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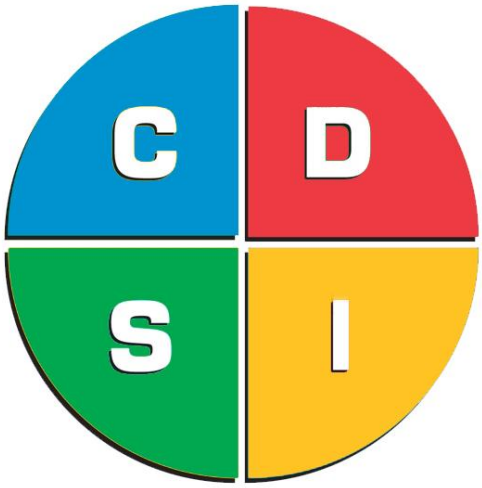
DISC Behavioral Profile Assessment



Pavneet Singh

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

Date: 2016-12-02

Key Motivation

The *Dominance* need: “Full steam ahead!”

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

www.patrickwanis.com

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.

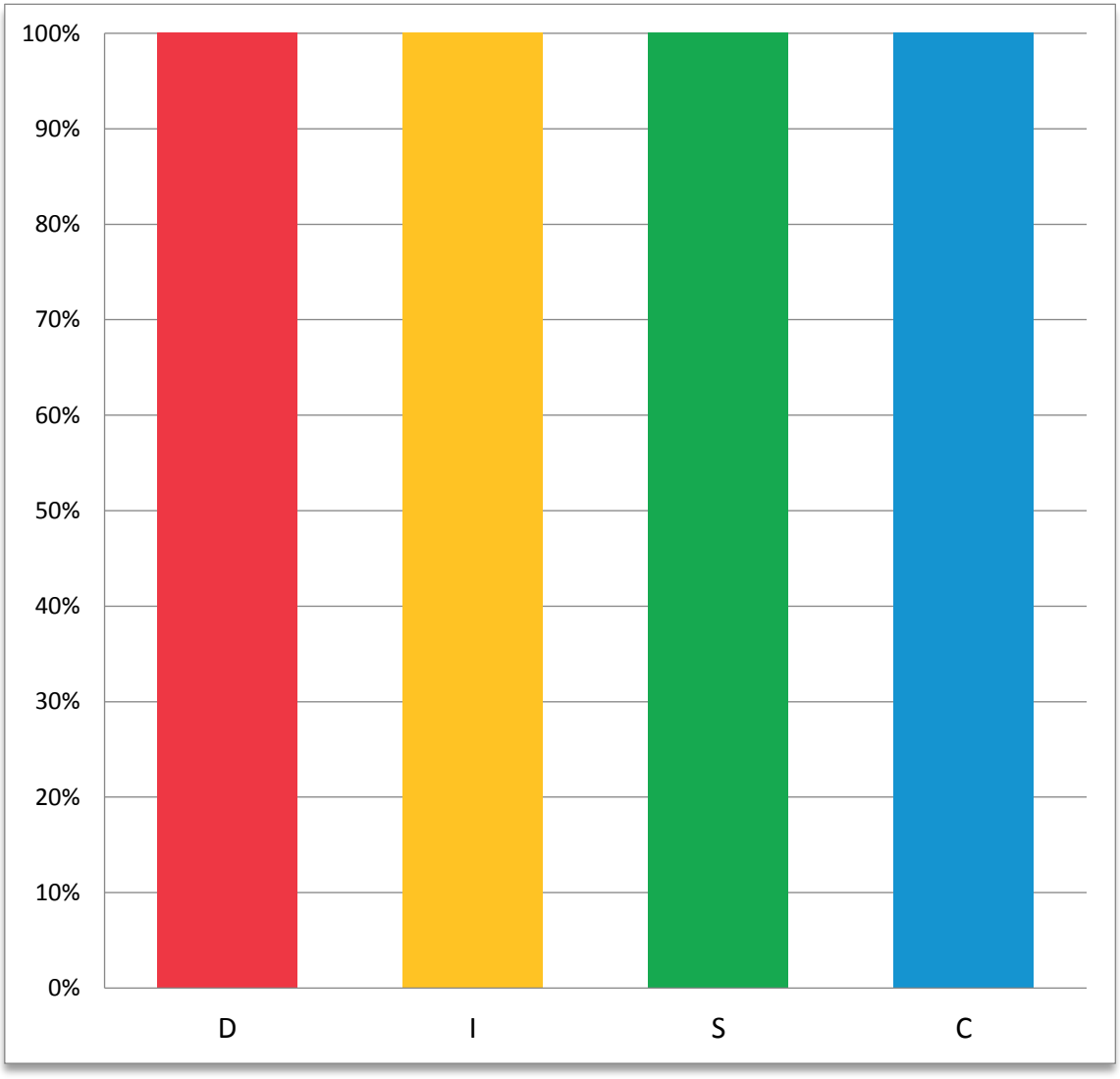
Pavneet Singh

Your profile pattern is **"Developer"**

DISC GRAPHS

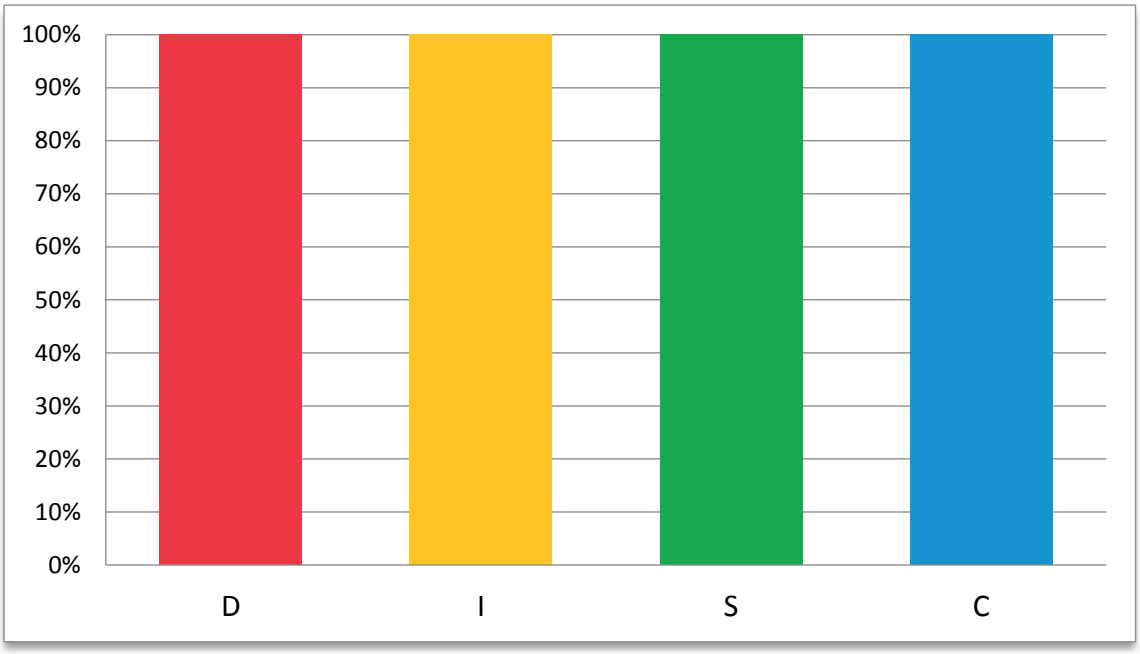
GRAPH I - Adaptive Style

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



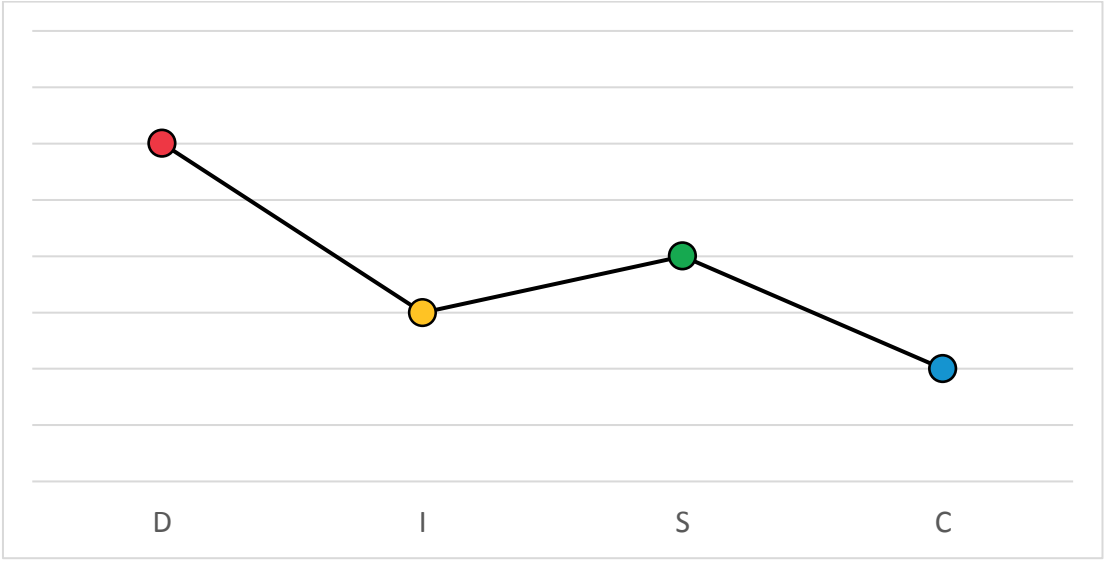
GRAPH II - Natural Style

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

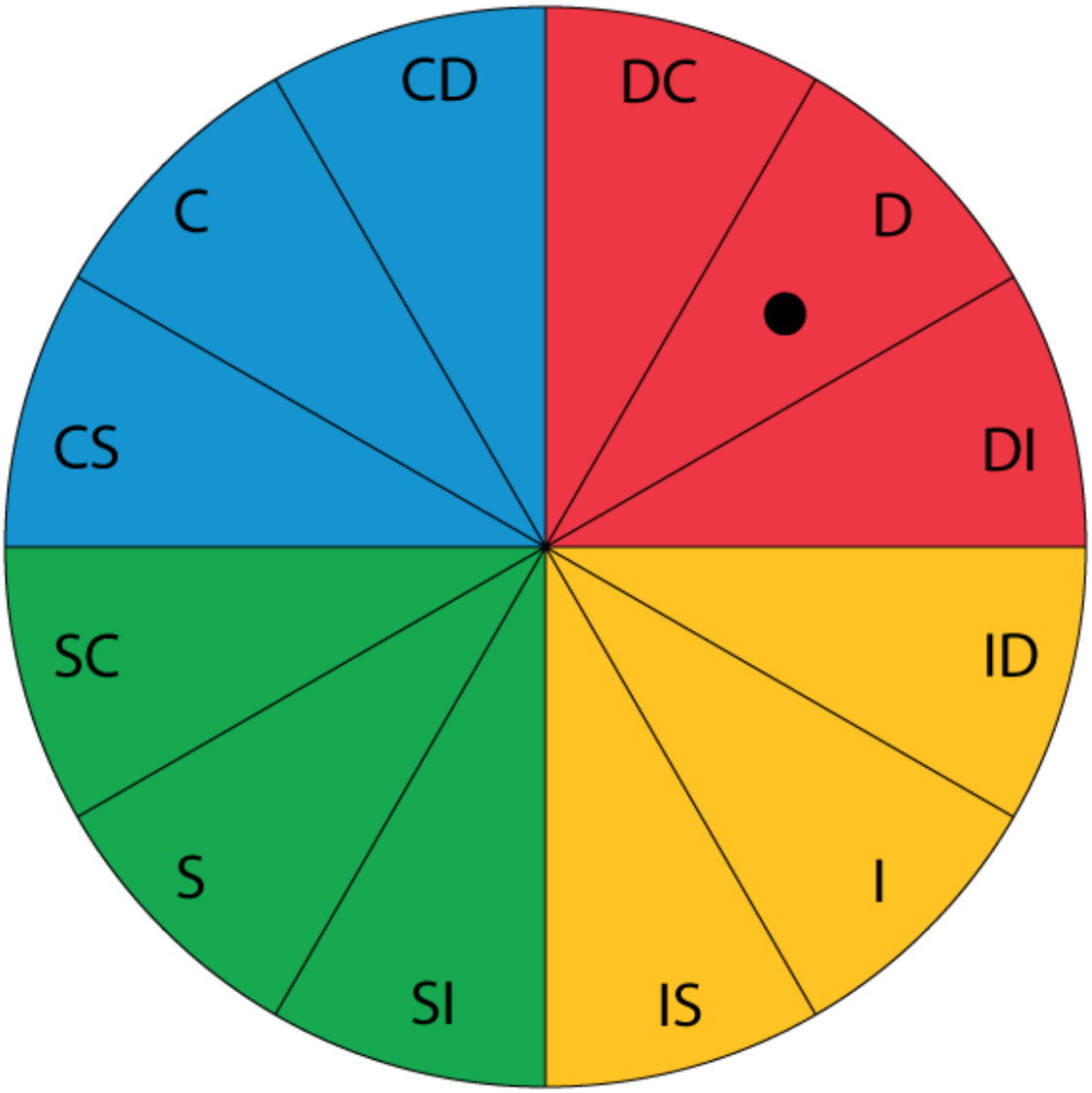


GRAPH III - Preferred Style

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



The Developer – D Style

People with the pure "D" style excel working under pressure and are unlikely to be demoralized by rejection

These key words describe you:

Self-assured, confident, forceful, logical, change-orientated, independent, single-minded, decisive, tough, focused, daring, enthusiastic, persuasive, self-promoting, active, stubborn

OVERVIEW

