

DISC Personality Profile Report for Alexander Fields

Optimized Payments



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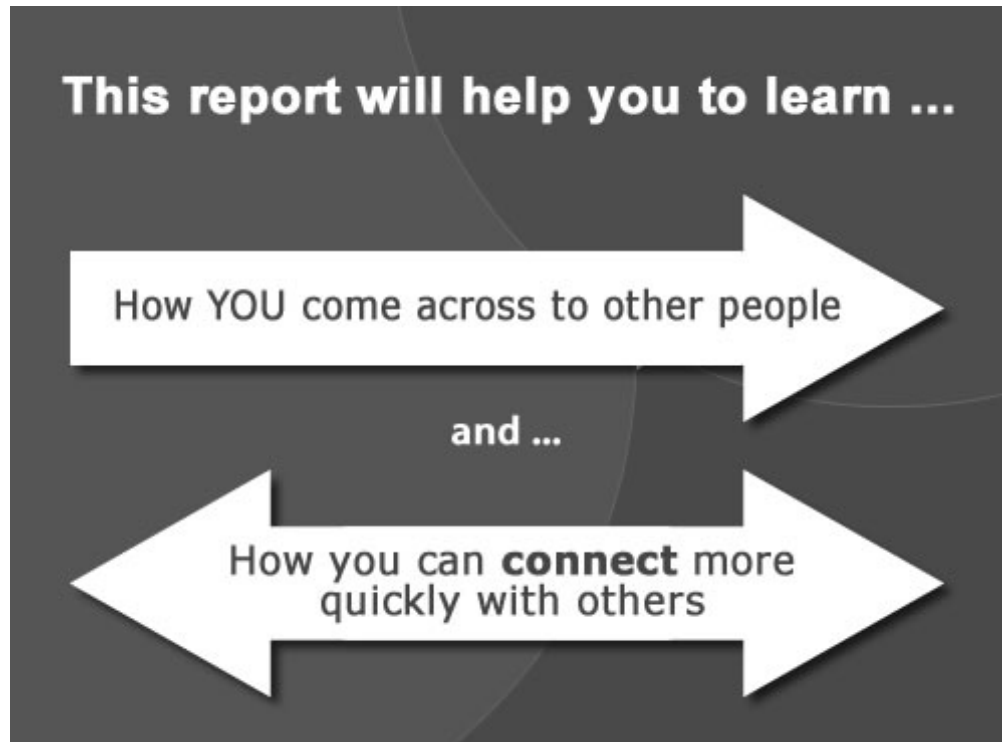


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What You Will Learn



When you are able to ...

- 1) Understand yourself
- 2) Understand others
- 3) Adapt your style to theirs

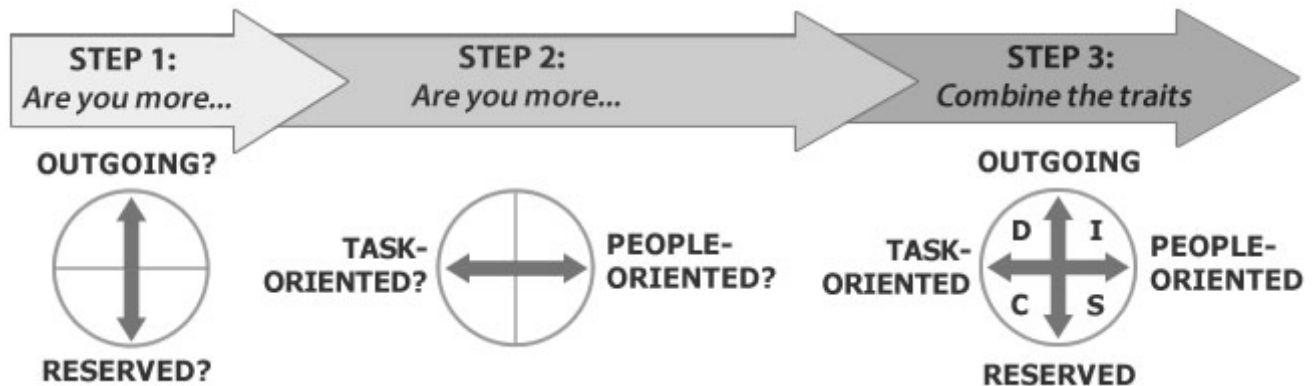
then you can experience:

Better RESULTS and more success in what you do
More FUN in life and better friendships with people
More PEACE and harmony with those you care about
Better UNDERSTANDING and less frustration when working with people

