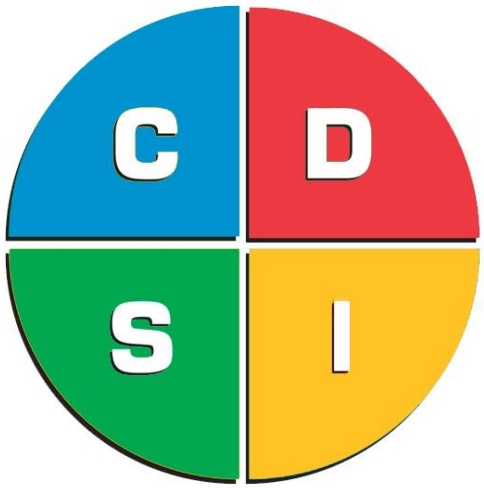
PATRICK WANIS
Behavior Expert PhD

DISC Behavioral Profile Assessment



Pavneet Singh

Your style is identified by the keyword
"**Creative** "

Date: 2016-11-25

Key Motivation

A strong Dominance and Conscientiousness need:
"Tell me your ideas; then I'll tell you mine."

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INTRODUCTION

DISC is a modern interpretation of Dr. William Moulton Marston's work, dividing a person's behavioral style into 4 quadrants. DISC will help you understand your behavioral style and how to maximize your potential - enhance communication, strengthen relationships, improve workplace dynamics and build stronger teams.

DISC Behavioral Profile Assessment is not a "personality test" and there is no right or wrong responses – there are only different behavioral styles. DISC Behavioral Profile Assessment focuses on patterns of external, observable behaviors using scales of directness & openness, and scales of tasks & people that each behavioral style exhibits. These external behaviors can be seen, heard and experienced, and as you gain some basic understanding of DISC, you will be able to easily "read" people.

DISC stands for the four behavioral styles:

D = Dominance

Driver, Director

I = Influence

Inspiring, Socializer

S = Steadiness

Stable, Relator

C = Conscientiousness

Correct, Compliant, Thinker

Although everyone is unique each behavioral style-type has predictable behavioral patterns and people tend to exhibit specific behavioral characteristics common to each specific style. All people share these four styles in varying degrees of intensity. The blends of the 4 styles results in 15 different DISC Profile Patterns. This report will explain to you which one of the fifteen is your DISC Profile Pattern as well as reveal the dynamics and characteristics of that specific DISC Profile Pattern.

STYLE FOCUS

D - Dominance - Problems
How one approaches problems and challenges; relating to control, power and assertiveness

I - Influence - People
How one interacts and influences people; relating to social situations and communication

S – Steadiness - Pace
How one responds to change and levels of activity; relating to patience, persistence and thoughtfulness

C – Conscientiousness - Procedures
How one responds to rules and regulations; relating to structure and organization

Once you understand the behavioral styles, you will understand why before today you 'naturally' connected and succeeded in communicating with some people and not others. With DISC, you will become a better communicator, you will strengthen your relationships, minimize or prevent conflicts, appreciate the differences in others and positively influence those around you when you awaken to learn that people do things for their reasons and not yours, and, when you awaken to the truth that the most powerful rule is to treat people the way they want to be treated!

As you become consciously aware of and embrace your style and behavioral characteristics, you will gain more confidence, raise your self-esteem and become more productive.

1. You cannot motivate other people, yet…
2. All people are motivated
3. People do things for their reasons…not yours
4. A person's strengths - overused, underused or misused – are their weaknesses
5. If I know more about you than you know about me, I can control the communication
6. If I know more about you than you know about yourself, I can control you!

- The Principals of Motivation
by John Geier PhD

Meet the Director – the D Style
Think of someone you know who is assertive, to the point, and wants the bottom line; some people are forceful, direct, firm, results-oriented and strong-willed.

