DISCflex™

Life Skills

Susan Sample

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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.

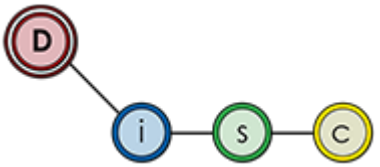
Flexing Your Behavior

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

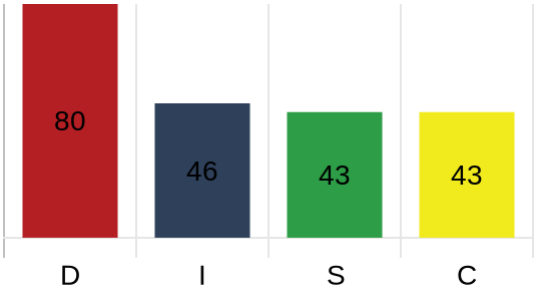


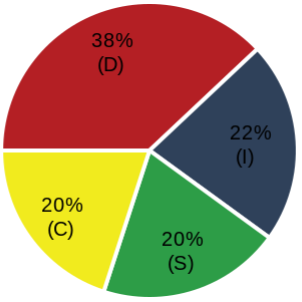
My DISCflex™ Pattern

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
Self-governing
Straightforward
Pioneering

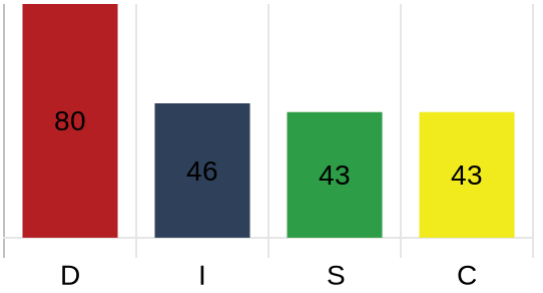
Potential Challenges
Focus
Giving up control
Prioritization
Deciding too quickly

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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
- Making decisions
- 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
- Relying on others
- Roadblocks
- Maintaining Organization

