DISCflex™

Essentials

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INDABA

Introduction

What is a DISC Assessment?

DISCflex™ assessments are used to evaluate your overall behavioral tendencies. By completing a DISCflex™ Assessment you reveal the elevations of four DISCflex™ Factors - Dominance, Influence, Steadiness, and Compliance, on a scale from 0-100. Based on those DISC Factor scores, we came up with DISC Patterns to quickly identify which factor(s) you display most often. Please note: there are no right or wrong answers and there is no perfect score or pattern!

Let's quickly define what DISC stands for before we delve into the details.

Dominance is your need for **control** and your source of **ambition**.
Whenever you are feeling self-motivated, you are using your 'D' factor.

Influence is your need for **communication** and your source of **persuasion**.
Whenever you are feeling talkative, you are using your 'I' factor.

Steadiness is your need for **planning** and your source of **thoughtfulness**.
When you go out of your way to help someone, you are using your 'S' factor.

Compliance is your need for **structure** and your source of **organization**.
When you become extremely focused on completing your tasks, you are using your 'C' factor.

Goals

This report will assist you in uncovering your strengths and will provide ways to mitigate your weaknesses. The report will provide valuable Coaching Advice on how best to "become a chameleon on a rainbow," being able to adapt to any professional situation. The goal is to provide you with a complete guide to understanding your behavior. The DISC eLearning was designed to help you practically apply what you have learned. It is a good idea, therefore, after you become more knowledgeable by going through the course materials, that you should retake the assessment.

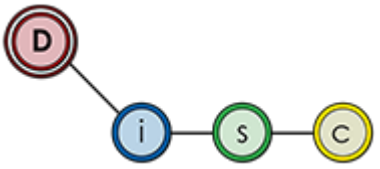
Flexing Your Behavior

Once you have read your report and become familiar with your behavior style and how it can affect the people around you, the next step is to start flexing. Flexing refers to internally monitoring your behavior and choosing how you interact or react to situations. For example, an extrovert may need to "dial down" their Influence factor and talkative impulses during a meeting to make sure the team stays focused on the task at hand. While an introvert may need to "dial up" their Influence factor during a meeting to make certain that their views and opinions are heard and taken into account. Flexing refers to the conscious adjustment in behavior, whereas the term *morphing* refers to the change in your natural behaviors over time due to flexing.

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Summary & Scores

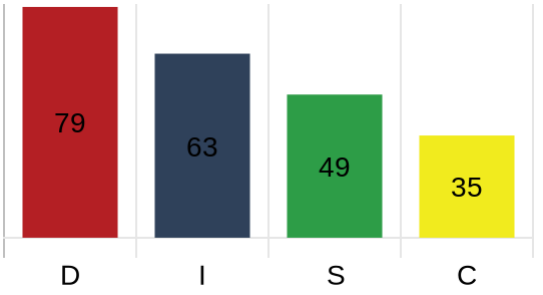


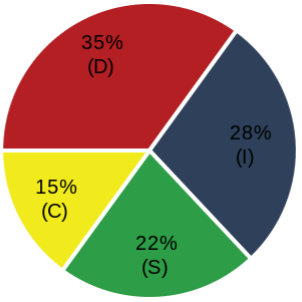
My DISCflex™ Pattern

You have an elevated Dominance pattern. You are strong-willed, self-motivated, and determined by your actions. You like to be in a leadership role and will typically take charge and make decisions very quickly.

What does that mean?

You love to be constantly challenged and rely on your decision making to solve problems. You are able to initiate action and lead others by taking charge. Routines bore you and you strive to accomplish your own vision. You can challenge others thoughts or ideas and are not afraid to argue your point of view.





Compare your behaviors

Looking at the big picture, you are able to see your behavioral style is governed most by your Dominance Factor. The Pie Chart shows how each of the 4 factors make up your total behavior profile. The bigger the Pie Piece, the higher the likelihood you will display this factor's tendencies as one of your "go to behaviors". When you flex, you expand or compress a section of your Pie Chart. Logically, this will force compression or expansion of the other Pie Sections. The goal is to flex with intent based on the situation you are facing. This gives you a visual representation of how much effort it will take to expand ("Dial Up") or compress ("Dial Down") your behaviors.

