

# Your DISC Feedback Report

Candidate: **Richard Wantsajob**  
Assessment: DISC Personality Assessment  
Completed: April 4, 2025  
Prepared for: Sara Maple  
Example Company

## What's Included

- Summary Section
- Dominant Characteristics
- Collaboration Tips

**Important Note:** The DISC assessment measures key factors related to behavioral tendencies and individual work styles. This report includes a one-page summary, followed by detailed results. Please note that these results are not intended to serve as a predictor of job performance. For a well-rounded evaluation, consider pairing this tool with other assessments in our catalog.



# Overall

Candidate

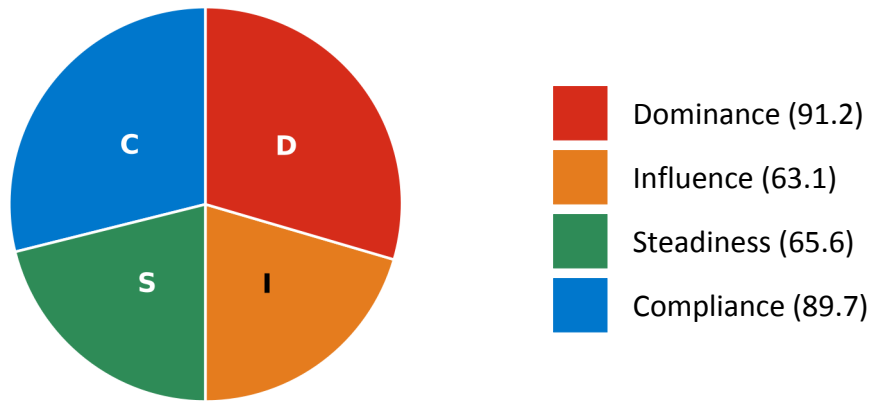
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DISC Personality Assessment

April 4, 2025

**You are high in Dominance and Compliance**



## DISC Styles Explained

- D - Dominance** Results-focused, assertive, decisive, confident, direct, competitive, risk taker
- I - Influence** Sociable, optimistic, enthusiastic, outgoing, relationship-oriented, persuasive, good communicator, people oriented, enjoys building connections with others
- S - Steadiness** Patient, cooperative, dependable, calm, supportive, prefers stability, values harmony, reliable, team-oriented, listens actively
- C - Compliance** Detail-oriented, analytical, precise, quality-focused, organized, rule-abiding, produces high-quality work, values accuracy

## SCORE BREAKDOWN



# DOMINANCE COMPLIANCE

Common Characteristics when Dominance is the highest and Compliance is the second highest trait

## Overview

- Results-focused, decisive, confident, direct, competitive, risk taker, detail-oriented, analytical, precise, quality-focused, organized, rule-abiding, values accuracy
- Often seen as a leader who prioritizes achieving goals quickly

## Strengths

- Highly goal-oriented and competitive, with a strong focus on producing high-quality results
- Analytical and methodical, able to identify and address root causes of problems
- Strong ability to maintain control and enforce standards
- Confident decision-maker who can take charge and lead initiatives effectively

## Workplace Style

- May prefer to work in structured environments with clear objectives and measurable outcomes
- Values logic and data, making decisions based on thorough analysis rather than emotion
- Assertively takes initiative to drive projects forward while ensuring accuracy and precision
- Sets high standards for themselves and their team, often delegating effectively or leading by example

## Limitations

- May come across as overly critical or rigid when holding others to their high standards
- Can isolate themselves or focus too much on facts, ignoring emotional or interpersonal dynamics
- Impatience and perfectionism can lead to frustration, especially when others do not meet expectations

## Motivations

- Being given authority to lead projects that demand both strategy and precision
- Opportunities to demonstrate expertise and produce superior results

## Stressors

- Ambiguity, lack of structure, or environments where rules are not enforced
- Criticism, making mistakes in public, or having to rely on others who do not meet their standards
- Feeling vulnerable and having a lack of control

## Handling Conflict

- Takes a direct approach to solving the conflict
- Prioritizes logic and facts when dealing with conflict, not taking the time to understand other perspectives
- Wants to be the one to take the lead on resolving the conflict

## Collaborating with Dominance

### On a team

- D-style teammates enjoy challenges. They tend to help teammates focus on the big picture and achieve results.

### When working with Dominance style individuals

- Be brief: Focus on the most important part, avoid generalization, think of your discussion as a summary. Do not waste their time. In meetings, think to make an agenda and make sure you stick to it. Address any problems directly and focus on the solutions.
- Be confident: speak up. D styles respond well to bold ideas. They appreciate when others are direct.