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Sub-factors Overview

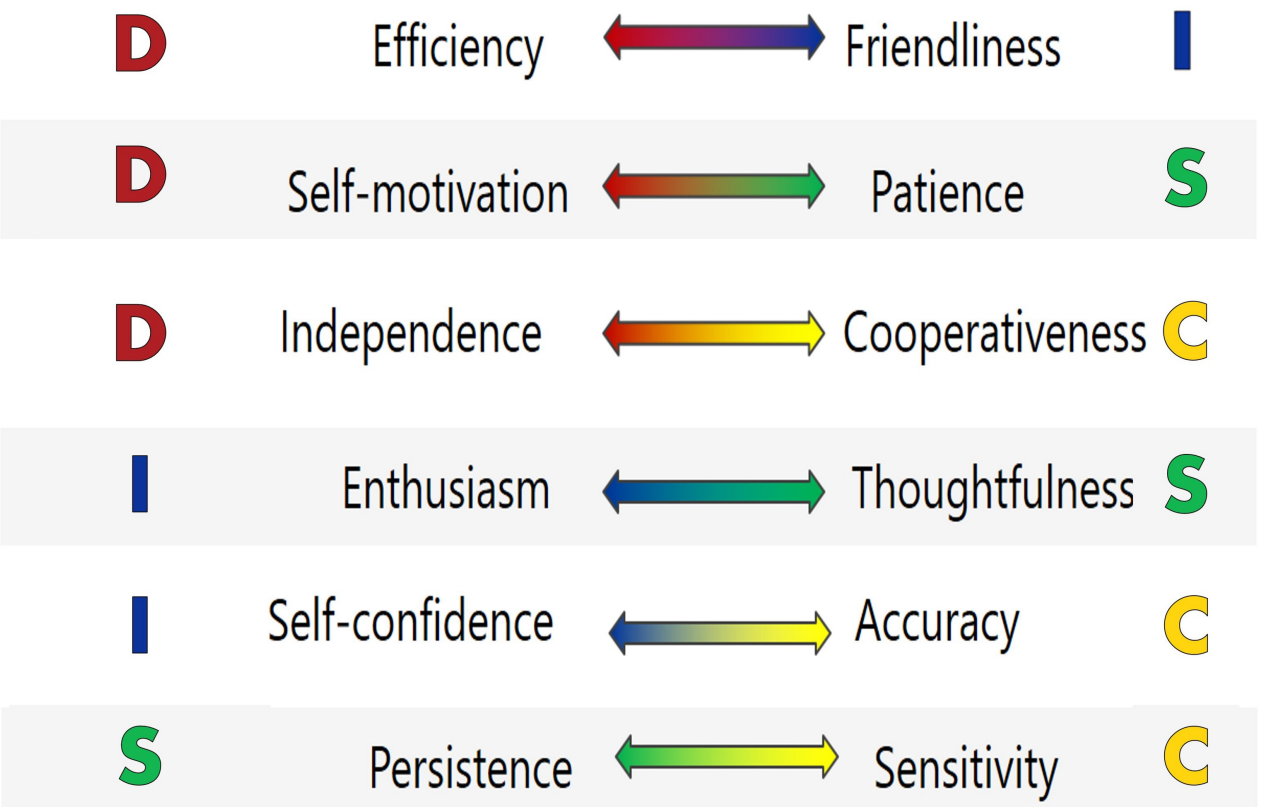
Introduction to Sub-factors

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

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

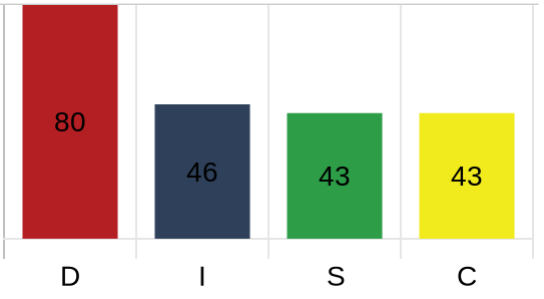
Patience



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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Second 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-reliant

Opposing Sub-factor

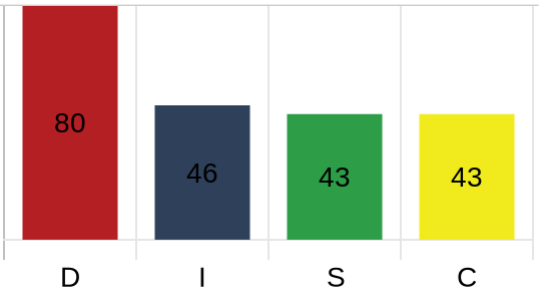
Cooperativeness



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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Third Sub-factor

Driving Sub-factor

Efficiency



With your Dominance factor greater than your Influence, this gives you the Sub-factor Efficiency. You are driven to accomplish your task the most effective way possible. You are able to focus on the project at hand and will not be distracted by personal aspects of a situation.

- Productivity
- Performance
- Effective
- Know-how
- Organized
- Competency

Opposing Sub-factor

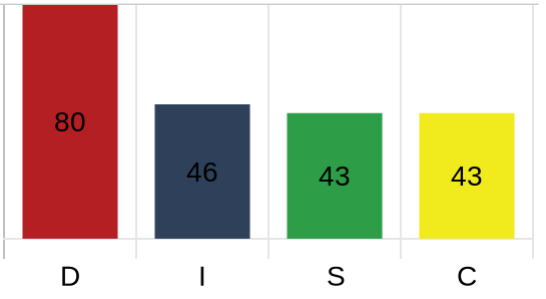
Friendliness



Friendliness is the opposing sub-factor to Efficiency. You may need to focus on building better relationships. When you are stressed and in "work mode" don't forget to be polite to those around you. "Dial Up" your I Factor to the proper level of friendliness that the situation calls for.

- Engage in conversation and listen more than you talk.
- Be positive when you talk to people.
- Invite people to spend time with you.
- Remember the Golden Rule.
- Practice humility.
- Be genuinely interested in learning from and about other people.

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 beahviors 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.

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.

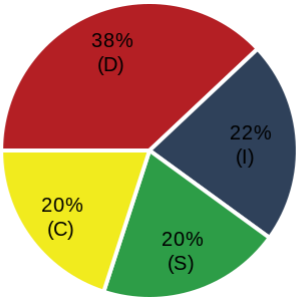
Do the 3rd-Party Assessments affect my whole DISCflex Report?

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.

