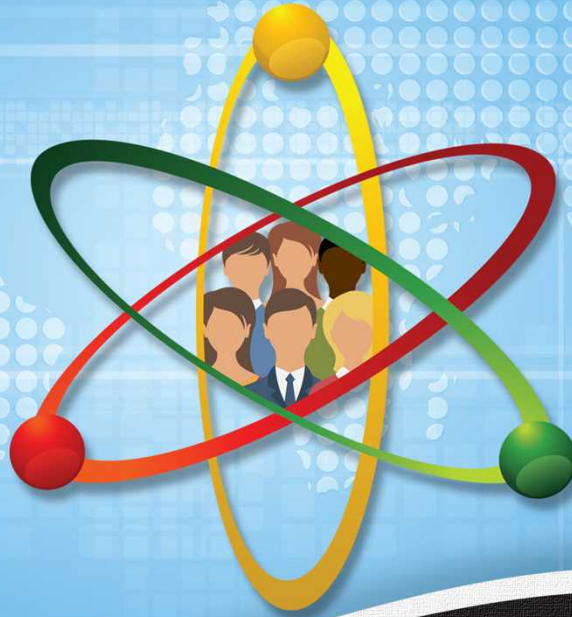


**PROCESSING**

**PASSION**



**PRESENCE**

**DISCcompass® Basic**

# DISCcompass® Basic

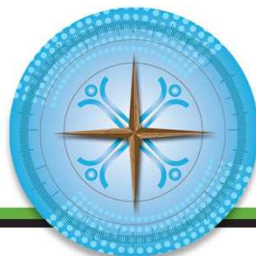
Personalized Report For:

**Michael Sample**

8/14/2020



Viatech Global - DEMO Report 520-447-7835 [viatechglobal.com](http://viatechglobal.com)



# Introduction to DISCcompass®

**Congratulations** on your completion of the DISC Behavioral **Compass** 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

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

D – Dominant

Fast paced & task oriented

I – Influential

Fast paced & people oriented

S – Steady

Slower paced & people oriented

C – Conscientious

Slower paced & task oriented

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 Self.** First, your DISCcompass™ Team report focuses on understanding your own behavior style. It organizes what you already know about yourself at both a conscious and unconscious level, and it directs you in plain language toward what you do best and most naturally. Your report shows what makes you the individual you are and it shows you how other people see you.

**Adapting to Others.** In the workshop you will learn how to identify behavioral styles of others. You will also share with your team members your style. You’ll even see the team makeup on the Team DISCcompass™. In the last portion of this report we have included ways for you to adapt to others with different styles by temporarily modifying your style to meet the needs of a particular colleague, supervisor, friend or customer. We call this learned ability *adaptability*. But, social scientists call it “Social or Emotional Intelligence.” In many cases our Emotional Intelligence (EQ) is more important than our Intelligence Quotient (IQ) in achieving success in today’s world. The concept of *adaptability* is presented in detail because knowing how to make people receptive and at ease is a remarkable talent, often called charisma. Understanding yourself and others and the ability to adapt to others in fact raises your EQ!

## Understanding Yourself

**IMPORTANT:** Always read the text at the top of each page for explanations and directions.

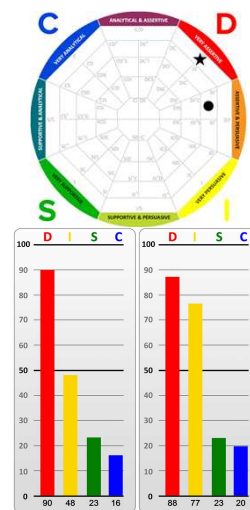
**General Characteristics** The narration below serves as a general overview or summary of your behavioral tendencies. It is derived mathematically, as is your entire **Compass** report, from your two graphs shown on page 5. It provides a preview of your journey toward understanding your unique behavior style.

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.

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.

Your score on the instrument shows that you are seen by others as flexible, versatile, and positive in all environments. Several traits combine to create this impression. Your quick thinking and decisiveness, your people skills, and your sense of urgency, all combine to create your spontaneous nature on the job. This can be of enormous value to the team, especially in presentations and negotiations.

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.



Adapted Natural

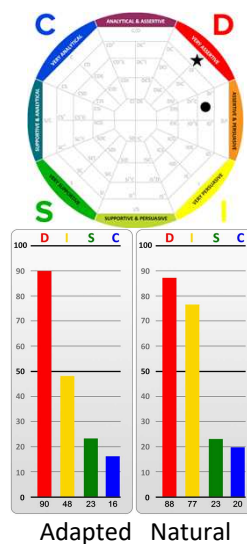
## General Characteristics - Continued

You have the ability to take an ambiguous idea, modify it, and create a practical solution, all very quickly. Your ability to quickly analyze a situation -- even a disjointed one -- and synthesize it to craft a new cohesive idea is a rare skill. This is also a strength that should be amplified by the team or organization. You bring unique problem-solving skills to the table.

Michael, your responses show that you are a hard-driver, even in the face of opposition. This trait has helped you succeed in the past, where others may have given up. Your ability to rapidly solve problems in a broad-based manner allows you to strategize a plan, and modify it as it evolves. When you are leading a team, your strategic ability is evident to those observing your actions, although only a few would likely be able to replicate your methods.