Strengths
Determined
Negotiation
Straightforward
Pioneering

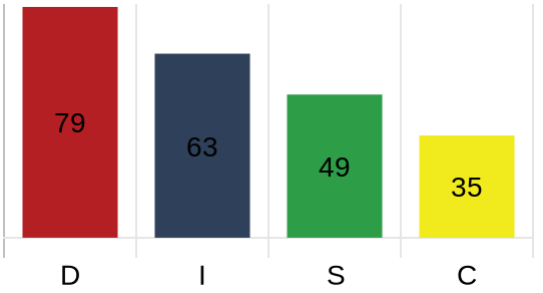
Potential Challenges
Focus
Giving up control
Prioritization
Deciding too quickly

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Motivators & Stressors

Motivators

Ready to get motivated? We've highlighted some key things that get your blood pumping. You will find that some of these motivators happen on an unconscious level. Use these to explore other motivators you have within yourself and that guide you to certain decisions and actions.





- Results
- Challenges
- Being the leader
- Working toward goals with others
- Being able to work at a quick pace
- Multi-tasking

Stressors

When you get angry or frustrated, it's due to one of your stressors. This list provides some of the deeper stress factors that happen in your brain and cause you to act in a negative manner. When you let your stressors get to you, always know that you are at risk of causing conflict within yourself and your relationships with others. Understanding your stressors can help you prevent this.



- Rules
- Details
- Not being in control
- Making individual decisions
- Roadblocks
- Maintaining Organization