Meet the Socializer – the I Style
Think of someone you know who is a great communicator and friendly to everyone he/she meets; some people are outgoing, enthusiastic, optimistic, friendly, lively, high-spirited and talkative.

Meet the Relator – the S Style
Think of someone you know who is a good listener and a great team players; some people are steady, even-tempered, accommodating, patient, loyal, humble, tactful and practical.

Meet the Thinker – the C Style
Think of someone you know who enjoys gathering facts and details, and is thorough in all of his/her activities; some people are reserved, private, precise, sensitive, analytical and systematic.

DISC BODY LANGUAGE

DISC Profile	Responses	Non Verbal	Agitated Emotions	Inner Drives
DOMINANCE Control specialist	Focus: Results, Acts Decisively, Asks "What"	Fast Paced Firm Stance Strong Gestures	Intimidating Aggressive Domineering	Show authority Feel strong Be in control
INFLUENCE Communication specialist	Focus: People Acts Enthusiastically, Asks "Who"	Easy Smile Alert Eyes Wide Gestures	Unrealistic Overselling Overly Emotional, Trusting	Appear Warm Friendly And Safe
STEADINESS Harmonizing Specialist	Focus: Stability Acts Systematically Asks "How?"	Direct Gaze Relaxed Stance Few Gestures	Inflexible Aloof Passive Indecisive	Appear Calm Steady Stable
CONSCIENTIOUS-NESS Control specialist	Focus: Accuracy Acts Cautiously Asks "Why"	Reserved Eyebrows Raised, Controlled Gestures	Perfectionist Too Critical of Self and Others, Solo Player	Appear Knowledgeable Logical In Control

DISC TABLE OF CHARACTERISTICS

	D Director	I Socializer	S Relator	C Thinker
	DOMINANCE	INFLUENCE	STEADINESS	CONSCIENTIOUS-NESS
Observable Behavior & Description	High Self-Confidence, Competitive, Direct, Demanding, Forceful, Strong-Willed, Driven, And Determined, Fast-Paced	Talkative, Communicative, Enthusiastic, Optimism, Energy, Convincing, Magnetic, Enthusiastic, Warm, Trusting	Friendship, Co-Operation, Persistence, Patience, Calm, Predictable, Deliberate Stable, Consistent, Listener	Accuracy, Cautious, High Standards, Careful, Systematic, Logical, Perfectionist, Compliant, Diplomatic, Tactful
Focus	Power	People	Pace	Policy
Communic-ation Style	Tell	Sell	Listen	Write
Ideal Work Culture	Busy, Formal	Stimulating, Personal, Friendly	Personal, Relaxed, Friendly	Structured, Organized, Formal
Pace	Faster	Faster	Slower	Slower

	DOMINANCE	INFLUENCE	STEADINESS	CONSCIENTIOUS-NESS
Gains Security By	Being In Control	Flexibility And Variety	Close Relationships	Preparation
Motivated By The Need For	Achievement	Social Recognition	Acceptance Stability	Correctness
Additional Motivation	Winning, Competition And Success	Group Activities, And Relationships	Cooperation, Opportunities To Help, Sincere Appreciation	Opportunities To Gain Knowledge, Showing Their Expertise, Quality Work
Goals	Unique Accomplishments, New Opportunities, Control Of Audience, Independence	Victory With Flair, Friendship And Happiness, Authority And Prestige Status Symbols, Popularity	Personal Accomplishment, Group Acceptance, Power Via Formal Roles & Positions Of Authority, Maintenance Of Status Quo & Controlled Environment	Unique Accomplishments, Correctness, Stability, Predictable, Accomplishments, Personal Growth
Measures Progress By	Results	Applause, Praise	Appreciation	Getting It Right