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.

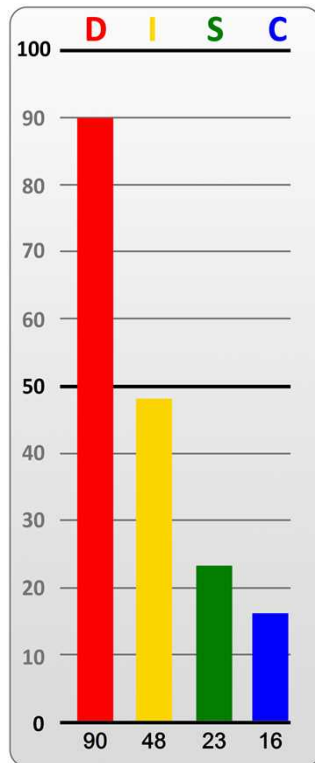
You are known to others as a self-starter: one who makes things happen rather than waiting for things to happen. You score like those who could be called "opportunists." They see a task that needs to be performed, or a system that needs to be changed, and take the initiative to effect the appropriate 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.



## DISCcompass® Graphs for MichaelSample

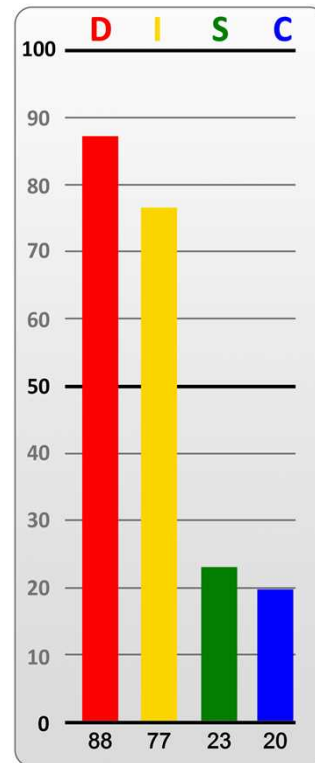
Your Adapted Style indicates you tend to use the behavioral traits of the D style(s) in your selected focus. Your Natural Style indicates that you naturally tend to use the behavioral traits of the DI style(s).

### Adapted Style - Graph I



Pattern: D (6321)

### Natural Style - Graph II



Pattern: DI (6521)

#### 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 Natural Behavior Style** The shaded adjectives in each column below describe the range of behavioral *intensity* you exhibit in your Natural style (Your Graph II). This is a verbal explanation of your Graph II. Adjectives at the highest and lowest levels indicate the most intensity – the further away from the 50% Energy Line, the more obvious behaviors are.

*DIRECTIONS: If you feel a particular descriptor does not describe you, you may cross it out--but check with a friend first so you know you are not ignoring a potential blind-spot in your behavioral traits.*

	D	I	S	C
DISC Focus	Problems / Tasks	People	Pace (or Environment)	Procedures
Needs	Challenges to solve, Authority	Social relationships, Friendly environment	Systems, Teams, Stable environment	Rules to follow, Data to analyze
Observable	Decisive, risk-taker	Optimistic, trust others	Patience, stabilizer	Cautious, careful decisions
Fears	... being taken advantage of/lack of control	... being left out, loss of social approval	... sudden change/loss of stability and security	... being criticized/loss of accuracy and quality
<b>6</b>	argumentative daring demanding decisive domineering egocentric	emotional enthusiastic gregarious impulsive optimistic persuasive	calming loyal patient peaceful serene team person	accurate conservative exacting fact-finder precise systematic
<b>5</b>	adventurous risk-taker direct forceful	charming influential sociable trusting	consistent cooperative possessive relaxed	conscientious courteous focused high standards
<b>4</b>	assertive competitive determined self-reliant	confident friendly generous poised	composed deliberate stable steady	analytical diplomatic sensitive tactful
<b>3</b>	calculated risk moderate questioning unassuming	controlled discriminating rational reflective	alert eager flexible mobile	own person self-assured opinionated persistent
<b>2</b>	mild seeks consensus unobtrusive weighs pro/con	contemplative factual logical retiring	discontented energetic fidgety impetuous	autonomous independent firm stubborn
<b>1</b>	agreeing cautious conservative contemplative modest restrained	introspective pessimistic quiet pensive reticent suspicious	active change-oriented fault-finding impatient restless spontaneous	arbitrary defiant fearless obstinate rebellious sarcastic

**50% Energy Line**

Note: Higher is not better than Lower. High and Low adjectives factor equally into your behavior and thus into your report language; your Highest and Lowest adjectives will dominate your behavior style.

## Your Adapted Behavior Style

The shaded adjectives in each column below describe the range of behavioral intensity you exhibit in your Natural style (Your Graph II). This is a verbal explanation of your Graph II. Adjectives at the highest and lowest levels indicate the most intensity – the further away from the 50% Energy Line, the more obvious behaviors are.

DIRECTIONS: If you feel a particular descriptor does not describe you, you may cross it out--but check with a friend first so you know you are not ignoring a potential blind-spot in your behavioral traits.