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Sub-factors Overview

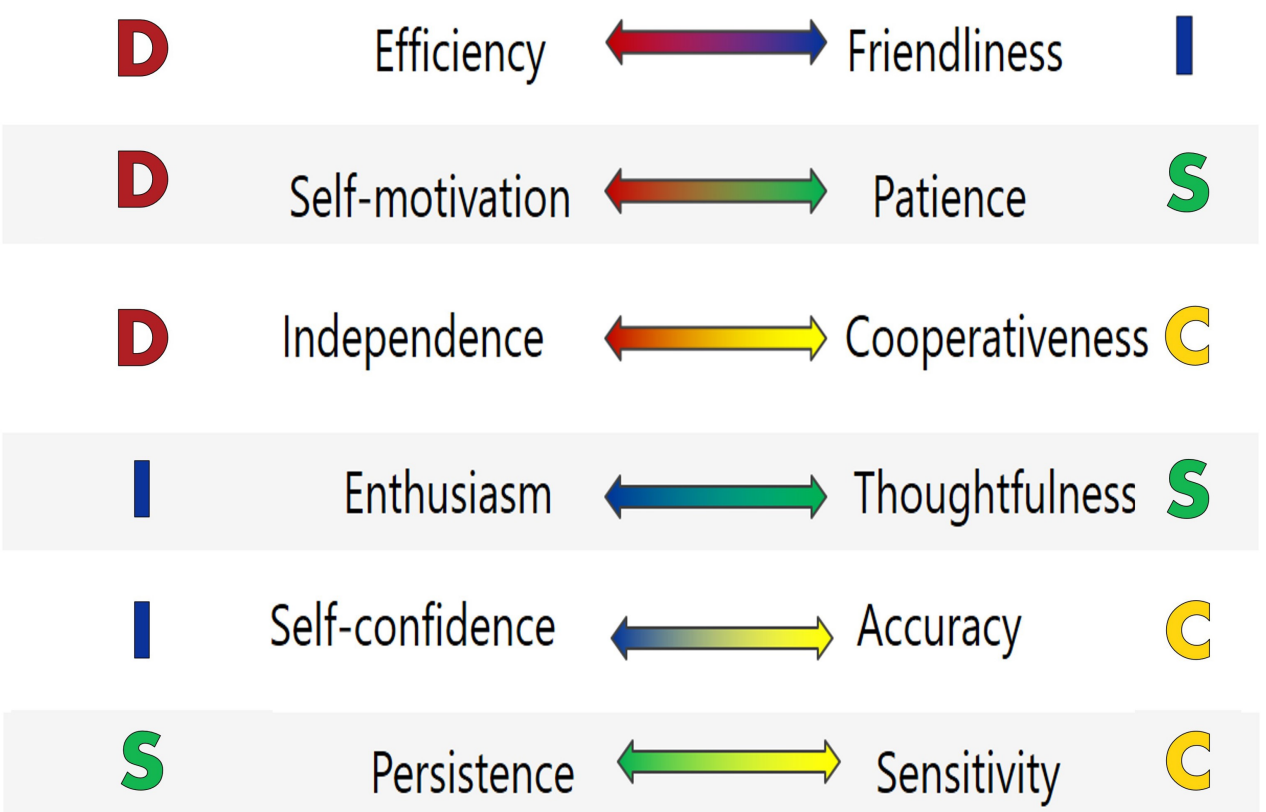
Introduction to Sub-factors

DISCflex Sub-factors™ describe the relationship between two DISC Factors. Simply put, a Sub-Factor is your natural tendency to use one DISC Factor over another. There are 12 Sub-Factors on 6 different specturms (see below). Each Sub-Factor Spectrum is made up of two strengths, one for each DISC Factor being measured. The larger the gap between your scores for the two Factors, the harder it might be for you to flex from your Driving (natural) Factor to your Opposing Factor.

Flexing your behavior to focus more on one side of the Spectrum may require you to consciously focus less on the other side. For instance, to become more *efficient*, you may have to focus on giving up some *friendliness*, and vice-versa. Your focus can (and should) change situationally, whether intentionally or unintentionally. The goal is to be aware of your natural tendencies and be able to intentionally adjust your behavior to whichever Factor would provide a more beneficial outcome.

Before looking at your results on the following pages, take a look at the 6 spectrums and figure out which end of each spectrum you lean towards most often. Circle the 3 skills that are easiest for you, and put a star next to the 3 skills you need to work on most. If you feel you can use both skills interchangeably, put a circle in the middle of the spectrum. Then see how your results compare to your assessment results on the following pages.

The 6 Sub-Factor Spectrums



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First Sub-factor

Driving Sub-factor

Independence



With your Dominance factor greater than your Compliance factor, this gives you the Sub-factor Independence. You take pride in being able to accomplish things on your own. You act as a visionary by being able to create your own rules and ways of doing things.

- Self-determined
- Objective
- Free
- On your own
- Private
- Self-reliance

Opposing Sub-factor

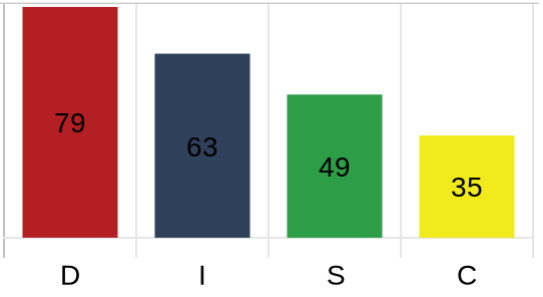
Cooperativeness



Cooperativeness is the opposing sub-factor to Independence. Working independently is good, but be sure that you are keeping the big picture goals of your team or organization in mind. "Dial Up" your C Factor to ensure you are cooperating within established standards and with the appropriate parties.

- Be positive about what you can achieve with other people.
- Be enthusiastic about working together.
- Make sure everybody understands why you're cooperating.
- Set ego aside and focus on team goals.
- Open the lines of communication and have mutual respect.
- Be accepting of others and changes that happen. Build trust by being open.

Your Scores



Take another look at your scores. The greater the gap between two factors, the harder it will be for you to flex from your Driving Sub-factor to your Opposing Sub-factor. The more you practice dialing up your opposing factor the easier it will become to situationally flex. The goal is to utilize the appropriate behavior depending on any given situation.