	DOMINANCE	INFLUENCE	STEADINESS	CONSCIENTIOUS-NESS
Values	Competency, Action, Concrete Results, Personal Freedom, Challenges	Coaching & Counseling, Freedom Of Expression, Democratic Relationships	Loyalty, Helping Others, Security	Values Quality Accuracy, Precision
Fears	Being Taken Advantage Of, Loss Of Control	Social Rejection	Personal Rejection, Sudden Change	Criticism Of What They Do
Irritated By	Inefficiency, Indecision, Slowness	Routine, Formality	Insensitivity, Impatience	Surprises, Unpredictability
Decisions Are	Quick	Spontaneous	Considerate	Deliberate
Under Stress May Become	Dictatorial, Critical	Sarcastic, Superficial	Submissive, Indecisive	Withdrawn, Headstrong
Response To Conflict	Direct, Not Personal, They Let It Go	Verbalize, Sugarcoat, Take it Personal, Sticks With Them	Avoid, Uncomfortable, Take it Personal, Sticks With Them	Collect Facts & Info Not personal, Diplomatic Response

	DOMINANCE	INFLUENCE	STEADINESS	CONSCIENTIOUS-NESS
Balance Achieved By Working With Personnel Who	Weigh Pros And Cons, Calculate Risks, Use Caution, Research Facts, Deliberate Before Deciding, Recognize The Needs Of Others	Concentrate On The Task, Seek Facts, Speak Directly, Develop Systematic Approaches, Prefer To Deal With Things Instead Of People, Take A Logical Approach, Demonstrate Follow-Through	React Quickly To Unexpected Change, Become Involved In More Than One Thing, Are Self-Promoting, Apply Pressure, Work Comfortably In Unpredictable Environment, Help To Prioritize Work, Are Flexible In Work Procedures	Delegate Important Tasks, Make Quick Decisions, Use Policies Only As Guidelines, Compromise With The Opposition, State Unpopular Positions Encourage Teamwork, Initiate And Facilitate Discussions
Major Challenges	Impatience, Selective Listening	Lack Of Follow Though	Overly Modest, Resists Change	Overly Critical Of Self And Others
Becomes More Effective By	Being Patient And Willing To Learn	Self-Discipline, Following Through On Tasks	Belief In Self, Being More Open To Change	Being More Tolerant Of Self And Others
Primary Emphasis	"Emphasis Is On Shaping The Environment By Overcoming Opposition To Accomplish Results."	"Emphasis Is On Shaping The Environment By Influencing Or Persuading Others."	"Emphasis Is On Cooperating With Others to Carry Out the Task."	"Emphasis Is On Working Conscientiously Within Existing Circumstances To Ensure Quality And Accuracy."

	DOMINANCE	INFLUENCE	STEADINESS	CONSCIENTIOUS-NESS
When Communic-ating With	Give Them The Bottom Line, Be Brief, Focus Your Discussion Narrowly, Avoid Making Generalizations, Refrain From Repeating Yourself, Focus On Solutions Rather Than Problems	Share Your Experiences, Allow The I Style Person Time To Ask Questions And Talk Themselves, Focus On The Positives, Avoid Overloading Them With Details, Don't Interrupt Them	Be Personal And Amiable, Express Interest In Them, Express What Expect From Them, Take Time To Provide Clarification, Be Polite, Avoid Being Confrontational, Overly Aggressive Or Rude	Focus On Facts And Details, Minimize "Pep Talk" Or Emotional Language, Be Patient, Persistent And Diplomatic
Emotion measured	Anger	Optimism	Lack of Emotion	Fear
Disc Profile 15 Patterns	Developer, Result Oriented, Inspirational, Creative	Promoter, Persuader, Counselor, Appraiser	Specialist, Achiever, Agent, Investigator	Objective Thinker, Perfectionist, Practitioner
Leadership Style	*Authoritarian:* Commanding, Resolute, Pioneering	*Democratic:* Energizing, Pioneering, Affirming	*Procedural:* Inclusive, Humble, Affirming	*Knowledge Based:* Deliberate, Humble, Resolute

YOUR PROFILE PATTERN

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Here is the breakdown of your DISC Behavioral Profile Assessment. Remember to also refer to the previous explanations and characteristics of the 4 key behavioral profiles.