A "Pure" behavioral style has only one plotting point above the mid-line of the graph which infers that it is not significantly affected by the three other behavioral styles: what you see is what you get. People with the "D" style prefer to shape their environment by overcoming opposition.

Your basic style is characterized this way:

You love challenges, competition and difficult assignments

At work, your style is characterized this way:

You speak your mind and may sometimes be blunt or even sarcastic

Your primary Strength is identified as:

You are a rapid problem solver

Your Ideal Job Culture is:
An environment which offers freedom from details and minutiae

You can become more effective by:
Determining and identifying the results that are expected of you and also by being judged on the results, not on the methods used to achieve those results

You will experience long-term motivation by:
Gaining control over your own destiny and career path

Others can excel when communicating with you by:
Being specific about what's needed to be done and who is going to do it

You can further excel by attending to this area:
You can be a selective listener, hearing what you want to hear and that stands in the way of progress, effective communication and relationships

Your observable behavior & emotions:
You are primarily concerned with meeting personal needs

The key goal that drives you:
New opportunities

You judge others by:
Their ability to meet your standards

You influence others by:
The pursuit of solutions for problems as well as the projection of a personal sense of power

Your value to the organization and team:
You avoid "passing the buck"; you seek new or innovative problem-solving methods

You would excel by being aware of your strength which when overused causes problems:
Control over people and situations to accomplish your own results causes resistance, conflict or loss of support

When you experience stress, you respond by:
Working alone to complete tasks; you can become belligerent if your individualism is threatened or challenging opportunities disappear

Your primary fear:
Boredom; loss of control

You can become more effective and achieve more by:
Expressing patience and empathy; participate and collaborate with others; follow-through on tasks and pay attention to quality control

Final tip:
If you overuse directness, you overpower other people. Swap the approach of announcing decisions and conclusions for an explanation of those decisions. Focus on using tact and diplomacy, and express more patience with others.

- ***See General Description*** *on the next page*

GENERAL DESCRIPTION

Developers are self-reliant individuals who prefer to seek their own creative and individualistic solutions. They are strong-willed, and prefer to be free of constraining influences. Developers are most interested in opportunities for advancement accomplishing the goals they set for themselves. A challenge to them is like meat to a lion.

You will observe them using direct, forceful behavior. They are persistent, and will jump whatever hurdles necessary to overcome obstacles to success. They have high expectations of themselves and others, and tend to be critical when standards are not met. With their intense focus on results, they may seem impatient and uncaring when dealing with others.

Developers tend to be strong-willed individuals, continually seeking new horizons. As self-reliant, independent thinkers, they prefer to find their own solutions. Relatively free of the constraining influence of the group, Developers are able to bypass convention and often create innovative solutions. While they most often use direct, forceful behavior, Developers can also shrewdly manipulate people and situations. When required to participate with others in situations that limit their individualism, Developers are apt to become belligerent. They are persistent when pursuing the results they desire and will do whatever is necessary to overcome obstacles to success. In addition, they have high expectations of others and can be critical when their standards are not met.

Developers are most interested in achieving their own goals. Opportunities for advancement and challenge are important to them. By focusing on results, they may lack empathy or seem uncaring by dismissing others' concerns.