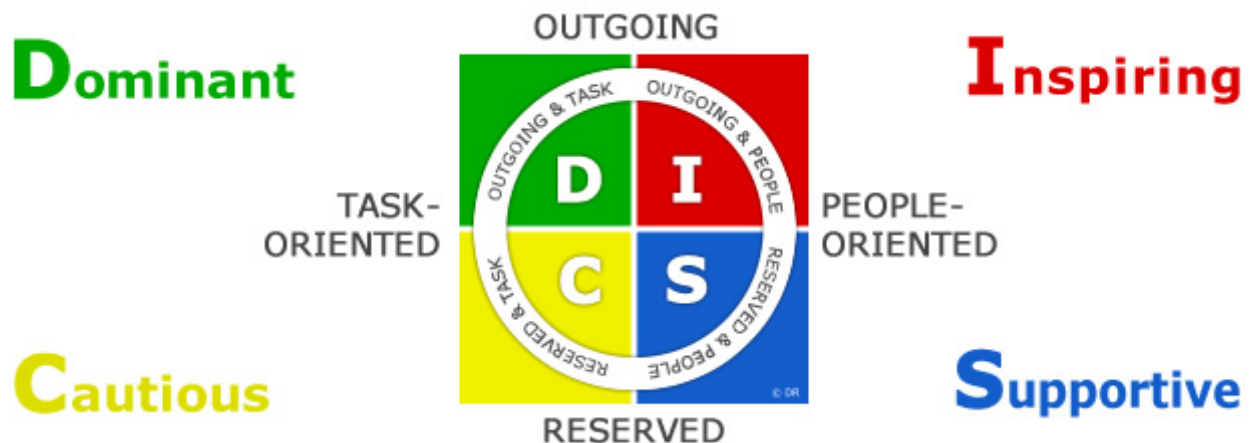
The "DISC" Model of Human Behavior



Alexander, we will be using a concept called the "DISC" Model of Human Behavior in this report. Each letter (D, I, S and C) represents a main personality style. The DISC model is based on the fact that most people have predictable patterns of behavior. The first pattern reflects whether a person is more **OUTGOING** or **RESERVED**. The second pattern reflects whether a person is more **TASK-ORIENTED** or **PEOPLE-ORIENTED**. The two patterns can be visualized in two circular diagrams with opposing traits and then combined into one diagram as shown below.



The circular diagram in Step 3 has four sections like a pie. Each section is a combination of two traits that can be described by the letters D, I, S and C. The main words that we use to describe each personality style are **Dominant** (D), **Inspiring** (I), **Supportive** (S) and **Cautious** (C) as shown below.



Each Person is a UNIQUE BLEND of ALL FOUR traits. Your assessment shows that your personality blend is: "**C/S**." You will learn more about your "**C/S**" blend in your DISC Personality Profile Report.

Your Personality Style Blend

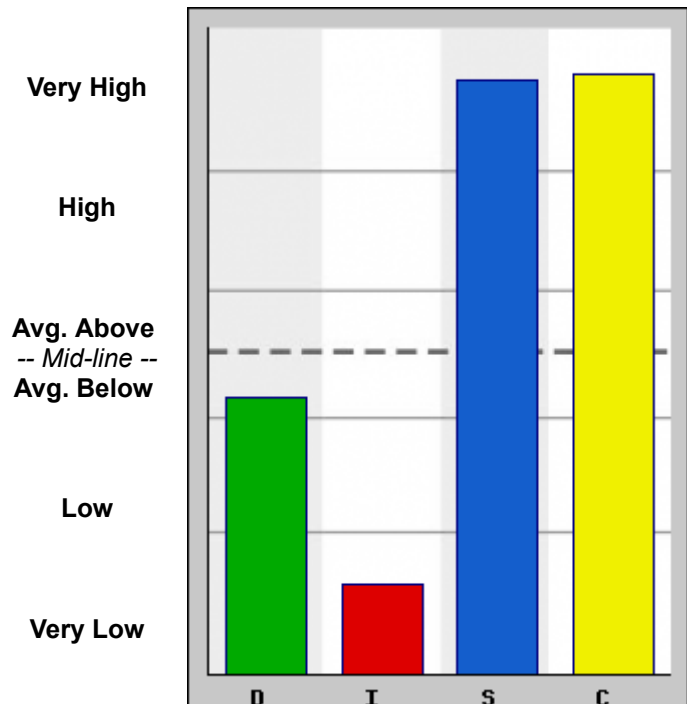


Congratulations, Alexander! Your personality style blend is C/S. By having a CAUTIOUS / SUPPORTIVE personality style, you tend to naturally seek facts to support the team. Working on projects that require teamwork, structure and attention to details are your strengths. In addition, you tend to be a stable person. A graph of your personality style is shown to the right.

