

Manager's Result Report

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

What's Included

- Summary Section
- Dominant Traits
- Leadership Tips
- Suggested Actions

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

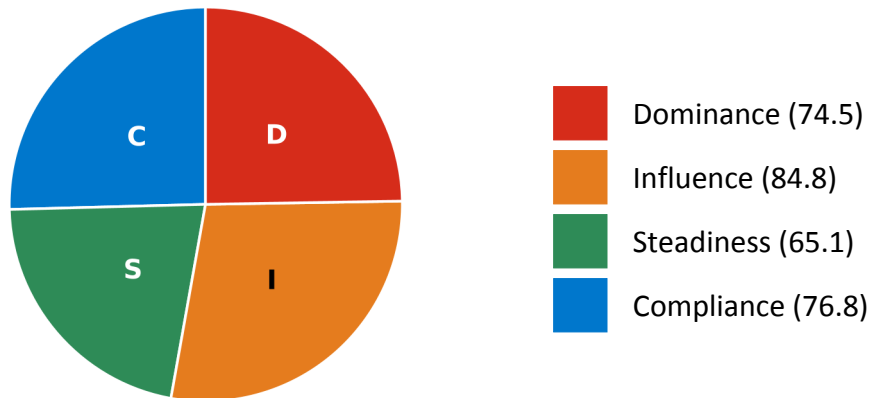
Richard Wantsajob

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DISC Personality Assessment

April 4, 2025

Richard Wantsajob is high in Influence 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



INFLUENCE COMPLIANCE

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

Overview

- Sociable, enthusiastic, outgoing, relationship-oriented, persuasive, good communicator, people oriented, builds connections, analytical, precise, quality-focused, rule-abiding, produces high-quality work, values accuracy
- Thrives on building relationships and motivating others with charm and optimism

Strengths

- Highly engaging, enthusiastic, and articulate
- Balances logical decision-making with a knack for fostering strong interpersonal connections
- Diplomatic and thorough, ensuring both quality and collaboration in their work
- Exceptional at generating creative ideas while maintaining standards

Workplace Style

- Brings energy and positivity to structured environments
- Prefers to present well-reasoned ideas and promote them through engaging discussions and collaborative solutions
- Balances logic with interpersonal warmth
- Works best when provided with opportunities to influence outcomes while maintaining accuracy

Limitations

- May overanalyze social dynamics, leading to hesitation in decision-making
- May appear overly sensitive to criticism
- Tends to lose momentum without external structure

Motivations

- Relationships and positive attention alongside task-oriented accomplishments
- Clear guidelines combined with freedom to express creativity and collaboration

Stressors

- Environments that limit creativity or social interaction
- Isolation or being required to give negative feedback
- Criticism or conflict that threatens their sense of approval or value in a team

Handling Conflict

- Takes a positive approach maintaining social harmony
- Avoids direct confrontation when necessary
- Takes time to gather logical information and carefully consider all angles before engaging in a conflict

Leading **INFLUENCE COMPLIANCE** Style Employees

General

- Build a rapport, inspire, and encourage I-style employees
- Be sure to keep an eye on I-styles, keep them focused on the task at hand

Resolving Conflict

- Let them talk, listen actively, give them space to express their perspective
- Gain a deeper understanding, ask clarifying questions
- Focus on the positive and validate their emotions

Recognizing Stress

- Their overly cheerful personality may quickly turn to frustration, sadness, and irritation
- They may be eager to gather the team together and receive positive encouragement
- Provide I-styles with a strong connection, allow them to feel heard, and give them the opportunity to use their creativity to problem solve

Motivating

- Assign tasks that allow I-styles to collaborate with others
- Offer praise frequently
- Provide a space for I-styles to be innovative and creative

Collaborating with **INFLUENCE COMPLIANCE**

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 and Compliance 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.

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)



LEARN MORE

KEY ACTIONS TO TAKE AFTER A DISC ASSESSMENT

Individual Reflection

- Each team member should review their own DISC profile to understand their dominant traits, communication style, and potential areas for development.

Team Discussion

- Hold a group session where everyone participates in a team building activity or discussion.
- Identify team strengths and weaknesses.
- Analyze the team's overall DISC profile to identify areas where the team excels and areas where adjustments might be needed.

Develop Communication Strategies

- Discuss strategies for effective communication based on different DISC styles.

Role Assignment and Delegation

- Consider individual DISC profiles when assigning tasks and responsibilities to maximize team effectiveness.

Ongoing Development

- Encourage team members to continue practicing their awareness of different DISC styles and use this knowledge to build stronger relationships within the team.

TEAM BUILDING ACTIVITIES

Incorporating DISC assessments into team-building activities can enhance understanding, communication, and collaboration among team members. Here are three activities designed to leverage DISC profiles:

1. Strengths and Limitations Brainstorm

- Divide the team into groups based on their primary DISC styles. Each group discusses the strengths they bring to the team and the challenges they face. Afterward, share these insights with the entire team to gain a mutual understanding.

2. DISC Role Play

- Have your team act out hypothetical workplace situations. Divide the team into their primary DISC styles. Have each team highlight their strengths and challenges with the hypothetical situation. Afterward, share these insights with the entire team and brainstorm how the team can best work together if this situation were to happen in the future. This activity promotes empathy and adaptability by allowing team members to experience different perspectives.

Examples:

- Holiday Party
- New Hire on the Team
- Team Faced with a Demanding Deadline
- Dealing with a Difficult Client
- Adapting to a Major Organizational Change

3. Character DISC Guessing

- Make four columns on a white board or a piece of paper, one for each letter in the acronym DISC. As a group, choose a TV show or movie that everyone knows and try to identify which DISC style you think each character would have and why. Then pinpoint each character's strengths and how they help improve the team or friend group they are in.

Examples of TV Shows and Movies to Use:

- The Office
- Parks and Rec
- Game of Thrones
- Friends
- Harry Potter
- Lord of the Rings
- Star Wars
- Disney or Superhero Movies



HOW TO BUILD A TEAM USING DISC

Every DISC style has its own unique strengths and weaknesses. The most effective teams are those that leverage the strengths of all four styles together. By integrating these styles, teams can build on individual strengths and counterbalance weaknesses, fostering a harmonious and productive environment. Recognizing and utilizing the strengths of each person on the team is critical to achieving collective success.

It's also essential to consider the composition of your unique team. Search engines often identify S styles as the most commonly scored and D styles as the least; however, that may not be the case for your team. For example, teams comprised primarily of psychologists may naturally have a higher concentration of S styles, while engineering teams may lean toward more C styles. Mapping out your team's DISC profile can help you understand its current dynamics and guide your next steps. For those building a team from the ground up, striving for a balance of all DISC styles ensures a well-rounded group capable of tackling diverse goals. Remember, everyone possesses some level of each style, and understanding these nuances can help you align your team's strengths with its objectives.

AVOID STEREOTYPING

When using a DISC assessment, leaders and team members may unintentionally limit individuals by focusing excessively on their DISC style. This can hinder personal growth and reduce opportunities for advancement. Furthermore, an over-reliance on DISC profiles to address team challenges may neglect other critical factors, such as professional skills, experience, and external circumstances that influence team dynamics. (Synergogy, 2024)

NEXT STEPS

Notes

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