	D	I	S	C
DISC Focus	Problems / Tasks	People	Pace (or Environment)	Procedures
Needs	Challenges to solve, Authority	Social relationships, Friendly environment	Systems, Teams, Stable environment	Rules to follow, Data to analyze
Observable	Decisive, risk-taker	Optimistic, trust others	Patience, stabilizer	Cautious, careful decisions
Fears	... being taken advantage of/lack of control	... being left out, loss of social approval	... sudden change/loss of stability and security	... being criticized/loss of accuracy and quality
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50% Energy Line

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



## 12 Behavioral Tendencies – Details & Graphs

For each of the 12, you will see a graph and personalized statement for your Natural and Adapted style. These scores and statements reveal which of your style combinations are most observable and describe how you express that tendency based on your DISC blend.

### Interpretation Notes:

- 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
- Direction of your score** – As the graph **moves to the right or left**, it shows how you 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.
- General Population Comparison** – The **blue box** represents the general population in this behavioral tendency. Approximately 68% of people score in this range.

		Situational	
<p><b>Providing Instruction</b></p> <p><b>Natural (HI):</b> 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. Sometimes providing more detail and engaging with others for additional thoughts can lead to greater outcomes.</p> <p><b>Adapted (HI):</b> Consistent with natural style</p>	<p>Reserved &amp; Detailed (C)      Directive &amp; Compulsive (D)</p>		
<p><b>Personal Drive</b></p> <p><b>Natural (HI):</b> You are self-determined, focused on taking immediate actions that achieve immediate results and goals. You will likely be driven to action based on your own needs and motivations and are likely a self-starter. Be aware that it can be appropriate to support and help others as well.</p> <p><b>Adapted (HI):</b> Consistent with natural style</p>	<p>Others-driven (S)      Self-Driven (D)</p>		

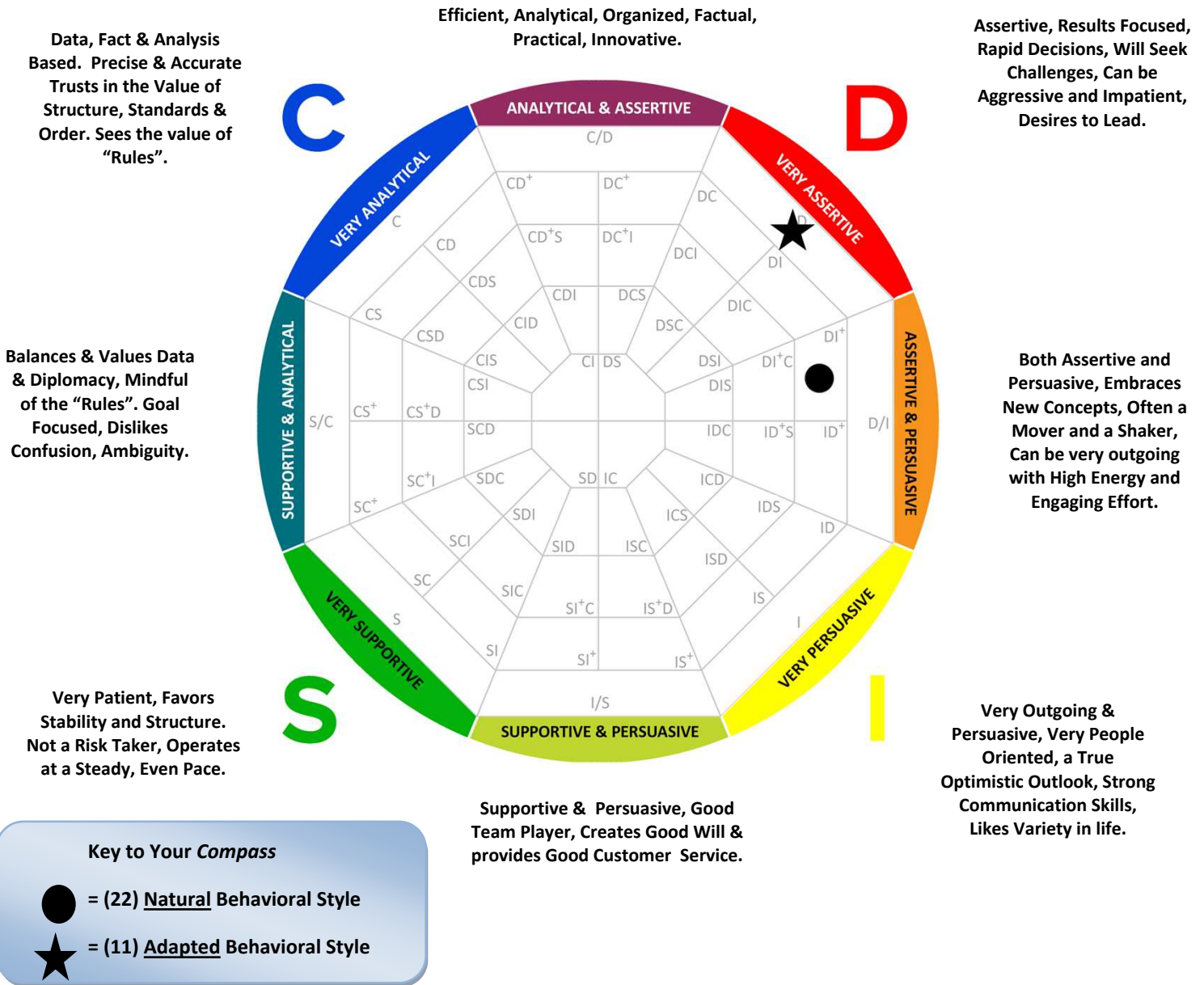
<b>Situational</b>	
<p><b>Expressing Openness</b></p> <p><b>Natural (HM):</b> You are somewhat comfortable when interacting with others, quick paced and focused on personal connections, and may tend to elaborate to engage with others. You are likely to be most confident and comfortable when interacting 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><b>Adapted (HM):</b> Consistent with natural style</p>	
<p><b>Customer &amp; Team Interaction</b></p> <p><b>Natural (HM):</b> 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><b>Adapted (HM):</b> Consistent with natural style</p>	
<p><b>Self-Reliance</b></p> <p><b>Natural (MOD):</b> You balance results and interaction, getting things done efficiently, but also involving others to get this accomplished as effectively as possible. You are likely to be productive and efficient whether working independently or in collaboration with others, depending on the circumstances and variables of the work.</p> <p><b>Adapted (HM):</b> You are quite results driven, focused on accomplishing things quickly and efficiently and are likely to do so mostly independently and directionally. You will likely do your best work independently when you can manage your productivity and efficiency autonomously. Be sure you are not distancing yourself too much.</p>	
<p><b>Work Process Alignment</b></p> <p><b>Natural (MOD):</b> 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. There may be times when you process information and then follow through based on an equal emphasis on accuracy and consistency. These two, when balanced, will ensure great outcomes.</p> <p><b>Adapted (MOD):</b> Consistent with natural style</p>	

