust. Remember, sometimes having the support documentation is important too.</p>		<p>Structural (C) Social (I)</p>

		Situational
<p>Change Resistance</p> <p>Natural (HM): You are somewhat change oriented as long as you can prepare for it and understand the expectations associated as well as the reasons for the needed adjustments. You are likely to respond/interact in change by building understanding first, and then planning how to successfully navigate what may come. You won't always have time to fully prepare so flexibility and openness can be a benefit</p> <p>Adapted (HM): Consistent with natural style</p>	<p>Drives Change (D) Reluctant to Change (S)</p>	
<p>Work Process Alignment</p> <p>Natural (HM): Your process and follow through is often driven by a desire to keep things consistent and moving forward at a methodical, steady pace. You are likely to process information and follow through with consistency and predictability as your focus. Don't forget that accuracy is an important part of reliability and stability.</p> <p>Adapted (HM): Consistent with natural style</p>	<p>Accuracy (C) Consistency (S)</p>	
<p>Customer & Team Interaction</p> <p>Natural (HM): You are somewhat engaging, charming, persuasive, and influential, often connecting with others in a way that builds trust and confidence. You are more likely to focus on engaging with the others to create a relationship, interacting with them to build a friendship to ensure they will come back to work with you directly. Sometimes business should be just business.</p> <p>Adapted (HM): Consistent with natural style</p>	<p>Supporting (S) Engaging (I)</p>	
<p>Prioritizing</p> <p>Natural (MOD): You are attentive to established guidelines to ensure high-quality results now and are focused on actions that target immediate accomplishment. You likely balance both rules and results when prioritizing, recognizing that both have significance in a successful experience and outcome.</p> <p>Adapted (MOD): Consistent with natural style</p>	<p>Results (D) Rules (C)</p>	

Situational	
<p style="text-align: center;">Providing Instruction</p> <p>Natural (MOD): You are able to balance the desire to set the expectations or uphold the protocol based on the situation and what is most relevant. You may follow the established structural and procedural guideline if they support the objectives. Keep in mind that sometimes this may come through as difficult for styles that are less focused on tasks and more focused on relationship.</p> <p>Adapted (MOD): Consistent with natural style</p>	<p>Reserved & Detailed (C) Directive & Compulsive (D)</p> 
<p style="text-align: center;">Careful Decision Making</p> <p>Natural (LM): You are somewhat impulsive based on feelings rather than taking the time to consider the risks and consequences. You are likely to make decisions spontaneously and emotionally, trusting your gut and going with what feels right. Sometimes it is important to see if it makes sense too, not just feels good.</p> <p>Adapted (LM): Consistent with natural style</p>	<p>Impulsive (I) Cautious (S)</p> 
<p style="text-align: center;">Accuracy</p> <p>Natural (LM): Your planning often focuses on keeping processes and systems as predictable and steady as possible to support others in understanding and reaching the best outcome. You are likely to focus on risk-aversion when planning. Predictability and consistency are incredibly important when taking things from start to finish, but remember correctness is important too.</p> <p>Adapted (LM): Consistent with natural style</p>	<p>Predictability (S) Precision (C)</p> 

		Situational	
Personal Drive	<p>Natural (LM): Your determination is somewhat steady, supportive and less urgent, considering relationship consequences before acting. You will likely be driven to action based on the expectations of others which may mean you take on more than your fair share or stretch yourself too thin when you make commitments.</p> <p>Adapted (LM): Consistent with natural style</p>	Others-driven (S)	Self-Driven (D)
Reasoning	<p>Natural (LOW): You frequently rely on your intuition and interactions with others to make decisions, and value external validation and social acceptance. You are likely to think things through based on emotions over logic and trusting your gut. Be aware that balanced thinking looks at both the emotions and the logic.</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. You are likely to think things through based on emotions over logic, trusting your gut. Be aware that balanced thinking looks at both the emotions and the logic.</p>	Intuition-based (I)	Evidence-based (C)
Self-Reliance	<p>Natural (LOW): You are very attentive to involving others in any activity which may distract from the results and impact efficiency as you emphasize interaction and connection. You will likely do your best work in collaboration with others. Be aware that too much interaction may cause some delays in productivity or efficiency.</p> <p>Adapted (LM): You are quite attentive to involving others, preferring to reach results together, which may impact efficiency. You will likely do your best work in collaboration with others. Be aware that too much interaction may cause some delays in productivity or efficiency.</p>	Collaborative (I)	Directive (D)

Description	Interview Questions
Self-Reliance <i>How this individual works within a team</i>	Give an example of how you prioritize tasks. Once you have chosen a path, is it relatively easy to change your mind and point you toward another conclusion? When involved in a team project describe how you approach getting results.
Personal Drive <i>How this individual's own goals move things forward</i>	Would you say you have a "take-charge" attitude, or do you tend to wait for direction? How does a newer, bigger challenge feel to you? Describe the last time you were daunted by a big challenge.
Providing Instruction <i>How this individual dictates directions and expectations</i>	How do you feel about close supervision? Describe how you assert your individuality – on the job and off the job. How do you feel about a very structured environment with closely followed rules and procedures?
Building Rapport <i>How this individual focuses when interacting with others</i>	How do you approach and assist difficult customers? What is your physical approach and your thinking approach? Explain how you last assisted, mentored or encouraged an employee to meet their own goals. Describe your interaction with team members.
Customer & Team Interaction <i>How this individual engages with customers and stakeholders, internal and external</i>	What excites you? How do you spread your excitement about a new project or idea to others? How do others know you are enthusiastic about a new undertaking?
Expressing Openness <i>How this individual is most comfortable expressing themselves</i>	How do you think you convey your confidence? What do people see when they meet you for the first time? Describe the last time you were actually over-confident -- and the outcome. How did you go on to mitigate the consequences?
Change Resistance <i>How this individual resists engaging with change</i>	Do you think of your self as a steady, patient person? Describe a recent change in your work and the immediate process you used to evaluate it. When presented with change what process for evaluating the change do you prefer? Describe the last time you went along with an alternative solution or change of direction.
Careful Decision Making <i>How this individual approaches decisions and actions</i>	How would you approach the job of firing a subordinate who is being let go for inadequate performance? How much explanation or guidance would you provide? How do you reflect your confidence when proposing a change of direction? Describe the steps you might follow when you want to propose a specific plan of action to management or team members.
Work Process Alignment <i>How this individual focuses on process to follow through on work</i>	Give an example of a time you persisted at a job or project while having little success. Did it feel continually challenging or did it feel overwhelming and useless? Do you find it difficult to change habits, or beliefs, even material things?
Accuracy <i>How this individual focuses on correctness and exactness</i>	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?
Reasoning <i>How this individual uses evidence to think through and solve problems</i>	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?
Prioritizing <i>How this individual determines the order for dealing with items or tasks based on established rules and structure</i>	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?

RESOURCES: for more information and ideas about Human Behavior and DISC*compass*, contact Thrive139.

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