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Second Sub-factor

Driving Sub-factor

Self-motivation



With your Dominance factor greater than your Steadiness factor, this gives you the Sub-factor Self-motivation. You always like to be on the move and think of ways to get things done. By creating new plans and ideas, you do not need other people to tell you what to do because you are the one that looks to take action.

- Active
- Energetic
- Forceful
- Creative
- Full of life
- Lively

Opposing Sub-factor

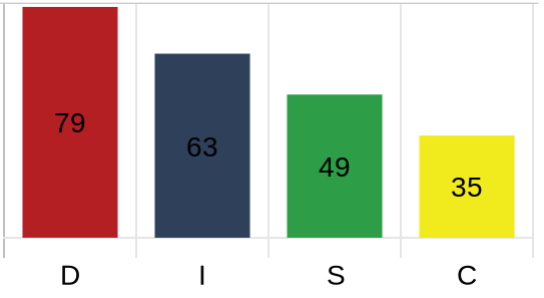
Patience



Patience is the opposing sub-factor to Self-Motivation. Sometimes it is a good idea to step back, assess the situation, and gather feedback from others before moving forward. Be sure to "Dial Up" your S Factor in order to listen and think objectively before taking action.

- Anticipate when you might become impatient. Visualize yourself as a patient person.
- Calm down and rationalize the situation, look at the big picture.
- Empathize with people around you.
- Prepare a plan for when patience is needed.
- Remember that good things take time to happen.
- Find your patience patterns and recognize your triggers.

Your Scores



Take another look at your scores. The greater the gap between two factors, the harder it will be for you to flex from your Driving Sub-factor to your Opposing Sub-factor. The more you practice dialing up your opposing factor the easier it will become to situationally flex. The goal is to utilize the appropriate behavior depending on any given situation.

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Third Sub-factor

Driving Sub-factor

Self-confidence



With your Influence factor greater than your Compliance factor, this gives you the Sub-factor Self-confidence. You are very comfortable in your own skin. You feel at ease talking with others and you do not doubt yourself. This allows you to have a “can do” attitude.

- Poise
- Power
- Self-assurance
- Certainty
- Private
- Self-reliant

Opposing Sub-factor

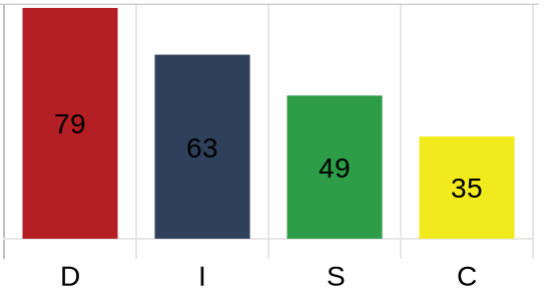
Accuracy



Accuracy is the opposing sub-factor to Self-Confidence. Sometimes being overly self-confident can result in big mistakes. When taking on an important task be sure to "dial up" your C Factor to the proper level to ensure you are being accurate enough for the task at hand.

- Define your standards and make sure they aren't impossible.
- Ask someone to review to make sure you aren't being a perfectionist.
- Understand who's judging you and realize their view of the standard may be different.
- Be humble. When you make mistakes it's OK to rework your efforts.
- Stay focused. Accuracy and Focus go hand-in-hand.
- Make the effort, people appreciate attention to detail.

Your Scores



Take another look at your scores. The greater the gap between two factors, the harder it will be for you to flex from your Driving Sub-factor to your Opposing Sub-factor. The more you practice dialing up your opposing factor the easier it will become to situationally flex. The goal is to utilize the appropriate behavior depending on any given situation.

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Third Party Introduction

Why is 3rd-Party Feedback Important?

3rd-Party Feedback is an important tool that helps you better understand your relationship with others. Seeing how other people view your behavior can help you identify "Blind-Spots" in your behavior. Your self-perception can be skewed to reflect how you *would like to believe* you act, but gathering feedback from others can confirm or contradict your self-perception. Using this infomation, you can take a step back and try to understand *why* others might see your behaviors the way they do.