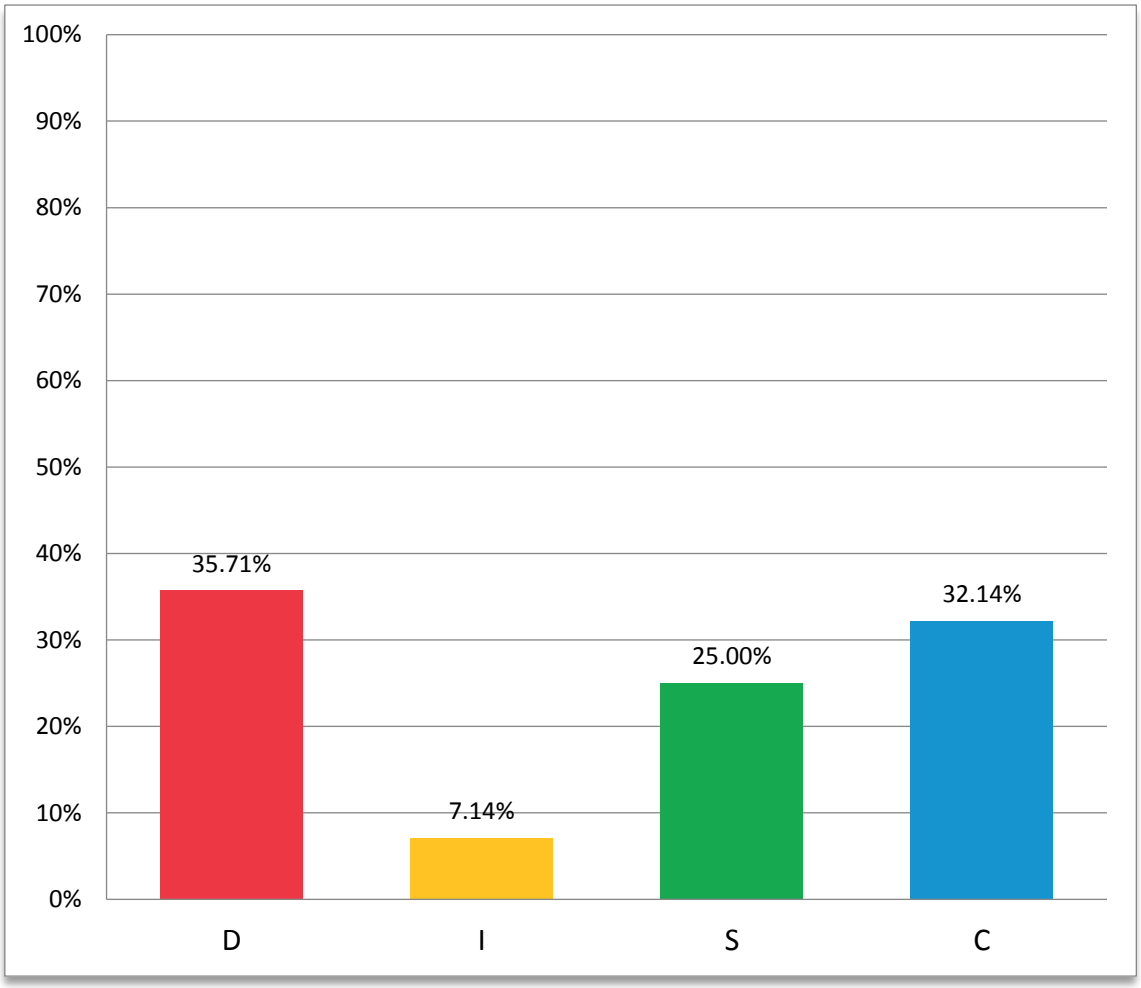
Pavneet Singh

Your profile pattern is **"Creative"**

DISC GRAPHS

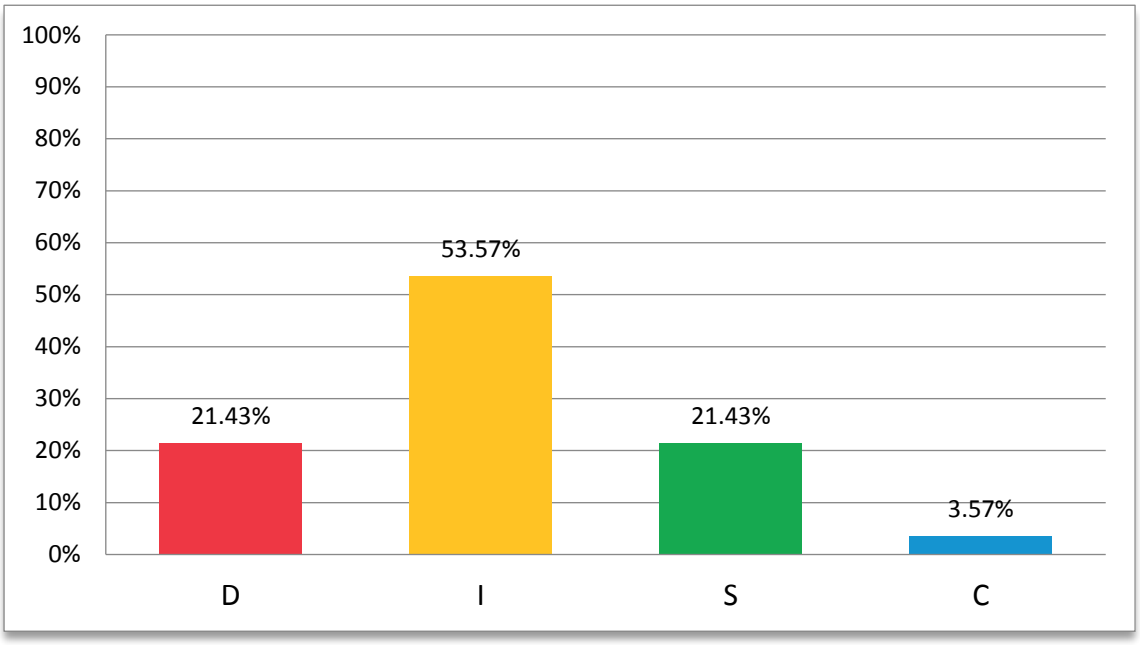
GRAPH I - Adaptive Style

This graph shows your "Most" responses for each of the behavioral scales



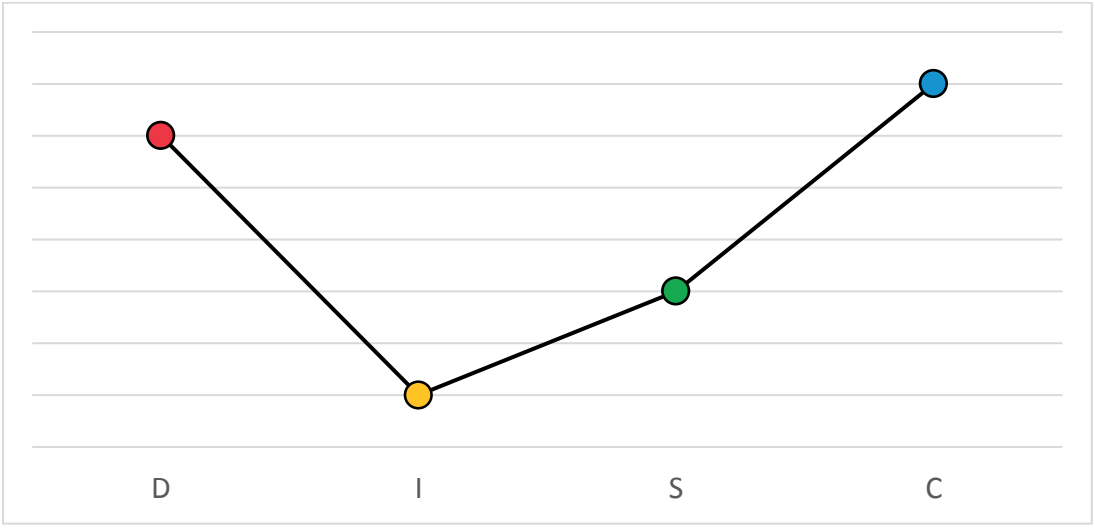
GRAPH II - Natural Style

This graph shows your “Least” responses for each of the behavioral scales

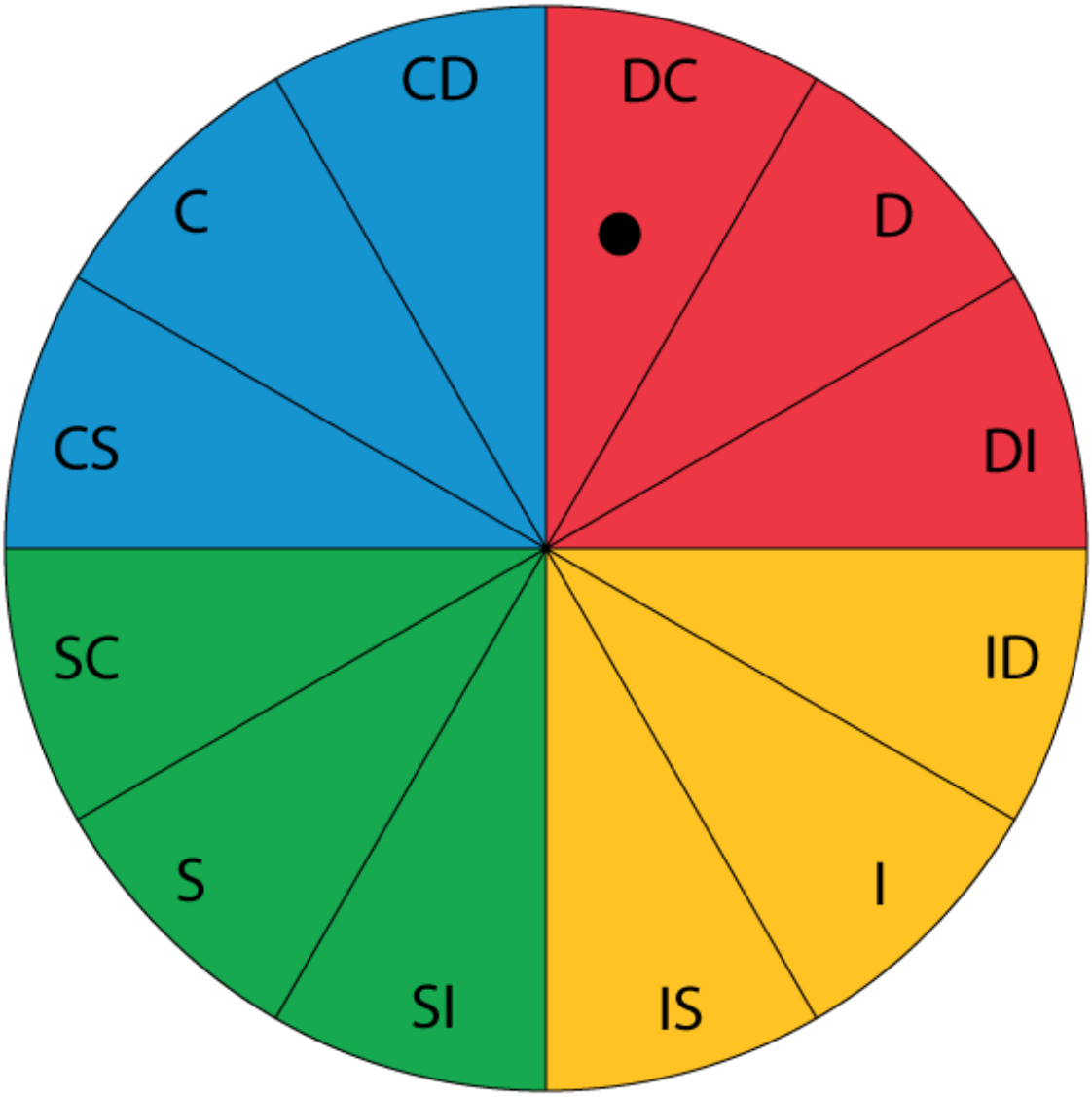


GRAPH III - Preferred Style

This graph shows your behavioral scales based on the combination of your “Most” and “Least” responses; the “Least” is subtracted from the “Most” to give a picture of your preferred style of behavior under everyday circumstances. Your preferred style is not necessarily how others view you.



GRAPH IV - Behavior Profile Index



Creative – D-C Style

People with the "D -C" style tend to desire immediate results and perfection

These key words describe you:

Dominant, forceful, factual, logical, alert, critical, analytical, practical, perfectionist, innovative, sets high standards

OVERVIEW