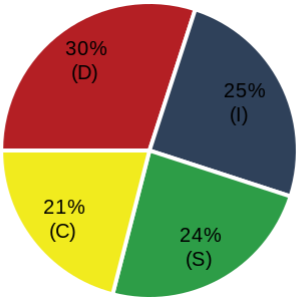
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Third Party Overview

How You See Yourself

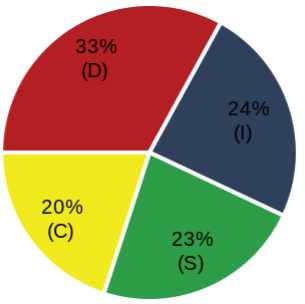


How Co-workers See You



How Family Sees You

How Friends See You

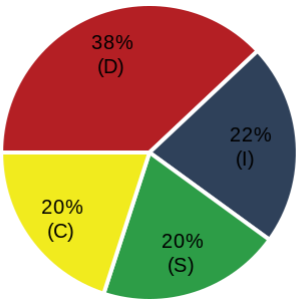


DISC Factor	Self-Perception	3rd-Party Perception		Variances
Dominance	80	Co-workers	74	-6
		Family	0	0
		Friends	78	-2
Influence	46	Co-workers	59.5	13.5
		Family	0	0
		Friends	58	12
Steadiness	43	Co-workers	57.5	14.5
		Family	0	0
		Friends	54	11
Compliance	43	Co-workers	53.5	10.5
		Family	0	0
		Friends	50	7

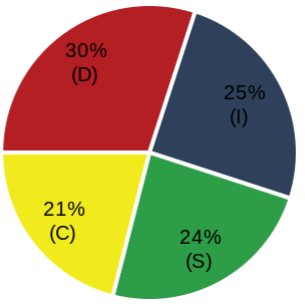
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3rd-Party Details - Co-workers

How You See Yourself



How Co-workers See You



DISC Factor	Self-Perception	Co-workers Perception	Variances
Dominance	80	74	-6
Influence	46	59.5	13.5
Steadiness	43	57.5	14.5
Compliance	43	53.5	10.5

How Co-workers May Describe You

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

How Co-workers might describe your Strengths and Challenges...

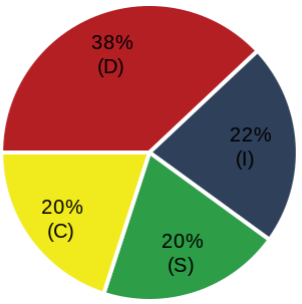
Strengths	Potential Challenges
Proactive	Focus
Sociable	Giving up control
Considerate	Prioritization
Focused	Deciding too quickly

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

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3rd-Party Details - Family

How You See Yourself



How Family See You

DISC Factor	Self-Perception	Family Perception	Variances
Dominance	80	0	0
Influence	46	0	0
Steadiness	43	0	0
Compliance	43	0	0

How Family May Describe You

How Family might describe your Strengths and Challenges…

Strengths	Potential Challenges

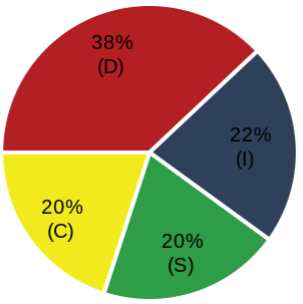
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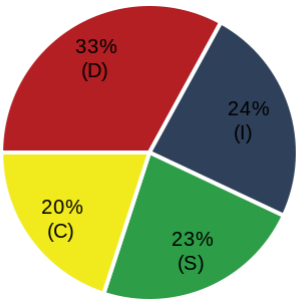
Third Party Results - Friends

3rd-Party Details - Friends

How You See Yourself



How Friends See You



DISC Factor	Self-Perception	Friends Perception	Variances
Dominance	80	78	-2
Influence	46	58	12
Steadiness	43	54	11
Compliance	43	50	7

How Friends May Describe You

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

How Friends might describe your Strengths and Challenges…

Strengths	Potential Challenges
Determined	Focus
Sociable	Giving up control
Considerate	Prioritization
Creative	Deciding too quickly

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

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Overview of Sub-Topics

Report Sub-Topics

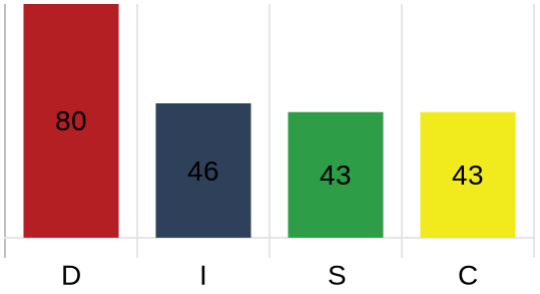
Susan, we all use each of the four factors in different ways. Based on your DISCflex scores we can make educated guesses on how you might respond in different situations and environments. Next, we will take a look at each of the Sub-Topics listed below and discuss your behavior. The information on each page is written specifically to you based on your DISCflex Scores.