How does 3rd-Party Feedback work?

Your 3rd-Party Assessors are asked to take a 22 Question Assessment about your behavior. The information on the following 3rd-Party Pages is based on the feedback provided by your assessors. If only one person completed the assessment (within each group) you will see only one person's opinion, but if two or more people have taken the 3rd-Party Assessment you will see the aggregate of their responses. The 3rd-Party Results paint a picture of how people percieve you that will get clearer with more people's feedback.

It is important to note that your 3rd Party Assessors did not select the specific adjectives listed in your report during the assessment process, so take this feedback 'with a grain of salt'.

How do I invite more 3rd-Party Assessors?

You can invite additional 3rd-Party Assessors anytime by logging into your User Account and clicking the **"Invite 3rd-Party Guests"** button. Download your report again to get the latest 3rd-Party Results.

Why are there 3 different groups?

We break the feedback into 3 different groups to see how you behave in different environments. For example, some people behave very differently at work than they do at home, and that's okay. The important thing is to use this feedback to "look in the mirror" and see if other people perceive you the way you want to be perceived, and taking steps to adjust your behavior when there are discrepencies.

You will have the option to mark each assessor as a Co-worker, Family, or Friend. Be sure to classify your 3rd-Party Assessor into the correct group to get the most accurate information in your report. If a person fits into more than one group, simply select the best fit for the individual and their results will populate into that group's results.

Do the 3rd-Party Assessments affect my whole DISCflex Report?

No. The feedback we gather from 3rd-Party Assessors will only affect the 3rd-Party Pages of this report. The rest of this report is based soley from your self assessment results.

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PLEASE INVITE OTHERS IN ORDER TO SEE THE VARIANCE

DISC Factor	Self-Perception	Third Party Perception		Variances	% Difference
Dominance	48	Co-workers	33	-15	31%
		Family	48	0	0%
		Friends	48	0	0%
Influence	60	Co-workers	33	-27	82%
		Family	69	9	13%
		Friends	70	10	14%
Steadiness	55	Co-workers	30	-24.66	82%
		Family	43	-12.5	29%
		Friends	65	10	15%
Compliance	53	Co-workers	31	-21.67	70%
		Family	57	3.5	6%
		Friends	82	29	35%

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PLEASE INVITE OTHERS IN ORDER TO SEE THE VARIANCE

DISC Factor	Self-Perception	Co-workers Perception	Variances
Dominance	79	0	0
Influence	63	0	0
Steadiness	49	0	0

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PLEASE INVITE OTHERS IN ORDER TO SEE THE VARIANCE

DISC Factor	Self-Perception	Family Perception	Variances
Dominance	79	0	0
Influence	63	0	0
Steadiness	49	0	0
Compliance	25	0	0

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Third Party Results - Friends



PLEASE INVITE OTHERS IN ORDER TO SEE THE VARIANCE

DISC Factor	Self-Perception	Friends Perception	Variances
Dominance	79	0	0
Influence	63	0	0
Steadiness	49	0	0

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Recommended eLearning

Suggestions	Training Recommendations
Try to be more attentive to other people's ideas before voicing your own. This session will help you see everyone's ideas before making your own assertions. You will be able to give more thought to others.	**Change** The Perceptual Prism
Make certain that you make more time to reach consensus driven decisions. This session will show the importance of consensus decisions as well as when to use them.	**Decision Making** Consensus Decisions
You should learn the escalation of emotions and how your mood can affect your decisions and your life. This session will teach you how to handle your emotions and make them work for you rather than against you.	**Life Skills** Feelings and Emotions
Learn different managerial control factors to improve your strengths for all four of your primary factors rather than just the Dominance Factor. Use this session to learn some different techniques to benchmark results and other managerial factors.	**RA^2 Interface Alignment** Managerial Control Factors
Periodically review your decision making biases to ensure that you provide a check and balance to your dominance-bent tendencies. Look at all of the biases and recognize which ones you display. Check to see if your biases are positive or negative and then determine how to balance them.	**Decision Making** Cognitive Biases Introduction
Make certain you check your facts and get to the appropriate root cause before making or pronouncing judgment. Use this session to understand how to find out the root cause of problems and get the right facts.	**21 Laws of Influence for Sales** The Law of Satisfaction and Standards
Check your decision making processes and make certain that your 'gut instinct' is firmly rooted in a rational decision making process. This session covers the beginning of the rational decision making process, which explains how to effectively make rational decisions.	**Decision Making** Identify the Problem
View things from other people's perspectives and show that you truly are thoughtful and appreciate the opinions, feelings and desires of others. Use the perceptual prism model to gain awareness of how other people feel.	**21 Laws of Influence for Sales** The Law of Perception