<b>Situational</b>	
<p style="text-align: center;"><b>Accuracy</b></p> <p><b>Natural (MOD):</b> Your plans are a combination of careful deliberations to ensure quality outcomes, and systems and processes that allow forward movement in a steady environment. You are likely aware of both predictability and precision when making plans. You will have more positive outcomes when using balanced planning.</p> <p><b>Adapted (MOD):</b> Consistent with natural style</p>	<p>Predictability (S) <span style="float: right;">Precision (C)</span></p>
<p style="text-align: center;"><b>Building Rapport</b></p> <p><b>Natural (MOD):</b> Your interactions are driven by both a desire to connect with others socially, and to get the work done and reach results. If you can do both at once, that's great!</p> <p><b>Adapted (LM):</b> You are somewhat results driven in your interactions, preferring not to connect socially unless there is a specific outcome or purpose. You are more likely to focus on results with a desire to reach a goal or complete a task, rather than connecting or building relationship. Remember, others may like to get to know you more when working together.</p>	<p>Results-Focused (D) <span style="float: right;">Relationships-Focused (I)</span></p>
<p style="text-align: center;"><b>Careful Decision Making</b></p> <p><b>Natural (LM):</b> 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><b>Adapted (LM):</b> Consistent with natural style</p>	<p>Impulsive (I) <span style="float: right;">Cautious (S)</span></p>

<b>Situational</b>	
<b>Reasoning</b>	<div style="display: flex; justify-content: space-between;"> <span>Intuition-based (I)</span> <span>Evidence-based (C)</span> </div>
<p><b>Natural (LM):</b> 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> <p><b>Adapted (LM):</b> Consistent with natural style</p>	
<b>Change Resistance</b>	<div style="display: flex; justify-content: space-between;"> <span>Drives Change (D)</span> <span>Reluctant to Change (S)</span> </div>
<p><b>Natural (LOW):</b> 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. You are likely to respond/interact in change by driving action and facing it head on as it comes. You may even want to change things just to see how it can be different. Sometimes keeping things consistent is good too.</p> <p><b>Adapted (LOW):</b> Consistent with natural style</p>	
<b>Prioritizing</b>	<div style="display: flex; justify-content: space-between;"> <span>Results (D)</span> <span>Rules (C)</span> </div>
<p><b>Natural (LOW):</b> You frequently focus specifically and directly on results now and take actions that target immediate accomplishments, likely unconcerned with the established guidelines. You will likely prioritize and focus on the results and the bottom line. While the end result is certainly a key component of what should take priority, be sure you are also aware of the rules and constraints of your situation.</p> <p><b>Adapted (LOW):</b> Consistent with natural style</p>	

# 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. \*The plus sign indicates that the preceding style score is higher, moving you closer to that style zone (i.e. CD\*S: The D score is stronger than in CDS so it plots closer to the D behavioral zone).





## 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!

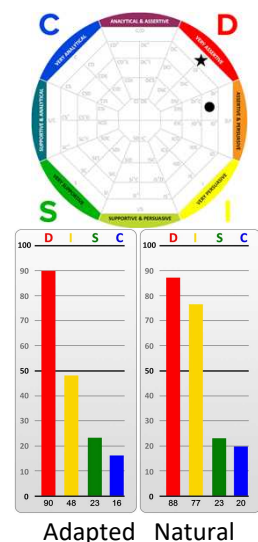
**DIRECTIONS:** Check off what you believe to be your two most important strengths and your two most important work style tendencies and transfer them to your Action Plan, page 21.