These Sub-Topics are:

- What You Say to Yourself
- What You Say to Others
- How You Make Decisions
- How You Set Goals

Take your time reading through each, and pay special attention to the **Advice**, **Tips**, and **Warnings**.

Your Scores:



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What You Say to Yourself

We need to first explore what you say to yourself in your head (Self-Talk).

We all talk to ourselves, give ourselves motivation, criticize our actions, and even sometimes yell at ourselves. How you speak to yourself will determine how much success you achieve in your life.



Richard Branson, official cool guy of the business world, has a great quote that shows how powerful his self-talk is:

"My biggest motivation? Just to keep challenging myself. I see life almost like one long university education that I never had - every day I'm learning something new."

Mr. Branson doesn't let adversity or failure keep him down. He doesn't let other people tell him that he isn't good enough or that his ideas will not work. Negative self-talk, to Mr. Branson, is not an option! But enough about Mr. Branson, let's talk about the most important person in your life: you.

Good news: People's opinions don't affect you as much as they affect most people.

Sure, it may annoy you if someone you like says something negative about you, but it won't last long or affect how you think of yourself. Take a second and imagine that someone told you that you weren't particularly good at something you really loved to do? How hard would you be on yourself?

Your 'D' mode will have a confident effect on this if you take a positive thinking approach. This is fantastic because it means you can use your natural drive to see the benefits of the constructive criticism or feedback and do something about changing. You can channel your energy to see how feedback could be a wonderful gift to help you.



Warning: When you are stressed, it's harder for you to see the positive side of other people's feedback. Your first response might be to get annoyed rather than reflective. Be careful, your natural stress response could harm your friendships and relationships with others. This is easy to monitor if you have awareness of it.

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What You Say to Yourself

Like everyone, you've had people talking to you about who you should be, what you should do, and how you should do it.



But you generally rely more on your own ideas and interests rather than the expectations of your circle of friends and family. This can be good and bad. Good that you think for yourself, but bad that you might discount the wonderful gift of feedback. Our advice is to look at any feedback and take in what is appropriate for you and your values, as well as your goals and aspirations.



Organizing your mind properly is the first step towards positive self-talk.

Your self-talk depends on making sure that you first have awareness of what you're saying to yourself. Next, you have to make certain that the quality of information is organized in your mind. Organization is typically not your strong suit so it is not something you naturally will take the time to do (unless you feel it's important). Training your self-talk is important! Get organized by writing any negative self-talk you may have throughout your day in the margins of your notebook. At the very least, you should stop and analyze the things you say yourself inside your head. Saying things to yourself like *"I can't"* or *"I'm bad at math"* or "*It's impossible to lose weight!*" can really affect you in a negative way if you let these words take root and grow inside your mind.

Look for ways to show off your strengths in order to shine a light on your positive talents and attributes. Self-talk is the most important part of who you are because you're literally telling yourself what you **think** you're good and bad at doing.

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How You Communicate with Others

There are very few things more important than how you communicate and interact with others.

Building relationships is an important part of life - from finding quality friends, working cooperatively, or enjoying a happy and loving family. Learning how to use the DISC factors effectively will help you in untold ways. If your goals and making sure you get the most out of life are things that are important to you, one of the secrets to success is learning how to improve what you say to others.



Being appropriately thoughtful is necessary when building deep relationships.

You should make it a point to carefully select your friends. Always remember that it could take more time to build a relationship if you are more guarded than open with people when you first meet them.

You are probably a little more reluctant than some of your friends when it comes to meeting and getting to know people.

You are more willing than others to hang out with someone you know well or a comfortable group of people without feeling overly nervous or worried about what others will say. Getting your skills to a proficient level for meeting new friends outside your circle is critical. Pick a friend who is a great communicator and model them. The goal in modeling other people who already have great skills is to quickly build skills that you are already pretty good at.