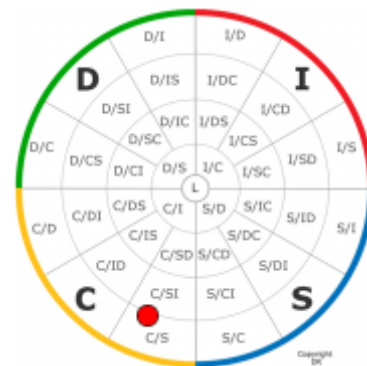
Note: This graph represents your C/S Style Blend. Please look in the "Graphs" section of this report to see your detailed graphs along with an explanation on how to understand your graphs.

Notice that the "C" is the highest on the chart. That means that you are reserved. The Question Mark is your symbol. You are extremely gifted at analyzing tasks. You naturally pay close attention to details; you produce quality work. Next, notice that in your graph, the S areas are above the midline. That means your S traits will support your primary type which is C. S traits are usually where you go under stress. Consider maintaining objectivity when under stress. Also, note that in your graph, the D and I areas are below the midline. The D and I traits are typically blind spots for your personality type. Being aware of these traits will enable you to gain more stability and fulfillment in life.

Personality Chart for Alexander



Circle Graph for Alexander



Words that Best Describe Alexander



- Calculating
- Steady
- Logical
- Conservative
- Steadfast
- Gifted
- Productive
- Stable
- Questioning
- Patient
- Systematic
- Traditional
- Correct
- Accurate
- Analytical
- Dependable
- Teachable
- Cooperative
- Curious
- Tactful

Please keep in mind these words may describe you more or less depending on the situation. If you feel that some of the words above describe you very well, then circle them. If you feel like some of the words do not describe you well, simply cross them out. This information is usually 85-95% accurate, but you are welcome to mark it up to match your unique personality style.

This report is NOT meant to label you! It is designed to HELP you UNDERSTAND and DISCover yourself. You can enjoy your unique personality and your strengths!

Alexander's Strengths



The following section describes Alexander's strengths based on the **C/S** personality blend. These strengths represent qualities resulting from blending the D, I, S and C personality traits. Remember, everyone is a unique blend of all four styles. In other words, everyone has some of each of the four major personality styles.

Analytical and Considerate

Alexander can discuss issues tactfully while cultivating a friendly environment. Alexander has the ability to analyze information and approach things in a calm manner. Alexander is diplomatic and likes to communicate in an appropriate way.

Practical Mindset

Alexander looks for ways to make things work without taking unnecessary risks. Alexander is not prone to over commit or exaggerate. Alexander wants others to be sensible and logical.

Alexander's Keys to Excellence



The following section describes Alexander's keys to maintain balance and excellence in life based on the dynamics of the **C/S** personality blend. These keys are important in adapting to the needs and perspective of others. Practicing these insights will cultivate teamwork, productivity, harmony and understanding with others.

Get Started

Being careful and sensitive to others is a wonderful aspect of who you are. Also focus on coming to conclusions and taking action. Sometimes the best thing to do is to just get started.

Face Challenges

Challenges are inevitable. Have an attitude of being proactive in addressing issues. It can be better to handle issues before they escalate.

Ask for Help

Rather than trying to figure out everything by yourself, get some help. Team up with someone who you trust, and you are likely to get better results.

Be Expressive

Do people the favor of speaking up and being heard. Be expressive and willing to convey your feelings. You have many good thoughts and perspectives, so be encouraged to share with passion and conviction.

Alexander as a Team Member



Alexander's Main Strength:

You are great at working on projects that require teamwork, structure, reliability and attention to details.

Main Motivation: Critical thinker, to be cooperative in validating data

Individual Talents and Gifts: Commitment to quality and order; consistent follow-through

Value as a Team Member: Gathering, processing, defining information; checking for accuracy; maintaining quality

Ideal Environment: Assignments that allow for specialization, defined structure and order

Key to Motivate: Time to adjust when changes occur; possible operational procedures or plans in writing; to be part of a quality-oriented team; better planning; a stable organization

Keys to Manage: While working with others: C/S style blends need to be able to speak up when they know they are right; alternative methods that will not affect the quality of their work; a way to say "no" when necessary; to be encouraged to be more independent

How You Act Best Under Pressure (your perception): Knowledgeable; patient; consistent; stable; diplomatic

How Others *May* MISUNDERSTAND and MISREAD Your Actions Under Pressure (if they do not understand you): Perfectionist; strict; defensive; worrisome; arbitrary; unbending

Things to be aware of (possible blind spots): Being preoccupied with having to analyze everything

Complementary Personality Styles: I, I/C, I/S, I/SC, S

Suggestions for Working with Alexander



Based on your C/S personality blend, others can work more effectively with you by being aware of your basic style. This section is intended for others to be able to refer to in order to work more effectively with you.