Your basic style is characterized this way:
You are hard-working and industrious

At work, your style is characterized this way:
You become involved in satisfying and productive working relationships

Your primary Strength is identified as:
You set goals for yourself, even if no goals are made explicit

Your Ideal Job Culture is:
An environment where you can set your own pace and maintain that pace

You can become more effective by:
Negotiating commitment on a one-to-one basis

You will experience long-term motivation by:
Rewards and sincere reinforcements will raise and amplify your self- esteem

Others can excel when communicating with you by:
Taking issue with the facts, not with you if you disagree

You can further excel by attending to this area:
Soften or eradicate the "either/or" thinking, and realize that "both/and" solutions are possible

Your observable behavior & emotions:
You accept aggression while also restraining expression

The key goal that drives you:
Dominance and unique accomplishments

You judge others by:
Their progressive ideas for accomplishing tasks

You influence others by:
Your ability to pace development of systems and innovative approaches

Your value to the organization and team:
You initiate or design changes

You would excel by being aware of your strength which when overused causes problems:
Bluntness; criticism or a condescending attitude blocks team work and support

When you experience stress, you respond by:
You become bored with routine work; you sulk when restrained, and you act independently

Your primary fear:
The inability to influence and the failure to achieve your own standards

You can become more effective and achieve more by:

Expressing more warmth, communicating tactfully, engaging effective team cooperation, and recognizing existing sanctions

Final tip:

Practice sharing control, asking questions and offering advice to be more inclusive. Spend time to help others see your point of view and explain how you arrived at your conclusions and decisions – that will result in gaining the cooperation of others.

GENERAL DESCRIPTION

Persons with a Creative Pattern display opposite forces in their behavior. Their desire for tangible results is counterbalanced by an equally strong drive for perfection and their aggressiveness is tempered by sensitivity.

Although they think and react quickly, they are restrained by the wish to explore all possible solutions before making a decision.

Creative persons exhibit foresight when focusing on projects, and they bring about change. Since individuals with a Creative Pattern have a drive for perfection and demonstrate considerable planning ability, the changes they make are likely to be sound, but the method may lack attention to interpersonal relationships.

Creative persons want freedom to explore, and they want the authority to examine and retest findings. They can make daily decisions quickly but may be extremely cautious when making bigger decisions: "Should I take that promotion?" "Should I move to another location?" In their drive for results and perfection, Creative persons may not be concerned about social poise. As a result, they may be cool, aloof, or blunt.