Advice: Make sure you are hanging around people that are improving your life. Negative people will unnecessarily drain your motivation and energy.

This often requires going into your fearless 'D' mode or logical 'C' mode to figure out if a friend or family member is really making your life better. If they are, then learn more from them. If they aren't, it may be time to have a critical conversation, spend less time with them, or entirely part ways.

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Like most people, you tend to have selective hearing when listening.



Unless you are interested in what someone else is saying, you often only hear what you want to hear. This can hurt your relationships because of how you respond to people as a result.

Responding to others is one of your strongest talent. You are quick on your feet during general conversations. This often puts you in an influential role because you like your opinions to be heard loud and clear. If you work on your already strong conversation skills, you will feel even more connected to others. This is an excellent way to capitalize on your strengths.

Tip: A word of advice, if you step back and let others speak more, and think twice before interrupting, you will find your relationships will improve.

Give your hands something to do to let your mind calm down and focus.

If you're in a meeting when you lose focus, you might try putting a rubber band, watch or bracelet around your wrist. Touching this will help act as a trigger to bring you back into focus. If you are having a conversation, try to think of a follow-up question based on what the speaker says, or try to predict what they will say next. Susan, concentrate and command yourself to focus. 'Be present' in the conversation to instantly see your listening skills improve.

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How You Make Decisions

When you recognize **how** you make decisions, you can determine your strengths and weaknesses and work on making better decisions. You make choices every day that have an effect on your future.

You like to know why decisions are being made before you agree to them.



But not if it means spending a lot of time figuring out which decision should be made. Because of this, your friends and family might describe you as impatient, which isn't always a bad thing. Being able to make a decision quickly is a great ability to have… sometimes. However, Susan, think back to a time when you made a quick decision that backfired on you. Would you have made a better decision if you had waited a little longer?

Next time you are faced with several options, take a minute to think about which one would work best.

As you try to pick the best option, you would rather only ask others for advice when you feel like you really need it. This isn't a bad thing; just make sure that you actually seek help from a friend or someone you trust when there is a lot at stake.

When decisions need to be made, you prefer to make them quickly.

You are confident in your decision and don't like to spend a lot of time thinking over the details, which is a great strength to have.

When it comes to gathering all the information needed to make a decision, Susan, you usually find a way to balance trusting your instincts and searching for facts. You know that details are important, but it's not the only way to make a decision.



You also don't spend a lot of time thinking about how your choices will affect other people—unless you have a solid relationship with them. Your natural instinct helps you make your decisions quickly, but you need to learn to be aware of how your choices affect other people.



Susan, you like experiencing new things and the changes that come with life.

Be careful that you don't let your love for change lead you down the wrong road. Remember to take a step back and really think about a decision before you follow through with it. Selling your furniture in your room to get the money to go on a summer trip may seem like a great plan but your parents might think otherwise.

Something else that will have an effect on your risk-taking is how much you trust your gut instinct. You do a solid job of balancing instinct with fact. Not everyone can do this and it helps to keep you calm when making decisions.

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How You Set Goals

Susan, you strive for results, and you try to be as efficient (doing the most in the least amount of time) as possible.



It's important for you to understand that goal setting will play a very important role throughout your life. Your dreams are your goals, but they typically don't come to fulfillment unless you set them down and work on achieving them. This process is a fundamental of success. Work with your strong suit, Susan. Focus on your strengths of being driven to get results and setting goals and making them happen should come easily. Just make sure that you spend an appropriate amount of time with each of the other DISC factors when thinking about your goals.

You rarely ask for help when setting goals.



Something that will help you reach your goals is asking for help and advice from someone you know and trust. Finding a mentor who understands what you're trying to do can be the difference between success and frustration. Stepping out of your comfort zone by asking for advice might help you see things that you had overlooked and ultimately make your life easier!

Warning: Even if it feels uncomfortable, please make sure that you do reach out to others – especially on your very important goals. This way, you won't set goals 'in a vacuum', running the risk of not thinking things through properly.

You chase goals while they are still available.



You understand that when you set goals, windows of opportunity are only open for so long, so you better get started! We all tend to overestimate what we can do in one day, but underestimate how much we can do in a week. Plan accordingly, since you also know that any goal can run into problems if you take too long to complete it. This attitude will help you catch those goals before they slip away.