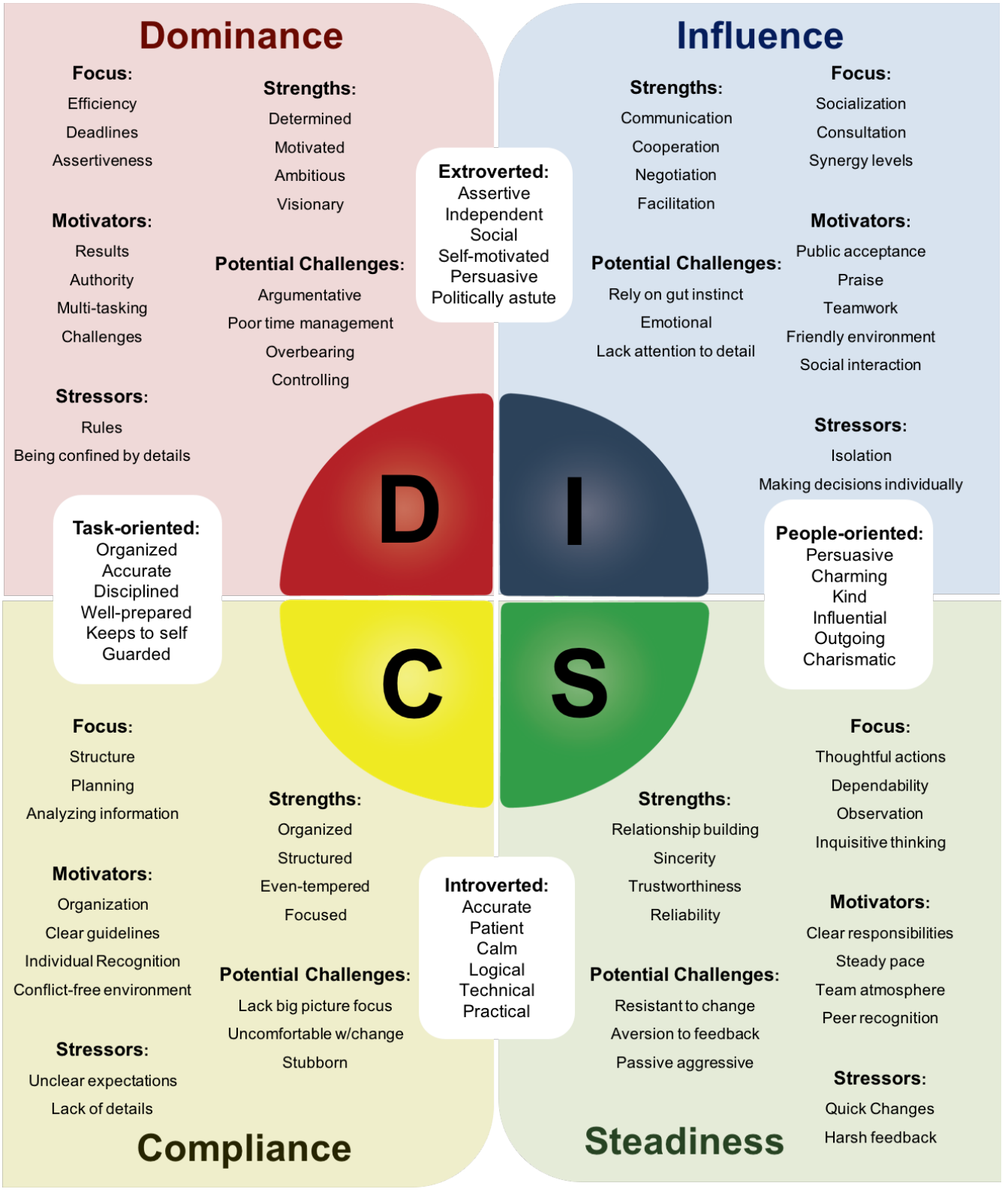
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Recommended eLearning