### Your Strengths:

- You are able to efficiently multi-task, maintaining control over many projects simultaneously.
- You are able to direct and motivate others, while still being sensitive to their needs and concerns.
- You tend to take on challenging assignments or difficult tasks, and succeed with them.
- You are socially poised and confident, able to speak in a persuasive way to both small and large groups of people.
- You approach challenges in a forceful, direct, and bottom-line savvy manner.
- You are highly driven toward solutions and success, and enjoy bringing others with you on the journey.
- You have a strong ability to motivate and manage others through your optimistic attitude and firm delegation of tasks.

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

- You want to achieve tangible, measurable, real-time results.
- You may be perceived by some as aggressive, in your strong determination to meet or exceed expectations.
- You expect others to keep up and maintain a rapid pace.
- You are motivated to be a very active agent in everything you do.
- You tend to express a very high sense of urgency on projects and work tasks.
- You are able to take charge of a project, even in mid-stream, and work hard to make it a success.
- You demonstrate foresight and strong organizational skills when planning the "big picture."



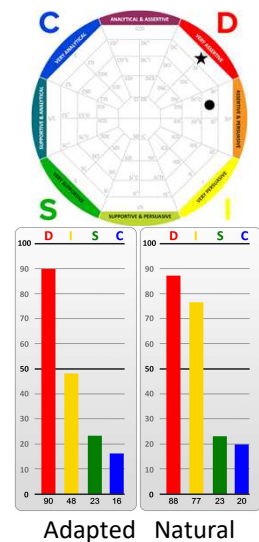
## Your Ideal Work Environment

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.

*DIRECTIONS: Check off what you believe to be your two most important environmental factors and transfer them to your Action Plan, page 21.*

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

- Social recognition for accomplishments.
- A broad bandwidth of operation and influence.
- Non-routine assignments.
- Assignments involving motivational skills in leading others.
- A climate that supports innovative ideas.
- Opportunities to see immediate results.
- A high degree of contact with people, and an abundance of problems to solve.



## Your Motivational Wants and Needs

*What motivates you? People are motivated by what they want? But, what do you really want? Our behaviors are also driven by both wants and needs. Each style has different needs. If one person is stressed out, they may need quiet time alone; another may need social time around a lot of people. Each of us try to meet our wants and needs differently. The more fully our needs are met, the easier it is to perform at an optimal level.*

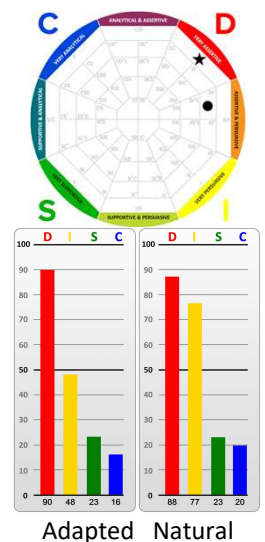
Directions - Check the two most important motivators (wants) and the two most important needs and transfer them to your Action Plan, page 21.

### You Are Motivated By:

- The existence of a variety of challenges and goals which offer you opportunities to demonstrate your skills and abilities.
- Having authority equal to the responsibility you are given.
- An environment that provides rapid advancement to positions of higher responsibility.
- New problems to solve and new challenges to address.
- A climate allowing for communication with new people.
- Having the power to control your own career destiny, and make the necessary choices and decisions in fulfilling that destiny.
- Recognition for the skills, insight, and problem-solving you dedicate and contribute on a daily basis.

### You Need:

- A team of competent people who understand the urgency of important requirements.
- To soften or mask emotions at times, especially when dealing with more introverted people.
- To realize that you may not always be the leader of every team or task force.
- A clear job description, in writing.
- To soften the ego a bit, especially with those who don't share the same egotism and optimism.
- The ability to get rapid answers to questions about the status of projects or activities.
- To become more sensitive to the climate of the situation, and adjust your intensity accordingly.



## Under Stress – Perceptions, Behavior and Needs for the D

*Stress is unavoidable. The perceptions of our behavior may have a significant impact on our effectiveness - both in how we perceive ourselves and how others perceive us. The way we behave under stress can create a perception that is not what we intend. The descriptions below of perceptions by others may seem somewhat extreme at times (especially if our behavior is an over-extended strength that becomes a weakness or limitation). As you understand these perceptions more clearly, you are able to modify your behavior to maximize your own effectiveness and ensure that others see you as you intend.*

### Potential Self Perception:

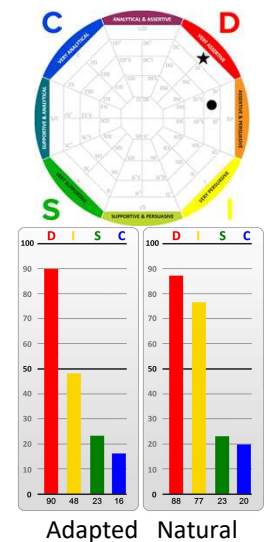
- Independent thinker
- Brings new ideas
- Poised and self-confident
- High sense of urgency