The EASIEST way to work with Alexander (or anyone with the C/S blend) is to:

Give them time to review the reliability of your actions; use voice tones that show sincerity and appreciation; reassure them with clear communication concerning facts and data; use a timetable when implementing new actions; avoid surprises.

The LEAST EFFECTIVE way to work with Alexander (or anyone with the C/S blend) is to:

Talk about or discuss issues when you are angry; confront them over an issue in front of others; say "trust me" without giving them one or two reasons why; threaten or belittle them; let their lack of confidence lead you to believe they are incapable.

Alexander's Basic Motivational Style



The following section describes your "Basic Style" which is how you behave most naturally. Everyone has areas that he or she is strong in and areas where there could be personal growth. The following section contains insights into your basic motivation and behavior.

Remember: The key to your success is to balance your reserved nature by taking action when necessary. You are least comfortable when you perceive that you may be wrong, unsafe or experience a lack of peace with others. By being a person having a C/S style blend, you naturally act contemplative and patient. The C/S style blend wants high standards, and they want safety. Your best response under pressure is to proactively communicate with others and take steps to improve the situation.

Alexander's Communication Style



The following section describes how you tend to communicate and interact with others. Naturally, you like to communicate in a way that is most comfortable to you. Others may or may not understand you or your motivation. This page is designed to shed light on how your personality influences the way you communicate with others. Please note that the following statements include areas for growth.

By having a C/S style blend, you naturally prefer an environment that is detail and support-oriented. Remember: The key to you being valued and appreciated is to have under-control actions. Convince yourself to BECOME LESS SERIOUS and not take things so literally. This is a key insight to have a better life. By having a C/S style blend, you communicate naturally in a systematic, friendly manner. Others may perceive you as being critical and sometimes aloof with others. You typically are motivated by facts, affirmation and structure.

Communication Tip: Communicate effectively and act intelligently by adapting your words and actions to the personality style of others.

Priorities and Decision Style for Alexander



The following section describes your decision-making style and what tends to be important to you. Your personality style influences how you make decisions based on your priorities. These insights reflect your most natural behavior when faced with choices.

Remember: The key to your success is to have under-control actions. Focus on recognizing the need to STEP OUT ON FAITH MORE, and do not worry about things that you cannot control. When making a decision, the C/S style blend tends to focus on rules for peace and stability by implementing what is acceptable. By having a C/S style blend, your basic priorities in decision-making are procedures to accomplish excellence and predictability and peace with others. You typically will cautiously make decisions based on facts in order to uphold principles. The C/S style blend will participate with others by seeking peace and maintaining the status quo with others.

Understanding your decision-making style can help you become more successful in balancing the issues involved in a situation while interacting with the people who are affected by your decisions.

Insights for Professional Growth for Alexander



The following section offers insights about how your personality style blend may influence your professional life. In order to be the best YOU possible, it is important to maximize your strengths while, at the same time, minimizing your weaknesses.

This feedback is primarily based on your strongest traits. Consider this section with a mindset of leveraging your strengths in order to bring about the best results possible.

- Having a career is about creating personal security and success for you and your loved ones. Growing professionally will give you a way to serve others.
- Building relationships and using your natural ability to solve problems and accomplish tasks will allow you to be more successful long-term.
- It is important to display confidence in your work. The C/S style blend has great talents and gifts. Realize that you have much to offer as you serve others.
- By paying close attention to financial matters, you will gain the ability to have even more structure in life, so you can have more stability in your career.
- Begin working with leaders based on their personality style. Adapt your style. See things from their perspective.
- In developing your career, you will meet others that are not committed to what you do and to other areas of life. Keep in mind not everyone has your same desire to learn and grow.
- The C/S style blend has a desire to provide value and complete tasks. People will naturally be responsive to your dedication to your work.
- Being focused and learning from the advice and direction from successful leaders are the keys to your development both personally and professionally.
- Building an effective career is about working smarter not just harder. Make sure to develop ways to connect with others. This is an important principle.
- One area that most C/S style blends deal with is the tendency to analyze nearly everything. Practice taking action when necessary.

Insights for Long-term Development for Alexander



The following section offers insights about how your personality style blend may influence your professional life in a long-term manner. The focus here is to provide input to you which will not only help you be more successful now, but may also help you to compensate in areas that might otherwise hold you back from achieving your full potential. This feedback is designed to make you more aware of areas that are related to your less-predominant traits. Consider this section with the mindset that learning to adapt your behavior in these areas will result in maximizing your success.