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How You Set Goals

The downside to the way you approach your goals:

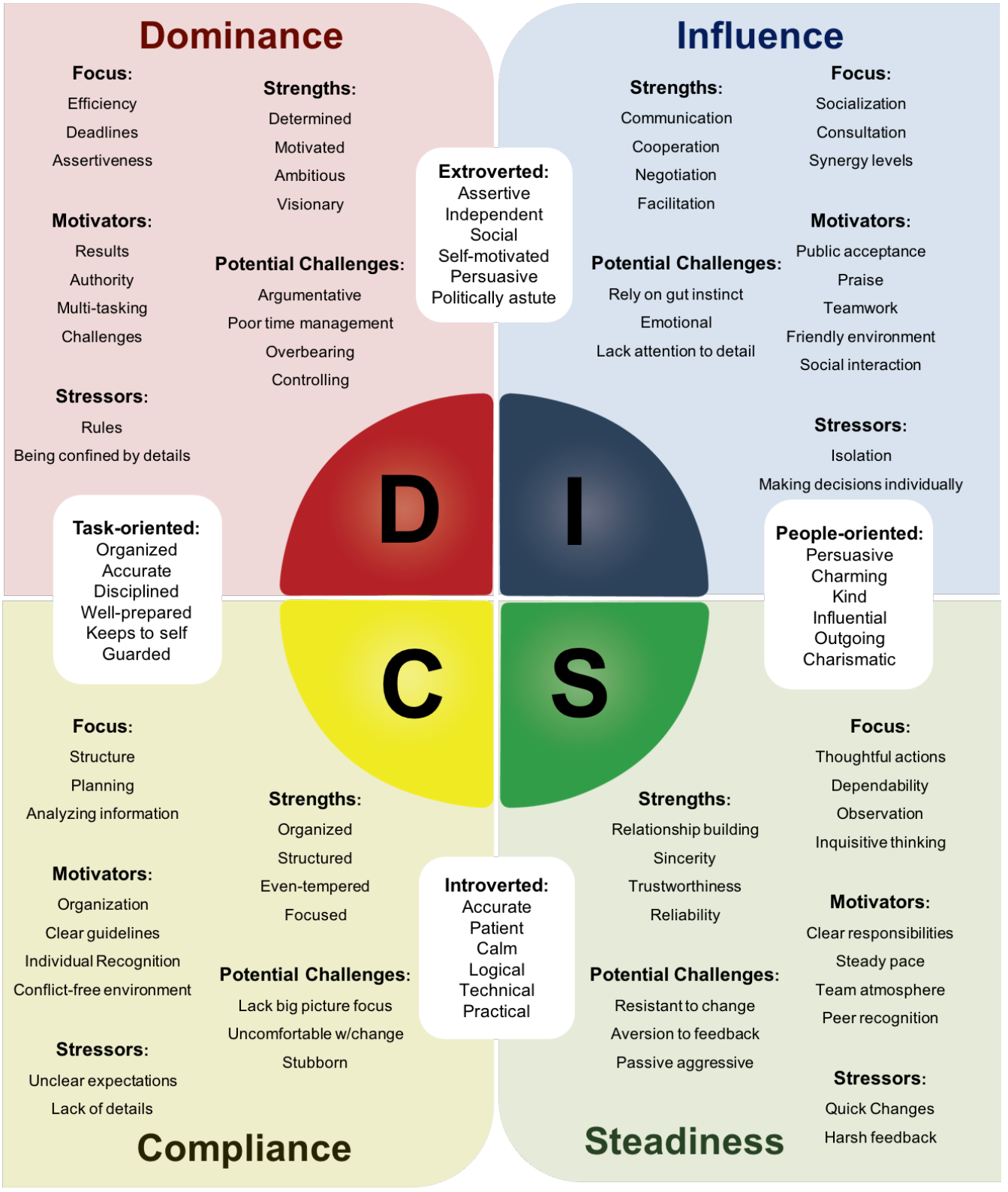
You have most likely experienced the frustration of having a goal in mind and getting sidetracked by little tasks that don't seem like much, but in the end, you look back and never actually accomplished what you set out to do.