### Under Stress, May be Perceived by Others:

- Impatient with others who are slower
- Everything seems to be a competition
- Fault-finding and sarcastic
- Overly critical of others

### Your Needs When Stressed:

- Tangible evidence of progress
- A fast pace for moving toward goals
- Control of the situation and yourself



## When You Are In Conflict

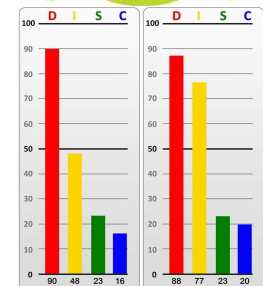
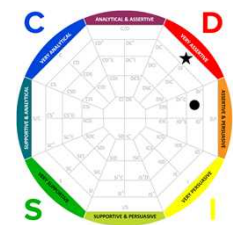
**Conflict** is always unpleasant for all parties. It is essential you recognize **how you are perceived** in a conflict situation because it can undo all progress you have made in the eyes of others. First, see yourself realistically, then teach yourself to respond differently by **modulating your body language, your voice and your choice of words**.

### Your Typical Behaviors in Conflict:

- Your passion to win may result in win/lose situations, making it difficult for others to work with you.
- Your anger is directed at the situation and the lack of desired results, not at anyone, personally. However, your outbursts and behaviors may appear to be a personal attack. You tend to react quickly and often may fail to choose your words appropriately.
- You generally do not hold a grudge. Once an incident is over, it is generally forgotten on a personal level, although the factors that produced a lack of satisfactory results will be considered and evaluated.

### Strategies to Reduce Conflict and Increase Harmony with Others:

- Avoid creating controversy or "stirring up the pot" just to keep things interesting. This may increase your own energy for the task; however, it is likely to have a serious negative effect on many others.
- Recognize that others may not be comfortable dealing with conflict, anger, and aggression. Therefore, reacting with your normal behavior may be counterproductive, resulting in interference with your desired results.
- You need to include all the people involved with a project in your decision-making process. Ask for their input on a regular basis and take it into consideration. You can still make the final decision; however, it is likely to be a more informed decision and the others are more likely to buy into it.



Adapted Natural



## When People Communicate with You

The following suggestions can help others who interact with you understand you and be aware of your communication preferences. To use this information effectively, share it with others and also discuss their preferences. **It is up to you to teach people to treat you the way you want to be treated.**

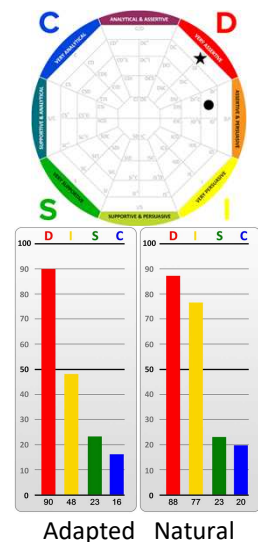
**DIRECTIONS:** Check off the two most important ideas for others to know when communicating with you and then check off the two most important ideas you want others to AVOID when communicating with you; transfer them to your Action Plan, page 21.

### When Communicating with Michael, DO:

- Give Michael the opportunity to express opinions and make some of the decisions.
- Motivate and persuade Michael by pointing out objectives and expected results.
- Be prepared to handle some objections.
- Plan to talk about things that support Michael's dreams and goals.
- Be specific about what's needed, and who is going to do it.
- Be efficient: Hit the major points first.
- Put the details in writing, but don't plan on discussing them too much.

### When Communicating with Michael, DO NOT:

- Forget or lose things necessary for the meeting or project.
- Be overly task-oriented.
- Get bogged down in facts, figures, or abstractions.
- Let the discussion with Michael get caught in dreams too much, otherwise you'll lose time.
- Ask rhetorical or useless questions.
- Leave loopholes or vague issues hanging in the air.
- Be sloppy or disorganized.



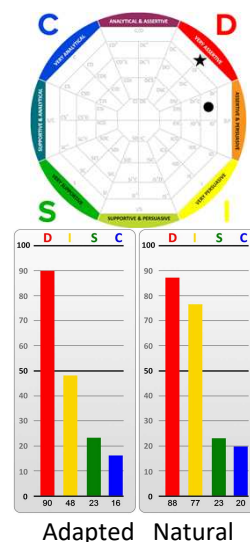
## Areas for Personal Improvement

Everyone has some struggles, limitations or weaknesses. Oftentimes, it's an overextension of your strengths -- which then become weaknesses. For example, a High D's directness can be a strength in certain environments, but when overextended, too much directness may become bossiness.

**DIRECTIONS:** Check the two most important areas you are committed to improve and transfer them to your Action Plan, page 21.

### Areas for Improvement:

- A combination of ego and optimism may lead you to act too impulsively at times.
- Your strong ego may make you appear blunt and overly critical to those who may not share the same personality type. You may get more positive reactions by softening your approach and putting aside your ego.
- Rather than emphasizing the positive, you may sometimes be too critical with team results.
- You may oversell others on project goals, and the team's ability to achieve them.
- While directing team projects, you may tend to avoid direct participation with others.
- You may be so focused on the big picture that you may tend to ignore important details.
- You tend to be a selective listener, hearing only what you want to hear.