- In developing by learning and growing, it is important to let your strengths carry you, and let your weaknesses concern you.
- Commit to taking time to enjoy life. When you schedule down time, you are able to think and analyze more effectively. This generally leads to better decisions.
- Life is about balance. Convince yourself that you will create balance in life by LEARNING TO RELAX versus worrying about things that COULD happen.
- Important: Most people buy into people not programs or systems or products. Stay focused on people not just getting things done.
- A key principle in relating with others: people want to know how much you care before how much you know. Remember this in building relationships and growing professionally.
- Individuals with a C/S style blend sometimes give too many details and too much information. Remember that too much information can be confusing to many individuals.
- The way to have greater purpose is to develop ways to support others. By focusing on the needs of others, you will gain substantial benefits both personally and professionally.
- A secret key to your success is focusing more on relating with others and believing in yourself. By building a relationship, you build a stronger work environment. You CAN do it.
- At times, it is important to act on faith. Wisdom comes from knowing how to make an educated decision rather than overanalyzing a situation.
- Remember to motivate and influence others based on their personality style. What appeals to you may not appeal to someone else.

Communication and Presentation Tips



The Main Thing to Remember:

Alexander, because your primary style is **C**
Please remember to:

express care for people in your communication.

Your Keys to Success:

Alexander, when you are communicating with others, it is important to remember the other person may have a different personality style than you do. Consider your possible blind spots, and remember the following when you present:

- 1) Do not get caught up in too much detail.**
- 2) Keep in mind the person vs. the process.**
- 3) Remember to smile, and be cordial.**

Next, let's see how to relate to the 4 basic personality styles ...

Communication with a D-Style Person



with someone who is primarily D (dominant)

Alexander, because your primary style is **C**,

Please remember the following when communicating with a **D-Style** person:

- 1) **Emphasize the goal and solution.**
- 2) **Get to the result first, then the details later.**
- 3) **Be efficient in your use of time.**

INSIGHT: Be confident and sure of yourself. He or she may be forceful. Show strength. Be direct. Emphasize results. Remember to help this D-Style person feel that he or she is not being taken advantage of.

Communication with an I-Style Person



with someone who is primarily I (inspirational)

Alexander, because your primary style is **C**,

Please remember the following when communicating with an **I-Style** person:

- 1) Emphasize how much you recognize and admire him or her.
- 2) Consider dreaming using stories about his or her future success.
- 3) Be willing to listen to him or her when he or she gets sidetracked. Remember their focus is on people and image vs. too much detail.

INSIGHT: Be enthusiastic and complimentary. He or she may talk and exaggerate a lot. Listen and don't try to control the conversation or prove your point. Remember to help this I-Style person feel accepted, not rejected.

Communication with an S-Style Person



with someone who is primarily S (supportive)

Alexander, because your primary style is **C**,

Please remember the following when communicating with an **S-Style** person:

- 1) Emphasize teamwork.
- 2) Help him or her understand the value of your service.
- 3) Be warm and calming.

INSIGHT: Be sensitive. Let him or her share feelings. Don't interrupt. Let him or her finish talking before you talk. Remember to help this S-Style person feel secure.

Communication with a C-Style Person



with someone who is primarily C (cautious)

Alexander, because your primary style is **C**,

Please remember the following when communicating with a **C-Style** person:

- 1) Emphasize the quality and excellence in your service.
- 2) Look at major concepts and specific issues.
- 3) Be logical and agreeable.

INSIGHT: Be factual and make sure of your facts. Ask for suggestions. Be open and respectful. Give details concerning problems. Be precise and methodical. Remember to not criticize or appear to criticize this C-Style person.

Leadership Insights to the D-Style



How to relate best to someone who is primarily Dominant:

They want to know:	WHAT
If they are interested, they will:	CHALLENGE YOU
They want you to:	BE DIRECT
Because they will:	DECIDE QUICKLY

They want to be in control, and they will only decide about a matter if they can see how it relates to their goals. Their main motivation will probably be to solve some sort of problem or achieve something. Leadership with this personality style is primarily about presenting solutions that are relevant to them.

Phrases to use: (encourage their eagerness to lead)

You are in charge.
I have confidence in you.
You have complete authority to make it happen.
I'll give you whatever resources you need to meet the goal.
I know that, if anyone can handle this situation, it's you.
What do you need to move ahead?
What would you like to do next?
Your leadership in this matter is critical.
See what solutions you can come up with, and go with whatever you think is best.

In Summary:

Their issue is POWER. They will DECIDE in order to SOLVE PROBLEMS, because their focus is THE GOAL.

Note: Review the page on Communication with a D-Style to know how to say things in a way that they will be receptive to. Adapt your style to their personality needs.