### How D-styles can work best with other D-styles

When working with other D-styles, a D-style has to be able to find times to allow the other D-styles to take charge. Take turns being the leader. Work together on your goals, make sure they align and support each other. Be sure you both don't push your other teammates too hard.

## Collaborating with Influence

### On a team

- I-style teammates are positive, enthusiastic, action-oriented, and eager to celebrate the accomplishments of their teammates and the team.

### When working with Influence style individuals

- Focus on the positives: share positive experiences, respect their high energy and optimism, remain optimistic during challenges or problem solving, match their enthusiasm. When in a disagreement, reassure them that your relationship will remain strong.
- Be open to communication: Provide them with a safe place to ask questions and share ideas/personal opinions, don't overload them with details or interrupt them, make time for social connections, have open discussions, show them you are open to their solutions.

### How D-styles can work best with I-styles

When working with I-styles, D-style teammates need to prioritize patience. Allow I-styles to explain their ideas fully, leave them time to be creative, and provide positive attention. I-styles have a tendency to get distracted, D-styles can help by being assertive about deadlines and goals.



## Collaborating with Steadiness

### On a team

- S-style teammates are even-tempered and listen well. They often are seen as the peacemaker.

### When working with Steadiness style individuals

- Be clear: express your expectations with them, be clear about deadlines, provide explanations and details when presenting a big shift or change
- Be personal: Leave space for them to speak, notice/celebrate their work, create an amiable/polite environment, express your interest in their work, avoid unnecessary confrontation, be understanding when they get stressed over big changes, check in regularly to make sure they aren't creating too big of a workload or overcommitting.

### How D-styles can work best with S-styles

When working with S-styles, D-style teammates need to provide guidance through big changes, lead by example and work through change with other S-styles. D-styles need to be understanding when S-styles ask questions or need further explanations. D-style's delegation skills will come in handy working with S-styles.

## Collaborating with Compliance

### On a team

- C-style teammates do not leave a task half-finished, they are reliable and detail-oriented, they strive for superior results, and may point out flaws that others may have missed.

### When working with Compliance style individuals

- Focus on facts: describe details but don't waste their time on emotional language, focus on the task at hand, support any opinions with logic, look for the root cause of a problem, and don't take their bluntness personally.
- Be patient: avoid pressuring them to make a quick decision, give them space to consider the problem at hand, keep quick changes to a minimum, and be persistent.

### How D-styles can work best with C-styles

When working with C-styles, D-style teammates need to allow C-styles the time to solve their problems and complete tasks to their liking. However, C-styles tend to overanalyze situations, D-styles should always check in and utilize their decision making skills to prevent this.

# What is DISC?

The DISC assessment is a behavioral analysis tool designed to evaluate and categorize individuals into four primary personality styles:

- Dominance (D)
- Influence (I)
- Steadiness (S)
- Compliance (C)

DISC helps employees understand their own behavior and how they interact with others in a workplace setting.

The DISC assessment's main purpose is to understand and appreciate an individual's unique strengths, not to label them. By leveraging differences, you are able to create a well-rounded team. Understanding someone's preferred behaviors and what motivates them can help you make informed decisions about your people's emotional satisfaction and effectiveness in the workforce. DISC does not measure intelligence, values, or skills but instead helps individuals and teams better understand communication preferences, decision-making tendencies, and interpersonal dynamics.

## History of DISC

The DISC model traces its roots to psychologist Dr. William Moulton Marston, who introduced it in his 1928 book, *Emotions of Normal People*. Marston's research focused on understanding human emotions and behaviors within social contexts. However, he did not create the assessment tool itself.

It was industrial psychologist Walter Clarke who developed the first DISC-based behavioral assessment in the 1940s. Over the decades, the model has been refined and adapted by various organizations, making it a widely-used tool in leadership development, team-building, and recruitment processes.

## How is DISC used?

The DISC assessment is used to improve the workplace by identifying individual strengths and preferences. It is versatile and can be applied in numerous professional settings, including:

- Enhancing Communication
- Building Teams
- Conflict Resolution
- Recruitment and Onboarding

## How HR Avatar scores this assessment.

Participants respond to a series of questions and indicate which statement, word, or scenario they agree with most. The scores for each of the four DISC dimensions are then tallied to determine the dominant traits.

Reference: *Marston, W. M. (2013). Emotions of normal people. Routledge. Merenda, P. F., & Clarke, W. V. (1965). Self description and personality measurement. Journal of Clinical Psychology, 21(1)*

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## Notes

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