## My DISCcompass™ Action Plan

My strengths – what I bring to the organization

1. \_\_\_\_\_
2. \_\_\_\_\_

My important work style tendencies – what I bring to the job

1. \_\_\_\_\_
2. \_\_\_\_\_

I am most effective in an environment that provides these things – are they provided?

1. \_\_\_\_\_
2. \_\_\_\_\_

I am motivated by

1. \_\_\_\_\_
2. \_\_\_\_\_

Your needs in this environment – are they being met?

1. \_\_\_\_\_
2. \_\_\_\_\_

What I'd like to change when I am under stress

1. \_\_\_\_\_
2. \_\_\_\_\_

When I am under stress I need

1. \_\_\_\_\_
2. \_\_\_\_\_

Under conflict, I'd like to change this behavior

1. \_\_\_\_\_

My strategy to reduce conflict and increase harmony

1. \_\_\_\_\_

Communication "do's" for others to know about me

1. \_\_\_\_\_
2. \_\_\_\_\_

Communication "don'ts" for others to know about me

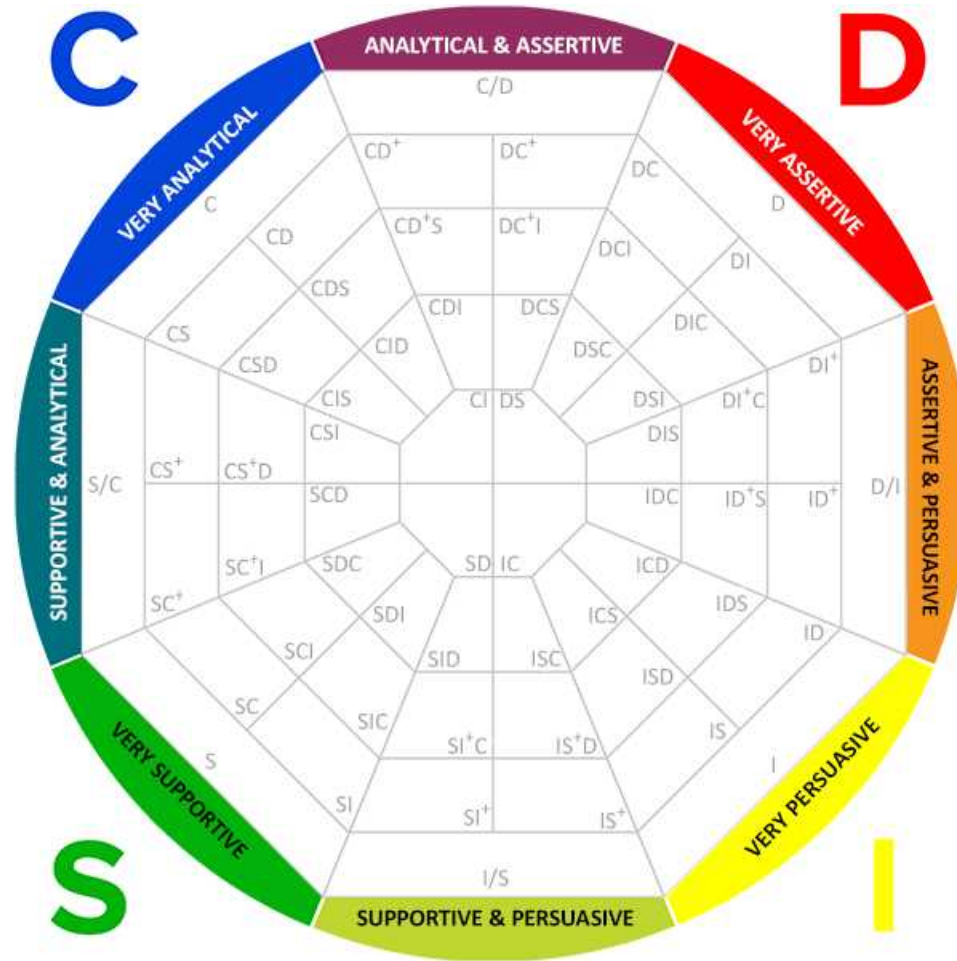
1. \_\_\_\_\_
2. \_\_\_\_\_

I am committed to changing these two weaknesses/limitations

1. \_\_\_\_\_
2. \_\_\_\_\_



## Combination Styles on the Compass



- People who plot on the outer two rings have more forthright behavioral styles, easier to identify, simply because they have only 1 or 2 factors (D I S C) above the 50% energy line.
- However, as one moves towards the center of the Compass, three strong factors appear above the Line.
- An example of a very complex behavioral style is segment SDC in the fourth ring of the VERY SUPPORTIVE Sector.
- In the center, we have 2 conflicting styles above the 50% energy line, I/C, C/I, D/S, and S/D; directly conflicting in pace and focus.