Warning: Don’t be a person who looks back at a lifetime of opportunities lost. Thinking through every single detail, stalling, or not properly prioritizing are all just excuses for why you didn’t do something in a timely fashion. Excuses sound like this: “I couldn’t figure out the best way to tell them what I was doing.” “I ran out of time.” “It was too hard.” “I had something more important to do at the time.” If you make excuses too often, you’ll just wind up watching someone else reach the goal before you because they were 'doing' while you were not. Just do something every day to move yourself forward. It is really that simple.

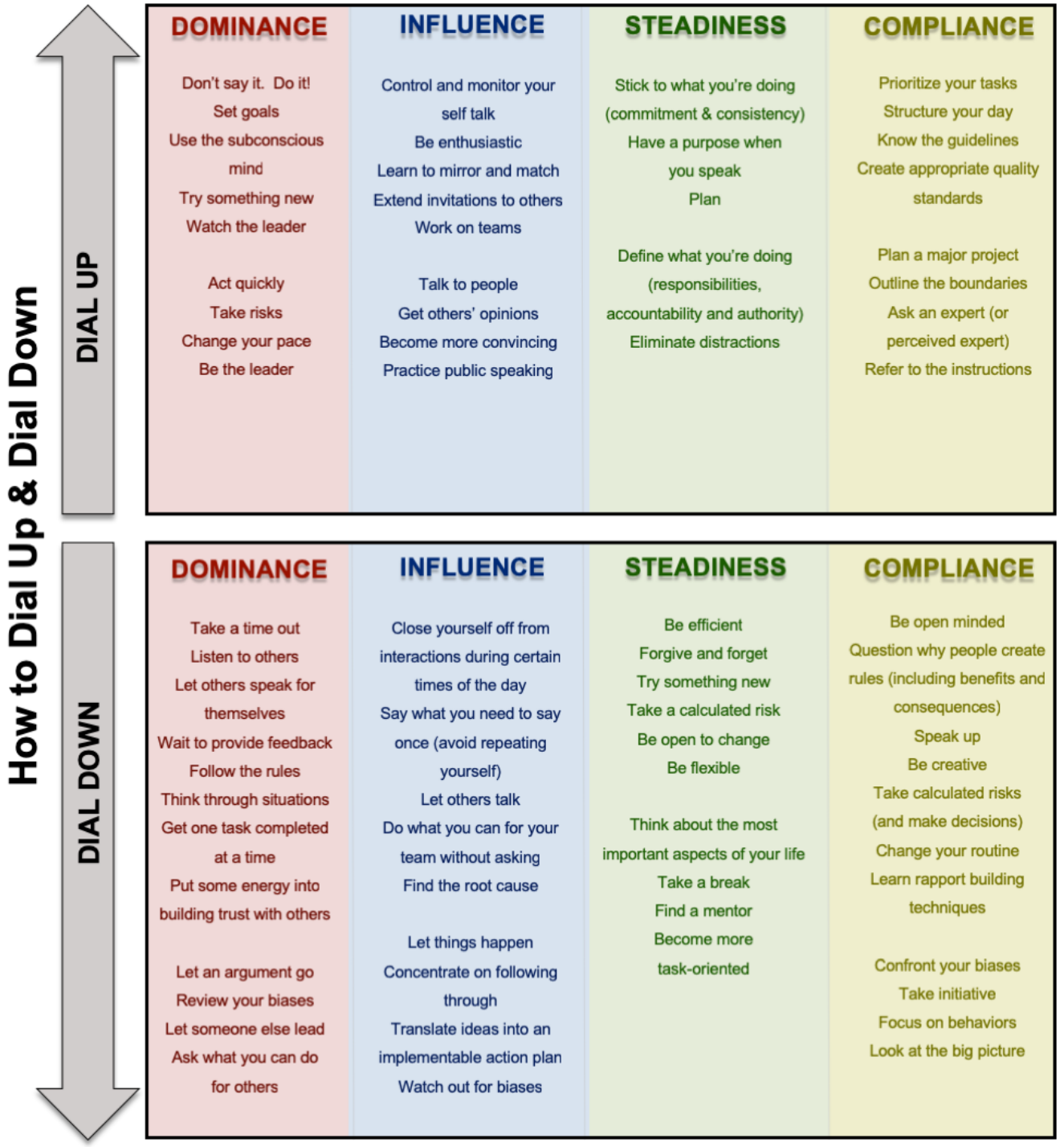
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Defining DISC Quick Reference



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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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