Leadership Insights to the I-Style



How to relate best to someone who is primarily Inspirational:

They want to know:	WHO
If they are interested, they will:	TELL YOU HOW THEY FEEL
They want you to:	BE EXCITED
Because they will:	DECIDE EMOTIONALLY

Their priority of people means that they want to feel good about you and the people you are associated with. Be excited with them. Talk energetically with them about other people, interesting stories and fun things to do. Leadership of this personality style is primarily about moving enthusiastically with them toward short-term goals that involve dynamic interaction with people.

Phrases to use: (encourage their energy with people)

Who can we get together to work on this project?
 Who would you like to have on your team?
 We are looking for someone with energy and enthusiasm like you!
 How soon can you pull together a meeting with everyone?
 Can you help me with some ideas to get this started?
 I'm so excited that we get to work together!
 You add so much fun to everything!
 What would be a good way to reward ourselves when we reach our first goal?
 Thank you for your positive attitude and outlook!

In Summary:

Their issue is PEOPLE. They will INTERACT in order to PERSUADE OTHERS, because their focus is THE POPULAR.

Note: Review the page on Communication with an I-Style to know how to say things in a way that they will be receptive to. Adapt your style to their personality needs.

Leadership Insights to the S-Style



How to relate best to someone who is primarily Supportive:

They want to know:	HOW
If they are interested, they will:	TAKE THEIR TIME
They want you to:	BE SINCERE
Because they will:	DECIDE SLOWLY

They want predictability, and they will need a friendly, comfortable environment to be in. Give them reassurance that what you are suggesting will be a good experience for them and others. They do not want to venture out of their comfort zone, so don't push or force anything. Leadership of this style is about being sincere and giving gentle encouragement to take small steps in a safe direction.

Phrases to use: (remember to be sincere, patient and supportive)

Thank you so much for helping me on this.
 How about if we just take a small step and try this approach to see how it works?
 Your contribution is so important. Everyone appreciates your input.
 It's ok to make a choice; we can always change our approach later on if we need to.
 Let's work on this together, and we can help each other.
 Someone will be there to personally guide you through the process.
 You can handle this - I have confidence in you. You can do it.
 That seems to be a very safe and sensible approach.
 Do you mind if we try it out?

In Summary:

Their issue is PREDICTABILITY. They will SEEK A STABLE ROUTINE in order to MAINTAIN STATUS QUO, because their focus is THE ACCEPTED.

Note: Review the page on Communication with an S-Style to know how to say things in a way that they will be receptive to. Adapt your style to their personality needs.

Leadership Insights to the C-Style



How to relate best to someone who is primarily Cautious:

They want to know:	WHY
If they are interested, they will:	ASK QUESTIONS
They want you to:	BE CREDIBLE
Because they will:	DECIDE CAREFULLY

Their priority for procedure and logic means that they will need good reasons why going in a particular direction makes sense. This personality style naturally asks questions as a way of thinking things through. Their areas of interest or focus may be very specific, so be patient as you answer questions. Leadership of this personality style is about being logical and providing enough time and information for them to think through options.

Phrases to use: (provide information, build credibility, be patient)

Our research shows that this is a good option.
 What is the best option in your opinion?
 What other information can I provide to help you?
 What factors are most important to you right now?
 You have done excellent work so far.
 How can we apply what you have learned?
 What do you see as the next step that needs to be taken?
 How much time do you think you will need to think this over?
 What are you most concerned about at this point?

In Summary:

Their issue is PROCEDURE. They will SEEK FACTS in order to UPHOLD PRINCIPLES, because their focus is THE RULES.

Note: Review the page on Communication with a C-Style to know how to say things in a way that they will be receptive to. Adapt your style to their personality needs.