Suggestions	Training Recommendations
Target more energy (than you are comfortable with) into building trust and strong open relationships and friendships. Use this session to move yourself towards building rapport and stronger relationships.	**21 Laws of Influence for Sales** The Law of Similarity and Attraction
Your attitude affects every aspect of your life. Whether your current attitude is positive or negative, you always have an opportunity to improve it. This session will teach you how to view your attitude and what you can do to change it.	**Life Skills** Attitude
In order to get along with others in life, you have to believe they are acting with Noble Intent. This session will show you how to receive feedback from others and realize they are trying to help you improve your skills.	**Feedback and Coaching** Receiving Feedback, Noble Intent, and Coaching
Being able to identify what other people want and need during a conversation is essential to your life. Use this session to begin truly listening to others instead of just hearing their words. People reveal much more than we think during conversations.	**Life Skills** Reading People and Active Listening
Learn group dynamics and why choosing cognitively diverse teams is important. Dial down your own independence and learn how others can improve a team setting.	**Facilitation** Factors that Impact How a Group Functions
Understand the phases of team development and what you can do to foster greater efficiency and cooperativeness between team members. You will learn Forming, Storming, Norming, and Performing to enhance teams.	**Teambuilding** Phases of Team Development
Absolutes are usually associated with an elevated Dominance Factor. You need to understand the difference between absolutes and generalities. Learn the benefits and consequences of using both absolutes and generalities.	**Influence and Communication** Absolutes and Generalities