**Charting the Four Basic DISCcompass® Styles** Once you have determined a person's PACE and PRIORITY, you have identified their DISCcompass primary style. With this chart you can now understand some of their characteristics and you can anticipate their behavior. For example, think of people in your life now, identify their style and study them: in particular study their "Needs" below. Choose someone close to you and determine their style -- how can you satisfy their basic needs? Do it!

	HIGH DOMINANT STYLE	HIGH INFLUENTIAL STYLE	HIGH STEADY STYLE	HIGH CONSCIENTIOUS STYLE
<b>PACE</b>	Fast/Decisive	Fast/Spontaneous	Slower/Relaxed	Slower/Systematic
<b>PRIORITY</b>	Goal	People	Relationship	Task
<b>NEEDS</b>	Productivity Control	Participation Applause	Acceptance Friendships	Accuracy Precision
<b>STRENGTHS</b>	Administration Leadership Pioneering	Persuading Motivating Entertaining	Listening Teamwork Follow-through	Planning Systemizing Orchestration
<b>GROWTH AREAS</b>	Impatient Insensitive to others Poor listener	Inattentive to detail Short attention span Low follow-through	Oversensitive Slow to begin action Lacks global perspective	Perfectionist Critical Unresponsive
<b>FEARS</b>	Being taken advantage of	Loss of social inclusion & recognition	Sudden changes Instability	Personal criticism of their work efforts
<b>IRRITATIONS</b>	Inefficiency Indecision	Routines Complexity	Insensitivity Impatience	Disorganization Impropriety
<b>UNDER STRESS MAY BECOME</b>	Dictatorial Critical	Sarcastic Superficial	Submissive Indecisive	Withdrawn Headstrong
<b>GAINS SECURITY THROUGH</b>	Control Leadership	Playfulness Others' approval	Friendship Cooperation	Preparation Thoroughness
<b>MEASURES PERSONAL WORTH BY</b>	Impact or results Track records and products	Acknowledgments Applause Compliments	Compatibility with others Depth of contribution	Precision Accuracy Quality of results
<b>WORKPLACE</b>	Efficient Busy Structured	Interacting Busy Personal	Friendly Functional Personal	Formal Functional Structured

## Communication Plans with All Four Styles

CONSCIENTIOUS STYLE	
Characteristics:	So You...
Concerned with aggressive approaches	Approach them in an indirect, non-threatening way
Think logically	Show your reasoning
Seek data	Give data to them in writing
Need to know the process	Provide explanations and rationale
Utilize caution	Allow them to think, inquire and check before they make decisions
Prefer to do things themselves	When delegating, let them check procedures, and other progress and performance before they make decisions.
Want others to notice their accuracy	Compliment them on their thoroughness and correctness when appropriate
Gravitate toward quality control	Let them assess and be involved in the process when possible
Avoid conflict	Tactfully ask for clarification and assistance you may need
Like to contemplate	Tell them "why" and "how"
Need to be right	Allow them time to find the best or "correct" answer, within available limits

STEADY STYLE	
Characteristics:	So You...
Concerned with stability	Show how your idea minimizes risk
Want documentation and facts	Provide data and proof
Think logically	Show reasoning
Like personal involvement	Demonstrate your interest in them
Need to know step-by-step sequence	Provide outline and/or one-two-three instructions as you personally "walk them through"
Dislike conflict	Act non-aggressively, focus on common interest or needed support
Enjoy teamwork	Provide them with a cooperative group
Look for calmness and peace	Provide a relaxing, friendly atmosphere
Accommodate others	Allow them to provide service or support for others
Want others to notice their patient perseverance	Compliment them for their steady follow-through
Avoid risks and changes	Give them personal assurances
Want sincere feedback	Acknowledge their easygoing manner and helpful efforts, when appropriate

DOMINATE STYLE	
Characteristics:	So You...
Concerned with being #1	Show them how to win, new opportunities
Think logically	Display reasoning
Like changes	Vary routine
Strive for results	Agree on goal and boundaries, then support or get out of their way
Like personal choices	Allow them to "do their thing," within limits
Tendency towards conflict	If necessary, argue with conviction on points of disagreement, backed up with facts; don't argue on a "personality" basis
Prefer to delegate	Look for opportunities to modify their workload focus
Want others to notice accomplishments	Compliment them on what they've done
Need to be in charge	Let them take the lead, when appropriate, but give them parameters
Want facts and highlights	Provide concise data

INFLUENCING STYLE	
Characteristics:	So You...
Concerned with approval and appearances	Show them that you admire and like them
Seek enthusiastic people and Situations	Behave optimistically and provide upbeat setting
Think emotionally	Support their feelings when possible
Want to know the general expectations	Avoid involved details, focus on the "big picture"
Need involvement and people contact	Interact and participate with them
Like changes and innovations	Vary the routine; avoid requiring long-term repetition by them
Want others to notice THEM	Compliment them personally and often
Often need help getting organized	Do it together
Look for action and stimulation	Keep up a fast, lively, pace
Surround themselves with optimism"	Support their ideas and don't poke holes in their dreams; show them your positive side

**RESOURCES: for more information and ideas about Human Behavior and DISC*compass*, go to [www.ViatechGlobal.com](http://www.ViatechGlobal.com) There you will find many suggestions for further study.**

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