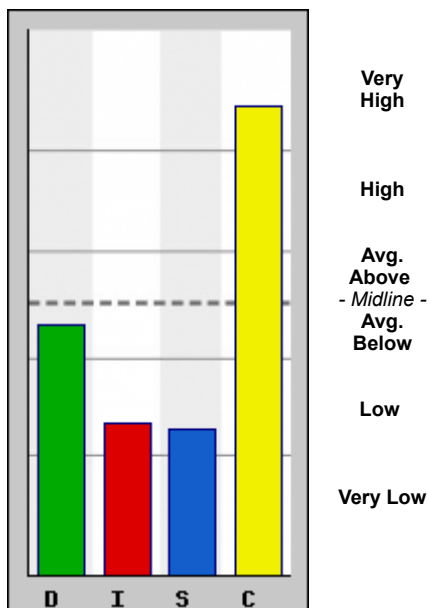
What to Emphasize with Each Style

With DOMINANT (D) Style People Emphasize:	With INSPIRING (I) Style People Emphasize:
<ul style="list-style-type: none"> • Results • Opportunities • Solutions • Goals • Plans • Wise use of time • Leadership role • Authority • Their bold nature • Bottom line • Ownership • Efficiency 	<ul style="list-style-type: none"> • Fun • Enjoyment • Recognition • Dreams • People • Lifestyle • Energy • Enthusiasm • Their outgoing nature • Expectations • Stories • Success
With CAUTIOUS (C) Style People Emphasize:	With SUPPORTIVE (S) Style People Emphasize:
<ul style="list-style-type: none"> • Quality • Value • Logic • Principles • Honesty • Integrity • Consistency • Validation • Their inquisitive nature • Details • Loyalty • Correctness 	<ul style="list-style-type: none"> • Support • Reliability • Teamwork • Service • Peace • Family • Steadiness • Relationships • Their cooperative nature • Understanding • Security • Friendships
Remember: Emphasize what others are interested in!	

Graphs for Alexander Fields

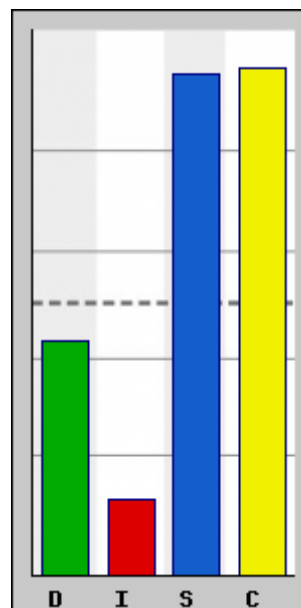


Environment Graph
(How People See You)



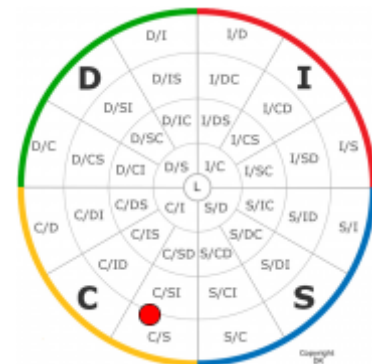
46 28 27 86

Basic Graph
(The Real You)



43 14 92 93

Circle Graph
(Basic at-a-glance)



Blend = C/S

Overview of Your Graphs

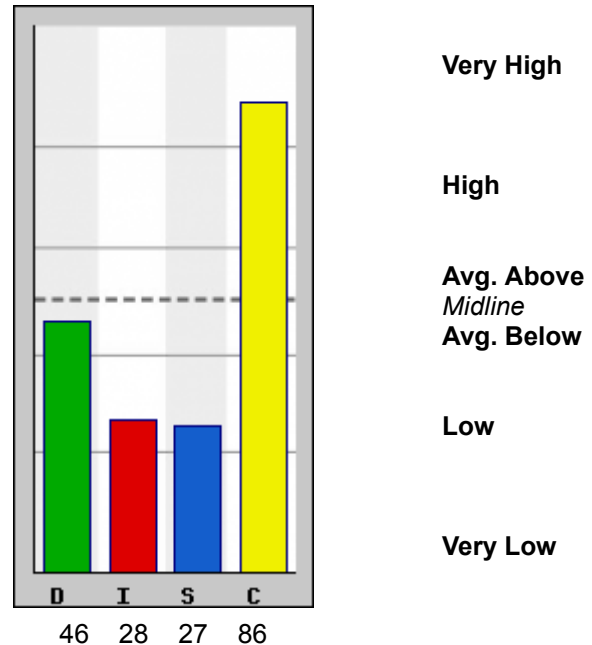
The bar graphs above show levels for your D, I, S and C personality traits. The higher the level of the trait, the stronger it is. The graph on the left is called **Your Environment Graph** which shows how people see you. It shows how you tend to act with other people in your environment. The graph in the center is called **Your Basic Graph**. This graph reflects how you see yourself. It shows how you are most comfortable acting (the real you). **Your Basic Graph in the center was used to determine your personality blend as being C/S.** The graph on the right is called your **Circle Graph** and is an at-a-glance view of your Basic Graph. Keep in mind that **behavior in your environment is often different than your real personality preferences.** This report can give you insights into the dynamics of your personality style. You may exhibit very different personality traits in different situations. That is normal. **As you learn to see the patterns in your behavior, you will be able to interact more effectively with others.**

Understanding Your Environment Graph

Your Environment Graph shows the way you have learned to function in your environment in order to achieve success. Your environment's requirements and expectations influence why you choose to act the way you do. The way you adapt to your environment can change depending on what you are going through in your life, changing role requirements, or major life-changing events. So, depending on the situation, you may respond with different personality traits to a greater or lesser extent. Therefore, your Environment Graph can vary some over time (months or years).