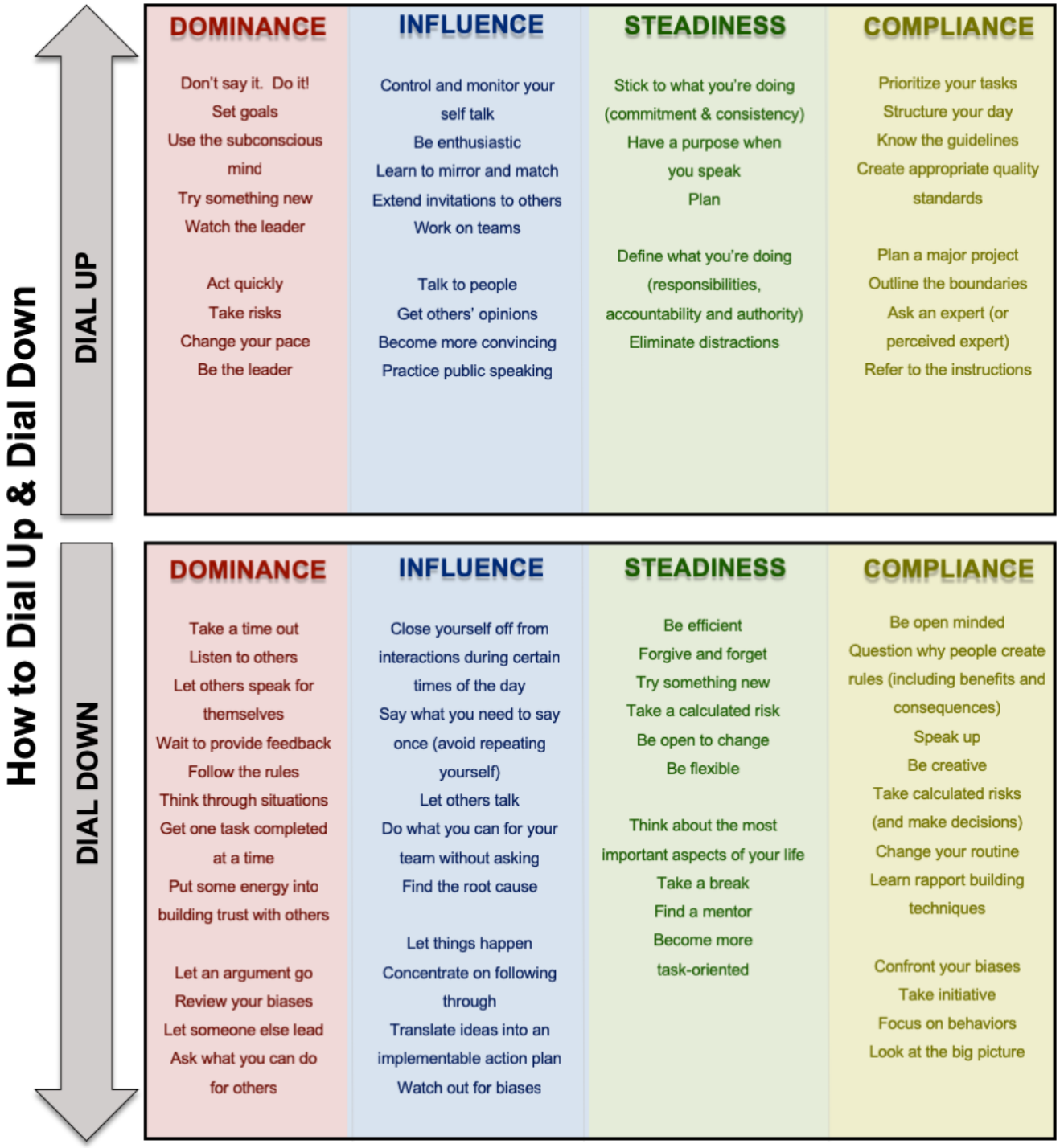
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Defining DISC Quick Reference



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Dialing DISC Quick Reference



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DISCflex™ Quick Reference

	DOMINANCE	INFLUENCE	STEADINESS	COMPLIANCE
Strengths	Determined Motivated Ambitious Visionary	Social Skills Influence & communication Cooperation Negotiation & facilitation	Build strong relationships Sincerity & trustworthiness Reliable Logical	Organized & structured Even-tempered Focused Responsible
Potential Weaknesses	Argumentative My way or the highway Overbearing Controlling	Reliance on gut instinct Insecure Lack attention to detail May let deadlines slip	Resistant to change Dislike giving or receiving feedback Passive-aggressive Possibility to be self-absorbed	Lack big picture focus Uncomfortable with change Confined by procedures Stubborn
Motivators	Results Authority Multi-tasking Challenges	Acceptance & praise Peaceful & friendly environment Working with others Social situations	Clear responsibilities Steady pace Group environment Recognition	Organizational effectiveness Defined tasks/responsibilities Recognition & reassurance Conflict-free environment
Stressors	Inaction Rules No decisions being made Being confined by details	Isolation Lack of communication Making decisions individually	Quick changes Harsh feedback Taking sudden action Unclear communication	Insufficient planning Multi-tasking Not knowing expectations Lack of detail or information
Communication Style	Important information only No idle chatter Big picture focus	Discussing information Talking through options Brainstorming	Prefer meaningful communication Status updates Thoughtful dialogue	Details and logical answers Cover all possibilities Clear expectations
Decision Making	Quick to decide & act Comfortable with risks Decisions are based on the big picture Prefer authoritative decisions	Receive feedback from others before acting Rely on gut instinct Prefer to know how others would act Prefer consensus decisions	Prefer practical options Hesitant to act Need contingency plan Prefer ad hoc decisions	Focused on facts rather than feelings Prefers to get all the facts Prefer fact-finding over making the final decision Prefer rational decisions

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