Your **Environment Graph** is based on answers you selected in the MOST category in the assessment (characteristics MOST like you). Your MOST choices are influenced by your environment. A simple illustration will explain why the Environment Graph comes from your MOST choices. What do you MOST want for dinner tonight? Pizza? Steak? A seafood salad? Your MOST choice for dinner is influenced by your environment. You might order pizza if you are in a hurry. You might choose steak to celebrate a special event. You might choose the seafood salad if you are on a diet. You make similar decisions in your behavior. You may need to be very decisive at work, so your Dominant (D) traits may score higher than they otherwise might in a more relaxed situation. Likewise, if your work requires you to be very exact and careful every day, then you would expect your Cautious (C) traits to score a little higher than they might otherwise. The more "MOST" choices you made for a given DISC type in your assessment, the higher your plotting point for that given DISC type would be in the graph.

Your Environment Graph
(How People See You)



Understanding Your Basic Graph

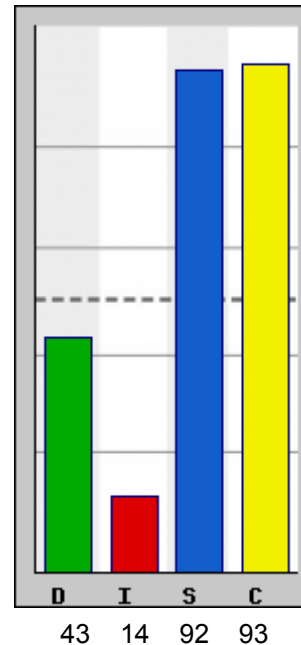
Your **Basic Graph** shows your natural behavior. It shows how you are "wired" to behave when you are totally at ease. It is also the behavior you will gravitate to when you are under pressure, because it is the response that comes easiest to you. Your personality is built into who you are. You were designed a certain way from birth, before any outside influences occurred. Your natural personality traits vary less over time, because they are not significantly influenced by your environment.

Your **Basic Graph** is based on the choices you made in the LEAST category in the assessment (characteristics that were LEAST like you). Each time you made a LEAST choice for a given DISC type in your assessment, you indicated that you were least like that trait and the lower your plotting point for that trait would be. Do you remember our dinner illustration from the previous page? What if you were given the dinner choices of pizza, steak, or a seafood salad, but you hated seafood? Chances are good that you would choose seafood as your LEAST desirable choice. You probably would not change that choice, no matter where you were. You are usually very consistent in the things you do not like. Likewise, you are usually consistent in staying away from behaviors that are LEAST comfortable to you when you have a choice.

How many different graphs are there?

Some people associate DISC with only 4 personality styles. However, you are a BLEND of ALL 4 personality traits that each have their own levels. The personality assessment can yield over 39,000 graph combinations. The statistical validity of these reports is about eighty five to ninety percent accurate. For a more in-depth discussion of DISC, or to understand your graphs more completely, please refer to the books **Positive Personality Profiles** and **Who Do You Think You Are, Anyway?** by Robert A. Rohm, Ph.D.

Your Basic Graph
(The Real You)



Very High

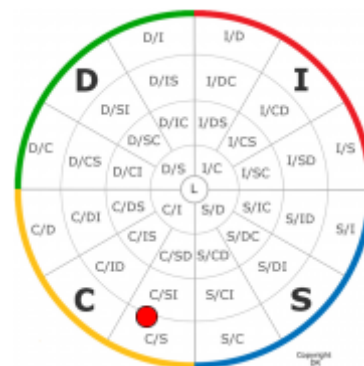
High

Avg. Above
Midline
Avg. Below

Low

Very Low

Your Circle Graph
(At-a-glance view of your Basic Graph)





Personal Review for Alexander Fields

Date: _____

Review your DISC Personality Profile Report and write the answers in the following worksheet in your own words.

My Personality Blend is: (page 5) _____

My Strengths are: (page 7)

One Key to Balance and Excellence that will help me is: (page 8)

Something important that I learned about how I work on a team is: (page 9)

Something important that I learned about my communication style is: (pages 12)

Something important that I learned about my priorities and decision style is: (pages 13)

Something I can focus on for professional growth is: (page 14)

Something I can focus on for long-term growth is: (page 15)

More Resources Available



Dear Alexander,

We hope that you have enjoyed reading your **DISC Personality Profile Report**.

To learn more about us and our resources, please visit us online at:

<http://www.idgvision.com>

Please contact us if we can be of any assistance.

Thank you.

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